ANNUAL SECURITY
AND *Fire Safety Report*
– 2026 –

REGIS UNIVERSITY
CAMPUS SAFETY

Version 2

WELCOME TO REGIS UNIVERSITY!

The Annual Security and Fire Safety Report (ASFSR) is published by the Department of Campus Safety and reflects the collaborative efforts of numerous departments across Regis University. The Department of Campus Safety serves as the university's primary safety and security authority, providing comprehensive security services to both the Northwest Denver and Thornton campuses.

Campus Safety personnel patrol university properties 24 hours a day, 365 days a year, and are responsible for a wide range of safety and security functions. These services include documenting criminal activity, delivering crime prevention and community safety education, protecting university buildings and property, and responding to calls for service from members of the Regis community.

The Department of Campus Safety is committed to supporting the university's academic mission and upholding its Jesuit values. We strive to perform our duties with professionalism, integrity, compassion, and proactive engagement while maintaining the highest ethical, legal, and moral standards in service to our community.

The Department of Campus Safety partners with the Regis University community to promote a safe and secure environment through a service-oriented and problem-solving approach Regis University maintains strong working relationships with local law enforcement agencies, fire and emergency medical responders, and emergency management officials. Through these partnerships, the department supports coordinated efforts to safeguard the university community and enhance campus preparedness.

The Annual Security and Fire Safety Report is provided to students, faculty, staff, and community members to promote awareness and understanding of campus safety, security, and fire safety programs, policies, and procedures. By sharing this information, Regis University seeks to empower community members to make informed decisions and actively contribute to a safe campus environment.

Questions, concerns, or requests for additional information may be directed to the Department of Campus Safety at **(303) 458-4122**.

Ed Perez
Director of Campus Safety

Version 2 corrections pertaining the Crime Statistics.

2025 Burglary Statistics

- Version 1 listed 11 on-campus burglaries and 1 on public property.
- The correct figures are:
    - 8 burglaries in residential housing
    - 12 burglaries on campus
    - 0 burglaries on public property

2025 Alcohol Law Violations (Disciplinary Referrals)

- Version 1 listed 50 incidents on campus and in residential housing.
- The correct figures are:
    - 53 incidents on campus
    - 53 incidents in residential housing

2025 VAWA

- Version 1 listed 2 incidents of Stalking in student housing.
- The correct figures are:
    - 2 incidents of Stalking on campus.
    - 1 incident of Stalking in student housing.

Thornton Campus Hate Crime Statistics

- Version 1 omitted the number of hate crimes occurring on public property.
- The correct count is 0.

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A MESSAGE TO THE REGIS COMMUNITY

This document contains two reports: the **Annual Security Report** and the **Fire Safety Report**. Collectively, these reports are referred to as the **Annual Security and Fire Safety Report (ASFSR)**. The ASFSR is provided to the campus community to support ongoing efforts to maintain a safe environment in which 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**, the **Stop Campus Hazing Act**, the **Violence Against Women Act (VAWA)**, and applicable state laws. It is intended to provide the University community with important information regarding campus safety, security, and related policies and procedures.

For statistical reporting purposes, crime statistics from all reporting sources are recorded in the calendar year in which the crime was reported. In accordance with federal requirements, the University annually requests statistical information from all designated Campus Security Authorities (CSAs).

All crime statistics included in this report are collected, compiled, and published for the University community through the ASFSR. The University also submits these crime statistics annually to the U.S. Department of Education (DoE) in accordance with the Jeanne Clery Campus Safety Act.

Crime statistics reported to the Department of Education are available to the public through the Department of Education's Campus Safety and Security Data Analysis Cutting Tool at:

https://ope.ed.gov/campussafety/#/institution/list

This Report applies to both Regis University campuses, which includes 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 and the Thornton Campus unless otherwise stated in this Report.

DEPARTMENT OF CAMPUS SAFETY: SECURITY POLICY STATEMENT

Regis University is committed to fostering and maintaining an environment in which individual and institutional responsibility work together to support the holistic development of every

student. To achieve this goal while respecting the rights and dignity of all members of the University community, the University has established policies and standards of conduct that reflect the values and expectations of a vibrant academic community.

Members of the University community are afforded equal rights, privileges, and opportunities, accompanied by the expectation that they will demonstrate maturity, integrity, and respect for the rights of others. When an individual fails to comply with University policies or applicable laws, the University may take appropriate disciplinary action through its established conduct processes and, when warranted, report the matter to local law enforcement authorities.

The University does not tolerate behavior, whether attempted or committed, that is unlawful or that disrupts the safety, well-being, or educational environment of the community.

The Northwest Denver Campus is located within the jurisdictions of the Denver Police Department and the Adams County Sheriff's Office. When necessary, the appropriate law enforcement agency will be contacted to respond to criminal incidents or provide assistance.

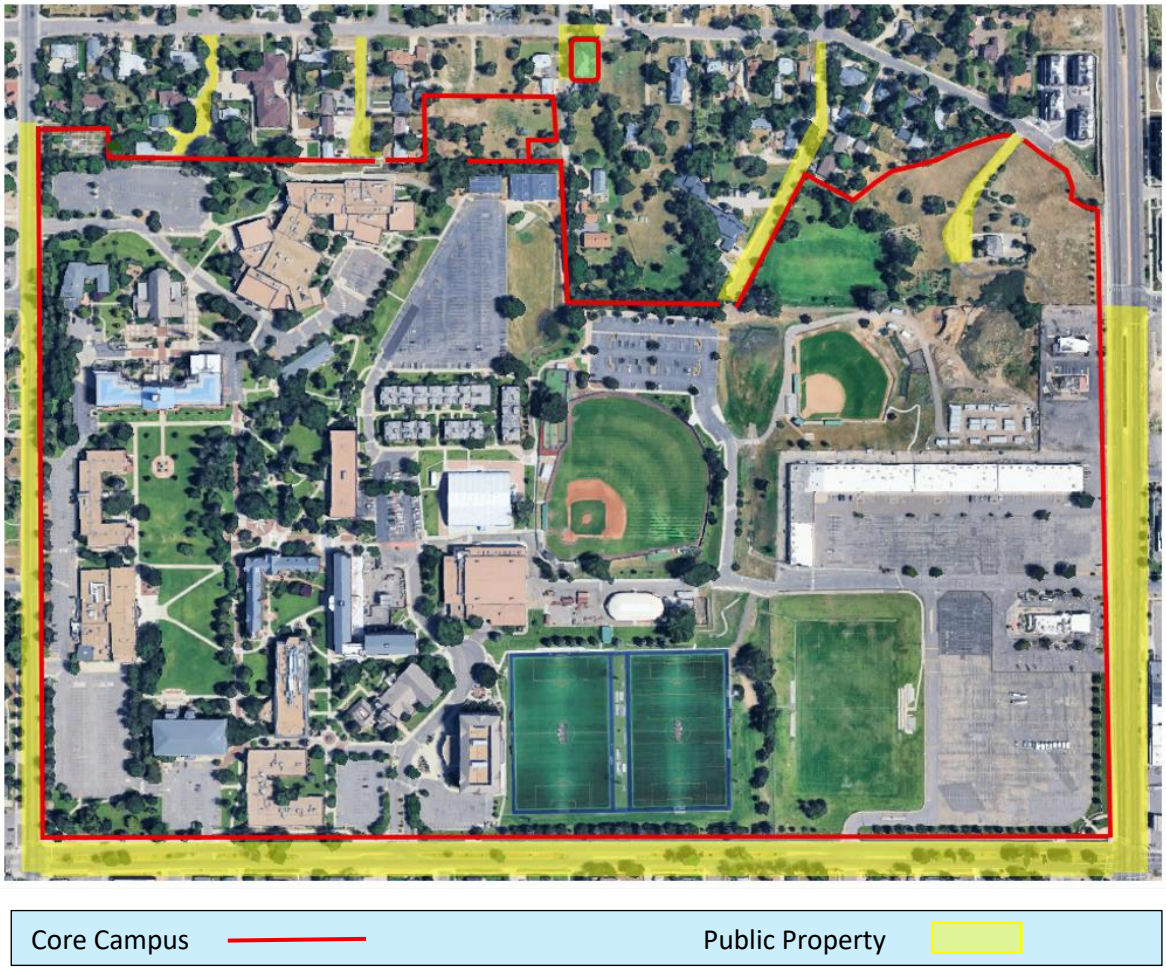
The Thornton Campus is located within the jurisdiction of the Thornton Police Department. Criminal incidents occurring at that location are reported to and investigated by the Thornton Police Department, as appropriate.

