

2025 Annual Security and Fire Safety Report

Information for the 2025-2026 Academic Year

WELCOME TO REGIS UNIVERSITY!

Published by the Department of Campus Safety, the Annual Security and Fire Safety Report is the result of a collaborated effort from many departments across our campus. Campus Safety is the recognized security entity for Regis University. Security personnel patrol the campus 24 hours a day, 365 days a year. The department oversees matters relating to safety and security at the Northwest Denver campus as well as the Thornton campus. Campus Safety personnel provide a range of security services such as documenting criminal activity, crime prevention and community safety training, guarding Regis buildings and property, and responding to calls for service from the Regis community. We strive to support the academic mission of the institution and uphold the Jesuit values by performing our jobs in an ethical, legal, moral, compassionate and proactive manner.

Campus Safety partners with the University community and focuses its efforts on problem-solving and service-providing. Campus Safety maintains a relationship with our public-sector law enforcement, first responders and emergency management counterparts, supporting their function of protecting our community.

The Annual Security and Fire Safety Report is provided to the community in the hope that our students, faculty, staff and the community at large can be more informed. Campus Safety can be reached at (303) 458-4122 for any questions or concerns.

Ed Perez

Director of Campus Safety



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A MESSAGE TO THE REGIS COMMUNITY

This document contains two reports, which are the *Annual Security Report*, and the *Fire Safety Report*. Collectively, the two reports are called the *Annual Security and Fire Safety Report* or the ASFSR. The ASFSR is provided to the community to assist in the effort to make our campuses safe places to learn, live and work.

The ASFSR is prepared and published by the Department of Campus Safety, this report complies with the *Jeanne Clery Campus Safety Act* (Clery Act), *Title IX*, *Stop Campus Hazing Act*, and the *Violence Against Women Act* and is intended to disseminate important information to the University community. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year where the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities.

All the crime statistics are gathered, compiled, and reported to the University community through this report, and submit the crime statistics to the Department of Education (DoE). The statistical information gathered by the DoE is available to the public through the DoE website:

(<https://ope.ed.gov/campussafety/#/institution/list>).

This Report applies to both Regis University campuses, that include the main campus (referred to as the Northwest Denver Campus), and the Thornton Campus.

All policy statements in this Report apply to the Northwest Denver Campus the Thornton Campus unless otherwise stated in this Report.

DEPARTMENT OF CAMPUS SAFETY: SECURITY POLICY STATEMENT

Regis University is committed to creating and maintaining an environment where individual and institutional responsibility combine to promote each student's complete development. For the University to achieve this goal within an atmosphere where the rights of its members are respected, it is necessary to establish policies that reflect the nature of a student community and its dynamics. Every member of the University community has equal rights and benefits in accordance with the expectation that each person has maturity, intelligence and concern for the rights of others. Only when a person demonstrates a lack of cooperation or respect for the rules and laws does the University, acting through its officials and judicial bodies, take disciplinary action and/or report the offense to local law enforcement agencies when appropriate. Behavior, whether attempted or committed, which is judged to be illegal or disruptive to the community atmosphere cannot be tolerated.

The Northwest Denver campus lies within the jurisdiction of both the Denver Police Department and the Adams County Sheriff, and when needed, the appropriate agency will be contacted. The Thornton Campus is under the jurisdiction of the Thornton Police Department. That agency will

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be contacted in regard to criminal offenses at that location.

Regis University's Campus Safety personnel maintain security guard licenses from the *City and County of Denver*. Campus Safety has the authority to enforce university policies on Regis University's Northwest Denver Campus, and under the City and County of Denver Municipal Code, Article V – Private Security Business and Private Security guards. The Campus Safety staff are not sworn peace officers and do not possess police powers. However, authority to effect detentions comes from the Colorado Revised Statutes, *16-3-201- Arrest by a Private Person*. In such instances, Denver Police or the Adams County Sheriff will be contacted for assistance and appropriate disposition of the individual or individuals involved.

On the Northwest Denver Campus, the Campus Safety Department has jurisdiction on the core campus for areas that are owned or controlled by Regis University. Campus Safety's jurisdiction



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is represented on the following map.

The Department of Campus Safety at the Northwest Denver Campus maintains a good working relationship with the Denver Police Department, Adams County Sheriff, Colorado Bureau of Investigations, and the Federal Bureau of Investigations.

When applicable, Regis University request that local police agencies contact Campus Safety because they may monitor and record criminal activity involving students at non-campus locations which may be owned and controlled by the university or are an officially recognized student organization.

MEMORANDUM OF UNDERSTANDING

Regis University does not have a written *Memorandum of Understanding* (MOU) with any police department regarding the investigation of alleged criminal incidents. If needed, Regis University will pursue an MOU with the local law enforcement agencies in which each campus is geographically located. At present, during emergencies or response to criminal activity, Campus Safety or the Campus Officials at the Thornton campus notify and work with the appropriate local police departments.

SAFETY AND SECURITY FEATURES ON THE NORTHWEST CAMPUS

Campus Safety security guards tour the Northwest Denver Campus patrol area 24-hours a day, seven days a week. The specific contact information for each local police department is located below.

- Denver Police Department (District 1): 720-913-0400
- Adams County Sheriff (Dispatch): 303-288-1535

The Campus Safety office is in West Hall, Suite 107. Administrative hours are 7:00 a.m. to 4:00 p.m. Monday through Friday. Campus Safety can be reached by calling 303-458-4122, twenty-four hours a day.

Campus Safety personnel patrol the campus by vehicle, bicycle, golf cart, and on foot. Campus Safety staff members are trained in Cardiopulmonary Resuscitation, the operation of rescue chairs, and Automated External Defibrillators. Campus Safety staff receive annual training in the use of their less lethal weapons which are the collapsible baton and pepper spray. Attendance at other intermittent training sessions throughout each year consists of such topics as Title IX, Active Shooter response, community safety, Hazing, and the *Clery Act*.

The campus safety security guards provide safety escorts 24 hours a day. Safety escorts are conducted anywhere on our Northwest Denver Campus within our *Clery Act* defined geography.

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Law enforcement responds to most incidents reported to them by the students, staff, faculty, and members of the public. In some cases, people will be instructed to file a report online. To file a report for the Denver Police:

[Submit an Online Police Report - City and County of Denver](#)

Adams County Sheriff does not have online reporting. Reports for law enforcement, fire department, or emergency medical services can be reached by dialing 911 from a campus phone. Regis University has upgraded to a system called 911 Inform. This system enables the 911 calls to simultaneously call the 911 operator and notify Campus Safety that a 911 call has been placed from a location on the Regis campus. When a 911 call is made from a desk telephone or a cell phone, the Campus Safety security guards have access to map locations on their departmental cell phones from where the call originated.

It is the University's objective to monitor all campus residence halls by Residence Hall student staff during the academic year. Security cameras monitor each residence hall entry, exit doors, and elevator lobbies. Entrances to residence halls are kept locked and only the main entrances are accessible by the student's individual key card.

The Northwest Denver Campus can be reached by telephone by calling 1-800-388-2366. Courtesy phones are also located in the entry areas on the east and west side of Main Hall, Garden level of Carroll Hall, St. Peter Claver Hall S. J. (west side and east sides of the building), South exterior side of the Student Center, and in each Residence Hall's main entry.

For locations of call boxes, Blue Light Phones, AEDs and Callboxes see the Safety Features Map at:

Safety Features at the NW Denver Campus

- Emergency call boxes are located throughout the Northwest Denver Campus. These devices enable the caller to speak directly to Campus Safety personnel.
- Emergency telephones are located on the north and south side of the hallways on all floors of the Pomponio Science Building which contact Campus Safety by telephone.
- Elevator emergency phones connect directly to an answering service that will contact the Fire Department and Campus Safety as needed.
- Automated External Defibrillator devices are located in marked cabinets throughout the Northwest Denver campus. On most devices, when the device is removed from the cabinet, this activates both a local alarm and sends a notification to Campus Safety. If an Automated External Defibrillator is removed for use Campus Safety recommends that the person contact 911.
 - Tourniquets are available in the Automated External Defibrillator cabinet.
 - Narcan aerosols have also been inserted into each cabinet for use when needed.
- Rescue Assistance buttons are in David M. Clarke Hall S. J. (Clarke Hall), Student Center, DeSmet Hall, and Vincent J. Boryla Apartments, and are in the elevator lobbies

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of all floors except for the first floor. These phones ring to an answering service which will assist the caller.

- Campus Safety security personnel are trained in the use, and deployment of the Emergency Rescue Chairs that are kept in Main Hall, the Student Center, Claver Hall, Clarke Hall, DeSmet Hall, and O'Connell Hall. Rescue chairs are used to help people who are injured or handicapped or to assist such people in evacuating a building in cases when the elevators are not functioning.

ALERT NOTIFICATIONS

- RU Alerts
 - Emergency Notifications will be made by text, email, and voice, for situations that represent an immediate threat to the life or safety of the Regis Community.
 - Timely Warnings will be sent via email, text, when an incident on or near campus represents a serious or continuing, but not an immediate threat.
- RU Informed
 - These messages are distributed by email and text messages sent to raise awareness of incidents that are important to the Regis community but do not rise to the level of Emergency or Timely Warning Notifications. These messages may also be sent on other communication platforms as well.

SAFETY AND SECURITY FEATURES ON THE THORNTON CAMPUS

Personnel at the Thornton Campus work with the law enforcement agency with jurisdiction over that campus and with Campus Safety to assist in facilitating public safety services for that campus.

At the Thornton Campus there are two Automated External Defibrillator devices for emergency medical situations which also have tourniquets and Narcan devices.

Regis University works with the local property owners at Thornton Campus to maintain the campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated. University officials work closely with the property owner to address burned out lights promptly as well as malfunctioning door locks or other physical conditions to enhance security.

Campus officials interact routinely with the contract security guards at the Thornton Campus and when applicable, work with them to monitor conditions and report any unusual circumstances.

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The Thornton Police Department is responsible for public safety and response to law enforcement and emergency incidents at the Thornton campus. The Thornton Police Department has officers available 24 hours a day and can be reached by calling (720) 977-5020 from campus telephones. Emergency calls to 911 can be made on campus phones and you will be directed to the local 911 agency. Calls to 911 can be made for any police, fire department, or emergency medical services needed. The Thornton Police Department responds to all incidents reported by students, staff, faculty and members of the public, and depending on the type of report a person may file an online report at:

[File a Police Report — Thornton Police Department](#)

The Thornton Campus has use of space within a large structure and the property owners have full-time security that is managed by a third-party vendor. Regis University does not have a contract with building/property security. However, the spaces that are under the control of Regis University have a part-time contract security guard who may summon assistance from the Thornton Police Department or the building security when laws have been broken. The security guard for Regis's areas is on campus from 5:30 p.m. to 10:30 p.m., Monday through Thursday (except when the campus is closed) and at other hours requested by the campus administration). The security guard has an assigned position at the front desk and performs safety escorts and conducts patrols on a routine basis of the areas within the building that are controlled by Regis University. Authority to effect detentions comes from the Colorado Revised Statutes, *16-3-201 Arrest by a Private Person*. In such instances, the Thornton Police Department will be contacted for assistance and appropriate disposition by the Thornton Police Department of the individual or individuals involved.

All students, staff, faculty, and visitors are encouraged to promptly report criminal incidents, accidents and other emergencies to the Thornton Police Department. People are encouraged to report all Crimes to Campus Safety at, 303-458-4122. Once a crime is reported to Campus Safety, a determination can be made to issue, or not to issue, an Emergency or Timely Warning Notification, to include the crime(s) into the ASFSR for crime statistics, and to insert the crime into the Daily Crime Log .

Campus access hours for Thornton Campus are as follows:

Monday - Thursday: 9:00 a.m. – 10:00 p.m.

Friday: 9:00 a.m. – 5:00 p.m.

Saturday: 9:00 – 5:00 p.m.

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Sunday: Closed.

SECURITY AND ACCESS TO CAMPUS FACILITIES NORTHWEST DENVER CAMPUS

The Northwest Denver campus facilities are accessible to authorized members of the public during business hours Monday through Friday. On weekends buildings and scheduled rooms are open to authorized members of the public. Areas that are not being used may be secured by Campus Safety security guards.

Residence Hall access is for authorized staff and residents who live in their assigned residential housing. Guest policies are regulated by the *Office Housing and Residential Engagement* (HRE). Residents must use their issued swipe card keys for entry through the main entry doors of the residential facility where they live. Swipe card keys are coded to permit access only to the residence hall where the student lives. During the school year, the main desk to each residence hall, except for the Boryla Apartments, may be manned by student staff, on a schedule set by the HRE. Solicitors are not allowed on campus. Non-Regis delivery or service staff are only permitted entry as required. Residential Hall entry doors are on 24-hour lockdown. Boryla Apartments are accessible by proximity cards only.

For security reasons, Regis University has designated access points to their buildings on campus. This means that a limited number of doors on each building will be unlocked during business hours to permit access to the community, and all other doors will be always locked.

Exterior doors will have signage give directions to community members that state:

- An “Alert! No access...” sign bearing a QR code will be placed next to each locked entrance at the exterior of the building.
- The QR code will provide directions to the building’s designated entrances via a PDF map download.
- The contact number for Campus Safety will also be provided.

The Athletic Department manages the use and scheduling of all athletic fields throughout the academic and calendar year. The University reserves the right to restrict use by groups at its discretion. Alcoholic beverages are prohibited on the fields unless specifically permitted by contract agreement.

Regis University’s Physical Plant Department maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated with lighting. The Department of Campus Safety works collaboratively with the Physical Plant Department to address concerns such as burned-out lights, malfunctioning door locks, or other safety and security deficiencies in a prompt manner.

When in operation, the Field House is open to the Regis community members Monday through Friday from 8 a.m. to 10 p.m. and is locked on the weekends but is accessible by swipe cards.

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Operational hours of any field or building are subject to change pending any sports competitions or reservations by any outside entity.

Campus Safety personnel conduct patrols of the academic, administrative, and residential buildings on the Northwest Denver Campus to monitor conditions, respond to calls, and report any unusual circumstances. Housing staff are responsible for monitoring the residential facilities. Students are encouraged to report criminal, suspicious or safety-related incidents to Campus Safety.

Regis has residential housing located in Adams County, which is situated on the north side of the Northwest Denver Campus and is part of our core campus. Crimes which occur in the Adams County residential housing should be reported to Campus Safety, and when necessary to the Adams County Sheriff's Department at (303) 288-1535.

NON-CAMPUS FACILITIES

Non-campus facilities are any building or property owned or controlled by a student organization by a written agreement that is officially *recognized* by the institution, or any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. If a crime is committed at these locations, personnel at these non-campus locations are to call the police department in that jurisdiction. In all cases all members of the Regis Community are encouraged to also report crimes to the Department of Campus Safety or to another Campus Security Authority so that the crime can be evaluated for an RU Alert, RU Informed notifications, inclusion in the Daily Crime Log and in the Annual Security and Fire Safety Report.

WEAPONS POLICY

Regis University endeavors to provide a safe working and learning environment. Therefore, the possession and use of weapons, firearms, explosives, fireworks, or other objects designed and/or used to inflict injury or damage (collectively "Weapon") are prohibited on University premises, property otherwise leased or controlled by the University including, but not limited to, offices, classrooms or residence halls, or at University sponsored activities without the express permission of the University. It is a violation of University policy to possess any weapon on University premises or at University sponsored activities, even if the bearer possesses a valid concealed weapons permit. However, certified law enforcement personnel in good standing may carry their department issued handguns or other weapons on campus if required by their responsibilities as a law enforcement officer.

Campus Safety personnel are permitted to carry and possess such less-lethal weapons as are issued to them by the University, if they have completed the required training in the use of such less-lethal weapons.

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This policy includes, but is not limited to, items that simulate weapons. The possession of less-lethal self-defense instruments (for example, pepper spray) by students, faculty, staff or visitors is permitted. However, the reckless use of such devices may be considered a violation of this policy and/or law.

Any plausible statement or evidence that a community member possesses a weapon may be responded to as an actual threat, whether or not evidence of a weapon exists.

CRIME REPORTING PROCEDURES

Campus Safety encourages the accurate and prompt reporting of all crimes and safety concerns to Campus Safety or other *Campus Security Authorities*, and to the appropriate police agency, when the victim of a crime elects to, or is able to make such a report. If the victim, due to injury or incapacitation, is unable to make a report to law enforcement, Campus Safety will notify law enforcement.

NORTHWEST DENVER CAMPUS

All members of the Regis community, guests, and visitors at the Northwest Denver Campus and at the Thornton Campus are encouraged to report emergency situations or instances of possible violations of law, or University policies to the Department of Campus Safety. Primary responsibility for responding to such reports at the Northwest Denver Campus rests first with the Department of Campus Safety.

- Campus Safety's phone number: 303-458-4122
- Campus Safety's email: safety@regis.edu.
- Non-emergency calls to the Denver Police Department may call (District 1) 720-913-0400,
 - Online reporting: [Submit an Online Police Report - City and County of Denver](#)
- On the Adams County phone number: 303-288-1535.
- A person may also make a non-emergency online report to the Department of Campus Safety at [Campus Safety Online Report](#), which is also on the Campus Safety webpage.
 - When filling out the online report, it is not necessary to fill in every field, and the online report may be made anonymously.

THORNTON CAMPUS

- Crimes at the Thornton Campus may be reported to Campus Safety at 303-458-4122.
- Thornton Police Department non-emergency phone number 720-977-5150.
 - Online reporting: [File a Police Report — Thornton Police Department](#)
- A person may also make a non-emergency online report to the Department of Campus Safety at , which is also on the Campus Safety webpage.
 - When filling out the online report, it is not necessary to fill in every field, and the online report may be made anonymously.

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HAZING

Hazing is now a Clery Act crime which means reports of hazing will be statistically included in the Annual Security and Fire Safety Report. Clery crimes and definitions can be found at:

[CSA Resources | Regis University](#)

Under the section, *As a CSA, what crimes do I have to report?* Select the link *See Reportable Offenses* to view the list of Clery crimes and definitions.

Gathering reports of Clery Act crimes are limited to what is called *Clery Act Geography* and information that can be found in the *Annual Security and Fire Safety Report* under [Denver Campus](#) and [Thornton Campus](#).

However, pertaining to reports of hazing the *Clery Act Geography* does not apply to the *Hazing Transparency Report*.

HAZING TRANSPARENCY REPORT

The Department of Campus Safety is responsible for the *Campus Hazing Transparency Report*. Beginning July 1, 2025, Campus Safety started compiling information with respect to hazing incidents at Regis University. *The Campus Hazing Transparency Report* summarizes the findings concerning any recognized student organization found to be in violation of Regis University's standards of conduct relating to hazing. *The Campus Hazing Transparency Report* only addresses recognized and established student organizations. For statistical reporting in the Annual Security Report, and to the Department of Education, hazing crimes will be reported for student organizations that are recognized, established, unrecognized or unauthorized by Regis University.

Campus Hazing Transparency Report shall be published on the Campus Safety's webpage, on the public website of Regis University, including:

- a. A statement notifying the public of the annual availability of statistics on hazing pursuant to the *Clery Act* including a link to such report (ASF SR).
- b. Information about the institution's policies relating to hazing under Regis' policy, applicable local, State (state definition), and Tribal laws on hazing.
- c. The information included in each update required shall be maintained on the website for a period of 5 calendar years from the date of publication of such update.

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Not less than 2 times each year, Campus Safety will update the Campus Hazing Report at the beginning of Fall Semester and at the end of Spring Semester. The Transparency Report will include the period beginning on the date on which the Report was last published and ending on the date on which such an update is submitted. Each incident that involves a student organization for which a finding of responsibility is issued relating to a hazing violation, to include:

1. The name of such student organization.
 - A. A general description of the violation that resulted in a finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the institution, and any sanctions placed on the student organization by the institution, as applicable; and
 - i. The dates on which—
 - The incident was alleged to have occurred.
 - The investigation into the incident was initiated.
 - The investigation ended with a finding that a hazing violation occurred; and
 - The institution provided notice to the student organization that the incident resulted in a hazing violation.

The *Campus Hazing Transparency Report* **shall not** include any personally identifiable information, including any information that would reveal personally identifiable information, about any individual student in accordance with section 444 of the General Education Provisions Act (commonly known as the *Family Educational Rights and Privacy Act of 1974*). Regis University publishes the *Campus Hazing Transparency Report* on that can be found on the *Campus Safety's* publicly available webpage and can be found at:

[Hazing Report.pdf | Powered by Box](#)

Information will include:

- a. A statement notifying the public of the annual availability of statistics on hazing pursuant to the Hazing Transparency Report, including a link to such report. This notification will coincide with the Notice of Availability for the Annual Security and Fire Safety Report.