Regis University Campus Safety personnel maintain security guard licenses issued by the City and County of Denver. Campus Safety personnel are authorized to enforce University policies on the Northwest Denver Campus and operate in accordance with applicable provisions of the **Denver Revised Municipal Code, Chapter 42, Article V**, governing Private Security Businesses and Private Security Guards.

Campus Safety personnel are not sworn peace officers and do not possess law enforcement powers. However, under Colorado law, Campus Safety personnel may exercise the authority granted to private persons under **Colorado Revised Statutes § 16-3-201, Arrest by a Private Person**, when circumstances warrant.

On the Northwest Denver Campus situations involving criminal activity or when law enforcement intervention is required, the Denver Police Department or the Adams County Sheriff's Office will be contacted to provide assistance and determine the appropriate disposition of the 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 current jurisdiction 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 appropriate, Regis University requests that local law enforcement agencies provide Campus Safety with information regarding criminal activity involving students at non-campus locations owned or controlled by the University or associated with officially recognized student organizations. Campus Safety may review, document, and assess this information for inclusion in the University's crime statistics and to support compliance with the Jeanne Clery Campus Safety Act.

Memorandum of Understanding

Regis University does not maintain a written Memorandum of Understanding (MOU) with any local law enforcement agency regarding the of alleged criminal incidents. However, the University maintains collaborative working relationships with the law enforcement agencies

having jurisdiction over its campuses and coordinates with those agencies as needed.

As circumstances warrant, Regis University may pursue formal agreements or Memoranda of Understanding with the appropriate law enforcement agencies serving the jurisdictions in which its campuses are located.

During emergencies or incidents involving alleged criminal activity, Campus Safety personnel on the Northwest Denver Campus and designated University officials at the Thornton Campus promptly notify and collaborate with the appropriate local law enforcement agency to facilitate an effective response, support investigative efforts, and coordinate information sharing when necessary.

SAFETY AND SECURITY FEATURES ON THE NORTHWEST CAMPUS

Campus Safety security guards patrol the Northwest Denver Campus 24 hours a day, seven days a week, to help maintain a safe and secure environment for the University community.

Contact information for the local law enforcement agencies with jurisdiction over University campuses is provided below.

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

The Department of Campus Safety is located in **West Hall, Suite 107**. Administrative office hours are **7:00 a.m. to 4:00 p.m., Monday through Friday**.

Campus Safety is available **24 hours a day, seven days a week**, and can be reached at **303-458-4122** for emergencies, assistance, or to report safety and security concerns.

Campus Safety personnel patrol the campus by vehicle, bicycle, golf cart, and on foot to help maintain a safe and secure environment for the University community. Campus Safety personnel are trained in Cardiopulmonary Resuscitation (CPR), the operation of rescue chairs, and the use of Automated External Defibrillators (AEDs).

Campus Safety personnel receive annual training in the proper use of authorized less-lethal equipment, including collapsible batons and oleoresin capsicum (OC) pepper spray. In addition, personnel participate in ongoing professional development and training throughout the year on topics such as Title IX, active shooter response, community safety, the Stop Campus Hazing Act, and the Jeanne Clery Campus Safety Act.

Campus Safety personnel provide safety escorts 24 hours a day, seven days a week. Safety escorts are available throughout the Northwest Denver Campus, including all areas within the University's Clery Act-defined geography.

Members of the Regis University community may also submit non-emergency reports of crimes, suspicious activity, or other safety and security concerns through the University's online reporting system at the link below:

Report an Incident · Regis University

Local law enforcement agencies respond to most criminal incidents and other emergencies reported by students, employees, and members of the public. Depending on the nature of the incident, individuals may be directed by law enforcement to submit a report through the agency's online reporting system.

To file a non-emergency police report with the Denver Police Department, visit the link below:

Submit an Online Police Report - City and County of Denver

The Adams County Sheriff's Office responds to criminal incidents and other emergencies within its jurisdiction. Depending on the nature of the incident, individuals may be directed to submit a report through the Sheriff's Office online reporting system.

To file a non-emergency report with the Adams County Sheriff's Office, visit:

Adams County Sheriff | Police to Citizen - Home

Emergency assistance from law enforcement, fire services, or emergency medical services may be requested by dialing **911** from any campus phone.

Regis University utilizes a system known as **911 Inform**, which enhances emergency response coordination. When a 911 call is placed from a campus location, the system simultaneously routes the call to the appropriate 911 dispatch center and notifies Campus Safety that an emergency call has been initiated. This notification enables Campus Safety personnel to respond promptly, assist emergency responders in locating the caller, and coordinate support as needed.

The University strives to maintain oversight of all residence halls through Residence Life’s student staff during the academic year. Residence Life staff and Campus Safety personnel work together to promote a safe and secure living environment for residential students.

Security cameras are installed to monitor residence hall areas. Residence hall exterior doors remain secured, and access is restricted to authorized residents and approved personnel through the use of individual University-issued access credentials.

Primary residence hall entrances are accessible only to authorized residents using their assigned key card or electronic access credential.

The Northwest Denver Campus can be reached by telephone at **1-800-388-2366**. In addition, courtesy phones are located throughout campus. These phones provide direct access to campus resources and may be used to contact Campus Safety or obtain assistance when needed.

For the locations of emergency Call Boxes, and Blue Light Phones, please refer to the **Campus Safety Features Map** available at:

Safety Features at the NW Denver Campus

Communication and Emergency Response Resources

The University maintains a variety of communication and emergency response resources throughout the Northwest Denver Campus to support the safety and well-being of the campus community.

- **Emergency Call Boxes** are located throughout the Northwest Denver Campus and provide direct communication with Campus Safety personnel.
- **Elevator Emergency Phones** connect directly to an answering service, which will contact the appropriate emergency responders, including the fire department and Campus Safety, as needed.
- **Automated External Defibrillators (AEDs)** are located in clearly marked cabinets throughout the Northwest Denver Campus. On most devices, removing the AED from its cabinet activates a local alarm and the majority of the AED cabinets automatically sends a notification to Campus Safety. If an AED is used or removed during a medical emergency, individuals should immediately call **911**.
    - **Tourniquets** are available in AED cabinets for emergency medical use.
    - **Narcan® (naloxone) nasal spray** is also located in AED cabinets for use in suspected opioid overdose emergencies.
- **Rescue Assistance Stations** are located in David M. Clarke Hall, S.J. (Clarke Hall), the Student Center, and DeSmet Hall, in elevator lobbies on all floors except the first floor. These stations connect callers to an answering service that can coordinate assistance and emergency response resources.
- **Emergency Evacuation Rescue Chairs** are located in Main Hall, the Student Center, St. Peter Claver Hall, S.J. (Claver Hall), Clarke Hall, DeSmet Hall, and O'Connell Hall.

Campus Safety personnel are trained in the operation and deployment of these devices. Rescue chairs are designed to assist individuals with mobility impairments or injuries during building evacuations when elevators are unavailable or cannot be safely used.

Alert Notifications

Regis University utilizes multiple communication methods to provide timely information to the campus community regarding emergencies, threats, and other safety-related matters.

- **RU Alerts:**
  - **Emergency Notifications** are distributed through text and email messaging systems when a significant emergency or dangerous situation poses an immediate threat to the health or safety of members of the Regis University community.
  - **Timely Warnings** are distributed via email and text message when a Clery Act-reportable crime has occurred on or near campus and represents a serious or continuing threat to the University community, but not an immediate threat requiring an Emergency Notification.
- **RU Informed**
  - **RU Informed** messages are distributed through email, text messages, and other University communication platforms to increase awareness of incidents, safety concerns, or important information affecting the Regis community that do not meet the criteria for an **Emergency Notification** or **Timely Warning**.

These messages are intended to keep community members informed and promote situational awareness while providing relevant safety information and resources when appropriate.

SAFETY AND SECURITY FEATURES ON THE THORNTON CAMPUS

Personnel at the Thornton Campus work collaboratively with the Thornton Police Department, which has primary law enforcement jurisdiction over the campus, and with Regis University Campus Safety to support public safety and security services. Through this partnership, campus personnel assist in coordinating responses to incidents, communicating safety information, and promoting a safe and secure environment for students, faculty, staff, and visitors.
The Thornton Campus is equipped with two **Automated External Defibrillators (AEDs)** for use during medical emergencies. In addition to AEDs, the emergency response cabinets contain **tourniquets** and **Narcan® (naloxone) nasal spray** to assist in responding to traumatic injuries and suspected opioid overdose incidents.

These life-saving resources are strategically located to support rapid emergency response efforts and enhance the safety of students, faculty, staff, and visitors at the Thornton Campus.

Regis University works collaboratively with the property owners of facilities used by the Thornton Campus to help maintain a safe and secure environment. Campus facilities, parking areas, and pedestrian walkways are designed and maintained to minimize hazardous or unsafe conditions. Parking lots and pathways are appropriately illuminated, and University officials work closely with property management to ensure that burned-out lights, malfunctioning door locks, and other security-related maintenance concerns are addressed in a timely manner.

University officials also maintain regular communication with the contract security personnel assigned to the Thornton Campus. When appropriate, they work together to monitor campus conditions, identify potential safety or security concerns, and report unusual or suspicious activity to the appropriate authorities.

Alert Notifications

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These messages are intended to keep community members informed and promote situational awareness while providing relevant safety information and resources when appropriate.

The **Thornton Police Department** has primary responsibility for public safety and emergency response services at the Thornton Campus. Thornton Police Department officers are available **24 hours a day, seven days a week**, and can be contacted at their non-emergency number, **(720) 977-5150**.

Emergency assistance from law enforcement, fire services, or emergency medical services may be requested by dialing **911** from any campus telephone. Calls are routed to the appropriate local emergency communications center for dispatch and response.

The Thornton Police Department responds to incidents reported by students, faculty, staff, and members of the public. Depending on the nature of the incident, individuals may be directed to submit a report through the Department's online reporting system.

To file a non-emergency report with the Thornton Police Department, visit:

File a Police Report — Thornton Police Department

The Thornton Campus occupies space within a larger multi-tenant facility. Building and property security services are provided by the property owner through a third-party security vendor. Regis University does not maintain a contractual relationship with the building's security provider; however, the University coordinates with building management and security personnel as needed to support campus safety and security.

For areas under the control of Regis University, the University employs a part-time contract security officer who assists in maintaining a safe and secure environment. The security officer may request assistance from the Thornton Police Department or building security personnel when criminal activity, policy violations, or other safety concerns are identified.

The contract security officer is generally assigned to the Thornton Campus from **5:30 p.m. to 10:30 p.m., Monday through Thursday**, except when the campus is closed, and at other times as requested by campus administration. The officer is stationed at the reception area, provides safety escorts upon request, and conducts routine patrols of University-controlled spaces within the facility.

Contract security personnel are not sworn peace officers and do not possess law enforcement powers. However, authority to effect a detention may be exercised under **Colorado Revised Statutes § 16-3-201, Arrest by a Private Person**, when circumstances warrant.

In situations requiring law enforcement intervention, the **Thornton Police Department** will be contacted to respond, provide assistance, and determine the appropriate disposition of the individuals involved.

All students, staff, faculty, and visitors are encouraged to promptly report criminal incidents, accidents, and other emergencies to the Thornton Police Department. Individuals are also encouraged to report all crimes to Regis University Campus Safety at **303-458-4122**. Once a

crime is reported to Campus Safety, a determination can be made regarding whether an Emergency Notification or Timely Warning should be issued. Reported crimes are also reviewed for inclusion in the Annual Security and Fire Safety Report (ASFSR) statistics and the Daily Crime Log. Members of the Regis community may submit non-emergency crime or safety-related incident reports for the Thornton Campus online through the Incident Reporting Form at:

Report an Incident · Regis University

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: Closed.
Sunday: Closed.

SECURITY AND ACCESS TO CAMPUS FACILITIES NORTHWEST DENVER CAMPUS

A. Purpose

Regis University is committed to providing a safe and secure learning environment for all students, faculty, staff and visitors. This Campus Access Policy outlines the guidelines for accessing and utilizing University facilities and resources. The policy aims to balance the needs of the Campus Community for safety, security and responsible stewardship of University resources with the need for open access and inclusivity.

B. Scope

This policy applies to all Regis University staff, faculty and students, as well as visitors. This policy applies to University Property.

C. Policy

1. General Access
    a. Use of the University's property is for the support of its teaching, research, service missions, administrative functions and students' campus life activities. Although the University recognizes that it is a campus without gates or clearly defined boundaries and that members of the Denver community may traverse the grounds, access to University Property is granted at the sole discretion of the University and may be restricted or denied at any time for any reason deemed

necessary by the University, including, but not limited to, maintaining safety and security, protecting property and upholding the University's mission and values. For that reason, many buildings are controlled by card access and are only accessible by members of the University Community. Unless specifically designated as "open to the public," all Regis University meetings, activities and events on campus are considered to be limited to participation by members of the University Community and are designated as private spaces.

b. University Community members with valid Regis-issued IDs may access relevant campus facilities during open hours. To enhance security in its buildings, Regis University controls access to all buildings by limiting and controlling the use and function of both access cards and keys issued to members of the University Community as well as volunteers, contractors, outside vendors and conference and camp participants.
c. Any individual attending an event designated as "open to the public" must adhere to all University rules of conduct as captured in Regis University policies and procedures posted at regis.edu/policies, all rules and conditions prescribed for that event and state and federal law. Members of the public are not authorized to enter any building other than the building where the event is scheduled to occur.
d. Individuals on University Property may be required to provide identification establishing that the individual is a bona fide, currently registered student, staff, or faculty member at the institution, or has lawful activity to pursue at the University.

2. Requests for Holding a Demonstration, Protest, or Rally, Reserving Tabling Space, or Inviting a Speaker are guided by the Speech and Expression Policy, available at regis.edu/policies/speech-and-expression-policy.
3. Enforcement
    a. Any individual on University Property without permission may be asked to leave.
    b. The Department of Public Safety may enforce such requests and failure to leave campus when requested may result in further action by law enforcement, the issuance of a trespass notice and/or other appropriate actions.

D. Definitions

1. **University Property:** All land, ground structures, facilities and/or other physical property owned, controlled or operated by the University, including approved off-campus student housing facilities. Off-campus space that is rented or reserved for the purposes of University-sponsored events is considered to be controlled by the University.
2. **Campus Community:** Students, faculty, staff, alumni and retirees with valid Regis-issued identification.

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 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.

The Athletic Department is responsible for the management, scheduling, and oversight of all athletic fields throughout the academic year and calendar year. The University reserves the right, at its sole discretion, to limit or deny field use by any individual, organization, or group. Alcoholic beverages are prohibited on all athletic fields unless expressly authorized through a written contractual agreement with the University.

Regis University's Physical Plant Department is responsible for maintaining campus facilities in a manner that minimizes hazardous and unsafe conditions. Campus parking lots, walkways, and pathways are equipped with appropriate lighting to enhance safety and security. The Department of Campus Safety works collaboratively with the Physical Plant Department to promptly identify and address safety and security concerns, including burned-out lights, malfunctioning door locks, and other facility-related deficiencies. Through this ongoing partnership, potential hazards are addressed in a timely manner to help maintain a safe campus environment for students, faculty, staff, and visitors.

Field House Hours of Operation

When in operation, the Field House is open to members of the Regis community Monday through Friday from **8:00 a.m. to 10:00 p.m.**

Hours of operation for the Field House, athletic fields, and other associated facilities may be modified due to athletic competitions, special events, facility maintenance, or reservations by external organizations. Community members are encouraged to verify facility availability before use.