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- b. Information about the institution's policies relating to hazing under applicable local, State, and Tribal laws on hazing.
- c. Hazing Transparency Report will be maintained for a period of five years.

Note: A report of hazing is categorized and classified using the federal definition.

Under the Stop Campus Hazing Act, Hazing is defined as.

The term 'hazing', means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

- a. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- b. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including— “
 - i. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - ii. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
 - iii. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
 - iv. Causing, coercing, or otherwise inducing another person to perform sexual acts.
 - v. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
 - vi. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

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- vii. 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.

The state of Colorado defines Hazing as:

C. 18-9-124. Hazing – penalties - legislative declaration.

- d. **(1)**
- e. **(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.
- f. **(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.
- g. **(2)** As used in this section, unless the context otherwise requires:
- h. **(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.
- i. **(b)** “Hazing” includes but is not limited to:
- j. **(I)** Forced and prolonged physical activity.
- k. **(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.
- l. **(III)** Prolonged deprivation of sleep, food, or drink.
- m. **(3)** It shall be unlawful for any person to engage in hazing.

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

Regis University is not required to Develop the *Campus Hazing Transparency Report* until Regis University has a finding of a hazing violation; or update the Campus Hazing Transparency Report for a period described in such clause if Regis University does not have a finding of a hazing violation for such period.

CAMPUS SECURITY AUTHORITIES

Campus Security Authorities (CSAs) are officials of Regis University who have significant responsibility for student and campus activities, and to whom crimes should be reported. Students and employees are encouraged to report criminal offenses specified in the *Jeanne Clery Campus Safety Act* to Campus Security Authorities for the purpose of ensuring that the criminal offense is evaluated for an Emergency or Timely Warning notifications. Additionally, the crime would need to be included in the Daily Crime Log, ensure that a statistical entry is included in the Annual Security Report, and as applicable in the Fire Safety Report.

Campus Security Authorities include Campus Safety staff, Residential Housing Staff, Dean of Students, Athletic Department staff, Club Advisors, EO/Title IX Coordinator, Director of Student Health/Counseling Center, Victim Advocates, and law enforcement who may be contracted to provide security for campus events. On a yearly basis CSAs are trained in the responsibilities as a CSA that includes reporting Clery Act Crimes, Clery geography, Timely and Emergency Notifications, and how to file a report.

Crimes within the Clery Act that are required to be accounted for in the ASFSR and to the Department of Education are as follows:

Select the link to view the definition of each crime.

1. [Murder Non-negligent Manslaughter](#)
2. [Manslaughter by Negligence](#)
3. [Sexual Assaults](#)
 - a. [Rape](#)
 - b. [Fondling](#)
 - c. [Incest](#)
 - d. [Statutory rape](#)
4. [Robbery](#)
5. [Aggravated Assault](#)
6. [Burglary](#)
7. [Motor Vehicle Theft](#)
8. [Arson](#)
9. [Stalking](#)
10. [Domestic Violence](#)
11. [Dating Violence](#)

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12. Hate Crimes

- a. Race
- b. Religion
- c. Gender
- d. Gender Identity
- e. Sexual Orientation
- f. Ethnicity
- g. National Origin
- h. Disability

13. Liquor Law Violations

14. Drug Abuse Law Violations

15. Weapons Law Violation

16. Hazing

We encourage all members of the community to immediately report *all* crimes or emergencies to the Department of Campus Safety as some crimes may be related to the above-mentioned crimes.

RESPONSE TO REPORTS

Reports that involve criminal activity of any type at the Northwest Denver Campus should be made to the Department of Campus Safety which can be reached at (303) 458-4122, 24 hours a day. The Department of Campus Safety either sends staff to make a report or the person reporting the incident may come to the Campus Safety office to file an incident report. Campus Safety personnel will investigate or otherwise resolve reports made about incidents at the Northwest Denver Campus.

Campus Safety incident reports which appear to involve student misconduct are forwarded to the Dean of Students or their designee for referral and review for policy and law violations.

If assistance is required from local law enforcement or the fire department, the Department of Campus Safety may contact the appropriate unit or agency.

If a sexual assault, domestic violence, dating violence or stalking is reported, the Campus Safety employee receiving the report will notify the Equal Opportunity & Title IX Coordinator, who will work with the victim to resolve the situation, including notifying law enforcement if requested by the victim.

- The exception to this rule applies to minors, and that under Colorado Law Title 19, Article 3, Part 3 Child Abuse and Neglect, § 19-3-307.

[Colorado Legal Resources | Statutes Document Page](#)

Hate Crimes can be reported to Campus Safety or any Campus Security Authority. Hate crimes are expressed in the overall statistics of reported *Clery Act* crimes, and are also expressed separately, as required under federal law, in the section of the Annual Security Report designated for Hate Crimes. In addition, there are four categories of crimes that are specific only to Hate

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Crimes. They are Intimidation, Destruction/Damage/Vandalism of Property, Larceny-Theft, and Simple Assault. These crimes are required to be reported under the Hate Crimes section but are not required to be reported under other sections of the Annual Security Report.

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Although there are many possible categories of bias, under the *Clery Act*, only the following eight categories.

Select the link on each bias to see the definition.

<u>Race</u>	<u>Religion</u>	<u>Gender</u>	<u>Gender Identity</u>
<u>Sexual Orientation</u>	<u>Ethnicity</u>	<u>National Origin</u>	<u>Disability</u>

Hate crimes or incidents which appear to be bias-related will also be referred to the EO/Title IX Coordinator.

A campus official will answer calls for the Thornton Campus during operational hours. In response to a call for assistance at the Extension Campus, the campus official will take the required action, either by assisting the victim in contacting local law enforcement or asking the victim to submit an incident report with Campus Safety. This report will be investigated and resolved by Campus Safety.

Hazing crimes may be reported to Campus Safety, Campus Security Authority, an official of Regis University, or law enforcement.

Reports that involve criminal activity of any type on the Thornton Campus should be made to Campus Safety at (303) 458-4122. A campus official will answer calls for the Thornton Campus during operational hours. In response to a call at the Extension Campus, the campus official will take the required action, either by assisting the victim in contacting local law enforcement or asking the victim to submit an incident report with Campus Safety. This report will be investigated and resolved by Campus Safety.

CONFIDENTIAL REPORTING

Regis University's Pastoral Counselors and Professional Counselors, when acting as such, are not considered to be a Campus Security Authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, the professional counselors at Regis University are encouraged, if and when they deem appropriate, to inform people being counseled of the option to anonymously report crimes on a voluntary basis to Campus Safety.

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential

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counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

Confidential resources are encouraged to inform victims, if deemed appropriate, to voluntarily report crimes to Campus Safety as an anonymous report for inclusion in the annual crime statistics. Only the date, time, location of the crime, and a description of the crime which is sufficient to classify the offense need to be reported in the Annual Security and Fire Safety Report. For example: On January 10, 2022, at about 10:00 p.m. an aggravated assault occurred on campus and in a residence hall.

When an individual wants to report a crime on a voluntary confidential basis, he or she may do so through the following departments:

- The University Ministry Office is located on the second floor of the Student Center and can be contacted at (303) 458-4153.
- The Office of Counseling and Personal Development is in the Coors Life Direction Center, room 114, and can be contacted at (303) 458-3558.
- The Office of Victim Advocacy & Violence Prevention under the provision Colorado state law (Colorado Revised Statute § 13-90-107 (K), is in the Student Center, room 217A and can be contacted at (303) 964-5143.
 - For Clery Act purposes, the Victim Advocacy & Violence Prevention officer is a Campus Security Authority and reports to Campus Safety information as described above.
- Pastoral Counselors are designated confidential resources.

Witnesses and victims may report crimes on a voluntary, confidential basis for inclusion of crimes for disclosure of crime statistics in the ASFSR. A witness or victim may communicate to a confidential resource that they would like to report the crime confidentially, or make an online report at:

[Omnigo Software - Online Reporting Main](#)

With such information, the University can keep an accurate record of the number of incidents involving students, faculty, staff, and visitors. The information provided may determine if there is a pattern of crime concerning a location, method, or suspect, that enables Campus Safety to evaluate if an RU Alert to the campus community of potential dangers is warranted.

Regis community members, guests, and visitors who may be victims of, or witnesses to, criminal offenses are encouraged to accurately and promptly report situations that may involve safety concerns or criminal activity to the Department of Campus Safety.

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Regis University cannot guarantee confidentiality on crimes that are reported to law enforcement as crimes reported to law enforcement fall under Colorado Revised Statutes; 24-72-203, which states that public records may be open to inspection unless prohibited by law. More information can be found on the following website:

[C.R.S. Title 24 Government - State](#)

RECORD KEEPING PROCEDURES

DAILY CRIME LOG

The Department of Campus Safety maintains a Daily Crime Log for all criminal incidents that have occurred during the past 60 days on our defined Clery Act Geography at Northwest Denver Campus, Thornton Campus, and when appropriate, for incidents occurring at non-campus locations. The Daily Crime Log is maintained Monday through Friday except when the university is closed. The Daily Crime Log is publicly available for Clery Act reporting and disclosures, without the inclusion of personal identifying information about the victim, as defined in Public Law 117-103-Mar. 15, 2022, 136 STAT. 845 Section (B), page 797, of the Violence Against Women Act Reauthorization Act of 2022. Additionally, the Daily Crime Log is available for view online at:

[Daily Crime Log](#)

FIRE LOG

A Fire Log documents fires that have occurred in residential buildings at the Northwest Denver Campus and is maintained at the Department of Campus Safety office.

The Daily Crime Log and Fire Log track data for the most recent 60-day period and are available to the public during normal business hours Monday through Friday, except when the university is closed. On the Northwest Denver Campus, a person may review these logs at the Campus Safety Office located at West Hall Suite 107. Hard copies or digital copies may be made available by request.

MISSING STUDENT POLICY AND PROCEDURE

This policy is for people who believe that a student residing in on-campus housing has been missing for 24 hours. They should immediately contact Campus Safety at (303) 458-4122, the Director of Housing & Residential Engagement, Assistant Director, or the residence hall's Community Development Assistant (CDA).

If an official of the university is notified of a potential missing person, they need to immediately notify the Department of Campus Safety.

Once advised that there is a potentially missing student, Campus Safety will initiate an investigation to determine the student's status. Methods employed to determine if a student is

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missing may include but are not limited to; attempting to contact the student by telephone and e-mail information they have provided the University, retrieving their student ID photo, checking their class schedule, and attempting to contact them during class, their roommate, friends, and/or law enforcement.

Students living in campus housing will be informed annually that each student has the option to identify Missing Person contact information when they fill out a housing application to be notified by Regis University officials no later than 24 hours after the time the student is determined to be missing by the Department of Campus Safety or the local law enforcement agency.

Officials that are authorized to make the determination that a student is missing is Regis University's Department of Campus Safety, or the local law enforcement agency in the jurisdiction in which the student went missing. Missing Person contacts are different from their Emergency

Contact information which designates to University officials who to notify in case they are missing. This contact person(s) can be, at the discretion of the student, different from their emergency contact person(s), and shall be kept in confidence. Students are advised that their missing person contact information is confidential and that information will be accessible only to authorized campus officials, and it may not be disclosed, except to law enforcement personnel, in furtherance of a missing person investigation.

Students are advised that in the event a student under 18 years of age and not emancipated is reported missing, Campus officials must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

Students are advised that for all missing students, Campus Safety will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

The procedures that the institution must follow when a student who resides in an on-campus student housing facility is determined to have been missing for 24 hours include:

- When a student who resides in an on-campus student housing facility is determined to have been missing for 24 hours, and if the student has designated a confidential missing contact person(s), that person(s) will be contacted within 24 hours.
- When a student who resides in an on-campus student housing facility is determined to have been missing for 24 hours, and if the student is under 18 years of age and is not emancipated, the student's custodial parent or guardian and any other designated contact person(s) must be contacted.
- When a student who resides in an on-campus student housing facility is determined to have been missing for 24 hours, regardless of whether the student has identified a contact

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person, is above the age of 18, or is an emancipated minor, Campus Safety will inform the local law enforcement agency that has jurisdiction in the area where the student went missing within 24 hours, unless the local law enforcement agency was the entity that made the determination that the student is missing.

EDUCATION PROGRAMS

The following list of security programs is not an all-inclusive list as programs may change from year to year. A common theme in these programs is to encourage students, staff and faculty to be responsible for their own security and the security of others. Campus Safety conducts Campus Security Authority training once a year. Also available through Campus Safety is ALICE training (active shooter response), and safety and security classes are available upon request.

Security awareness programs are designed to inform students and employees about campus security procedures and practices. Campus Safety's webpage contains various safety and security information that includes:

- Reporting a non-emergency incident, RU Alert information, Daily Crime Log, Illness/Injury Report Form.
- Emergency Management Plan information that includes the video of Run, Hide, Fight, Emergency Preparedness Guide, Emergency and Crisis Management Classroom Response Guide, and Title IX reporting.
- Campus Security Authority Resources, Inclement Weather Procedure, Battery Jump Service, Lost & Found, Safety Resources and Crime Prevention Tips and a link to the Annual Security and Fire Safety Report.
- Hazing information and the Hazing Transparency Report.
- A map of the campuses AEDs, call boxes, parking kiosks pay stations, and blue light courtesy phones.
- Crime Prevention Tips

In new employee orientation, Human Resources offers sexual harassment violence-free workplace, and harassment prevention.

Violence prevention offers classes on how to maneuver through various types of crises such as dating violence, stalking, sexual assault, sexual harassment, and dating violence. Programs are offered monthly during the academic year.

Flyers may be made available for information pertaining to RU Alerts, the University's text, phone, and email, for Emergency and Crime Alert notifications.

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Security Awareness Programs that were offered to students, staff and faculty in the year 2023 at the Northwest Denver Campus:

Name of Program	Date(s)	Topic
Campus Security Authority Training (CSA)	8/11/2023 8/15/2025 8/16/2025 9/11/2025	CSA Responsibilities
Refuse to Be A Victim	9/18/2025 9/25/2025 11/30/2025	Situational Awareness
ALICE & Threat Assessment	4/30/2025 8/16/2025 9/5/2023	Active Shooter Response
General Safety – Denver Police Department	9/12/2023 9/19/2023 9/26/2023	Personal security and situational awareness

During the 2024-2025 academic year, Regis University offered 3 crime prevention and security awareness programs.

CAMPUS SAFETY CRIME PREVENTION INFORMATION ACTIVITIES

In addition to RU Alerts, and RU informed notifications, Regis University may also utilize the following methods to keep the community informed of how to prevent crimes:

- OneRegis (the University's intranet website).
- Regis.edu
- Presentations in the residence halls by Campus Safety or other departments.
- Safety and security information posted in common areas, such as in the Student Center, classrooms, and lounges.
- Periodic memos alerting the community to safety issues.
- Broadcast messages via the campus RU Alert system by email, text message, and voice messaging.
- Presentations on personal safety and security at new student and new employee orientation.
- Safety and security training for departments is available upon request.

DRUG FREE SCHOOLS AND COMMUNITIES ACT

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In compliance with the Drug Free Schools and Communities Act, Regis University publishes information regarding the University's educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use; and a description of available treatment programs for drugs and alcohol for students and employees. A complete description of these topics, as provided in the University's annual notification to students and employees, is available in the Drug and Alcohol Policy contained within this document

Programs and resources offered to students, staff, and faculty by the Office of Counselling and Personal Development in **2023**

Name of Program	Date(s) Held	Location
Programming did not take place in 2023		

REGIS UNIVERSITY POLICY ON ALCOHOL AND DRUGS

A. ALCOHOL AND DRUGS POLICY

As an academic community deeply rooted in Catholic and Jesuit traditions, Regis University's policy on alcohol and drugs is centrally informed by our ethic of care and concern for the individual person and the welfare of our community members (*cura personalis*). Regis University is committed to providing a learning, living, and work environment for all members of its community of students, faculty, and staff that promotes adhering to personal standards and values that are socially responsible and develop the skills and leadership abilities necessary for distinguished professional performance and important contributions to the improvement of society. In pursuit of this mission, and consistent with the requirements of applicable law, including the federal *Drug-Free Schools and Communities Act* and the federal *Drug Free Workplace Act*, the University is committed to preventing the unlawful use of illegal and/or controlled substances, including marijuana, by students, faculty and staff, and to encourage and require lawful and responsible behavior regarding the consumption of alcoholic beverages. This policy, and the resources found in it, provide the framework for the University's commitment to these goals and reinforces the University's commitment to maintain an environment that is dedicated to the physical, emotional, spiritual and psychological development of our community members.

DRUG POLICY

1. The University prohibits in or on any University Property or at any other location where a University-Sponsored Activity is conducted: (i) the actual or attempted unauthorized possession, use, distribution, sale or manufacture of any Controlled Substance; (ii) being impaired by any Controlled Substance; (iii) being under the influence of or testing positive for any Controlled Substance, except for a prescription medication taken in accordance with a prescription duly issued by the individual's licensed health care provider for treatment of a health condition (**Note, however, that marijuana, even prescribed for medical use, is prohibited under this policy. See paragraph C below.**); (iv) the actual or attempted

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possession, use, distribution, sale or manufacture of any Drug Paraphernalia; or (v) the actual or attempted possession or use of a hookah. The University also prohibits knowing presence where a Controlled Substance is being illegitimately consumed or is illegitimately present. As indicated by the definition of the term Controlled Substance shown above, these prohibitions cover marijuana, synthetic cannabinoids and prescription medication.

- a. Any individual, including, but not limited to, any student, employee, contractor, agent, volunteer, or guest who violates this policy may be subject to applicable screening procedures and shall be subject to discipline, dismissal, exclusion, termination, arrest or citation, and referral by University officials for prosecution, as may be applicable. Also, any student who violates this policy may be required to complete a mandatory psychoeducational substance use program provided by either the University's Counseling Services or its Center for Counseling, Family and Play Therapy (CCFPT), or through a pre-approved off-campus provider, as directed by the Associate Vice President for Student Affairs/Dean of Students, or their designee; any employee who violates this policy may be required to consult with appropriate counseling professionals through the Employee Assistance Program or the CCFPT, or through a pre-approved off-campus provider, as directed by the Associate Vice President of Human Resources or their designee.
- b. Students in certain academic programs may be subject to screening procedures required by the University or an affiliated experiential learning site for detection of Controlled Substances and/or alcoholic beverages as a condition to enrollment and continued matriculation in the program and participation in such related experiential education activities. For further information, please refer to the applicable procedures of the academic program in question.
- c. Despite its legal status and permitted medical and recreational uses under Colorado state law and the laws of other states, marijuana is still an illegal substance under federal law. The federal *Controlled Substances Act* includes marijuana as an Illegal Drug. Under the federal *Drug-Free Schools and Communities Act* and its implementing regulations, any college or university that receives funding from any federal program must have a program to prohibit the unlawful possession and use of illegal drugs, including marijuana. Failure to comply jeopardizes continued federal funding. As a recipient of federal funding that benefits many of its students, faculty and staff, the University's above-stated policy prohibiting the possession or use of controlled substances includes marijuana, regardless of the marijuana's form or method of consumption, and regardless of whether it is for recreational or medical use.

C. ALCOHOL POLICY

1. The University prohibits the possession, use, distribution, sale or manufacture of alcoholic beverages, except at such activities, or in such areas and in such a manner as may be specifically authorized by the University. Possession or use of alcoholic beverages by students, employees or guests in or on any University Property or at any University-Sponsored Activity is restricted to specifically designated University functions for individuals who may lawfully consume alcoholic beverages with proper identification under the applicable age limit in the jurisdiction where the alcoholic beverage is to be consumed.