Campus Safety and Security Monitoring

Campus Safety personnel conduct regular patrols of academic, administrative, and residential buildings on the Northwest Denver Campus. These patrols are intended to monitor campus conditions, respond to calls for service, and identify and report unusual, suspicious, or unsafe circumstances.

Residence Life staff support safety and security efforts within the University's residential facilities and work collaboratively with Campus Safety to address concerns affecting resident students.

Students, faculty, staff, and visitors are encouraged to promptly report criminal activity, suspicious behavior, safety concerns, or emergencies to the Department of Campus Safety. Timely reporting enables the University to respond effectively, assess potential threats, provide appropriate assistance, and maintain a safe and secure campus environment.

Adams County Residential Property

Regis University maintains a residential property in Adams County located north of the Northwest Denver Campus. For safety and security reporting purposes, this residence is considered part of the University's core campus.

Criminal activity, suspicious behavior, and other safety-related incidents occurring at the Adams County residential property should be reported promptly to the Department of Campus Safety. When appropriate, individuals should also report such incidents to the Adams County Sheriff's Office at (303) 288-1535.

The University works cooperatively with local, county, and state law enforcement agencies to support the safety and security of all members of the campus community and to ensure appropriate coordination when incidents occur on or near University property.

Non-campus Facilities

Non-campus property includes any building or property owned or controlled by a student organization that is officially recognized by the University, as well as any building or property owned or controlled by the University that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students, and is not located within the same reasonably contiguous geographic area as the institution's main campus.

If a crime occurs at a non-campus location, individuals should promptly contact the law enforcement agency having jurisdiction over that location. Members of the Regis University community are also encouraged to report crimes, suspicious activity, and other safety-related incidents to the Department of Campus Safety or another Campus Security Authority (CSA).

Reports made to Campus Safety or a CSA allow the University to assess whether the incident warrants the issuance of an RU Alert or RU Informed notification and ensure appropriate

documentation in the Daily Crime Log and the Annual Security and Fire Safety Report, as required by applicable law and University policy.

WEAPONS POLICY

Regis University is committed to providing a safe working and learning environment. Therefore, the possession and use of firearms is prohibited on university premises (or leased premises), including, but not limited to, offices, classrooms, residence halls, or at University sponsored activities, without the express permission of the University. It is a violation of University policy to possess any firearm on University premises or at University sponsored activities, even if the bearer possesses a valid concealed weapons permit. Certified law enforcement personnel may carry their department issued firearm on campus if required by their responsibilities as a law enforcement officer.

The legal definition of lethal weapons is impinged by the intent of use, making the list of potential weapons too exhaustive to comprehensively list. However, those items which have the potential for causing substantial bodily damage such as explosives will also be considered to be prohibited under this rule. Any plausible statement or evidence that a community member possesses a weapon or other item and is presenting it with the intent to injure another person, may be responded to as an actual threat, whether or not evidence of a weapon exists.

The possession of less-lethal self-defense instruments (for example, pepper spray) is permitted. However, the reckless use of such devices may be considered a violation of this policy.

All employees must adhere to this policy. All University employees are responsible for the timely reporting of concerns regarding weapons and should contact campus security immediately to report concerns. In circumstances of eminent, life-threatening danger, University employees are expected to act to protect their life or the life of others, up to and including calling 911. Employees must act in good faith and with reasonable prudence in such circumstances.

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 timely reporting of all crimes, suspicious activity, and safety concerns to Campus Safety, other designated Campus Security Authorities (CSAs), and the appropriate law enforcement agency, as applicable. Reports should be made whenever a victim chooses to do so or is able to make such a report. In situations where a victim is unable to

report an incident to law enforcement due to injury, incapacitation, or other circumstances, Campus Safety will notify the appropriate law enforcement agency on the victim's behalf.

Northwest Denver Campus

All members of the Regis community, as well as guests and visitors at the Northwest Denver Campus and Thornton Campus, are encouraged to report emergency situations and suspected violations of law or University policy to the Department of Campus Safety. At the Northwest Denver Campus, the Department of Campus Safety is the primary agency responsible for receiving and responding to such reports.

- Campus Safety's phone number: 303-458-4122.
- Campus Safety's email for non-emergency reporting: safety@regis.edu.
- Campus Safety non-emergency online reporting: Report an Incident · Regis University
- Non-emergency calls to the Denver Police Department may call (District 1) 720-913-0400.
    - Denver Police Department online reporting: Submit an Online Police Report - City and County of Denver...
- On the Adams County phone number: 303-288-1535.
    - Adams County Sheriff online reporting: Adams County Sheriff | Police to Citizen - Home

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
- Campus Safety's email for non-emergency reporting: safety@regis.edu.
- Campus Safety non-emergency online reporting: Report Incident - Clery Reporting.

HAZING

Hazing is recognized as a reportable crime under the Clery Act and, as such, statistics related to reported hazing incidents are included in Regis University's Annual Security and Fire Safety Report, as required by federal law. Members of the University community are encouraged to report suspected hazing incidents to the appropriate University officials and law enforcement authorities, when applicable. Information regarding Clery Act crimes, reportable offenses, and crime definitions can be found at:

CSA Resources | Regis University

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

The collection and classification of Clery Act crime reports are limited to incidents that occur within locations defined as **Clery Geography**. Crime statistics and related information for reportable locations are included in Regis University's **Annual Security and Fire Safety Report** under the Denver Campus and Thornton Campus sections. These sections provide information regarding crimes reported within the University's Clery Geography, as required by the Clery Act.

The collection and reporting of Clery Act crime statistics are generally limited to incidents that occur within locations defined as **Clery Geography**. Information regarding Clery-reportable crimes and the University's Clery Geography can be found in this **Annual Security and Fire Safety Report**.

However, the geographic limitations associated with Clery Geography do not apply to the **Hazing Transparency Report**. In accordance with federal reporting requirements, hazing incidents may be included in the Hazing Transparency Report regardless of whether they occur within Clery Geography, provided they meet applicable reporting criteria. As a result, the Hazing Transparency Report may contain information about hazing incidents that are not included in the University's Clery Act crime statistics.

Hazing Transparency Report

The Department of Campus Safety is responsible for maintaining and publishing the **Campus Hazing Transparency Report**. Beginning July 1, 2025, Campus Safety began collecting and compiling information regarding hazing incidents at Regis University in accordance with applicable federal reporting requirements.

The Campus Hazing Transparency Report summarizes findings related to recognized student organizations that have been determined to be in violation of the University's Standards of Conduct concerning hazing. The report provides transparency regarding organizational misconduct and any resulting findings or sanctions, as required by law and University policy.

The Campus Hazing Transparency Report applies only to recognized and established student organizations. However, for purposes of Clery Act statistical reporting in the **Annual Security and Fire Safety Report** and reporting to the U.S. Department of Education, hazing offenses may be reported regardless of whether the student organization involved is recognized,

established, unrecognized, or unauthorized by Regis University, provided the incident meets applicable reporting criteria.

The **Campus Hazing Transparency Report** shall be published on the Department of Campus Safety website and made publicly available through the Regis University website. The report shall include the following:

1. A statement notifying the public of the annual availability of hazing statistics reported in accordance with the **Clery Act**, including a link to the University's **Annual Security and Fire Safety Report (ASFSR)**.
2. Information regarding the University's policies on hazing, including applicable provisions of Regis University policy and relevant local, state, and Tribal laws governing hazing. Where applicable, the report will include the state's statutory definition of hazing.
3. Information contained in each required update to the Campus Hazing Transparency Report shall remain publicly available on the University's website for a period of five (5) calendar years from the date the update is published.

Through the publication of the Campus Hazing Transparency Report, Regis University seeks to promote transparency, accountability, and awareness regarding hazing prevention and enforcement efforts within the University community.

The Department of Campus Safety shall update the **Campus Hazing Transparency Report** at least twice each calendar year, with updates published at the beginning of the Fall semester and at the conclusion of the Spring semester.

Each update shall cover the period beginning on the date the most recent report or update was published and ending on the date the current update is issued.