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- a. Student organizations that seek to conduct a University-Sponsored Activity on or off campus that includes the service of alcoholic beverages must be granted prior approval by the Associate Vice President for Student Affairs/Dean of Students, or their designee. All other University- Sponsored Activities that include the service of alcoholic beverages must be granted prior approval by the Provost, or their designee (for academic-related units) or the appropriate Vice President, or their designee (for operations-related units). Additional security may be required to obtain such permission. Sponsors of social activities are expected to limit alcohol to moderate amounts and to keep the focus of the event on social interaction rather than alcohol consumption. Food and non- alcoholic beverages should be available at any event where alcohol is served, and both ought to be served in equal proportions. Advertising for student-sponsored events that includes any reference to alcohol, or states or suggests that alcohol will be available at an event is prohibited.
- b. The age limit for the lawful consumption of alcoholic beverages in Colorado is 21 years of age or older. Residents of the University's Residence Halls (including Boryla Apartments) who are 21 years of age or older may possess and consume alcoholic beverages subject to the requirements stated below. Students and employees 21 years of age or older with proper identification may purchase and consume beer and or wine at Walker's Pub on the University's Northwest Denver Campus during designated hours of operation. Underage consumption of any alcoholic beverage on any University Property or at any University- Sponsored Activity is prohibited.
- c. The University prohibits being intoxicated (i.e., being mentally and/or physically impaired due to the consumption of alcoholic beverages or drugs) in or on University Property or at any University-Sponsored Activity. The University also prohibits knowing presence where an alcoholic beverage is being illegitimately consumed or is present without the University's authorization. **Possession of an alcoholic beverage container, whether empty, full, or partially full, in any area of the University Residence Halls where any party is not of legal age is prohibited except as specifically authorized in designated areas.** Except as specifically authorized, no student or employee may possess or consume any alcoholic beverage in or on any University Property or at any University-Sponsored Activity.
- d. Alcohol Policy for University Residence Halls (Including Boryla Apartments):
 - i. Possession and consumption of alcohol within the University Residence Halls (Including Boryla Hall) is strictly limited to beer/seltzers and wine. Other types and varieties of alcohol (including powder form) are prohibited including ready to drink beverages containing hard liquor/ spirits otherwise not allowed. Residents and their guests must be at least 21 years old in order to consume alcohol in any residential living unit. If any party in a residential living unit is under the age of 21, regardless if they are consuming alcohol or not, alcohol is prohibited in that living unit. Students or guests under the age of 21 are not permitted to possess or consume alcohol at any time.
 - ii. It is the responsibility of the 'of legal age' resident to determine that all guests or other residents are of legal age in order for alcohol to be permitted in the space. If no resident of a living unit is 21 years of age or older, no alcoholic beverages or containers may be present in that unit at any time.

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- iii. The consumption of alcohol may take place only inside the confines of the residential living unit. Open containers of alcohol may not be transported between residential units. A container is considered open once the manufacturer's seal has been broken.
- e. The residents where alcohol is being consumed are responsible for the behavior of their guests under provisions of the Student Code of Conduct.
 - i. Large containers of alcohol such as kegs, party balls, garbage cans, drinking games and paraphernalia intended for the rapid consumption of large amounts of alcohol (e.g., beer bongs) are prohibited, regardless of age of consumers, or location, except as permitted by the University.
 - ii. The maximum capacity for a social gathering is determined by the residential unit. These social gatherings must be entirely contained within the residence and comply with quiet and courtesy hour guidelines. Maximum Social gathering sizes are as follows: DeSmet, O'Connell, and West Halls, no more than six (6) persons in a room. Boryla, Ignatian Village, and Residential Village no more than twelve (12) persons per unit.
 - iii. Students must comply with all Colorado state laws regarding the purchase, serving, possession and consumption of alcoholic beverages.
 - iv. Display of alcohol containers - full, empty, or as decoration (e.g., visible in windows, on shelving, or for use in another way) is prohibited.
- f. Any individual, including, but not limited to, any student, employee, contractor, agent, volunteer or guest who violates this policy may be subject to applicable screening procedures and shall be subject to discipline, dismissal, exclusion, termination, arrest or citation, and referral by University officials for prosecution, as may be applicable. Also, any student who violates this policy may be required to complete a mandatory psychoeducational substance use program provided by either the University's Counseling Services or its CCFPT, or through a pre-approved off-campus provider, as directed by the Associate Vice President of Student Affairs/Dean of Students, or their designee; any employee who violates this policy may be required to consult with appropriate counseling professionals through the Employee Assistance Program or the CCFPT, or through a pre-approved off-campus provider, as directed by the Associate Vice President of Human Resources, or their designee.

REQUIRED DISCLOSURE AFTER FORMAL CHARGE/CONVICTION

STUDENT DISCLOSURE

Any student formally cited or charged with violating a local, state or federal law pertaining to unlawful possession, use or distribution of any Controlled Substance, alcoholic beverage, and/or Drug Paraphernalia must notify the Associate Vice President of Student Affairs/Dean of Students, or their designee, in writing, no later than five calendar days after such citation or charge. Failure to comply with this notification requirement may result in immediate dismissal.

No later than 120 calendar days after receiving notification of such citation or charge from a student, the University shall:

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1. Take action against the student, which may include any range of authorized disciplinary actions up to dismissal; and/or

Require the student to complete a mandatory psychoeducational substance use program provided by either the University's Counseling Services or its CCFPT, or through a pre-approved off-campus provider, as directed by the Associate Vice President of Student Affairs/Dean of Students, or their designee.

If the student is authorized to work on a grant provided by the federal government at the time of the incident upon which the conviction is based, the University shall notify the agency that awarded the grant within 10 calendar days after receipt of such notification.

EMPLOYEE DISCLOSURE

Any employee convicted of violating a local, state, or federal law pertaining to unlawful possession, use or distribution of any Controlled Substance, alcoholic beverage or Drug Paraphernalia must notify the Assistant Vice President of Human Resources, or their designee, in writing, no later than five calendar days after such conviction. Failure to comply with this notification requirement may result in immediate termination.

No later than 30 calendar days after receiving notification of such conviction from an employee, the University shall:

1. Take action against the employee, which may include any range of authorized disciplinary actions up to termination; and/ or
2. Require the employee to consult with appropriate counseling professionals through the Employee Assistance Program or the CCFPT, or through a pre-approved off-campus provider, as directed by the Associate Vice President of Human Resources, or their designee

If the employee is authorized to work on a grant provided by the federal government at the time of the incident upon which the conviction is based, the University shall notify the agency that awarded the grant within 10 calendar days after receipt of such notification.

D. GENERAL PROVISIONS

1. A conviction for violating a local, state, or federal law pertaining to unlawful possession, use or distribution of any Controlled Substance, alcoholic beverage or Drug Paraphernalia, or a violation of this policy that results in a disciplinary sanction may adversely affect an individual's eligibility for admission to a University academic program. For further information, please refer to the applicable admissions policy for the academic program in question.
2. Any action taken by the University against a student or employee for any violation of this Policy shall not prohibit, and may be in addition to any action lawfully taken by any other entity for a violation of that entity's similar policy related to drugs and/or alcoholic beverages committed by that student or employee at a University-Sponsored Activity.

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Furthermore, the University may rely, in whole or in part, on the other entity's findings in determining whether to charge the student or employee with a violation of this Policy.

3. Any disciplinary action based on a violation of this policy on alcohol and drugs shall be conducted pursuant to the procedures applicable to such action, whether in the Community Standards process, the Nondiscrimination and Sexual Misconduct Policy, or the Human Resources Manual. In any disciplinary action where an actual or potential violation of this policy also involves an alleged violation of the University's policy on nondiscrimination and sexual misconduct, the procedures from the Nondiscrimination and Sexual Misconduct Policy shall control.
4. The application of this policy on alcohol and drugs may be affected by the Good Samaritan/Amnesty Policy or the amnesty policy applicable to a victim of sexual assault under the Nondiscrimination and Sexual Misconduct Policy. Refer to those policies for more information, both of which may be found in the Student Handbook.
5. The University shall, at least annually, distribute to each employee and each student who is taking one or more courses for any kind of academic credit at the University a copy or summary of this Policy.
6. The University will review this Policy and the related drug and alcohol programs at least biannually to determine their effectiveness, implement any indicated changes and ensure that sanctions are consistently. The University reserves the right to implement changes to this Policy at any time by approval of the University's President.

HEALTH RISKS AND HAZARDS ASSOCIATED WITH ALCOHOL, TOBACCO, AND ILLEGAL DRUG USE

The following is a brief summary illustrating some of the health risks and hazards associated with alcohol and certain illegal drugs. This summary is not intended to be comprehensive. For more information concerning the dangers of alcohol and illegal drug use, you may want to consult your primary health care provider or a drug and alcohol rehabilitation counselor, or read information available from the National Institute on Alcohol Abuse and Alcoholism, niaaa.nih.gov/publications/, and the National Institute on Drug Abuse, drugabuse.gov/publications.

1. ***Alcohol and Other Depressants (barbiturates, sedatives and tranquilizers).*** Addiction, accidents as a result of impaired ability and judgment, alcohol poisoning, overdose when used with other depressants, damage or impairment of vital organs, or if pregnant, damage to a developing fetus, heart and liver damage.
2. ***Marijuana.*** Impair short-term memory, thinking, and physical coordination. Can cause panic reactions and increase the risk of lung cancer and emphysema. Can interfere with judgment, attention span, concentration, and overall intellectual performance. Impairs driving ability. May cause psychological dependence and compromise the immune system.
3. ***Cocaine.*** Addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, and psychosis. Similar risks are associated with other stimulants, such as speed.
4. ***Nicotine.*** Tobacco smoke contains many chemical compounds, some of which are known to cause cancer. Nicotine, which is a central nervous system stimulant, produces

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an increase in heart and respiration rates, blood pressure, adrenaline production and metabolism. People can rapidly become physically and psychologically dependent on tobacco. Compromises the immune system.

5. **Inhalants.** Inhalants are a diverse group of chemicals that easily evaporate and can cause intoxication when their vapors are inhaled. Most inhalants are central nervous system depressants. Use of these drugs slows down many body functions. High doses can cause severe breathing failure and sudden death. Chronic abuse of some of these chemicals can lead to irreversible liver damage and other health problems.
6. **Prescription Drug Abuse.** Adverse reactions, dependency, withdrawal, and overdose.

LEGAL RISKS ASSOCIATED WITH ILLEGAL DRUG AND ALCOHOL USE

The following is a brief summary illustrating some of the criminal sanctions for the unlawful possession, use and distribution of illegal drugs and alcohol. For a more comprehensive description of applicable criminal sanctions, you should refer to Title 18 of the Colorado Revised Statutes (C.R.S.) and Titles 18 and 21 of the United States Code. The following is for general informational purposes only and does not reflect all of the possible criminal sanctions under current law. If necessary, legal advice should be obtained from a licensed attorney.

E. COLORADO LAW

1. Uniform Controlled Substances Act of 1992, C.R.S. 18-18-101 et seq.
 - a. If you are charged and found guilty of being in possession of a controlled substance, the criminal sanctions will depend on, among other things, the substance involved. For example, cocaine is a Schedule II drug under CRS 18-18-204 (2) (a) (IV). A first conviction for possessing this Schedule II drug is a Class 4 felony, punishable by imprisonment from six months to one year and/or a fine of \$1,000 to \$100,000.
 - b. If you are charged and found guilty of distributing or selling a controlled substance, the criminal sanctions will depend on, among other things, the type and amount of substance involved. For example, heroin is a Schedule I drug under CRS 18-18-203 (2) (b) (XI). A first conviction for distributing not more than seven (7) grams of this Schedule I drug to an adult is a Class 3 felony, punishable by imprisonment from two years to four years and/or a fine of \$2,000 to \$500,000.
 - c. Being charged and found guilty of using a controlled substance (i.e., using a controlled substance which was not dispensed or under the direction of a person licensed or authorized by law to prescribe, dispense or administer it for a bona fide medical need), is a Level 2 misdemeanor, punishable either by no imprisonment and a \$50 fine or up to twelve (12) months of imprisonment and/or a \$750 fine.
 - d. While Colorado law authorizes the limited use of marijuana for medical and recreational purposes, criminal sanctions still exist for marijuana possession and use in certain circumstances. For example, being charged and found guilty of possessing more than two (2) ounces of marijuana, but not more than six (6) ounces is a Level 2 drug misdemeanor punishable either by no imprisonment and

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a \$50 fine or up to twelve (12) months of imprisonment and/or a \$750 fine. Public consumption or use of marijuana is also prohibited and can result in criminal sanctions that can vary depending on the amount consumed or used

- i. **NOTE, HOWEVER, THAT MARIJUANA IS AN ILLEGAL DRUG UNDER FEDERAL LAW, AND AS STATED IN PARAGRAPH C ABOVE, THE UNIVERSITY'S POLICY PROHIBITING THE POSSESSION OR USE OF CONTROLLED SUBSTANCES INCLUDES MARIJUANA, REGARDLESS OF THE MARIJUANA'S FORM OR METHOD OF CONSUMPTION, AND REGARDLESS OF WHETHER IT IS FOR RECREATIONAL OR MEDICAL USE.**

2. Underage Possession or Consumption of Alcohol

- a. Being charged and convicted of possessing or consuming alcohol while under 21 years of age is a strict liability offense, and as a first offense is punishable by a fine of up to \$100 and/or completion of a government approved substance abuse education program.

F. FEDERAL LAW

1. Federal law includes, among other things, comprehensive prohibitions on the manufacture, distribution and dispensing of Illegal Drugs. Depending on the nature of the prohibited activity and the type and quantity of Illegal Drugs involved, criminal sanctions can range from not less than ten (10) years to life imprisonment and/or fines of up to \$10,000,000 or more.

SUPPORT SYSTEMS FOR STUDENTS

Support systems for students with alcohol or drug-related problems are encouraged to seek the Support System for Students help of the University's Counseling Services or its Center for Counseling, Family and Play Therapy. Their counseling staff are experienced in working with issues of substance use and abuse and can provide direct assistance, as well as provide information about off-campus assessments, treatment facilities and area support groups.

NW Denver Campus

Counseling Services

Coors Life Directions Center, Room 114
3333 Regis Blvd., F-12
Denver, CO 80221
303-458-3558

Thornton Campus

Center for Counseling, Family and Play Therapy Regis University

500 E. 84th Ave., Suite B-12
Thornton, CO 80229
303-964-6295

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SUPPORT SYSTEMS FOR EMPLOYEES

Employees needing assistance in addressing issues related to alcohol or drug use or abuse have available to them confidential and professional assessment, counseling and referral services through the Employee Assistance Program (EAP) and through the Center for Counseling, Family and Play Therapy. Information about the EAP is available through the EAP link on the Employee Benefits page in the Human Resources site in Workday.

Center for Counseling and Family Therapy Regis University Thornton Campus
500 E. 84th Ave., Suite B-12 Thornton, CO 80229
303-964-6295

OTHER RESOURCES FOR STUDENTS AND EMPLOYEES

Denver Metro Area	
Greater Denver Area West Pines Behavioral Health 3400 Lutheran Parkway Wheat Ridge, CO 80033 303-467-4080 www.sclhealth.org/locations/west-pines/	Centennial Peaks Hospital 2255 S. 88 th Street Louisville, CO 80027 303-673-9990 www.centennialpeaks.com
Independence House North Side 4300 Kalamath Street Denver, CO 80211 303.433.1306 www.ind-house.com/northside.html	Serenity Education & Therapy 2525 S. Wadsworth Blvd. Lakewood, CO 80227 (303) 984-0590 www.serenityeducation.com
Center for Recovery, Inc. 2121 S. Oneida St. #412 Denver, CO 80224 303-694-7492 www.centerforrecovery.net	Affordable Counseling Connection 8774 Yates Dr. Westminster, CO 80031 303-295-3326
Catholic Charities Family Services 6240 Smith Rd. Denver, Co 80216 303-742-0828 www.ccdenver.org	Comitis Crisis Center 2178 Victor St. Aurora, CO 80045 720-859-7100 comitiscrisiscenter.org

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Maria Droste Counseling Services 1355 S. Colorado Blvd. Denver, CO 80222 303-756-9052	People House, Inc. 3035 W. 25 th Ave. Denver, CO 80211 303-480-5130 / 303-525-3038
Colorado Springs Area	
Franciscan Community Counseling (2 locations) (719) 955-7008 community.stfrancis.org/	
Mount Saint Francis 7665 Assisi Heights Colorado Springs, CO 80919	Saint Francis Health Center 228 N. Cascade Colorado Springs, CO 80903

B. DEFINITIONS

1. **Controlled Substance:** any drug or chemical whose manufacture, possession, use or distribution is regulated by government, including illegal drugs and prescription medications.
2. **Illegal Drug:** those drugs for which the manufacture, possession, use, or distribution is unlawful under the federal Controlled Substances Act (21 U.S.C. §§ 801 et seq.); marijuana is an illegal drug under that Act.
3. **Drug Paraphernalia:** any equipment, product or material of any kind that is used or is intended or designed for use in manufacturing, producing, processing, injecting, inhaling, or otherwise introducing into the human body an Illegal Drug and/or controlled substance.
4. **Screening Procedures:** a method or process commonly used to detect the improper use of a Controlled Substance or alcoholic beverage, which may include, among others: observations of behavior and/or appearance that are characteristic of misuse of a Controlled Substance or alcoholic beverage; random drug testing or drug testing based on reasonable suspicion, using a commonly applied testing method; and testing blood alcohol concentration (BAC) based on reasonable suspicion, using an evidential breath testing device, commonly known as a breathalyzer.
5. **University-Sponsored Activity/Activities:** any activity, whether or not conducted in or on University Property, sponsored, authorized, administered, and/or coordinated by or through the University or any of its colleges, schools, departments or approved organizations and related to any University academic or co-curricular program, including, but not limited to, off- campus excursions and events, service learning activities, clinical learning experiences, study abroad, academic internships and externships, athletic events, social and recreational activities, religious services and events, and leadership functions.
6. **University Property:** Any real or personal property owned, leased, or operated by the University, including, but not limited to, any of the University's campuses,

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any of the University's off-campus properties providing residential accommodations for students, or any motor vehicle.

VAWA POLICIES & PROCEDURES

The University prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking, as defined by the *Clery Act*. Toward that end, Regis University issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

In addition to enforcement activities, the University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to prevent and end dating violence, domestic violence, sexual assault and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.
- Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

Prevention and awareness campaigns are 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.

DoV: Domestic Violence

DaV: Dating Violence

SA: Sexual Assault

S: Stalking

The University offered the following *primary* prevention and awareness programs for all incoming students in **2023**.

Name of Program	Date(s) Held	Location Held	Prohibited Behavior
Vector	Throughout the year	Online	DoV, DaV, Sa, S

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The University offered the following *ongoing* awareness and prevention programs for students in **2023**.

Name of Program	Date(s) Held	Location Held	Prohibited Behavior
Campus Safety Awareness Month	September 7, 2025 September 14, 2025 September 21, 2025 September 28, 2025	Main Hall 333 Claver Hall 315 Claver Hall 120	<ul style="list-style-type: none"> Violence Prevention SA
Title IX Reporting	September 6th September 8th September 12th September 13th September 14th September 15th September 28th September 29 th October 26, 2023	Various campus locations	DoV, DaV, Sa, S
Vector	Throughout the year	Online	DoV, DaV, Sa, S

The University offered the following *primary* prevention and awareness programs for all new employees in **2023**.

Name of Program	Date(s) Held		Location Held	Prohibited Behavior
New Employee Orientation	2023	2025	On Campus	Title IX <ul style="list-style-type: none"> Sexual Harassment SA Violence Prevention <ul style="list-style-type: none"> DaV DoV Sex Assault
	Jan 20 Feb 24 March 31 May 5 June 9 July 14 August 4 September 1 September 29 October 27 November 17	Jan 26 Feb 23 April 26 June 21 July 7 August 2		
	January – December 2023		Online	<ul style="list-style-type: none"> DoV DaV SA

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The University offered the following primary prevention and *ongoing* awareness programs for employees in **2023**.

Name of Program	Date(s) Held	Location Held	Prohibited Behavior
Campus Safety Awareness Month	September 7, 2025 September 14, 2025 September 21, 2025 September 28, 2025	Main Hall 333 Claver Hall 315 Claver Hall 120	<ul style="list-style-type: none">• Violence Prevention• SA

Educational programming consists of primary prevention and awareness programs for all incoming students, new employees and new supervisors, as well as ongoing awareness and prevention campaigns for students and employees that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct.
- Uses definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- Defines what behavior and actions constitute consent to sexual activity in the State of Colorado and using the definition of consent found in the Discrimination, Sexual Misconduct and Retaliation Policy, and the purposes for which the definition is used.
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means 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.
- Information on risk reduction. Risk reduction means 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.
 - Information regarding:
 - procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)
 - how the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);

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- existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- and options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document).

HOW TO BE A SAFE BYSTANDER

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.”¹ We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list² of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

¹ Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles*, 60, 779-792.

² Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse

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RISK REDUCTION

Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab, uber, etc. money.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.

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13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated by the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a. Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d. Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

The University has developed educational campaigns for security awareness that consists of live presentations and the distribution of educational materials to new and existing students. The University also includes security information and materials during new employee orientation.

The University offered primary prevention, security and awareness programs in 2023, which contained the following information:

- A) Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures for reporting a complaint" elsewhere in this document).

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- B) How the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document).
- C) Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within and outside the institution.
- D) And in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document).
- E) Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document).
- F) Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document).
- G) How to address violent actions and intentions in accordance with the tactics presented in ALICE, Run, Hide, Fight, and Refuse To Be A Victim. To include general security and safety for campus activities.

Title IX Sexual Harassment Policy

A. PURPOSE

Consistent with Regis’s Jesuit values, it is the Policy of Regis University that no person shall be unlawfully excluded from participation in, be denied the benefits of, be subjected to discrimination or harassment, or face retaliation in any academic, extracurricular, research, occupational training, employment, or other education program or activity on the basis of sex in accordance with Title IX. Therefore, Regis takes all reported sexual misconduct and Sexual Harassment seriously and will promptly discipline any individuals within its control who are found responsible for violating this Policy. Additionally, reported sexual misconduct, harassment, and retaliation that does not meet the definitions and jurisdiction of this Policy will be referred for review under the Ranger Guide or Employee Handbook. The University reserves the right to promote the teachings of the church and to exercise lawful preferences for Jesuit Catholics.

B. SCOPE

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1. This Policy is applicable to employees where the Respondent is an employee of Regis at the time of the alleged conduct, the alleged conduct includes Sexual Harassment under this Policy, the alleged conduct occurs in the Education Program or Activity of Regis University, and the alleged conduct occurs against a person within the United States.
2. This Policy is applicable to students where the Respondent is a Student of Regis at the time of the alleged conduct, the alleged conduct includes Sexual Harassment under this Policy, the alleged conduct occurs in the Education Program or Activity of Regis University, and the alleged conduct occurs against a person within the United States.

C. POLICY

1. **Policy Statement.** It is the Policy of Regis University that no person shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination in employment or in any educational program or activity of the University on the grounds of sex. Sexual Harassment and Retaliation under this Policy will not be tolerated and are grounds for disciplinary action, up to and including permanent dismissal and/or termination of employment.
2. **Effective Date.** The effective date of this Policy is April 1, 2025. Conduct alleged to have occurred prior to April 1, 2025, will be referred for review under the 2020 Non-Discrimination Sexual Misconduct and Retaliation Policy and Procedure.
3. The University prohibits any member of the faculty, staff, or students from unlawful discrimination against any other faculty, staff, students, or visitors (including guests, patrons, vendors, independent contractors, or clients) to campus in violation of this Policy.
4. **Conduct prohibited under this Policy.**
Sexual Harassment, defined as conduct on the basis of sex that satisfies one or more of the following:
 - a. An employee of Regis conditioning the provision of an aid, benefit, or service of Regis on an individual's participation in unwelcome sexual conduct;
 - b. Unwelcome conduct determined by a Reasonable Person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Regis University's education program or activity ¹;
 - c. Sexual Assault ², Dating Violence, Domestic Violence, or Stalking as defined in this Policy. ³
5. **The Title IX Coordinator and Key Title IX Official.** Individuals who believe they have been subject to Sexual Harassment as defined in this Policy are strongly encouraged to report such incidents to the Equal Opportunity and Title IX Coordinator (TIXC). The Title IX Coordinator will respond promptly to all reports and Formal Complaints of

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Sexual Harassment. The Title IX Coordinator is available to discuss the grievance process, coordinate supportive measures, explain Regis University's policies and procedures, and provide education on relevant issues. The Title IX Coordinator may designate one or more Deputy Title IX Coordinators to facilitate these responsibilities. The Title IX Coordinator contact information is as follows.

Interim Equal Opportunity & Title IX Coordinator. Brittany Gates
Phone. 303-964-6435
Email. titleix@regis.edu
Office. 3333 Regis Boulevard A-20
Main Hall 133
Denver, CO 80221-1099

In addition to the Title IX Coordinator, Regis University appoints investigators, decision-makers, and informal resolution facilitators who have roles in the formal grievance process. The Title IX Coordinator, Deputy Title IX Coordinators, investigators, decision-makers, and informal resolution facilitators receive annual training in compliance with Title IX. All administrators in these roles will not rely on sex stereotypes and will provide impartial investigations and adjudications of Formal Complaints of Sexual Harassment. All materials used to train these administrators will be publicly made available on the Regis website in accordance with Title IX requirements.

Protected Speech. Freedom of speech and principles of academic freedom are values of Regis University. Constitutionally protected expression cannot be considered Sexual Harassment under this Policy, including discussions, communications, or actions that invoke a protected status in nature but are part of a legitimate academic exchange of ideas or artistic performance.

6. **Reporting Requirements and Options.** Anyone may file a report at any time via the [Equal Opportunity and Title IX Webpage](#) on Regis's website pursuant to the EO and Title IX Resolution Processes as proscribed below. Employees and students may also file a criminal complaint with the Denver Police Department, Adams County Sheriff, or the Thornton Police Department for crimes committed at the Thornton Campus.

- a. **Reporting Requirements**

- i. **All Community Members.** It is the responsibility of every member of the University community to foster an environment free from Discrimination, Harassment, Sexual Misconduct, and Retaliation. Colorado law requires that anyone who has reason to believe a minor (17 years of age or less) has been sexually assaulted immediately report the matter to the Denver Police Department or other local law enforcement.
 - ii. **Employees.** All Regis University Employees (except for Confidential or Privileged Employees) are considered Responsible Employees.

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Responsible Employees are expected to promptly report when the Responsible Employee knows of a possible incident of discrimination, harassment, or sexual misconduct. Failure to report constitutes a violation of this Policy and may subject the violator to disciplinary action.

Confidential or Privileged Employees who are not Responsible Employees are required to explain their confidential status by stating they are not required to disclose to the Title IX & EO Coordinator (TIXC).

- iii. **Students and Student Employees.** Students and Student Employees are encouraged to report knowledge of prohibited conduct.
 - iv. **Campus Security Authorities.** Students, staff, or faculty who have been identified under the Clery Act must report the crimes of sexual assault, dating violence, domestic violence and stalking to the designated department who collects crime statistics for inclusion into the Annual Security Report. The designated department is Campus Safety.
- b. **Choice.** An alleged victim of discrimination, harassment, sexual misconduct, or retaliation has the right to choose whether to report to the University themselves. While a Complainant can choose not to report allegations of prohibited conduct, please be aware that the University cannot act to address situations if not notified or otherwise made aware of an incident(s).
- c. **Anonymous Reporting.** Anonymous reports will be reviewed and addressed in the best manner possible. Anonymity may greatly limit Regis University's ability to stop the alleged conduct, collect evidence, or take action against parties accused of violating this Policy.
- d. **Amnesty.** Sometimes complainants or witnesses are hesitant to report to University officials or participate in resolution processes because they fear that they may be accused of policy violations, such as underage drinking, at the time of the incident. To encourage good faith reporting, Regis University pursues a policy of offering reporting parties and witnesses amnesty from minor policy violations related to the incident, such as personal consumption of drugs or alcohol. Regardless of the provision, voluntary use of drugs or alcohol is never a valid defense to a violation of this policy.
- e. **Privileged or Confidential vs. Non-Confidential Resources.** A student or employee who has either been a target of or accused of discrimination, harassment, or sexual misconduct, and wishes to keep their identity and information private and confidential, should seek a confidential resource listed below. A student or employee who has either been a target of or accused of discrimination, harassment, or sexual misconduct, and wishes to report an incident, should seek a non-confidential resource listed below. The non-confidential resources will protect a student or employee's privacy by limiting the

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people with whom they share the reported information; however, non-confidential resources cannot guarantee complete confidentiality, as they must notify and report to TIXC. Both on and off campus confidential resource contact information can be found on [Regis's Equal Opportunity and Title IX Webpage](#).

- i. **Privileged or Confidential Reporting Resources.** Privileged or Confidential Employees are employees who are not required to report to the EO and Title IX Coordinator (TIXC) or law enforcement unless there is a statutory duty to do so, such as instances of child abuse and neglect or threats of homicide or suicide. Individuals may elect to report to privileged or confidential resources first if they are unsure of what next steps they would like to take. Privileged or Confidential Employees include:

- 1. Office of Counseling and Personal Development Counselors and Staff
- 2. Jesuits and those studying to become a Jesuit (when acting in the capacity as a priest)
- 3. University Ministry Staff (excluding peer ministers)
- 4. Assistant Director of Victim Advocacy and Violence Prevention
- 5. Victim Advocacy and Violence Prevention's Confidential Victim Advocates
- 6. Student Health Services Providers and Staff

- ii. **Non-Confidential Reporting Options.** Non-confidential reporting options will take action in response to your report.

- 1. **Equal Opportunity and Title IX Coordinator (TIXC).** The TIXC is an employee charged with receiving and implementing university processes in response to allegations of discrimination under this Policy. This may include assigning supportive measures, investigating allegations of discrimination, convening hearings, and providing preventative training. The TIXC is not a victim's advocate and administers their duties in a neutral and unbiased manner. They make no determination as to whether there has been a violation of this Policy or what sanctions should be implemented. The TIXC is not an emergency contact person that provides immediate assistance for anyone who has been sexually assaulted or is a victim of a crime. The Title IX Coordinator (TIXC) can be reached at the following:

By mail or in person.

3333 Regis Boulevard A-20
Main Hall 133

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Denver, CO 80221-1099

By phone. 303-964-6435

By email. titleix@regis.edu

Online. [Equal Opportunity and Title IX Webpage](#)

2. **Regis University's Campus Safety.** Regis University does not tolerate violence and strongly encourages all persons who feel they may have been a victim of violence while on campus or participating in a University endeavor to report the incident to Regis University's Campus Safety Office. Victims may notify proper law enforcement authorities, including Regis University's Campus Safety and local police; be assisted by Regis's Campus Safety Office in notifying law enforcement authorities if the victim so chooses; or decline to notify such authorities. The TIXC will assist a victim in notifying Regis's Campus Safety Office and/or local police if requested by the victim. An individual who believes they have been a victim of sexual violence is encouraged to immediately contact the Regis's Campus Safety at (303) 458-4122. An officer will:

- a. Provide for the person's immediate need for safety;
- b. Notify 911 for medical assistance as needed;
- c. Provide a transportation taxi-voucher to the emergency room if requested;
- d. Gather information pertaining to the incident;
- e. Advise the person on obtaining a restraining order, and by request, notify TIXC, Student Conduct, or Human Resources so contact between the two parties can be limited; and
- f. Call the TIXC to assist in the matter.

It is important to preserve any evidence of the incident as it may be necessary to prosecute a crime or obtain an order of protection. An individual is strongly encouraged not to shower, douche, brush teeth, eat, or change clothing in an effort to preserve physical evidence. If a victim changes clothes, a victim is encouraged to put all clothing worn at the time of the incident into a paper bag.

3. **Reporting to Regis's Bias Incident Response Team (BIRT).** BIRT is a team of Regis University staff who voluntarily oversee cases in which the allegations don't fulfill the severe, pervasive, and objectively offensive threshold necessary to substantiate a Formal Complaint under this Policy. If the TIXC

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determines that a report does not meet the severe or pervasive threshold, and upon Complainant's request, the matter is assigned to BIRT. BIRT's function requires voluntary participation from all parties.

4. **Reporting to Law Enforcement.** Complainants and witnesses have the option to report or decline to report all incidents of sexual misconduct and other incidents of discrimination and harassment that rise to potentially criminal violations to law enforcement. An investigation conducted by the University is distinct from any investigation conducted by law enforcement, and will not automatically be shared with Regis University. A Complainant who wishes for both a Regis University response and a Law Enforcement response will need to report in both locations.

- a. Denver Police Department
1311 West 46th Avenue Denver, CO, 80221
Non-Emergency Phone: 720-913-0560
Email: 1.Dist@denvergov.org
- b. Thornton Police Department
9551 Civic Center Dr.
Thornton, CO 80229
Non-Emergency Phone: 720-997-5124
Email: policedept@thorntonco.gov
- c. Adams County Sheriff
4430 S. Adams County Pkwy, Suite W5400
Brighton, CO 80601
Non-Emergency Phone: 303-288-1535
Email: communityconnections@adcogov.org

5. **Reporting externally to the US Department of Education.** A person may also file a complaint of discrimination with the United States Department of Education's Office for Civil Rights regarding an alleged violation of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, or Title IX of the Higher Education Amendments of 1972 by visiting ww2.ed.gov/about/offices/list/ocr/complaintintro.html, or calling 1-800-421-3481. The U.S. Department of Education Office of Civil Rights is also located at Lyndon Baines Johnson Department of Education Bldg., 400 Maryland Avenue, SW Washington, DC 20202-1100.

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- f. **Time Limits on Reporting.** There are no time limits on reporting Sexual Harassment to the TIXC or Regis University. If the Respondent is no longer subject to the Education Program or Activity of Regis University or significant time has passed, Regis will have limited ability to investigate, respond, and/or provide disciplinary sanctions and remedies.
- 7. **Retaliation ⁴, False Complaints, False Information.** Retaliation, false complaints, and false information are prohibited under this Policy. Any individual who retaliates against an individual for the purpose of interfering with any right or privilege secured by this Policy, including but not limited to reporting information, making a complaint, acting as a witness, assisting, or participating or refusing to participate in any manner in any investigation, proceeding, or hearing, including an informal resolution process, or who knowingly or recklessly files a false complaint claiming a violation of this Policy, or who knowingly or recklessly provides false information in the implementation of the process to enforce this Policy, may be subject to disciplinary action ⁵. Regis will not discipline a party, witness, or others participating in the grievance procedures for making a false statement based solely on the determination whether a violation of this Policy occurred.
- 8. **Initial Response to Reported Sexual Harassment.** Upon receipt of a report of Sexual Harassment, the TIXC will promptly contact the Complainant, regardless of whether the Complainant was the individual who initiated the report. During the initial contact with the Complainant, the Title IX Coordinator will provide the Complainant with notice of their option to have an advisor, explain the process for filing a Formal Complaint, explain the Grievance Process, discuss the availability of Supportive Measures regardless of whether a Formal Complaint is filed, and consider the Complainant's wishes with respect to Supportive Measures.
 - a. **Availability of Supportive Measures.** Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and as reasonably available to the Complainant or Respondent before or after the filing of a Formal Complaint, or where no Formal Complaint has been filed. Supportive Measures are designed to ensure equal educational access, protect safety, and/or deter any continuation of any prohibited conduct. They may not unreasonably burden either party. They may terminate at the conclusion of the grievance process, unless Regis permits their extension.
 - i. With the advice and consultation of the TIXC, and where appropriate, the Victim Advocate and Violence Prevention Office, the Office of Student Affairs, Student Disability Services, or Human Resource Services, assists students or employees with Supportive Measures such as no contact directives or/and academic, housing, counseling, increased security and monitoring of certain areas of the campus, leaves of absence, changes in class, work, housing, or extracurricular or any other activity, and transportation accommodations, as are reasonably available, regardless of

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whether or not there is a comparable alternative. Regardless of whether a student or employee decides to report a violation of this Policy, supportive measures and accommodations are available upon the either party's request and will be implemented when they are reasonably available.

- ii. Regis will maintain any accommodation or supportive measures provided to the victim confidential to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodation or supportive measure(s).
 - iii. At any time, a student or employee may seek a court-issued protective order at the Denver Court Clerk's Office via phone number 303-606-2300. If an order of protection, no contact directive, restraining order, or another similar lawful order issued by a criminal, civil, or tribal court is obtained, a copy should be provided to Regis University's Campus Safety Department and the TIXC. The University and Regis's Campus Safety Department will take all legal and reasonable steps to implement such an order.
- b. The TIXC will provide written notification to students and employees about existing resources available for victims within the institution for counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and student financial aid, and other services, available for victims.
 - c. Emergency Removal. In cases where University officials have reasonable fears about safety on campus due to a Respondent's continued presence on campus following a report of Sexual Harassment, the University reserves the right to remove the Respondent on an emergency basis. Regis University will only conduct an emergency removal after:
 - i. Undertaking an individualized safety and risk analysis,
 - ii. Determining that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal, and
 - iii. Providing the Respondent with notice and an opportunity to challenge the decision to the TIXC within three (3) Business Days following the removal.
 - d. Administrative Leave. Regis may place a non-student employee Respondent on administrative leave during the pendency of the grievance process in this Policy.
9. Formal Complaint. Regis University will investigate all allegations of Sexual Harassment in a Formal Complaint.
- a. A Formal Complaint must:

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- i. Contain an allegation of Sexual Harassment against a Respondent;
 - ii. Request that Regis University investigate the allegation; and
 - iii. Be signed by the Complainant or Title IX Coordinator
- b. In limited circumstances, if a Complainant does not sign a Formal Complaint, the TIXC may sign a Formal Complaint. In determining whether to sign a Formal Complaint, the TIXC will consider factors that include but are not limited to:
 - i. Whether there have been other reports of Sexual Harassment and other relevant misconduct concerning the same Respondent, whether or not the incidents occurred while the Respondent was a Regis University student or employee;
 - ii. Whether the Respondent threatened further Sexual Harassment or other misconduct against the Complainant or others;
 - iii. Whether the alleged Sexual Harassment was committed by multiple perpetrators;
 - iv. The nature and scope of the alleged Sexual Harassment including whether the Sexual Harassment was perpetrated with a weapon;
 - v. The ages and roles of the Complainant and the Respondent;
 - vi. Whether Regis can pursue the investigation without the participation of the Complainant (e.g., whether there are other available means to obtain relevant evidence of the alleged Sexual Harassment such as security cameras or physical evidence);
 - vii. Whether the report reveals a pattern of perpetration (e.g., perpetration involving illicit use of drugs or alcohol) at a given location or by a particular group.
- c. Consolidation of Formal Complaints. Regis may consolidate Formal Complaints of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against another party, when the allegations arise out of the same facts or circumstances.

10. Dismissal of Formal Complaints.

- a. Required Dismissal. The TIXC will dismiss a Formal Complaint of Sexual Harassment if:
 - 1. The complaint would not constitute a violation of this Policy even if proved;
 - 2. The conduct alleged did not occur in the Education Program or Activity of Regis University; or
 - 3. The conduct alleged did not occur against a person in the United States.

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- b. Permissive Dismissal. The TIXC may dismiss a Formal Complaint or any allegations within the Formal Complaint, if at any time during the investigation or hearing:
 - 1. The complaint notifies the TIXC in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein and the TIXC declines to initiate a complaint;
 - 2. The Respondent is not participating in Regis's education program or activity and is not employed by Regis; or
 - 3. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.
 - c. Appeal of Dismissal. Either party may appeal the dismissal of a Formal Complaint or any allegations therein. For information on how to appeal, see Appeals below.
11. **Grievance Process.** Regis University has adopted a grievance process that provides for the prompt and equitable resolution of Formal Complaints. This process provides procedures for formally or informally addressing Formal Complaints of Sexual Harassment. Remedies are provided to a Complainant where a determination of responsibility for Sexual Harassment has been made against a Respondent, and Disciplinary Sanctions are not imposed against a Respondent prior to the completion of the grievance process.
- a. General Grievance Process Information.
 - i. Timeframes for Grievance Process. The University will strive to resolve a complaint within one hundred and twenty (120) calendar days of receiving it, though certain resolutions may take longer depending on the circumstances. If resolution will take longer than one hundred and twenty (120) calendar days for good cause, the parties will be given notice and an explanation in writing. Examples of good cause for delay may include but are not limited to considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or an accommodation of disabilities. Delays for good cause will typically not exceed 10 calendar days. The University's internal investigation is separate from the investigation of outside law enforcement agencies, and the University will only delay its investigation due to an outside investigation if particular circumstances warrant such a delay.
 - ii. Notice of Meetings, Interviews, and Hearings. Parties and witnesses will be provided notice of any meeting, interview, and/or hearing with sufficient time to prepare to participate. The notice will include the date,

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time, location, participants and purposes of the meeting, interview, and/or hearing.