The Campus Hazing Transparency Report shall include each incident involving a student organization for which the University has issued a finding of responsibility for a violation of the University's hazing policy. For each such incident, the report shall include:

1. **The name of the student organization found responsible for the hazing violation.**
2. **A general description of the violation**, including:
    - The nature of the conduct that resulted in the finding of responsibility;
    - Whether the violation involved the misuse, abuse, or illegal use of alcohol or drugs;
    - The University's findings regarding the violation; and
    - Any sanctions, disciplinary actions, or corrective measures imposed on the student organization, as applicable.
3. **Relevant dates associated with the incident**, including:

- The date or dates on which the alleged hazing incident occurred;
- The date the University initiated its investigation;
- The date the investigation concluded with a finding that a hazing violation occurred;
- The date the student organization was notified of the finding of responsibility; and
- The date of any sanctions or disciplinary measures were imposed.

The information included in the Campus Hazing Transparency Report is intended to promote transparency and accountability by providing the University community and the public with information regarding substantiated hazing violations involving student organizations.

The **Campus Hazing Transparency Report** shall not include any personally identifiable information, or any information that could reasonably be used to identify an 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 (FERPA)**.

Regis University is committed to protecting student privacy while promoting transparency regarding substantiated hazing violations involving student organizations. Accordingly, all information published in the Campus Hazing Transparency Report will be reviewed to ensure compliance with FERPA and other applicable privacy requirements.

The **Campus Hazing Transparency Report** is published on the Department of Campus Safety's publicly accessible website and is available to students, employees, parents, and members of the public. The report can be accessed at:

Hazing Report August 25, 2026.pdf | Powered by Box

Information included in the **Campus Hazing Transparency Report** shall contain the following:

a. **Annual Notification of Availability**

A statement notifying the public of the annual availability of hazing statistics and information contained in the Campus Hazing Transparency Report, including a link to the report. This notification shall be distributed concurrently with the University's annual Notice of Availability for the **Annual Security and Fire Safety Report (ASFSR)**.

b. **Hazing Policies and Applicable Laws**

Information regarding the University's policies prohibiting hazing, as well as applicable local, state, and Tribal laws addressing hazing. Where appropriate, the report may also include relevant definitions and legal requirements to assist readers in understanding prohibited conduct and reporting obligations.

c. **Report Retention**

The Campus Hazing Transparency Report, including all required updates, shall be maintained and publicly accessible for a period of five (5) years from the date of publication.

Note:

Hazing incidents included in the Campus Hazing Transparency Report are categorized and classified using the applicable federal definition of hazing. However, state law definitions and Regis University policy definitions may also be considered during the investigation, adjudication, and reporting process when determining whether conduct constitutes hazing.

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.
    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.

(1)

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

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

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

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

(b)

(c) "Hazing" includes but is not limited to:

(I) Forced and prolonged physical activity

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

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

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

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

Regis University is not required to establish or publish a **Campus Hazing Transparency Report** until the University has issued a finding of responsibility for a hazing violation involving a student organization.

Similarly, the University is not required to update the Campus Hazing Transparency Report for any reporting period during which no finding of responsibility for a hazing violation has been issued. If no qualifying hazing violations are found during a reporting period, no update to the report is required.

Once a finding of responsibility for a hazing violation is made, Regis University will publish and maintain the Campus Hazing Transparency Report in accordance with applicable federal requirements and University policy.

Anti-Hazing Policy

a. Purpose

This policy establishes the university's commitment to eliminating hazing in all forms, in compliance with the *Stop Campus Hazing Act of 2025*. It defines prohibited behaviors, outlines reporting mechanisms, and details institutional responsibilities to prevent, investigate, and respond to incidents of hazing involving students, student organizations, and employees. The purpose is to foster a safe, inclusive, and respectful learning environment.

b. Scope

1. This policy applies to all students, student organizations (including athletic teams, and other student-led groups), faculty, staff, volunteers, and third-party affiliates at the university. It covers both on-campus and off-campus activities when such actions affect the university community or the safety of its members.

c. The Policy

1. **Prohibition of Hazing**
   The university strictly prohibits hazing in any form, including but not limited to physical, emotional, psychological, or sexual abuse, whether occurring on or off university premises.
2. **Institutional Responsibilities**
   a. **Prevention and Education**
      The university will provide annual mandatory training on hazing awareness and prevention to all students, faculty, and staff. Orientation programs for incoming students must include hazing prevention education.

b. **Transparency and Accountability**
   i. The Department of Campus Safety will maintain a publicly accessible webpage that contains the Hazing Transparency Report that details past hazing violations by student organizations over the previous five years.
   Hazing Report August 25, 2026.pdf | Powered by Box
   ii. The report will include the name of the organization, description of the violation, date of incident, date of incident investigation, date of investigation findings, date of notice for the Student Organization, and sanctions/disciplinary action taken.
   iii. Reports will be updated within 30 days of any adjudicated hazing case.

c. **Incident Reporting and Investigations**
   i. All members of the university community are encouraged to report hazing. Faculty, staff, and advisors who witness or become aware of hazing are mandated to report it.
   ii. Anonymous reporting mechanisms will be made available.
   iii. The university will promptly investigate all reported incidents of hazing through the Office of Student Conduct or an appointed investigation team.
   iv. Disciplinary action for confirmed cases of hazing may include suspension, expulsion, revocation of recognition of student organizations, and legal referral.

3. **Protection from Retaliation**
   The university prohibits retaliation against anyone who reports hazing or participates in an investigation. Retaliation is a separate offense and will be subject to disciplinary action.

4. **Record Keeping and Compliance**
   a. All hazing-related reports and case documentation shall be maintained in accordance with FERPA and applicable state and federal laws.
   b. The university will submit an annual hazing compliance report to the U.S. Department of Education, as required under the Stop Campus Hazing Act. 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.

D. **Definitions**

1. Hazing: Any act committed as part of a person's initiation into or continued affiliation with a group that endangers the mental or physical health or safety of a person, or which intentionally causes embarrassment, harassment, or ridicule.
2. Student Organization: Any group of two or more students that is officially recognized, established, or unrecognized by the university, including athletic teams, Greek-letter organizations, academic clubs, and honor societies in which the students are enrolled at the institution of higher education.
3. Retaliation: Any adverse action taken against an individual for reporting hazing or participating in an investigation.

CAMPUS SECURITY AUTHORITIES

Campus Security Authorities (CSAs) are officials of Regis University who have significant responsibility for student and campus activities and to whom victims of crime may report incidents. Students and employees are encouraged to report criminal offenses identified under the **Jeanne Clery Campus Safety Act** to a CSA. These reports enable Campus Safety to review incidents and determine whether they require the issuance of an Emergency Notification or Timely Warning.

In addition, when a reported crime is **Clery-reportable**, Campus Safety will evaluate and document the incident in accordance with federal reporting requirements. As applicable, the crime may be included in the Daily Crime Log, counted in the Annual Security Report, reported to the U.S. Department of Education, and included in the Fire Safety Report.

Campus Security Authorities (CSAs) at Regis University include Campus Safety personnel, Residential Housing staff, the Dean of Students, Athletics Department staff, Club Advisors, the Equal Opportunity (EO)/Title IX Coordinator, the Director of Student Health and Counseling Services, Victim Advocates, and contracted law enforcement officers who provide additional security for campus events.

CSAs receive annual training on their responsibilities under the **Jeanne Clery Campus Safety Act**. This training covers Clery Act crime reporting requirements, Clery geography, Timely Warnings and Emergency Notifications, and the procedures for submitting CSA reports. The training ensures that CSAs understand their role in supporting campus safety, compliance, and the accurate reporting of Clery-reportable crimes.

Crimes within the *Clery Act* that require statistical counting 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
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

The University encourages all members of the campus community to immediately report **all crimes, suspicious activities, and emergencies** to the Department of Campus Safety. Prompt reporting helps ensure an appropriate response, enhances campus safety, and allows the University to assess whether an incident may be related to other reported crimes or require the issuance of a Timely Warning or Emergency Notification. Even if an incident does not appear to be significant or directly related to a Clery-reportable offense, community members are encouraged to report it so that Campus Safety can evaluate the circumstances and take appropriate action.

RESPONSE TO REPORTS

At the Northwest Denver Campus, all reports involving criminal activity should be made promptly to the Department of Campus Safety, which is available 24 hours a day at **(303) 458-4122**. Upon receiving a report, Campus Safety personnel will either respond to the location of the incident or arrange for the reporting party to complete an incident report through the Campus Safety office.

The Department of Campus Safety is responsible for receiving, documenting, investigating, or otherwise addressing reports of criminal activity and other safety-related incidents occurring on the Northwest Denver Campus. Campus Safety personnel work with local law enforcement and other University departments, as appropriate, to ensure incidents are thoroughly reviewed and resolved.

Campus Safety incident reports that appear to involve student misconduct are forwarded to the Dean of Students or their designee for review and possible referral under applicable University policies and procedures. The Dean of Students' Office evaluates reported conduct to determine whether University policy violations have occurred and whether disciplinary action or other interventions are warranted.

If assistance from local law enforcement, emergency medical services, or the fire department is needed, the Department of Campus Safety will contact the appropriate agency and coordinate response efforts as necessary.

Violence Against Women Act Crimes

When a report involves sexual assault, domestic violence, dating violence, or stalking, the Campus Safety employee receiving the report will promptly notify the University's Equal Opportunity & Title IX Coordinator. The Title IX Coordinator will provide information about available resources, supportive measures, reporting options, and University processes, and will work with the affected individual to address the situation. The University will assist with notifying law enforcement when requested by the victim or otherwise required by law.

- 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

Members of the university community should report hate crimes to Campus Safety or any Campus Security Authority (CSA). Clery Act crimes that are determined to be Hate Crimes are included in Clery Act crime statistics and are reported separately, as required by federal law, in the Hate Crimes section of the Annual Security Report (ASR).

In addition, four offense categories are reportable only when classified as hate crimes: **Intimidation, Destruction/Damage/Vandalism of Property, Larceny-Theft, and Simple Assault**. These offenses are documented in the Hate Crimes section of the Annual Security Report and are not included in other crime statistical categories within the report.
A Hate Crime is a criminal offense that provides evidence that the victim was intentionally selected because of the offender's bias against the victim. While bias can be motivated by many factors, the Clery Act identifies eight categories of bias that institutions must address and report when applicable.

Select the link on each bias to see the definition.

Race	Religion	Gender	Gender Identity
Sexual Orientation	Ethnicity	National Origin	Disability

Reports of hate crimes or other incidents that appear to be bias-related are referred to the Equal Opportunity (EO)/Title IX Coordinator or Human Resources for assessment, investigation, and appropriate action in accordance with university policy and applicable law.

During operational hours, a campus official will respond to calls for assistance at the Thornton Campus. In response to a request for assistance at an Extension Campus, the campus official will take appropriate action, which may include helping the reporting party contact local law enforcement or directing the reporting party to submit an incident report to Campus Safety. Campus Safety will review and investigate the report, as appropriate, and work toward a resolution.

Regis community members may report Hazing Crimes to Campus Safety, a Campus Security Authority, an official of Regis University, or law enforcement.

Members of the Regis community should report incidents involving criminal activity of any kind occurring at the Thornton Campus to Campus Safety at (303) 458-4122. During operational hours, a campus official will respond to calls for assistance at the Thornton Campus.

In response to a call regarding an incident at an Extension Campus, the campus official will take appropriate action, which may include assisting the reporting party in contacting local law enforcement or requesting that the reporting party submit an incident report to Campus Safety. Campus Safety will review and investigate the report, as appropriate, and coordinate follow-up actions and resolution.

Confidential Reporting

Regis University's Pastoral Counselors and Professional Counselors, when acting within the scope of their professional responsibilities, are not considered Campus Security Authorities (CSAs) for purposes of the Clery Act and are not required to report crimes for inclusion in the University's annual crime statistics disclosure.
As a matter of policy, Regis University's Professional Counselors are encouraged, when they deem it appropriate, to inform individuals they are counseling of the option to voluntarily and anonymously report crimes to Campus Safety for inclusion in the University's crime statistics.

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 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, when appropriate, to advise victims that they may voluntarily report crimes to the Department of Campus Safety on an anonymous basis for inclusion in the institution's Annual Security and Fire Safety Report. To classify and include an offense in the annual crime statistics, only the date, time, location, and a brief description of the incident are required.

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 is in the Student Center, room 217A and can be contacted at (303) 964-5143.
- Pastoral Counselors are designated confidential resources.

Witnesses and victims may voluntarily and confidentially report crimes for inclusion in the crime statistics disclosed in the Annual Security and Fire Safety Report (ASFSR).

The information provided helps the University maintain accurate records of incidents involving students, faculty, staff, and visitors. Such reports may also assist in identifying patterns of criminal activity related to a particular location, method, or suspect. This information enables the Department of Campus Safety to assess potential threats and determine whether an RU Alert should be issued to notify the campus community of ongoing or imminent dangers.
Regis community members, guests, and visitors who are victims of, or witnesses to, criminal offenses are encouraged to accurately and promptly report incidents involving criminal activity or safety concerns to the Department of Campus Safety.

Regis University cannot guarantee confidentiality for crimes reported to law enforcement. Reports made to law enforcement are subject to the Colorado Open Records Act (C.R.S. § 24-72-203), which provides that public records may be open to inspection unless otherwise protected by law. Additional information is available at the following website:

Colorado Open Records Act (CORA)

RECORD KEEPING PROCEDURES

Daily Crime Log

The Department of Campus Safety maintains a Daily Crime Log that records all reported criminal incidents occurring within the University's Clery Act geography, including the Northwest Denver Campus, Thornton Campus, and, when appropriate, certain non-campus locations. The Daily Crime Log includes incidents reported within the previous 60 days and is maintained Monday through Friday, except on days when the University is closed.

In accordance with Clery Act reporting and disclosure requirements, the Daily Crime Log is available for public inspection. *Personal Identifying Information* about victims is not included, consistent with the Violence Against Women Act Reauthorization Act.
The Daily Crime Log is available for viewing online at:

Daily Crime Log · Regis University

FIRE LOG

A Fire Log documenting fires that occur in residential facilities on the Northwest Denver Campus is maintained by the Department of Campus Safety.

The Daily Crime Log and Fire Log contain information for the most recent 60-day period and are available for public inspection during normal business hours, Monday through Friday, except when the University is closed.

At the Northwest Denver Campus, these logs may be reviewed at the Department of Campus Safety Office, located in West Hall, Suite 107. Hard-copy or electronic copies may be provided upon request.

MISSING PERSON POLICY

A. Purpose

This policy establishes procedures for responding to reports of missing students and other missing persons associated with Regis University. The policy is intended to promote an immediate, coordinated, documented, and good-faith institutional response and to comply with the Jeanne Clery Campus Safety Act (Clery Act), including Missing Student Notification requirements for students residing in on-campus student housing, Colorado Senate Bill 26-120, and other applicable law.

B. Scope

This policy applies to:

1. Campus Safety, Housing and Residence Life, Student Affairs, the Dean of Students Office, designated Campus Security Authorities (CSAs), and other University officials having responsibility for student or campus activities.
2. Students residing in on-campus student housing.
3. All enrolled students. The statutory requirements of Colorado Senate Bill 26-120 apply when a person reports that a student attending the University, who was last known to reside in Colorado, is missing or cannot be located.
4. Employees, visitors, and other persons on University property when circumstances warrant an institutional response.

Certain requirements concerning confidential Missing Person Contacts, notification of custodial parents or guardians, and annual disclosure apply specifically to students residing in on-campus student housing. The University may apply protective measures more broadly when appropriate.

C. The Policy

1. General Response and Reporting

Regis University takes all reports of a missing persons seriously and will respond immediately upon receiving a report that a person may be missing. No waiting period is required before a report may be made to Campus Safety or law enforcement. A report may be made by a student, family member, legal guardian, faculty member, staff member, friend, law enforcement agency, or any other concerned person.