- b. **Notice of Allegations.** Upon receipt of a Formal Complaint, Regis will provide Notice of Allegations to the parties who are known. The Notice of Allegations will contain the following information:
 - i. The party's rights and options.
 - ii. Regis's grievance process and any informal resolution process.
 - iii. Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to violate this Policy, and date(s) and location(s) of the alleged incident(s).
 - iv. The Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
 - v. The parties may have an advisor of their choice, who may be, but is not required to be an attorney, and that the advisor may inspect and review evidence.
 - vi. The Employee Handbook and Ranger Guide provision that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.
 - vii. A statement that Retaliation is prohibited.
 - viii. The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence. If, in the course of an investigation, Regis decides to investigate additional allegations of violations of this Policy by the Respondent that are not included in the notice, Regis will update the Notice of Allegations and notify the parties in writing of the additional allegations.
- c. **Investigation and Procedures.** The University investigation and resolution proceedings shall be a prompt, fair, and impartial investigation of Formal Complaints.
 - i. **Presumption of Not Responsible.** The Respondent is presumed not responsible for the alleged conduct unless a determination regarding responsibility is made at the end of a grievance process.
 - ii. **Burden of Proof and Burden of Gathering Evidence.** The burden is on Regis, not the parties, to conduct an investigation that gathers sufficient evidence to reach a determination regarding responsibility. All investigations and proceedings, including hearings, related to Sexual Harassment will be conducted using a "preponderance of the evidence" (more likely than not) standard.

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- iii. **Medical Records.** Regis will not access, consider, disclose, or otherwise use party's records that are that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless Regis obtains that party's voluntary, written permission to do so for the grievance process within the Policy.
- iv. **Privileged Information.** Regis will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding the privilege has waived the privilege.
- v. **Investigation of Formal Complaint.** During the investigation and resolution of a Formal Complaint, Regis will treat Complainants and Respondents equitably. During all meetings and interviews the parties may be accompanied by an advisor of their choice, which can be, but is not required to be an attorney. The advisor's role is limited to assisting, advising, and/or supporting a Complainant or Respondent. An advisor is not permitted to speak for or on behalf of a Complainant or Respondent or appear in lieu of a Complainant or Respondent.
 - 1. **Opportunity to Provide Information and Present Witnesses.** Each party will be provided an equal opportunity to provide information to the investigator and present witnesses for the investigator to interview. The information provided by the parties can include inculpatory and exculpatory evidence. The witnesses can include both fact witnesses and expert witnesses.
 - 2. **Opportunity to Inspect and Review Evidence.** Each party will be provided an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence upon which Regis does not intend to rely upon in reaching a determination regarding responsibility. This review includes inculpatory and exculpatory evidence that is obtained by a party, witness, or other source. Each party and their advisor (if any) will be provided an electronic copy of the evidence for inspection and review. The parties will have ten (10) Business Days to review and submit a written response to the investigator. The investigator will consider the written responses prior to completing an investigative report. All evidence provided during the inspection and review phase will be available for the purposes of the hearing.
 - a. **Investigative Report.** Following the opportunity to inspect and review evidence directly related to the allegations

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- raised in the Formal Complaint, the investigator will create an investigative report that fairly summarizes relevant evidence obtained during the investigation. At least ten (10) Business Days prior to the hearing, the investigator will provide each party and the party's advisor (if any) an electronic copy of the investigative report for their review and written response.
- b. **Investigation Timeframe.** The investigation of a Formal Complaint shall be concluded within 90 Business Days of the filing of a Formal Complaint. The parties will be provided updates on the progress of the investigation.
- d. **Live Hearing.** At the conclusion of the investigation, Regis will provide for a live hearing for all allegations of Sexual Harassment that have not been dismissed or resolved through the Informal Resolution Process ⁶. At the request of either party, or at the discretion of the TIXC, Regis will provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-makers and parties to simultaneously see and hear the other party or witness answering questions.
- i. **Decision-Makers.** The TIXC will convene Regis's Hearing Panel, who will oversee the hearing and make a determination regarding responsibility based on the preponderance of the evidence standard. The Hearing Panel shall consist of three (3) volunteer employees. The Hearing Panel will not include the Title IX Coordinator or the individual who served as the Investigator. The Hearing Panel will be trained, impartial, and without a conflict of interest. The TIXC or designee will appoint a Chair of the Hearing Panel.
- ii. **Challenge to the decision-makers.** Either party may challenge the appointment of a decision-maker, based on conflict of interest or bias, in writing to the TIXC no less than five (5) Business Days prior to the scheduled hearing.
- iii. **Right to an Advisor.** The Complainant(s) and Respondent(s) may each have one (1) advisor of their choice at the live hearing or any related meeting. The advisor may be, but is not required to be, an attorney. If a party does not obtain their own advisor, the University will appoint one for them from a voluntary pool of Advisors trained by the TIXC. Advisors are required to cross-examine all parties and witnesses but may not answer questions on behalf of their party or otherwise participate in the hearing. Regis University may permit parties to have more than one Advisor upon special request to the TIXC. The decision to grant this request is at the sole discretion of the TIXC and will be granted equitably to all parties.

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1. Choosing an Advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the Hearing Panel.
2. The parties are expected to inform the Investigator(s) and TIXC of the identity of their Advisor at least two (2) Business Days before the date of their first meeting with Investigators, or as soon as possible if a more expeditious meeting is necessary or desired.
3. A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout.
4. The parties are expected to provide timely written notice to the TIXC if they change Advisors at any time. It is assumed that if a party changes Advisors consent to share information with the previous Advisor is terminated, and a release for the new Advisor must be secured. The Advisor may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose Advisors from inside or outside of the Regis University community.
5. If the parties choose an Advisor from outside the pool of those identified by the TIXC, the Advisor may not be trained by the TIXC and, thus, may not be familiar with University policies and procedures.
6. Under U.S. Department of Education regulations applicable to Title IX, cross-examination is required during the hearing and must be conducted by the parties' Advisors. The parties are not permitted to directly cross-examine each other or any witnesses. If a party does not have an Advisor for a hearing, the TIXC will appoint a trained Advisor for the limited purpose of conducting any cross-examination. A party may reject this appointment and choose their own Advisor, but they may not proceed without an Advisor. If the party's Advisor will not conduct cross-examination, TIXC will appoint an Advisor who will do so thoroughly, regardless of the participation or non-participation of the advised party in the hearing itself.
7. The parties may be accompanied by their Advisor in all meetings and interviews at which the party is entitled to be present, including intake and investigation interviews. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.
8. All Advisors are subject to the same University policies and procedures, whether or not they are attorneys.

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9. Advisors are expected to advise their advisees without disrupting proceedings.
 10. The parties are expected to respond to questions on their own behalf throughout the investigation phase of the resolution process. Although the Advisor generally may not speak on behalf of their advisee, the Advisor may consult with their advisee, either privately as needed, or by conferring or passing notes during any resolution process meeting or interview. For longer or more involved discussions, the parties and their Advisors should ask for breaks to allow for private consultation.
 11. Any Advisor who oversteps their role as defined by this Policy will be warned only once. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor role, the meeting will be ended, or other appropriate measures implemented. The TIXC will determine how to address the Advisor's non-compliance and future role.
 12. Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the university. The university may seek to restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by the university's privacy expectations.
 13. Regis University generally expects an Advisor to adjust their schedule to allow them to attend meetings, including investigation interviews. Scheduled meetings may change to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.
 14. Regis University may make reasonable provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone, video conferencing, or other similar technologies as may be convenient and available.
- iv. **Recording of the Hearing.** Regis will create an audio or audiovisual recording of all live hearings and make the recording available to the parties for inspection or review.
- v. **Hearing Process Facilitator.** Regis may designate a hearing process facilitator to coordinate the hearing, including, but not limited to, coordination and scheduling of the hearing, the logistics of physical or virtual rooms for parties and/or witnesses, including separation of parties; ensuring all technology is working appropriately; ensuring the parties have access to electronic documents during the hearing; distributing materials; etc. The facilitator may also be the Title IX Coordinator. The facilitator may invite the parties and their advisors, separately, to a meeting prior to

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the hearing to review the hearing process for the purpose of ensuring a smooth hearing. This meeting is separate from any pre-hearing conference as discussed below.

- vi. **Pre-Hearing Matters.** To streamline the hearing process, the Hearing Panel may request the submission of questions prior to the hearing through electronic submission and/or a pre-hearing conference.
 - 1. **Pre-Hearing Submission of Questions.** The Hearing Panel Chair may request the parties submit questions, in writing, prior to the hearing. This submission does not preclude the advisor from asking additional questions live during the hearing. The Chair may allow for the pre-hearing submission of questions regardless of whether a pre-hearing conference occurs.
 - 2. **Pre-Hearing Conference.** The Hearing Panel Chair may hold a pre-hearing conference to further streamline the live hearing, especially in complex cases involving multiple Complainants, Respondents, and/or a significant number of witnesses. During the pre-hearing conference, parties and their advisors will meet with the Chair separately to review written questions previously submitted and/or to submit, in writing, any questions they wish to ask during the live hearing so that the Chair can be prepared to respond to the relevancy of said questions during the live hearing. The Chair may discuss any preliminary relevancy determinations regarding submitted questions and/or discuss alternative ways in which to ask questions; however, the Chair will make final relevancy determinations in real-time, orally, during the live hearing. This conference does not preclude the advisor from asking additional questions live during the hearing. At the pre-hearing conference, the decision-maker may also hear arguments regarding the relevance of the evidence identified in the investigation report as relevant or not relevant, and/or related to the allegations.
- vii. **Hearing Documents.** The Hearing Panel or hearing facilitator will provide parties with a copy of all materials provided to the Hearing Panel about the matter.
- viii. **Accommodation Requests.** Participants in need of disability related accommodations and/or interpretation services during the hearing must contact the TIXC with said requests five (5) Business Days prior to the hearing.
- ix. **Participants in the Hearing.** Participants in the hearing include the Hearing Panel, the investigator(s) who are conducting the investigation, the parties, advisors to the parties, witnesses and anyone providing authorized accommodations. In addition, Regis may have a hearing facilitator present. Any witnesses scheduled to participate in the hearing must have been first interviewed by the investigator or have provided a

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written statement or answered questions from the investigator in writing. The Hearing Panel Chair or hearing facilitator will provide the names of all persons participating in the hearing to the parties in the Notice of Hearing described below.

- x. **Hearing Process.** The live hearing will include the following phases.
1. Notice of Hearing. After the investigative report has been completed and at least ten (10) Business Days prior to the date set for the hearing, the parties and their advisors (if any) will be provided with a Notice of Hearing. The Notice will include the date, time, location, names of the Hearing Panel, names of all participants in the hearing, and the location (virtual or in person) of the hearing.
 2. Opening Statements. Each party will have the opportunity to present an opening statement to the Hearing Panel.
 3. Questioning of Hearing Participants. Questions of parties and witnesses will occur in the following manner.
 - i. By the Hearing Panel. the Hearing Panel Chair will ask initial questions of the participants at the hearing.
 - ii. By the Advisors. After the Hearing Panel Chair asks questions of a participant, each party's advisor will be permitted to ask relevant questions and follow up questions orally, directly, and in real time of the participant. The parties are never permitted to ask questions of participants directly.
 - iii. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Hearing Panel must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
 4. Evidence and Questions Excluded. The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by Regis to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used).
 - i. Sexual Predisposition or Prior Sexual Behavior of the Complainant ⁷. Questions about the Complainant's sexual predisposition or prior sexual behavior are not relevant and will not be permitted, unless offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Consent. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's Consent to the alleged Sexual

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Harassment or preclude determination that Sexual Harassment occurred.

- ii. **Privileged Information.** Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality
 - iii. **Medical Records.** A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless Regis obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and
5. **Party or Witness Does Not Submit to Cross-examination.** If a Complainant or Respondent or witness fails to appear at a scheduled hearing, the Hearing Panel may proceed with the hearing, unless the Chair excuses the absence at which point a new hearing date will be selected. If a party or witness does not submit to cross-examination by an advisor at the live hearing, the Hearing Panel will not rely on any statement of that party or witness in reaching a determination regarding responsibility. However, members of the Hearing Panel may not make negative inferences regarding responsibility based solely on refusal to participate in the process, submit to cross-examination or answer questions from the Hearing Panel.
6. **Closing Statements.** Each party will have the opportunity to present a closing statement to the Hearing Panel.

12. **Determination Regarding Responsibility.** Following the hearing, the Hearing Panel shall meet and render a determination regarding responsibility by a majority vote. Hearing Panel deliberations shall not be recorded. Within ten (10) Business Days after the hearing, the Hearing Panel's determination shall be written by the Chair and provided to the Complainant and Respondent simultaneously.

- a. The written notice of determination will include the following:
 - i. Identification of the allegations,
 - ii. description of the procedural steps taken from the receipt of a Formal Complaint through the determination (including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held),
 - iii. findings of fact supporting the determination
 - iv. conclusions regarding the application of this Policy to the facts

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- v. a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility
 - vi. any disciplinary sanctions that Regis imposes on the Respondent,
 - vii. whether remedies designed to restore or preserve equal access to the education program or activity of Regis will be provided to the Complainant ⁸, and
 - viii. the procedures and permissible bases for the Complainant and Respondent to appeal.
- b. The decision of the Hearing Panel shall be final and binding unless appealed following the process outlined below. A copy of the Hearing Panel's written determination shall be provided to the TIXC and the Dean of Students for student Respondents, or the immediate supervisor for employee Respondents.
 - i. In cases against employees, the direct supervisor of the Respondent may postpone the sanctions or suspend the Respondent, with pay, until the time to appeal the determination has expired or the appeal process has been exhausted.
 - ii. In cases against students, the Dean of Students or designee may execute an interim suspension pending appeal under the Interim Action section of the [Student Handbook](#).
- c. Following a determination that a violation of this Policy occurred, the TIXC will, as appropriate,
 - i. Coordinate the provision and implementation of remedies to a Complainant and other people Regis identifies as having had equal access denied by discrimination;
 - ii. Coordinate the imposition of any disciplinary sanctions on a Respondent, including notification to the Complainant of any such disciplinary sanctions; and
 - a. Upon written request, Regis will disclose to the Complainant of a crime of violence or a non-forcible sex offense the report on the result of any disciplinary proceeding conducted by the institution against a student
 - b. If the Complainant is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the Complainant only for purposes of this paragraph.
 - iii. Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within Regis's education program or activity.

13. Disciplinary Sanctions.

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- a. Violations of this Policy are subject to disciplinary action. Neither the Hearing Panel nor any appeals body or officer(s) will deviate from the range of recommended sanctions unless compelling justification exists to do so. This will be documented in the decision-making process, if applicable, and included in the written outcome. Decisions are made with consideration of the severity of the incident, and any previous disciplinary violations, as well as discipline imposed in similar cases. Possible sanctions for a person found to be in violation of this Policy include, but are not limited to, the following:
 - i. Oral or written reprimand;
 - ii. Required attendance at a harassment/discrimination sensitivity program;
 - iii. Oral or written warning;
 - iv. Loss of salary or benefits or demotion;
 - v. Transfer or change of job, class, residential assignment, or location, including removing the person from being able to retaliate or further harass or discriminate against the Complainant;
 - vi. Suspension, probation, termination, dismissal, expulsion, or removal from campus;
 - vii. Educational and Developmental sanctions; or
 - viii. Other action Regis University deems appropriate under the circumstances including termination of contractual arrangements with the University.
 - 1. While counseling is not considered a sanction, it may be offered or required in combination with sanctions.
 - 2. If a student or student groups are found to be in violation of this Policy, any of the sanctions set forth in the [Student Handbook](#) may also be implicated.
 - 3. If faculty or employees are found to be in violation of this Policy, any of the sanctions set forth in the Employee Handbook or any Faculty Handbooks may also be implicated.
 - ix. Failure to comply with sanctions shall constitute a violation of this Policy and will ordinarily result in further disciplinary action.
- b. **For sanctions following Formal Complaints against students.** The Hearing Panel will recommend sanctions after the hearing. The Dean of Students or designee will review and implement sanctions.
- c. **For sanctions following Formal Complaints against faculty or staff.** The Hearing Panel will recommend sanctions after the hearing. The employee's respective supervisor will review and implement sanction(s). However, should the supervisor or Provost seek to impose suspension or expulsion of a tenure or tenure-track faculty member, additional process may be due pursuant to the [Faculty Handbook](#).

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14. **Appeals Process.** The Complainant or Respondent can appeal the Hearing Panel's determination regarding responsibility, or the dismissal of a Formal Complaint or any allegations therein, by submitting a written appeal to the TIXC within three (3) Business Days from the date of receipt of the Hearing Panel's determination. The appeal must be dated, signed by the party appealing, indicate the basis for the appeal, and include a copy of the determination. The non-appealing party will be notified in writing when an appeal has been filed. The non-appealing party will be provided five (5) Business Days to submit a written statement in support of the outcome of the determination or dismissal.
- a. **Basis for Appeal.** Appeals of the determination of responsibility or the dismissal of a Formal Complaint may be made on the following bases.
 - i. Procedural irregularity that affected the outcome of the matter;
 - ii. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; and
 - iii. The TIXC, investigator(s), or Hearing Panel had a conflict of interest or bias for or against the Complainants or Respondent that affected the outcome of the matter.
 - b. **Appeal Procedures.** The Dean of Students for Students shall serve as the Appeal Body for all students, and the AVP of Human Resources shall serve as the Appeal Body for Employees, with exceptions permitted as appropriate. The Appeal Body shall not include the same decision-makers as the Hearing Panel that reached the determination regarding responsibility, the investigator, or the Title IX Coordinator. The Appeal Body will issue a written determination within fifteen (15) Business Days of the receipt of the notification of appeal that includes the result of the appeal and the rationale for the result. A copy of the written decision shall be provided to all parties simultaneously, the TIXC, immediate supervisor, Dean of Students, or Human Resources, and the parties' personnel or student files. All decisions of the Appeal Body are final and binding.
 - c. **Appeal Outcomes.** The Appeal Body may take one of the following actions in response to the appeal:
 - i. Affirm the Hearing Panel's determination regarding the Respondent's responsibility and affirm the disciplinary sanctions and remedies, if applicable;
 - ii. Affirm the Hearing Panel's determination regarding the Respondent's responsibility and amend the disciplinary sanctions and remedies, if applicable.
 - iii. Remand the process back to the hearing stage for the Hearing Panel to remedy any procedural irregularity or consider new evidence;

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- iv. Reverse the Hearing Panel's determination of the Respondent's responsibility and amend the disciplinary sanctions and remedies; if applicable.

15. Informal Resolution. At any time after a Formal Complaint has been signed and before a determination regarding responsibility, the Parties may choose to participate in an Informal Resolution facilitated by Regis, that does not involve a full investigation and adjudication. The informal process is voluntary for all parties. If the Complainant and Respondent are able to reach a resolution, the results will be documented, signed by both parties, retained by TIXC for seven (7) years and the matter will be resolved. If an informal resolution cannot be reached, the formal grievance process will resume, and all statements made during the informal resolution process will not be used for or against either party (and the Hearing Panel and/or Appeal Body may not consider any such statement made during informal resolution).

- a. Informal Resolution Notice. Before the initiation of an informal resolution process, Regis will explain in writing to the parties:
 - i. The allegations
 - ii. The requirements of the informal resolution process
 - iii. That any party has the right to withdraw from the informal resolution process and resume the grievance process at any time before agreeing to a resolution
 - iv. That if the parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume a Formal Complaint arising from the same allegations
 - v. That potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties; and
 - vi. That the informal resolution records will be maintained by Regis for seven (7) years but will not be used by investigators or the Hearing Panel if the Title IX grievance process resumes.
- b. Agreement to Enter Informal Resolution. Prior to entering the informal resolution process, the parties must voluntarily agree, in writing to the use of the informal resolution process.
- c. Informal Resolution Availability. The informal resolution is not permitted to resolve allegations that an employee committed Sexual Harassment against a student.
- d. Informal Resolution Timeframe. Informal Resolution of a Formal Complaint will be concluded within 45 Business Days of notice to Regis that both parties wish to

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proceed with the informal resolution process. Such notice that parties with to proceed with an informal resolution process will “pause” the counting of the timeframe to conclude the grievance process of this Policy, should the informal resolution process fail and the parties resume the grievance process.