Any University official who receives a report that a student may be missing shall immediately notify Campus Safety at 303-458-4122 and provide all reasonably available information. Campus Safety shall immediately escalate the report to the Campus Safety supervisor or designee responsible for initiating the Preliminary Wellness Assessment. At least one category of authorized Campus Safety personnel shall be available outside regular business hours to initiate the assessment and conduct or coordinate a Residential Verification.

When a report presents an immediate safety concern, threat of harm, indication of criminal activity, medical emergency, or other urgent circumstance, Campus Safety shall notify law enforcement immediately and shall not delay notification to complete assessment steps.

Upon receipt of a report concerning a student who was last known to reside in Colorado, the University shall take one of the following actions:

1. Immediately notify the appropriate law enforcement agency without conducting a Preliminary Wellness Assessment; or
2. Immediately initiate a Preliminary Wellness Assessment and complete the required actions within the six-hour period measured from the time the University received the report.

Campus Safety is responsible for evaluating the report, assessing risk, initiating and coordinating the University response, determining whether a student is missing for purposes of this policy, and coordinating required notifications.

If at any time the University determines that credible evidence indicates a risk to the student's safety, Campus Safety shall immediately notify the appropriate law enforcement agency. The

University shall not wait for the six-hour period to expire or for the Preliminary Wellness Assessment to be completed.

2. Receipt and Initial Documentation

The employee receiving the report shall immediately provide Campus Safety with all reasonably available information, including:

1. The name and contact information of the reporting person;
2. The student's name and student identification number, if known;
3. The date and time the report was received;
4. The student's last known location and last known contact;
5. The circumstances giving rise to the concern and any immediate safety concerns;
6. The student's current local address and permanent address, if known; and
7. Whether law enforcement has already been contacted.

Campus Safety shall contemporaneously document the date and time the report was received and the name and role of the employee who received it. The six-hour statutory period begins at the time the University receives the report.

3. Preliminary Wellness Assessment

If the University does not immediately notify law enforcement in lieu of an assessment, Campus Safety shall immediately initiate a documented Preliminary Wellness Assessment. The assessment shall be conducted in good faith and shall include, at minimum, the following steps. These steps may be conducted simultaneously when appropriate.

a. **Digital Contact Attempt**
The University shall attempt to contact the student through all institution-provided communications available to the University, including institutional email, the student portal system, and personal contact information provided by the student for emergency-notification purposes. The date, time, method, and outcome of each contact attempt shall be documented.

b. **Residential Verification**
If the student resides in institution-controlled housing, an authorized Campus Safety employee or agent shall conduct or coordinate a physical check of the student's assigned residence. Authorized personnel include Campus Safety officers or supervisors and, when acting at the direction of Campus Safety, designated Housing and Residence Life personnel. Campus Safety personnel are available outside regular business hours.

The verification may include a visit to the assigned residence, coordination with Housing

and Residence Life, inquiry of available residential staff or roommates, and review of available housing-access information when authorized and reasonably necessary.

If the student resides off campus, Campus Safety shall determine whether verification should be referred to the law enforcement agency having jurisdiction over the residence. Nothing in this policy authorizes University personnel to enter an off-campus residence without lawful authority or valid consent.

c. **Academic and Social Inquiry**
The University shall query available faculty members and residential staff about the student's most recently known attendance. The inquiry shall be limited to information reasonably necessary to determine the student's location.

d. **Additional Assessment Steps**
When authorized by law and reasonably necessary, Campus Safety may review available institutional information that may assist in locating the student, including class participation, residence-hall access information, campus identification-card activity, meal-plan activity, parking information, student-employment attendance, athletic participation, video surveillance from campus security cameras and student-organization participation. Access to and use of records shall be limited to individuals with an institutional need to know.

4. Six-Hour Actions and Law Enforcement Notification

If the University conducts a Preliminary Wellness Assessment and does not locate the student within six hours after the University received the report, Campus Safety shall, at the expiration of the six-hour period:

1. Notify the University's police department; or
2. If the University does not have its own police department, notify the nearest law enforcement agency having jurisdiction over the student's current local address on file with the University or, if no current local address is on file, the student's permanent address on file with the University.
3. Conduct an Emergency Contact Attempt using the emergency contact information in the student's official institutional record.

If the University does not conduct a Preliminary Wellness Assessment, it shall immediately make the law enforcement notification described above. If the appropriate law enforcement agency already received the report or made the missing-person determination, Campus Safety shall document that fact and coordinate further action with the agency.

5. Missing Student Notifications for Students Residing in On-Campus Housing

Missing Student Notification requirements contained in this section apply only to students residing in on-campus student housing facilities as required by federal law. Students residing in on-campus student housing shall be informed annually that they may designate one or more confidential Missing Person Contacts to be notified if the student is determined to be missing. A Missing Person Contact may be different from the student's general Emergency Contact.

Missing Person Contact information shall be maintained confidentially, shall be accessible only to authorized University officials, and may be disclosed only to law enforcement personnel in furtherance of a missing-person investigation or as otherwise permitted by law.

When a student residing in on-campus student housing is determined to be missing, the University shall:

1. Notify the student's designated Missing Person Contact, if any, within six hours after the University received the report and in all events within 24 hours after the student is determined to be missing. For purposes of Clery Act compliance, the University shall complete all required Missing Student notifications no later than 24 hours after the student is determined to be missing.
2. If the student is under 18 years of age and not emancipated, notify the student's custodial parent or guardian, in addition to any designated Missing Person Contact, within the same period; and
3. Notify the appropriate law enforcement agency within six hours after the University received the report and in all events within 24 hours after the student is determined to be missing, unless the law enforcement agency was the entity that made the determination.

Law enforcement notification is required regardless of whether the residential student designated a Missing Person Contact, is 18 years of age or older, or is an emancipated minor.

6. Circumstances Beyond the University's Reasonable Control

The University shall act in good faith and take all steps reasonably available under the circumstances. Circumstances beyond the University's reasonable control may include:

1. The unavailability of faculty or staff outside regular business hours;
2. The student's residence being located off campus or outside the University's physical jurisdiction;
3. An incorrect, disconnected, or unanswered emergency contact;
4. An incorrect or outdated address or contact method; or
5. Another unforeseeable situation, or a situation to which the University is unable to respond adequately.

The inability to complete an assessment step does not extend the six-hour period or delay required law enforcement notification. Campus Safety shall document the reason each required step was not completed.

7. Documentation and Recordkeeping

Campus Safety shall maintain contemporaneous written documentation of the Preliminary Wellness Assessment, including:

1. The date and time the missing-person report was received and the name and role of the employee who received it;
2. The date, time, method, and outcome of each contact attempt;
3. The name and role of each University employee or agent who participated in the assessment;
4. The reason any required step was not completed within the six-hour period, if applicable;
5. The date and time the missing-person report was made to the University police department or nearest law enforcement agency;
6. The date and time the student was determined to be missing and the name or title of the official making the determination;
7. The date, time, method, and outcome of each Emergency Contact or Missing Person Contact attempt; and
8. The date, time, and circumstances under which the student was located, if known.

The University shall retain the records required by Colorado law for at least three years after the University received the missing-person report. The records shall be available to a law enforcement agency upon request.

If the student has not been located within 30 days after the University received the report, the University shall make the required assessment records available upon request, consistent with applicable federal and state student privacy laws, to the person designated as the student's Emergency Contact in the official institutional record. The disclosure shall be made solely to inform the Emergency Contact of the University's efforts to locate the student.

The University shall identify its approved Campus Safety incident-report system, or another formally approved case-management system, as the recordkeeping system for documentation required under this policy and shall maintain the documentation in accordance with University records-retention requirements.

8. Disclosure of Information

Information obtained, accessed, used, or disclosed as part of a Preliminary Wellness Assessment or missing-person response shall be limited to information reasonably necessary to locate the student, protect the student's safety, make required notifications, or assist law enforcement. Information disclosed as part of the assessment shall not be used for any other purpose.

The University shall make disclosures consistent with the Family Educational Rights and Privacy Act and applicable state student privacy laws. The University may rely on an applicable health or safety emergency exception or another lawful basis for disclosure when the requirements of that exception or basis are satisfied.