16. Recordkeeping. Regis will maintain all documentation related to reports of Sexual Harassment, Formal Complaints, the grievance process, and informal resolution process for seven (7) years in accordance with state and federal records laws and requirements. The documentation of all records is private and confidential to the extent possible under law. Student records of the grievance process are disciplinary records under Family Education Rights and Privacy Act (FERPA). Regis will complete and maintain publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 USC 13925(a)(20)).
17. Notification. Regis will use email communication for purposes of communication and notification under this Policy.
18. Dissemination of Policy. This Policy will be made available to all Regis faculty, staff, and students online at the Regis University Title IX webpage and Annual Security and Fire Safety Report.
19. Modification and Review of this Policy. Regis reserves the right to modify this Policy to take into account applicable legal requirements. Regis will regularly review this Policy to determine whether modifications should be made. Regis will follow the law when there is conflict between the Policy and the law.
20. Other Policies. This Policy takes precedence over other Regis University policies and procedures concerning Sexual Harassment under Title IX in the event of a conflict. Additionally, alleged violations of the Ranger Guide, Employee Handbook, or other policies that arise from the same events as the alleged Sexual Harassment under this Policy will be investigated and resolved under the grievance process in this Policy unless the Sexual Harassment has been dismissed under this Policy.
21. Regis University internal confidential resources. Regis’ TIXC will provide written notifications to students and employees about existing resources available for Complainants within Regis University in the following areas: counseling, health, mental health, victim advocacy, legal assistance, visa, immigration assistance, student financial aid, and other services available for victims.
 - a. University Ministry and Jesuits
Student Center
Office 212
Phone: 303-458-4153

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- b. Office of Counselling and Professional Development
Coors Life Direction Center
Office 114
Phone: 303-458-3507
- c. Center for Counseling and Family Therapy
500 E. 84th Avenue
Thornton Campus
Phone: 303-964-5786
- d. Confidential Victim Advocate
Phone: (Call/Text) 720-772-6656
- e. Equal Opportunity and Title IX
TitleIX@regis.edu

22. External Agency Confidential Support and Resources. Regis' TIXC will provide written notifications to students and employees about existing resources available for Complainants outside of Regis in the following areas: counseling, health, mental health, victim advocacy, legal assistance, visa, immigration assistance, student financial aid, and other services available for victims.

- a. Rocky Mountain Crisis Partners
Website: www.metrocrisiservices.org
24-hour crisis intervention services: 844-493-TALK (8255)
- b. Denver Health Hospital
Website: www.denverhealth.org
Phone: 303-602-3007
SANE nurse available by request in the Emergency Department
- c. Safehouse Denver
Website: www.safehouse-denver.org
24-hour domestic violence hotline: 303-328-9989
- d. The Blue Bench
Website: www.thebluebench.org
24-hour sexual assault hotline: 303-322-7273
- e. Emergency Department Social Worker
Website: www.denverhealth.org
24-hour ER Contact: 303-602-3308

D. Definitions

1. Definitions of Prohibited Conduct Under this Policy

- a. Sexual Harassment. Sexual Harassment is a form of sex discrimination and means conduct on the basis of sex that satisfies one or more of the following:

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- i. An employee, agent, or other person authorized by Regis to provide an aid, benefit, or service under Regis's education program or activity conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct (Quid Pro Quo); Ex. Direct or implied threats that submission to sexual advances will be a condition of advancement or promotion in any endeavor, including but not limited to employment, work status, promotion, or academic grades;
 - ii. Unwelcome conduct determined by a Reasonable Person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Regis's education program or activity;
 - iii. Sexual Assault, Dating Violence, Domestic Violence, and Stalking as defined in this Policy.
- b. Sexual Assault. An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program and as defined in this Policy.
- c. 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.
- d. Fondling. The touching of the private 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.
- e. Incest. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- f. Statutory Rape. Sexual intercourse with a person who is under the statutory age of Consent.
- g. Dating Violence. Violence committed by a person:
 - i. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - ii. Where the existence of such a relationship shall be determined based on a consideration of the following factors.
 - 1. The length of the relationship
 - 2. The type of relationship, and
 - 3. The frequency of interaction between the persons involved in the relationship

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- h. Domestic Violence. Felony or misdemeanor crimes committed by a person who:
 - i. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim;
 - ii. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner,
 - iii. Shares a child in common with the victim; or
 - iv. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
 - v. Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction
 - i. 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 substantial emotional distress.
 - i. 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.
 - ii. Substantial Emotional Distress. mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - iii. Reasonable Person. A reasonable person under similar circumstances and with similar identities to the Complainant
2. Definitions Related to Sexual Harassment (Coercion, Consent, Force, Incapacitation).
- a. Coercion. Coercion occurs when an individual is pressured, psychologically or emotionally manipulated, tricked, threatened, or forced in a nonphysical way, to engage in unwanted sexual activity. Coercion occurs when an individual is caused to believe that sex is owed to another person because of that person's position of authority or based on the parties' relationship. Coercion can involve persistent attempts to have sexual contact after an individual has already refused to engage in sexual activity.
 - b. Consent. Regis uses an Affirmative Consent standard when determining if there was consent to engage in sexual activity of any kind. Consent to sexual activity requires of each person an affirmative, conscious, and voluntary agreement to participate in sexual activity.

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- i. Consent cannot be inferred from the absence of a “no.”
 - ii. Consent to one form of sexual activity does not imply Consent to other forms of sexual activity
 - iii. A current or previous relationship shall not be sufficient to constitute Consent
 - iv. Consent can be withdrawn
 - v. 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 and in instances where the adult is in a position of trust
 - vi. Consent cannot be given by individuals who are asleep, or mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason
 - vii. Submission under the influence of fear shall not constitute Consent
 - viii. Consent may not be given by an individual who is under duress, threat, coercion, or force
 - ix. A person who initially Consents to sexual activity is deemed not to have Consented to any sexual activity that occurs after Consent is withdrawn
 - x. Consent to previous sexual activity does not imply Consent to future sexual activity
- c. Force. Force includes physical violence, abuse of power, threats, intimidation, and/or coercion to engage in sexual activity without a person’s Consent and against a person’s will.
- d. 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. A person violates this Policy when they engage in sexual activity with someone who is - or based on the circumstances should reasonably have known to be - mentally or physically incapacitated.

3. Other Defined Terms

- a. Actual Knowledge. Actual knowledge means notice of Sexual Harassment or allegations of Sexual Harassment to Regis’s TIXC or any official of Regis who has authority to institute corrective measures on behalf of Regis.
- b. Business Day. Any weekday not designated by Regis as a holiday or administrative closure day. When calculating a time period of Business Days specified in this Policy, the Business Day of the event that triggers a time period is excluded.

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- c. **Complainant.** An individual who is alleged to have been subjected to conduct that could constitute a violation of this Policy. Complainants and Respondents are referred to collectively as “parties” throughout this Policy.
- d. **Disciplinary Sanctions.** Consequences imposed on a Respondent following a determination that the Respondent violated this Policy, or an agreement through the informal resolution process.
- e. **Education Program or Activity.** Includes locations, events, or circumstances over which Regis exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurs. This includes conduct that occurs on Regis University’s property.
- f. **Formal Complaint.** A document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that Regis investigate the allegation of Sexual Harassment.
- g. **Investigative Report.** A summary of the evidence directly related to allegations of Sexual Harassment. An Investigative Report is provided simultaneously to both parties for review at the conclusion of an Investigation.
- h. **Officials with Authority.** Any individual who has the authority to institute corrective measures and is required to report Sexual Harassment to the EO and Title IX Coordinator to initiate Regis’s response to the Sexual Harassment allegations. Officials with Authority Include:
 - i. President
 - ii. Provost
 - iii. VP for Mission
 - iv. VP for University Advancement
 - v. VP & Chief Financial Officer
 - vi. AVP and Dean of Students
 - vii. Chief of Staff
 - viii. Academic Deans
 - ix. Director of Campus Safety
 - x. Title IX Deputy Coordinators
- i. **Relevant.** Related to the allegations under investigation as part of the grievance process described in this Policy. Questions are relevant when they seek evidence that may aid in showing whether the alleged conduct occurred, and evidence is relevant when it may aid the Hearing Panel in determining whether the alleged conduct occurred.

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- j. Remedies. Measures provided, as appropriate, to a Complainant or any other person Regis identifies as having had their equal access to Regis's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to Regis's education program or activity after Regis determines that a violation of this Policy occurred.
- k. Report. The submission of any allegation in part or in full of Discrimination, Sexual Misconduct, or Retaliation to the TIXC.
- l. Respondent. An individual alleged to be the perpetrator of conduct that could violate this Policy.
- m. Responsible Employees. Any individual who is employed by Regis and not deemed to be a Confidential Employee or Official with Authority. Responsible Employees are expected by Regis to report Sexual Harassment to the EO and Title IX Coordinator promptly upon receiving a report of Sexual Harassment.
- n. Retaliation. Intimidation, threats, coercion, or discrimination against any person by Regis University, a student, or an employee or other person authorized by Regis to provide aid, benefit, or service under Regis's program or activity, for the purpose of interfering with any right or privilege secured by this Policy, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.
- o. Sexual Misconduct. Sexual Misconduct is an umbrella term that includes a range of unwelcome behaviors or conduct directed at a person based on sex.
- p. Supportive Measures. Individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to:
 - i. Restore or preserve that party's access to Regis's education program or activity, including measures that are designed to protect the safety of the parties or Regis's educational environment; or
 - ii. Provide support during Regis's grievance procedures or during an informal resolution process.

Additional supportive resources may be accessed through the external agencies listed in the Policy section above.

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Footnotes

¹Severe, pervasive, and objectively offensive assessment includes, but is not limited to, a consideration of the frequency of the offensive conduct, the nature of the unwelcome sexual acts or words, such as whether the harassment was physical, verbal, written or a combination thereof; whether the harassment was merely an offensive utterance; and the number of Complainants involved and the relationship between the parties including, but not limited to, the ages of the Respondent and the Complainant. In evaluating whether conduct is severe, pervasive, and objectively offensive, Regis will look at the totality of the circumstances, expectations and relationships.

²Sexual Assault means an offense classified as a forcible or nonforcible sex offense under the Uniform Crime Reporting system (UCR) of the Federal Bureau of Investigation, including Rape, Fondling, Incest, and Statutory Rape as defined in section D of this Policy.

³See section D of this Policy for definitions related to prohibited conduct under this Policy.

⁴Retaliation is defined in Section D of this Policy.

⁵Alleged violations of Retaliation will be referred to the Ranger Guide or Employee Handbook.

⁶The Informal Resolution Process is described in #15 of this section of this Policy.

⁷CRS § 18-3-407 (Rape Shield)

Subject to constitutional limitations, evidence of specific instances of the victim's or a witness's prior or subsequent sexual conduct, opinion evidence of the victim's or a witness's sexual conduct, and reputation evidence of the victim's or a witness's sexual conduct may be admissible only at trial and shall not be admitted in any other proceeding except at a proceeding pursuant to subsection (2)(c) of this section.

⁸The TIX is responsible for the implementation of any Remedies.

FREQUENTLY ASKED QUESTIONS REGARDING PROTECTION ORDERS/RESTRAINING ORDERS IN COLORADO

What is a Civil Protection Order?

- Protection Orders, also known as restraining orders, are civil court orders to stop specific acts against protected individuals (called a “Protected Person”). A “Restrained Person” can be restrained from: contacting, harassing, injuring, intimidating, molesting, threatening, touching, stalking, sexually assaulting or abusing any Protected Person. A Restrained Person may also be prohibited from coming within a specified distance of a protected person or premise, such as the protected person’s home, school or place of employment.

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How do I obtain a Civil Protection Order?

- Civil Protection Orders can be filed with the court in any county where the incident(s) occurred, or in any county where one of the parties resides, or in any county where one of the parties is employed. For more information on filing a protection order in Colorado, visit: https://www.courts.state.co.us/Self_Help/protectionorders/
- You may also seek assistance with filing a Protection Order from Regis University's Victim Advocacy & Violence Prevention Program or from Project Safeguard, a local nonprofit. Please see Appendix E for program contact information.

EMERGENCY RESPONSE PROCEDURES

The Regis University Emergency Operations Plan (EOP) is designed as a resource for University personnel, administrators, students and Emergency Operations Center (EOC) personnel assisting with information and guidelines to plan and respond to a crisis. While the Plan does not cover every conceivable contingency, it follows the principles on the All-Hazards Response that is supported and utilized by FEMA (Federal Emergency Management Agency).

Regis University has a group of trained and experienced professionals who will respond in the event of a campus emergency. This Emergency Response Team consists of members from the University Department of Campus Safety, Physical Plant, Information Technology, Residence Life & Housing, Campus Counseling Services, Dining, Auxiliary and Business Services, Finance and Budget, University Relations, Marketing and Communications and Senior Administration.

EMERGENCY MANAGEMENT TESTS

Emergency response tests are scheduled and coordinated by Regis University's Campus Safety Department and may be announced or unannounced in conjunction with other departments and outside agencies as deemed appropriate. Emergency management tests are conducted at least once per calendar year. A test is defined as regularly scheduled drills, exercises, and appropriate follow through activities, designed for assessment and evaluation of emergency plans and capabilities. The campus publicizes emergency response and evacuation procedures via email, through its RU Alert mass notification system, at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

Each year, the test is documented and includes a description of the exercise, the date and time of the exercise and whether it was announced or unannounced.

In 2023 the University conducted one test that was unannounced:

- Operation Fervent Faith – August 7, 2023.

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HOW TO FIND EMERGENCY MANAGEMENT INFORMATION

General information about the emergency response and evacuation procedures is available on the Regis Emergency Preparedness Guide at:

[Emergency Preparedness Guide](#)

The Emergency and Crisis Management Response Guide:

[Classroom Emergency Guide](#)

EVACUATION DRILLS

Evacuation and fire drills are scheduled and coordinated by Regis University's Environmental Safety and Health Officer (ESHO) for all residential, administrative, and educational buildings to assess and evaluate the emergency evacuation plan and capabilities. Evacuation and fire drills are unannounced and are held at least once per calendar year. When evacuation drills are held, the ESHO, Campus Safety, and Residence Life & Housing Staff monitor the evacuation to evaluate egress, routes to assembly areas, and other behavioral patterns. Reports are prepared by participating departments by identifying deficient equipment, so repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Students receive information about evacuation and sheltering procedures during small group student orientation programs and during other educational sessions available throughout the year. Residence Life & Housing staff members are trained in these procedures and act as an on-going resource for students living in residential facilities.

EVACUATION PROCEDURES

Contained in this section are the current campus policies regarding evacuation procedures.

When needed, evacuations will be conducted on the affected building(s) for students, staff and faculty. There are different types of evacuations that may be required. The most event is evacuation in the event of a fire alarm. When an evacuation is deemed necessary, it may be announced as an Emergency Notification through the RU Alert System which will be distributed by email, and on cell phones as text and voice mail. All Campus administrators, especially those whose responsibilities and authority include the operational areas specified in the manual, must adhere to these guidelines. Only those University administrators responsible for directing and/or coordinating emergency operations may approve exception(s) to these crisis management procedures as required to fulfill the emergency response.

FIRE ALARM EVACUATION PROCEDURES

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- 1) A fire alarm is initiated by horns and strobe lights in the affected building(s).
- 2) Always be aware of your surroundings and know how to reach the nearest exit.
- 3) If you discover or suspect a fire, immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so. Supervisors and those with responsibility for an area should attempt to verify that their staff has evacuated, and once outside should conduct a roll call to determine whether anyone is missing. If so, they should immediately report this to Campus Safety, law enforcement or fire personnel.
- 4) Sound the building fire alarm by activating the nearest pull station as you evacuate the building by the nearest exit. If the alarm fails to operate, warn other occupants to evacuate the building by shouting the warning and knocking on doors as you evacuate.
- 5) Once outside of the building, report to the designated assembly areas as shown on the building evacuation map near the exits of the buildings. If you do not know where to evacuate, move away from the building upwind of the smoke.
- 6) Students, staff, and faculty with mobility issues who are unable to evacuate are to report to designated Areas of Rescue Assistance. Persons unable to evacuate are requested to stay in these areas until help arrives. If possible, Campus Safety will attempt to evacuate such people. If it is not possible, first responders (Fire Department) will search these areas for people who need assistance.
- 7) If it is safe to do so, as you evacuate on the way out you may check on others who might have disabilities or other special needs and help them as much as is reasonable and safe, such as assisting them to the nearest Area of Rescue which are the various stairwell landings in each building or as designated by signage. After assisting, continue to evacuate out of the building and notify a manager or responding Campus Safety personnel at the assembly area of their presence in the Area of Rescue.
- 8) Call the Campus Safety emergency number (303) 458-4122 from a mobile phone (or x 4122 from on-campus phones) and provide as much information as possible about the alarm. Do not assume someone else has called or that the fire signal notified Campus Safety. If you cannot reach Campus Safety call 911.
- 9) Do not re-enter the building for any reason until clearance by the Fire Department for actual fires, or Campus Safety personnel or other emergency responders on the scene for alarms not caused by fire.

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- 10) For safety and statistical purposes, all fires and alarm responses, whether active or extinguished, must be reported to Campus Safety for proper fire classification.

BOMB THREAT

In the event of a bomb threat, evacuation routes out of the building(s) will be determined by Campus Safety and/or first responders to ensure safe egress out of the building. The assembly areas will be determined by Campus Safety / First Responders to ensure that personnel are a safe distance from the threat. Re-entry of the building will be allowed after the all clear has been given by law enforcement.

Other types of evacuations encompass other crisis events such as active shooters/active killers, and other types of violent intruders. Depending on the situation, evacuations in these circumstances may not always be an option where other strategies may have to be used such as locking down and barricading your location. If you can evacuate, move far away from the threat and when it is safe to do so contact 911 and Campus Safety.

POST INCIDENT

- 1) At the completion of the incident, the Fire/Rescue Department, or other appropriate Emergency Official(s) should release the building to the Incident Commander. The facility should be pronounced all clear, or clear with conditions for re-occupancy. The Incident Commander and his/ her designees should then communicate the all clear or the clear with conditions to the building occupants. Once the “all clear” has been received from fire or law enforcement authorities, an RU Alert to that effect will be sent.
- 2) On the way in, staff members should check on others who might have disabilities or other special needs and assist them as much as it is reasonable and safe.

SHELTER-IN-PLACE PROCEDURES – WHAT IT MEANS TO “SHELTER-IN-PLACE”

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

BASIC “SHELTER-IN-PLACE” GUIDANCE

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

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HOW YOU WILL KNOW TO “SHELTER-IN-PLACE”

A shelter-in-place notification may come from several sources, Campus Safety, Housing Staff members, President’s Office, Marketing and Communications, other University employees, local Police, or other authorities utilizing the Regis’s emergency communications tools.

HOW TO “SHELTER-IN-PLACE”

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. If you have to leave your area, ensure that you turn off the lights.
3. Locate a room to shelter inside. It should be:
 - An interior room.
 - Above ground level, without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
4. Shut and lock all windows (tighter seal) and close exterior doors.
5. Turn off air conditioners, heaters, and fans.
6. Close vents to ventilation systems as you are able. Physical Plant staff will turn off the ventilation as quickly as possible.
7. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list into Campus Safety so they know where you are sheltering. If only students are present, one of the students should call in the list.
8. Turn on a radio or TV and listen for further instructions.
9. Make yourself comfortable.

OFF CAMPUS SHELTERING

If there is a need to evacuate off campus, obviously many people will leave campus in their personal vehicles. However, there will be those who cannot exercise this option, either because they have no vehicle or because their vehicle is inaccessible due to the location of the incident. If the evacuation only involves one building or a section of the campus, people will be instructed to move into other areas on campus, or to Regis Square. However, if the entire

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campus needs to be evacuated, a memorandum of understanding has been established with the Ricardo Flores Magon Academy as an evacuation site. The Ricardo Flores Magon Academy is located north of campus at 5330 Meade Street.

EMERGENCY NOTIFICATIONS (RU ALERT)

The Department of Campus Safety receives information from various offices/departments on campus, or from students, staff, and faculty, who are encouraged to report all crimes and public safety related incidents to Campus Safety in a timely manner to aid in providing accurate information to be used when making emergency notifications to the community, and to ensure inclusion in the annual crime statistics. Regis University uses its mass notification system to notify the campus community immediately, upon confirmation that a dangerous situation or significant emergency exists involving an immediate threat to the health or safety of students and staff on our campuses.

Individuals can report emergencies occurring at Regis University Northwest Denver Campus, and the Thornton Campus by calling Campus Safety at 303-458-4122.

The Department of Campus Safety confirms the existence of an emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees of people on any of the Regis University's campuses with the assistance of information resources such as campus administrators, local first responders, or the National Weather Service. Once confirmed that an emergency or dangerous situation exists, the Director, the Assistant Director or their designee in the Department of Campus Safety will determine the content of the message that is based on the type of emergency or dangerous situation. The content of the message will direct people to take measures for their safety and security.

Students and staff of Regis University may commute between its two campuses. To best inform the Regis community, the Department of Campus Safety issues Emergency Notifications that will be sent to all the Regis community members. Each message designates the campus pertinent to the alert, for example; the Northwest Denver Campus, or the Thornton Campus.

Example:

RU Alert
Lockdown! Thornton Campus Only
Emergency Notification
Thornton Campus is to lockdown due to a shooting near the campus.
Updates will be sent as soon as the information is available.

To initiate Regis University's emergency notifications system, Campus Safety's Director, Assistant Director or designee, utilizes the University's mass notification system to deliver RU Alert email, text messaging, and voice messaging, for its primary notification system. It may also use other modes of communication such as face-to-face communication for emergency notification purposes.

The Director, the Assistant Director, or their designee in the Department of Campus Safety will,

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without delay and considering 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 responsible authorities and first responders compromise the efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency.

Emergency notifications will always provide follow-up information pertaining to the immediate threat to health and safety, or the dangerous situation affecting the Regis community on its campus and will be sent through Regis University's mass notification system by email, text messages, and voice messages. If necessary face-to-face communication may also be utilized.

The notifications will be completed by the Departments listed on the next page, depending on the system being used to communicate.

Primary Method of Communication				
System Used	Primary Message Creator	Authority for approval & sending messages	Primary Message Sender	Backup Message Sender
RUALERT Text, voice, email	Director Assistant Director Campus Safety Designee	Director Assistant Director Campus Safety Designee	Director Assistant Director Campus Safety	Marcom

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Additional Methods of Communication – as applicable					
System Used	Primary Message Creator	Backup Message Creator	Authority for approval & sending messages	Primary Message Sender	Backup Message Sender
Regis Website	Associate Vice President Director of Communications Marketing & Communications	N/A	Associate Vice President Director of Communications Marketing & Communications	Marketing and Communications	N/A
Face to Face Communication	Campus Safety Personnel	Physical Plant Personnel	Director Assistant Director Campus Safety	Campus Safety Personnel	Physical Plant Personnel

Regis University email addresses are automatically registered for the Emergency Notification System and cannot be removed if the email address is active. Emergency notifications are sent by email, text, and voice messages. Any member of the Regis University community has the option to receive edit their choices for messaging – except email - for text or voice by visiting regis.reggroup.com, or by the link found at:

RU Alerts

MEMBERS OF THE LARGER COMMUNITY

Communication is a critical part of incident management. Regis University is committed to communicating with parents and the community during emergencies on campus. The Public Information Officer (PIO) serves as the central point for dissemination of accurate, coordinated and timely communications to the affected audiences. Information about Regis University emergency response may also be found in the University's Emergency Operations Plan (EOP).

In the event of an emergency, parents/guardians, media, local government, private sector, local community, and first responders may access pertinent information via communication channels that will have information periodically posted, including regis.edu, and the @RegisUniversity Twitter feed.

If there is an immediate threat to the health or safety of students or employees occurring on campus, Regis University will follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

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TIMELY WARNING NOTIFICATION (RU ALERT)

Timely Warning Notification (RU ALERT) will be issued to the community in the event of a reported *Clery Act* crime that occurs within the Regis University Clery Geography (On Campus, On Campus Residential Facility, Public Property and Non-campus locations), that, in the judgment of the Campus Safety Director, Assistant Director, or designee, constitutes a serious or continuing threat to the University community. As soon as pertinent information is available, a Timely Warning Notification Alert will be issued through the University's mass notification System as an RU Alert in the form of email and as a text message.

The Department of Campus Safety is responsible for initiating the Timely Warning Notification process in the form of an RU Alert. The RU Alert to the community may be issued when a *Clery Act* crime is reported and has occurred within the Regis University Clery Geography (On Campus, On Campus Residential Facility, and Public Property). The judgment of the Campus Safety Director, Assistant Director, or designee, develops the content of the alert and sends the alert through Regis University's mass notification system.

Marketing and Communication can send RU Alerts in the event the Emergency Operations Center is activated. Additionally, the Marketing and Communication Department may be enrolled to issue messages on the university's Webpage.

Students and staff of Regis University may commute between campuses. To best inform the Regis community, Crime Alerts are sent to all Regis community members. Each message designates the campus pertinent to the alert. For example:

RU Alert! Northwest Denver Campus - Burglary

Sunday, January 14, 2018, two reports of burglary were reported to Campus Safety.

A burglary was reported from Residence Village building #4, where items were taken from a student's rooms and the common areas.

There are no suspects for either incident currently.

- Lock your room or office whenever you leave, even if you are only gone a minute.
- Carry the key to your file cabinets or desk drawer with you.
- Turn off your computer and protect access to your personal or confidential information on electronic devices by using a password. "Lock" your desktop computer when you step away from your computer for any length of time.
- If you see something say something, do something, call Campus Safety or the Denver Police Department.

If you have any information that pertains to this crime, please contact the Denver Police Department at (720) 913-2000 or the Regis Campus Safety Department at (303) 458-4122

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Timely Warning Notifications (RU Alerts) are typically issued for Clery Act crimes.

- [Crime](#) categories listed in the Clery Act.

Circumstances that warrant an RU Alert (Timely Warning notices) are for Clery Act crimes that are reported to Campus Safety by other Campus Security Authorities, community members, and/or the local police agencies. RU Alerts are considered on a case-by-case basis, depending on the facts of the case and the information known by the Department of Campus Safety.

Cases involving property crimes will be assessed on a case-by-case basis and alerts may be sent if there is a discernible pattern of crime. Campus Safety Administrators, or their respective designees, will review all such reports to determine if there is a serious or on-going threat to the community and if the distribution of a Crime Alert is warranted.

Campus Safety has requested that the local law enforcement agencies where campuses are located inform the University when crimes are committed on or near a campus that might pose a serious or ongoing threat to the community.

RU Alerts are considered on a case-by-case basis, depending on the facts of the case and the information known by the Department of Campus Safety. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other Regis University community members and a Crime Alert would not be distributed. In a case involving a sexual assault which was reported long after the incident occurred, there is no ability to distribute a “timely” RU Alert notice to the community. Sex offenses will be considered on a case-by-case basis depending upon when and where the incident occurred, when it was reported, whether the alleged assailant has been identified, and the amount of information known by the Department of Campus Safety.

RU Alerts will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.

Individuals with information that they believe warrants an RU alert (Timely Warning) should report it to Campus Safety at (303) 458-4122 or in person at the Campus Safety Office located West Hall (Suite 107).

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Primary Method of Communication				
Delivery System	Primary Message Creator	Authority for approval & sending messages	Primary Message Sender	Backup Message Sender
RUALERT Email, text	Director Assistant Director Campus Safety	Director Assistant Director Campus Safety	Director Assistant Director Campus Safety	Regroup

Additional Methods of Communication – if deemed applicable				
Delivery System	Primary Message Creator	Authority for approval & sending messages	Primary Message Sender	Backup Message Sender
RUALERT Text, Voice, Regis' Website	Director Assistant Director Campus Safety Marketing and Communication	Director Assistant Director Campus Safety Marketing and Communication	Director Assistant Director Campus Safety Marketing and Communication	Marketing and Communication

RU INFORMED ALERTS

These alerts are email messages sent to raise awareness of incidents that are important to the Regis community but are not immediate or ongoing threats to life, safety or property. Instances such as telephone or power outage on campus, university closures, or police activity in the area. In the event of an unscheduled telephone or power outage, these messages may be sent via telephone and text.

CAMPUS SEX CRIMES PREVENTION ACT

The Adam Walsh Child Protection and Safety Act of 21006 (42. U.S.C. 16921) is an Act to protect children from sexual exploitation and violent crime, to prevent child abuse and child pornography, to promote internet safety. The Campus Sex Crimes Prevention Act of 2000 is a federal law that requires institutions of higher education to advise the campus community where information concerning registered sex offenders may be obtained. In Colorado, the Colorado Bureau of Investigation is responsible for maintaining this information as part of its sex offender registry. Additional information regarding convicted offenders in Colorado is available at:

<https://www.colorado.gov/apps/cdps/sor/>

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Information regarding the Campus Sex Crimes Prevention Act is available at:

<https://www.higheredcompliance.org/compliance-matrix/>

In Colorado, convicted sex offenders are required to also disclose their association with institutions of higher education when applicable. Specifically affected are those registered sex offenders who attend, are employed by, or volunteer at institutions of post-secondary education. The University is providing a link to the Colorado State Sex Offender Registry for all inquiries regarding registered sex offenders who have disclosed an association with Regis University. All sex offenders are required to register in the state of Colorado and to provide notice of each institution of higher education in Colorado at which the person is employed, carries a vocation 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/>

CAMPUS CRIME STATISTICS

The following statistics are reported in compliance with the *Jeanne Clery Campus Safety Act*, which requires all colleges and universities receiving federal funding to publish the occurrence of certain criminal offenses reported to the Department of Campus Safety, to Campus Security Authorities (CSAs), or to local police. Statistics are reported for the three most recent calendar years. Individuals are encouraged to make a report of a criminal incident for the purposes of inclusion in the Annual Security & Fire Safety Report. To provide relevant information, individuals need to contact the Department of Campus Safety located at the Northwest Denver Campus, West Hall, Suite 107, or call the department's main phone number: (303) 458-4122. Additionally, non-emergency crimes may be reported through the Department's online reporting system at the following link:

[Campus Safety Online Reporting](#)

CLERY GEOGRAPHY

The location for reporting crimes is determined through what is referred to as Clery Geography. Regis University reports the crimes required by the *Clery Act* that occurred on or within the institution's Clery Geography that were reported to a Campus Security Authority. Clery Geography is defined as On Campus, On Campus Student Housing, Non-campus, and Public Property. Yearly, an up to date list of property is evaluated for Clery act purposes.

Hazing crimes are not tied to the Clery Geography and must be reported if the crime occurred at an off-campus location. However, these off campus incidents are not statistically counted in the ASFSR.

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For hazing incidents ... such statistics shall be compiled per each single hazing incident and in accordance with the definition of the term 'hazing'.

Note: Although some of these private businesses and houses are located on property owned by Regis or included within its Clery Geography they are not affiliated with the University and crimes in these areas are not included in Clery Geography for statistical purposes. These businesses and houses are private concerns and are not intended for the exclusive or predominant use of Regis students that directly support or relate to Regis University's educational purposes.

On Campus is any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and Any building or property that is within or reasonably contiguous to the area that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On Campus Student Housing is a subset of campus property and is defined as any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus. This is an important item concerning crime because if a Clery reportable crime occurs in an on-campus student housing facility the crime will be counted as being on campus and in an on-campus student housing facility for statistical reporting.

Clery Public Property encompasses all public property, including thoroughfares, public streets, sidewalks, and parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus. The first public property within our campus includes the public roads located on the Adams County side of the core campus.

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

This ASFSR is prepared in collaboration with employees in various campus departments such as Academics and Student Affairs, Athletics, Title IX, Student Health, and Human Resources. The crime statistics referred to in this report that are related to the Northwest Denver Campus are compiled from incident reports from the Department of Campus Safety, the Office of Student Life, which has responsibility for disciplinary referrals and actions which may not be reported to Campus Safety, the Office of the Title IX Coordinator, Campus Security Authorities, and local law enforcement agencies.

Crime statistics related to the Thornton campus and other locations used by the University for

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classes or programming are compiled from incident reports made to the Department of Campus Safety, personnel at the Thornton Campus, reports made to the Title IX Coordinator, Campus Security Authorities, and law enforcement agencies.

Note: Statistics are based on all reports of alleged criminal incidents that come to the attention of a Campus Security Authority. It is not necessary for the crime to be investigated by the police, Campus Safety, or a Campus Security Authority, nor must a finding of guilt or responsibility be made to include the reported crime in our crime statistics.

This report is also available to the public on the Regis University website.

Each year prior to October 1st an RU Alert is sent via email notification for the publication of the ASFSR that contains the direct link to the ASFSR for the current reporting period. For prospective students and prospective employees Regis University's Human Resource Department and Admissions Department provides a notice of availability of the ASFSR with a direct link to the report on the employment application and enrollment webpages.

Beginning with the reports due in 2015, institutions have been required to include in the Web-based survey and the annual security report statistics for the total number of crime reports that were “unfounded” and subsequently withheld from crime statistics during each of the three most recent calendar years. Crimes can be unfounded only after a full investigation by sworn or commissioned law enforcement personnel. A crime is considered unfounded for *Clery Act* purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless. Crime reports can be properly determined to be false only if the evidence from a complete and thorough investigation establishes that the crime reported was not, in fact, completed or attempted in any manner. Regis University Campus Safety is not a sworn or commissioned law enforcement agency and does not have the authority to unfound any reported crime.

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Regis University's Clery Geography for the year 2023 in which crimes were counted.

Northwest Denver Campus



CRIMINAL

OFFENSES

2023 Criminal Offenses	On Campus Student Housing	On Campus	Non Campus	Public Property
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	1
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0
FONDLING	4	6	0	0
INCEST	0	0	0	0
RAPE	1	1	0	0
STATUTORY RAPE	0	0	0	0
ROBBERY	0	0	0	0
AGGRAVATED ASSAULT	1	4	0	0
BURGLARY	1	8	0	0
MOTOR VEHICLE THEFT	0	5	0	1
ARSON	1	3	0	0

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2022 Criminal Offenses	On Campus Student Housing	On Campus	Non Campus	Public Property
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0
FONDLING	0	0	0	0
INCEST	0	0	0	0
RAPE	3	3	0	0
STATUTORY RAPE	0	0	0	0
ROBBERY	0	0	0	0
AGGRAVATED ASSAULT	0	2	0	0
BURGLARY	1	12	0	0
MOTOR VEHICLE THEFT	0	12	0	7
ARSON	1	4	0	0

2021 Criminal Offenses	On Campus Student Housing	On Campus	Non Campus	Public Property
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0
FONDLING	1	0	0	0
INCEST	0	0	0	0
RAPE	2	3	0	0
STATUTORY RAPE	0	0	0	0
ROBBERY	0	0	0	2
AGGRAVATED ASSAULT	0	0	0	1
BURGLARY	3	8	0	0
MOTOR VEHICLE THEFT	0	7	0	4
ARSON	0	0	0	0

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ARREST AND JUDICIAL REFERRALS Weapons | Drugs | Alcohol

2023 Arrest and Judicial Referrals	On Campus Student Housing	On Campus	Non Campus	Public Property
ARREST				
LIQUOR LAW VIOLATIONS	2	2	0	0
DRUG LAW VIOLATIONS	1	2	0	0
WEAPONS LAW VIOLATIONS	0	3	0	2
JUDICIAL REFERRALS				
LIQUOR LAW VIOLATIONS	30	30	0	0
DRUG LAW VIOLATIONS	6	6	0	0
WEAPONS LAW VIOLATIONS	1	2	0	0

2022 Arrest and Judicial Referrals	On Campus Student Housing	On Campus	Non Campus	Public Property
ARREST				
LIQUOR LAW VIOLATIONS	4	10	0	1
DRUG LAW VIOLATIONS	2	3	0	0
WEAPONS LAW VIOLATIONS	0	2	0	0
JUDICIAL REFERRALS				
LIQUOR LAW VIOLATIONS	58	77	0	0
DRUG LAW VIOLATIONS	23	26	0	0
WEAPONS LAW VIOLATIONS	0	0	0	0

2021 Arrest and Judicial Referrals	On Campus Student Housing	On Campus	Non Campus	Public Property
ARREST				
LIQUOR LAW VIOLATIONS	7	1	0	0
DRUG LAW VIOLATIONS	0	4	0	10
WEAPONS LAW VIOLATIONS	0	0	0	2
JUDICIAL REFERRALS				
LIQUOR LAW VIOLATIONS	62	0	0	0
DRUG LAW VIOLATIONS	4	2	0	0
WEAPONS LAW VIOLATIONS	0	0	0	0

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VIOLENCE AGAINST WOMEN ACT

2023 VAWA	On Campus Student Housing	On Campus	Non Campus	Public Property
DATING VIOLENCE	0	1	0	0
DOMESTIC VIOLENCE	0	1	0	0
STALKING	0	1	0	0

2022 VAWA	On Campus Student Housing	On Campus	Non Campus	Public Property
DATING VIOLENCE	3	3	0	0
DOMESTIC VIOLENCE	0	0	1	0
STALKING	6	9	0	0

2021 VAWA	On Campus Student Housing	On Campus	Non Campus	Public Property
DATING VIOLENCE	2	2	0	0
DOMESTIC VIOLENCE	0	2	0	2
STALKING	1	2	0	1

HATE CRIMES

2023

On Campus

- 4 counts of Hate Crime of intimidation On Campus based on Race, and one count of Hate Crime of Intimidation bases on Race in a residence hall based on Race.

Non-campus

- There were no reported Hate Crimes.

Public Property

- There were no reported Hate Crimes.

2022

On Campus

- 1 count of Hate Crime of intimidation based on Race and 1 count on campus and one count of Hate Crime of intimidation based on Race in residential housing.

Non-campus

- There were no reported Hate Crimes.

Public Property

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- There were no reported Hate Crimes.

2021

On Campus

- 2 Counts of Hate Crime-Intimidation based on Race

Residential Facilities

- There were no reported Hate Crimes.

Non-campus

- There were no reported Hate Crimes.

Public Property

- There were no reported Hate Crimes.

UNFOUNDED CRIMES

2023 – No unfounded crimes

2022 - No unfounded crimes

2021 - 1 unfounded crime of burglary on campus.

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THORNTON CAMPUS

(There are no residential housing or non-campus locations)



CRIMINAL OFFENSES

2023 Criminal Offenses	On Campus	Public Property
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0
FONDLING	0	0
INCEST	0	0
RAPE	0	0
STATUTORY RAPE	0	0
ROBBERY	0	0
AGGRAVATED ASSAULT	2	0
BURGLARY	1	0
MOTOR VEHICLE THEFT	0	0
ARSON	0	0

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2022 Criminal Offenses	On Campus	Public Property
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0
FONDLING	0	0
INCEST	0	0
RAPE	0	0
STATUTORY RAPE	0	0
ROBBERY	0	0
AGGRAVATED ASSAULT	1	0
BURGLARY	0	0
MOTOR VEHICLE THEFT	1	0
ARSON	0	0

2021 Criminal Offenses	On Campus	Public Property
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0
FONDLING	0	0
INCEST	0	0
RAPE	0	0
STATUTORY RAPE	0	0
ROBBERY	0	0
AGGRAVATED ASSAULT	0	0
BURGLARY	0	0
MOTOR VEHICLE THEFT	0	0
ARSON	0	0

ARRESTS AND JUDICIAL REFERRALS - WEAPONS | DRUGS | ALCOHOL

2023 Arrest and Judicial Referrals	On Campus	Public Property
ARRESTS		
LIQUOR LAW VIOLATIONS	0	0
DRUG LAW VIOLATIONS	0	2
WEAPONS LAW VIOLATIONS	1	0
JUDICIAL REFERRALS		
LIQUOR LAW VIOLATIONS	0	0
DRUG LAW VIOLATIONS	0	0
WEAPONS LAW VIOLATIONS	0	0

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2022 Arrest and Judicial Referrals	On Campus	Public Property
ARRESTS		
LIQUOR LAW VIOLATIONS	0	0
DRUG LAW VIOLATIONS	2	0
WEAPONS LAW VIOLATIONS	0	0
JUDICIAL REFERRALS		
LIQUOR LAW VIOLATIONS	0	0
DRUG LAW VIOLATIONS	0	0
WEAPONS LAW VIOLATIONS	0	0

2021 Arrest and Judicial Referrals	On Campus	Public Property
ARRESTS		
LIQUOR LAW VIOLATIONS	0	0
DRUG LAW VIOLATIONS	0	0
WEAPONS LAW VIOLATIONS	0	0
JUDICIAL REFERRALS		
LIQUOR LAW VIOLATIONS	0	0
DRUG LAW VIOLATIONS	0	0
WEAPONS LAW VIOLATIONS	0	0

VIOLENCE AGAINST WOMAN ACT

2023 VAWA	On Campus	Public Property
DATING VIOLENCE	0	0
DOMESTIC VIOLENCE	1	0
STALKING	0	0

2022 VAWA	On Campus	Public Property
DATING VIOLENCE	0	0
DOMESTIC VIOLENCE	0	0
STALKING	0	0

2021 VAWA	On Campus	Public Property
DATING VIOLENCE	0	0
DOMESTIC VIOLENCE	0	0
STALKING	0	0

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HATE CRIMES

2023: There were no reported Hate Crimes.

2022: There were no reported Hate Crimes.

2021: There were no reported Hate Crimes.

UNFOUNDED CRIMES

2023 - No unfounded crimes

2022 - No unfounded crimes

2021 - No unfounded crimes



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Fire Safety Report

FIRE SAFETY STATEMENT

Regis University publishes this Fire Safety Report as part of its annual Clery Act compliance. This report contains information regarding the fire safety practices and standards for Regis University that includes statistics pertaining to Residential Housing concerning the number of fires, the cause of each fire, the number of injuries, number of deaths, and the value of the property damage caused by a fire. This report is available in the Campus Safety Office and a person may request a copy from the Department of Campus Safety (303) 458-4122 or at safety@regis.edu.

A fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner. If a fire occurs on Regis University property, community members should immediately call 911 to report the fire. Subsequent calls should be made to the Department of Campus Safety at (303) 458-4122 for notification of a fire. Community members are encouraged to report fires that have not been reported and have been extinguished for the purpose of evaluating if those fires should be included in the University's fire statistics.

Regis University maintains compliance with the fire and life-safety standards in all buildings in accordance with the National Fire Protection Association (NFPA) 72 regulations. Compliance involves annual inspections of all fire detection (smoke detectors, heat sensors, horn strobe devices, etc.) and suppression (sprinkler systems, fire extinguishers, kitchen hood systems, etc.) systems. In addition to fire inspections, emergency evacuation drills are conducted with sufficient frequency to familiarize occupants with successful fire drill procedures. As of March 2023, the existing "Fire Captain Program" was reformatted and retitled "Emergency Coordinator Program" in accordance with Denver Fire Department recommendation and procedure. This program designates and trains at least one competent person in every Regis department who can take the lead on general safety and during emergencies. This program spans both the Northwest Denver Campus as well as the Thornton campus.

The University completed unannounced fire drill evacuation exercises from October 5th, 2022, to January 26th, 2023, between 8:30 am to 5:00 pm to ensure that each facility located on the Northwest Denver and Thornton campuses conducted a successful evacuation drill in under six minutes. Additional unscheduled evacuations were conducted in each facility throughout the year due to fire alarms in the facilities. The full procedures that students and staff should follow in case of a fire are listed in this report.

Residence Life staff participated with the Assistant Director Environmental Health and Safety Officer (EHSO) in conducting fire drills in the residence halls. The residence hall fire drills evaluate if all students and staff left the building and reported to the designated fire evacuation points. It was identified that some students did not evacuate as planned and they were sent to Residence Life for disciplinary action. The full procedures that students and staff should follow in case of a fire are listed in this report.

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Fire Safety Education: Prior to each fall semester, all Residence Life housing managers are provided education and training from our City Fire Tech Services Division on the proper procedure for handling fire drills and use of portable fire extinguishers. In 2015, all fire egress maps were reassessed to address recent renovations to facilities. These maps were updated, posted and shared with managers in each facility.

FIRE EVACUATION EVALUATION:

During annual fire drills the inspection team evaluates how occupants evacuate buildings following the evacuation procedures identified below. In 2024 there were 21 fire drills conducted.

REGIS 2023 FIRE DRILLS OBJECTIVES

Fire drill objectives are determined with the input of Physical Plant and Campus Safety. The objectives in 2023 were to:

1. Evaluate the effectiveness of evacuation procedures and determine necessary changes or adjustments to procedures to improve performance.
2. Determine whether students/faculty/staff understand the proper assembly areas for each designated building.
3. Demonstrate timely evacuation of all buildings. Times equal to or better than six minutes were the goal.
4. Test the fire alarm systems and evaluate audible alarms throughout each facility to ensure that all occupants can hear and/or see the alarm indicators throughout the building.

The objectives were met in 2023.

REGIS FIRES REPORT AND FIRE LOG

The University did have 1 reported fire in Residential Buildings in 2023 which was in Residential Village Building #1. There was no property damage or injuries involved.

PLANS FOR FUTURE IMPROVEMENT TO FIRE SAFETY

The University follows the National Fire Protection Association (NFPA) guidelines in its use, maintenance, and inspection of fire systems. There were no updates to the fire systems in 2023. The University does or does not have any planned future improvements in fire safety at this time.

FIRE DRILLS

To ensure that students living in on-campus housing facilities are properly prepared to evacuate the building in the event of an emergency, Regis University conducts at least one routine fire drill in each building annually, with additional drills taking place during false alarms. Fire drills are conducted without prior notice and building occupants are evaluated on their performance in

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the course of these drills. Drills are repeated on subsequent days following the initial attempt until complete evacuation is successfully executed in under six minutes without anyone re-entering the building.

FIRE SAFETY EDUCATION

Prior to each Fall semester, all Residence Life housing managers are provided education and training from the EHSO and City Fire Tech Services Division on the proper procedure for handling fire alarms, drills, evacuation assembly and the use of portable fire extinguishers. Physical Plant personnel receive practical fire extinguisher training and practice every other year.

Regis University's policies regarding fire safety education and training programs are provided to students, faculty, and staff. Regis University conducts annual fire safety education training for designated Emergency Coordinators from each department who then disseminate the information covered to their respective departments. Resident Assistants are also given fire safety training, which they disseminate to the residents in their residence halls.

PROCEDURES STUDENTS AND EMPLOYEES SHOULD FOLLOW IN CASE OF FIRE IN RESIDENCE HALLS AND CAMPUS BUILDINGS

1. If you discover or suspect a fire, immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so. Sound the building fire alarm by activating the nearest pull station and/or as you evacuate the building by the nearest exit, verbally sounding the alarm and knocking on doors. If the alarm fails to operate, warn other occupants to evacuate the building by shouting the warning.
2. Once outside of the building, report to the designated assembly areas as marked on the building evacuation map near the exits of the buildings.
3. Students with mobility issues are to report to the Designated Area of Rescue in the facility. Students with mobility impairments are requested to stay in these areas until help arrives.
4. If it is safe to do so, on the way out, check on others who might have disabilities or other special needs and help them as much as is reasonable and safe. If you cannot assist those with special needs, advise a staff member, a firefighter, police officer or member of Campus Safety at the assembly area of their presence and location.
5. Call the Campus Safety emergency number (303) 458-4122 from a mobile phone (or x 4122 from on campus phones) and provide as much information as possible about the alarm. Don't assume someone else has called or that the fire signal notified Campus Safety.
6. DO NOT re-enter the building for any reason until given clearance by Campus Safety personnel on the scene.

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7. For safety and statistical purposes, all fires, whether active or extinguished, should be reported to Campus Safety.

EVACUATION PROCEDURES

If a fire or smoke detector alarm sounds, immediately vacate the building via the nearest stairwell and proceed to the designated evacuation area point or at least 300 feet outside the building. Remain outside until Campus Safety personnel or the Fire Department allows you to reenter. All occupants' full cooperation in any evacuation is required. Failure to evacuate the building in the event of an alarm sounding may result in disciplinary action.

PORTABLE ELECTRONIC DEVICES, SMOKING AND OPEN FLAME POLICIES

Propane or charcoal grills are not allowed in the residence halls and may not be used within 25 feet of a building. Propane or other containers of gas may not be stored in any building or within 25 feet of any building. The use of UL rated surge protectors on all electronic equipment is encouraged. Smoking inside campus buildings is prohibited per the smoking policy.

SMOKING

Every employee has a right to work in an environment free of tobacco smoke. Smoking is prohibited in all University offices and buildings, including residence halls and food service areas, or within 25 feet of the buildings. Smoking is also prohibited in all University owned and operated vehicles and in outdoor group seating facilities, such as outdoor classes and organized events on campus. Individuals who wish to smoke may do so outdoors away from building entrances using receptacles provided for the disposal of cigarette remains. Improper disposal of smoking materials presents a fire hazard and will not be tolerated. Smokers may not subject non-smokers to environmental tobacco smoke. If there is tobacco smoke in a designated smoke-free or employee's work area, the University will take steps to eliminate that smoke. In any dispute concerning the smoking policy, the health of the non-smoker will take precedence.

Due to fire hazards, there are several safety precautions in place for the residence halls and campus buildings.

Please be aware of the following items that Regis prohibits and/or restricts in Regis living spaces due to fire hazard. This list is not exhaustive, and any item reasonably deemed hazardous may be confiscated and held for its removal from campus by the owner at any time.

- Anything with open flames, coils, or embers
- Stoves/ovens (including toasters)
- Microwaves (aside from the one provided with your micro fridge)
- Crock pots, rice cookers, etc.
- Grills of any kind (including panini and waffle makers)
- Air fryers
- Hot plates

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- Any other appliances with an exposed heating element
- Lava lamps
- Fuel (lighter fluid, kerosene, propane, lamp oil, solvents, gasoline, etc.)
- Lit candles/incense (decorative candles must not show any evidence of burning)
- Space heaters/heating lamps (with the exception of those provided by physical plant under extenuating circumstances)
- Torches of any kind
- Scented lamps
- Extension/multi-plug cords over 6 feet, in poor condition, or lacking UL certification
- Plug adapters

Within any space on campus, the following are prohibited with the exception of space heaters provided by Physical Plant:

- Portable air conditioners
- Space heaters/heating lamps
- Humidifiers
- Personal wireless routers
- Multi plugs and extension cords that are not part of a surge protector that is UL listed.
- Adapters
- Lite candles (decorative candles must not show evidence of burning, the chapel is excluded)
- Bunsen burners (university science labs are excluded)
- Torches or open flames of any kind
- Incense etc.

Additionally, decorations may **not** attach to, hang-over or obstruct: -

- Doorways
- Fire alarms
- Smoke detectors
- Emergency lights
- Light bulb
- Pull stations
- Sprinklers
- Fire extinguishers
- Radiators
- Vents
- “EXIT” signs etc.

Personal belongings and/or furniture may not block room egress or door swing. Students may not install anything that obstructs the view of the room’s Evacuation Diagram. Propane or charcoal grills are not allowed in the residence halls and may not be used within 25 feet of a building. Propane or other containers of gas or flammable liquid may not be stored in any building or within 25 feet of any building. The use of UL rated surge protectors on all electronic equipment is encouraged.

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NORTHWEST DENVER CAMPUS RESIDENTIAL BUILDINGS FIRE CONTROL AND FIRE SYSTEMS – BY BUILDING

Facility - 2023	Fire Alarm Control Panel	Warning; Horns and Strobes	Heat Detectors	Smoke Detectors	Manual Pull Stations	Fire Extinguishers	Fire Sprinklers	CO Detectors	Fire Doors	Number of Evacuations (fire) drills calendar
Boryla Apartments – 4923 King Street, Denver, CO. 80221	X	X	X	X	X	X	X	X	X	1
DeSmet Hall 3333 Regis Blvd, Denver, CO. 80221	X	X	X	X	X	X	X	X	X	1
O’Connell Hall 3333 Regis Blvd, Denver, CO. 80221	X	X	X	X	X	X	X	X	X	1
West Hall 3333 Regis Blvd, Denver, CO. 80221	X	X	X	X	X	X		X	X	1
Residence Village (Building 1) 3333 Regis Blvd, Denver, CO 80221	X	X	X	X	X	X	X	X	X	1
Residence Village (Building 2) 3333 Regis Blvd, Denver, CO 80221	X	X	X	X	X	X	X	X	X	1
Residence Village (Building 3) 3333 Regis Blvd, Denver, CO 80221	X	X	X	X	X	X	X	X	X	1
Residence Village (Building 4) 3333 Regis Blvd, Denver, CO 80221	X	X	X	X	X	X	X	X	X	1

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Facility - 2023	Fire Alarm Control Panel	Warning; Horns and Strobes	Heat Detectors	Smoke Detectors	Manual Pull Stations	Fire Extinguishers	Fire Sprinklers	CO Detectors	Fire Doors	Number of Evacuations (fire) drills calendar
Adams County Residential Houses										
3296 W. 53 rd Ave. Denver, CO. 80221				X		X		X		0
3050 W. 53 rd Ave, Denver, CO 80221				X		X		X		0
3060 W. 53 rd Ave, Denver, CO 80221				X		X		X		0
5220 Regis Road, Denver, CO 80221				X		X		X		0

Fire Statistics 2023 Residential Facilities	Total Fires in Each Building	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to the Fire	Value of Property Damage Caused by the Fire	Intentional	Unintentional	Undermined
Boryla Apartments - 4923 King Street, Denver, CO. 80221	0	0	0	0	0			
DeSmet Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
O'Connell Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
West Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 1) - 3333 Regis Blvd, Denver, CO.	1	Burning debris	0	0	\$0.00 To 100.00	X		

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Fire Statistics 2023 Residential Facilities	Total Fires in Each Building	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to the Fire	Value of Property Damage Caused by the Fire	Intentional	Unintentional	Undermined
Residence Village (Building 2) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 3) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 4) - 3333 Regis Blvd, Denver, CO	0	0	0	0	0			
Adams County Residential Houses								
3296 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0			
3302 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0			
3050 W. 53 rd Ave - Denver, CO. 80221	0	0	0	0	0			
3060 W. 53 rd Ave - Denver, CO. 80221	0	0	0	0	0			

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Fire Statistics 2022 Residential Facilities	Total Fires in Each Building	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to the Fire	Value of Property Damage Caused by the Fire	Intentional	Unintentional	Undetermined
Boryla Apartments - 4923 King Street, Denver, CO. 80221	1	Burning debris	0	0	\$100.00 to \$999.00	X		
DeSmet Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
O'Connell Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
West Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 1) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 2) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 3) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 4) - 3333 Regis Blvd, Denver, CO	0	0	0	0	0			
Adams County Residential Houses								
3296 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0			
3302 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0			
3050 W. 53 rd Ave. - Denver, CO. 80221	0	0	0	0	0			
3060 W. 53 rd Ave. - Denver, CO. 80221	0	0	0	0	0			
5220 Regis Road - Denver, CO. 80221	0	0	0	0	0			

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Fire Statistics 2021 Residential Facilities	Total Fires in Each Building	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to the Fire	Value of Property Damage Caused by the Fire	Intentional	Unintentional	Undetermined
Boryla Apartments - 4923 King Street, Denver, CO. 80221	0	0	0	0	0			
DeSmet Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
O'Connell Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
West Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 1) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 2) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 3) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0			
Residence Village (Building 4) - 3333 Regis Blvd, Denver, CO	0	0	0	0	0			
Adams County Residential Houses								
3296 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0			
3302 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0			
3050 W. 53 rd Ave - Denver, CO. 80221	0	0	0	0	0			
3060 W. 53 rd Ave - Denver, CO. 80221	0	0	0	0	0			

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DEFINITIONS

In compliance with the *Jeanne Clery Campus Safety Act*, *Stop Campus Hazing Act*, and the *Violence Against Women Act of 2013* (VAWA), the University provides the following definitions of Domestic Violence, Dating Violence, Sexual Assault, Stalking and Consent as defined by VAWA and Colorado law.

VAWA FEDERAL DEFINITIONS

DOMESTIC VIOLENCE:

- i. A Felony or misdemeanor crime of violence committed:
 - a. By a current or former spouse or intimate partner of the victim;
 - b. By a person with whom the victim shares a child in common;
 - c. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - d. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - e. By 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.

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:

- i. The existence of such a relationship shall be 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.
- ii. For the purposes of this definition:
 - a. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b. Dating violence does not include acts covered under the definition of domestic violence.

STALKING:

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - a. Fear for the person's safety or the safety of others; or
 - b. Suffer substantial emotional distress.
2. For the purposes of this definition —

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- a. Course of conduct means two or more acts, including, but not limited to, acts 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.
- b. A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

COLORADO STATE LAW DEFINITIONS

COLORADO LAW DEFINES DOMESTIC VIOLENCE IN C.R.S. § 18-6-800.3 AS FOLLOWS:

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

(1) Colorado law does not have a definition of Dating Violence

COLORADO LAW DEFINES CONSENT I § C.R.S. 18-3-401 (1.5) AS FOLLOWS:

Consent means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent under the provisions of this part 4. Submission under the influence of fear shall not constitute consent. Nothing in this definition shall be construed to affect the admissibility of evidence or the burden of proof in regard to the issue of consent under this part 4.

COLORADO LAW DEFINES SEXUAL ASSAULT IN C.R.S. § 18-3-402 AS FOLLOWS:

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

- (a)** The actor causes sexual intrusion or sexual penetration knowing the victim does not consent; or

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- (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.

COLORADO LAW DEFINES UNLAWFUL SEXUAL CONTACT IN C.R.S. § 18-3-404 AS FOLLOWS:

(1) 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.
- (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.

(1.5) 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

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contact, intrusion, or penetration with another person, for the purpose of the actor's own sexual gratification, commits unlawful sexual contact. For the purposes of this subsection (1.5), the term "child" means any person under the age of eighteen years.

(4) A person who is convicted on or after July 1, 2013, of unlawful sexual contact under this section, upon conviction, shall be advised by the court that the person has no right:

- (a) To notify the termination of parental rights and no standing to object to the termination of parental rights for a child conceived as a result of the commission of that offense;
- (b) To allocation of parental responsibilities, including parenting time and decision-making responsibilities for a child conceived as a result of the commission of that offense;
- (c) Of inheritance from a child conceived as a result of the commission of that offense; and
- (d) To notification of or the right to object to the adoption of a child conceived as a result of the commission of that offense

COLORADO LAW DEFINES STALKING IN C.R.S. § 18-3-602 AS FOLLOWS:

(3) 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.

(4) For the purposes of this part 6:

- 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.

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- 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.

REGIS UNIVERSITY’S DEFINITION OF CONSENT.

Consent. Regis uses an Affirmative Consent standard when determining if there was consent to engage in sexual activity of any kind. Consent to sexual activity requires of each person an affirmative, conscious, and voluntary agreement to participate in sexual activity.

- i. Consent cannot be inferred from the absence of a “no.”
- ii. Consent to one form of sexual activity does not imply Consent to other forms of sexual activity
- iii. A current or previous relationship shall not be sufficient to constitute Consent
- iv. Consent can be withdrawn
- v. 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 and in instances where the adult is in a position of trust
- vi. Consent cannot be given by individuals who are asleep, or mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason
- vii. Submission under the influence of fear shall not constitute Consent
- viii. Consent may not be given by an individual who is under duress, threat, coercion, or force
- ix. A person who initially Consents to sexual activity is deemed not to have Consented to any sexual activity that occurs after Consent is withdrawn
- x. Consent to previous sexual activity does not imply Consent to future sexual activity

CLERY ACT CRIME DEFINITIONS

MURDER/NON-NEGLIGENT MANSLAUGHTER: the willful (non-negligent) killing of one human being by another.

MANSLAUGHTER BY NEGLIGENCE: the killing of another person through gross negligence. Any death caused by gross negligence of another. Gross negligence is the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another.

SEXUAL ASSAULT: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident - Based Reporting System User Manual from the FBI UCR Program, A sex offense is “any sexual

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act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

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

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

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

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

MOTOR VEHICLE THEFT: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, this includes joy riding).

ARSON: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property.

Weapon Law/Policy Violations: Weapons: Carrying, Possessing, Etc., is defined as 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. This classification encompasses weapons offenses that are regulatory in nature.

DRUG ABUSE VIOLATIONS: Drug Abuse Violations are defined as 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,

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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.

LIQUOR LAW VIOLATIONS: Liquor Law Violations are defined as 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.

VAWA OFFENSES – PREVIOUSLY DEFINED

Hate Offenses

HATE CRIME: a hate crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias.

1. **RACE:** A preformed negative 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.
2. **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.
3. **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.
4. **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. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.
5. **SEXUAL ORIENTATION:** A preformed negative opinion or attitude toward a 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.
6. **ETHNICITY:** A preformed negative opinion or attitude toward a group of people 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

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that stresses common ancestry. The concept of ethnicity differs from the closely related term “race” in that “race” refers to a grouping based mostly upon biological criteria, while “ethnicity” also encompasses additional cultural factors.

7. **NATIONAL ORIGIN:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.
8. **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.

We are also required to report statistics for hate crimes by the *type* of bias as defined below for the following classifications: murder/non-negligent manslaughter, negligent manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor, drug and weapons law violations, and larceny-theft, destruction/damage/vandalism of property, intimidation, and simple assault.

LARCENY: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY: 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.

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.

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.

LIQUOR LAW VIOLATIONS: are defined as 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.

DRUG ABUSE LAW VIOLATIONS: are defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in

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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.

WEAPONS LAW VIOLATIONS: Carrying, Possessing, Etc., is defined as 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. This classification encompasses weapons offenses that are regulatory in nature.

HAZING: The term ‘hazing’, means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

- a. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- b. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
 - i. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity.
 - ii. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity.
 - iii. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
 - iv. Causing, coercing, or otherwise inducing another person to perform sexual acts.
 - v. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
 - vi. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law.
 - vii. 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.

All Policy statements in this Annual Security and Fire Safety Report apply to the following campuses: Northwest Denver Campus, and the Thornton Campus unless otherwise stated in the report.

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