9. Public Availability, Annual Notice, and Review

The University shall:

1. Make this Preliminary Wellness Assessment and Missing Person Policy publicly available on the University's Campus Safety webpage;
2. Inform students residing in on-campus student housing annually of the opportunity to designate a confidential Missing Person Contact;
3. Include the required Missing Student Notification policy and procedures in the University's Annual Security and Fire Safety Report; and
4. Review and update this policy at least once every three years and when changes in applicable law require revision.

10. Responsibilities

a. **Campus Safety**
   i. Receive and document reports;
   ii. Assess immediate risk;
   iii. Initiate and coordinate the Preliminary Wellness Assessment;
   iv. Determine whether a student is missing;
   v. Make or coordinate required law enforcement and contact notifications;
   vi. Maintain contemporaneous documentation and required records; and
   vii. Coordinate with the Dean of Students and other University offices.

b. **Dean of Students**
   i. Support academic and social inquiries;
   ii. Coordinate appropriate outreach by University offices;
   iii. Assist Campus Safety with information and student-support resources; and
   iv. Coordinate appropriate support when a student is located.

c. **Housing and Residence Life**
   i. Assist with Residential Verification for students in on-campus housing;
   ii. Provide relevant residential information consistent with law;
   iii. Administer the annual Missing Person Contact designation process in coordination with appropriate University offices; and

iv. Protect the confidentiality of Missing Person Contact information.

d. **University Officials**
Any University official receiving a report that a student may be missing shall immediately notify Campus Safety and shall not independently delay, close, or resolve the report without coordination with Campus Safety.

D. Definitions

1. **Academic and Social Inquiry** - A query by the University of available faculty members and residential staff about the student's most recently known attendance, limited to information reasonably necessary to determine the student's location.
2. **Circumstances Beyond the University's Reasonable Control** - An unforeseeable situation, or a situation to which the University is unable to respond adequately, including the unavailability of faculty or staff outside regular business hours, a residence located off campus or outside the University's physical jurisdiction, or an incorrect, disconnected, or unanswered Emergency Contact.
3. **Credible Evidence of Risk** - Information or circumstances that cause Campus Safety reasonably to determine that the student may face a risk to the student's safety. When credible evidence of risk exists, immediate law enforcement notification is required.
4. **Digital Contact Attempt** - An attempt by the University to contact the student through all institution-provided communications available to the University, including institutional email, the student portal system, and personal contact information provided for emergency-notification purposes.
5. **Emergency Contact** - The person listed in the student's official institutional record as the student's emergency contact. An Emergency Contact is distinct from a Missing Person Contact unless the student designates the same person for both purposes.
6. **Emergency Contact Attempt** - An attempt by the University to reach the student's Emergency Contact listed in the student's official institutional record.
7. **Missing Person Contact** - A person confidentially designated by a student residing in on-campus student housing to be notified if the student is determined to be missing.
8. **Missing Student** - A student whose whereabouts are unknown and whom the University, after considering the report and reasonably available information, determines cannot presently be located and requires further action to determine the student's location or protect the student's safety. A determination does not require that the student have been absent for a minimum period, that immediate danger or criminal activity be established, or that all Preliminary Wellness Assessment steps be completed.
9. **Official** - A person who has the authority and duty to take action or respond to particular issues on behalf of the University.
10. **Preliminary Wellness Assessment** - The documented, good-faith process conducted after receipt of a missing-student report. It includes, at minimum, a Digital Contact

Attempt, a Residential Verification if the University has institution-controlled housing, and an Academic and Social Inquiry.

11. **Regular Business Hours** - The hours during which the University's administrative offices are regularly open for business, as published in the University's official academic calendar.
12. **Residential Verification** - A physical check of a student's residence when the student resides in institution-controlled housing, conducted by an authorized representative identified in this policy.

E. Related Policies, Procedures, Forms and Other Resources

- Jeanne Clery Campus Safety Act
- 34 C.F.R. § 668.46(h)
- Colorado Senate Bill 26-120, Missing Person Training and Higher Education Reporting
- Regis University Annual Security and Fire Safety Report
- Regis University Missing Student Response and Preliminary Wellness Assessment Protocol
- Regis University FERPA Policy
- Applicable University records-retention requirements

EDUCATION PROGRAMS

The following list of security awareness and crime prevention programs is not all-inclusive, as program offerings may vary from year to year. A common theme among these programs is to encourage students, faculty, and staff to take an active role in their own safety and security, as well as the safety and security of others.

The Department of Campus Safety conducts Campus Security Authority (CSA) training annually. Additional programs offered by Campus Safety include ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training, Keeping Safe on Campus presentations, pepper spray safety training, and other safety and security education programs. Additional training opportunities may be provided upon request.

Security awareness programs are designed to inform students and employees about campus security procedures, practices, and crime prevention strategies. These programs encourage members of the University community to take responsibility for their own safety and security while contributing to the safety and security of others.
The Department of Campus Safety maintains a webpage containing a variety of safety and security resources, including:

- Emergency preparedness information
- Crime prevention and personal safety tips

- Campus emergency response procedures
- Training information
- Campus Security Authority (CSA) resources and reporting information
- Information regarding RU Alerts and emergency notifications
- Parking and transportation safety information
- RU Alert Information
- Daily Crime Log
- Illness/Injury Report Form
- Policies and procedures related to campus safety and security
- Contact information for the Department of Campus Safety and emergency services
- A link to the Annual Security and Fire Safety Report.
- Hazing information and the Hazing Transparency Report.
- Missing Person Information
- Crime Prevention Tips

In new employee orientation, Human Resources offers sexual harassment violence-free workplace, harassment prevention, Dating Violence, Domestic Violence, Stalking and Sexual Assault. Campus Safety provides information on Active Shooter response, RU alerts, and safety and security information.

Name of Program	Date(s)	Topic
New Employee Orientation	2025: Nov 14 Dec 19 2026: Mar 20 July 10	Active shooter response Emergency Protocol Title IX

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 regularly during the academic year.

Security Awareness Programs that were offered to students, staff, and faculty in the year 2025 at the Northwest Denver Campus:

Name of Program	Date(s)	Topic
Campus Security Authority Training (CSA)	January 30, 2025 February 20, 2025 August 15, 2025	CSA Responsibilities

CAMPUS SAFETY CRIME PREVENTION INFORMATION ACTIVITIES

In addition to RU Alerts and RU Informed notifications, Regis University utilizes a variety of communication methods to educate and inform the campus community about crime prevention and safety awareness, including:

- **OneRegis**, the University's intranet website.
- **Regis.edu**.
- Presentations may be provided by Campus Safety and other departments in residence halls and classrooms.
- Safety and security information posted in common areas, including the Student Center, classrooms, and lounges.
- Periodic communications and advisories addressing safety and security concerns.
- Campus-wide messages distributed through the **RU Alert** system via email and text messages.
- Personal safety and security presentations offered during new student and new employee orientation programs.
- Safety and security training for departments, available upon request.

DRUG FREE SCHOOLS AND COMMUNITIES ACT

In compliance with the **Drug-Free Schools and Communities Act**, Regis University provides students and employees with 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; health risks associated with the use of alcohol and other drugs; and available counseling, treatment, and support services approved through Regis University's Counseling Services or through a pre-approved off-campus provider. 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.

ALCOHOL AND DRUGS POLICY

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.

B. **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 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.

    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 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):
    i. Possession and consumption of alcohol within the University Residence Halls 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.

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. 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

Take 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:

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

   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.

a. 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.
b. 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.

c. 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 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

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

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

Students with alcohol or drug-related problems are encouraged to seek the 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.

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

Center for Counseling, Family and Play Therapy Regis University Thornton Campus 500 E. 84th Ave., Suite B-12 Thornton, CO 80229 303-964-5786	

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, Family and Play Therapy Regis University Thornton Campus 500 E. 84th Ave., Suite B-12 Thornton, CO 80229	

303-964-5786	

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. 88th 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 303-838-3633 www.serenityeducation.com
Center for Recovery, Inc. 2121 S. Oneida St. #412 Denver, CO 80224 303-694-7492 www.centerforrecovery.net	

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 303-341-9160 comitiscrisiscenter.org
Maria Droste Counseling Services 1355 S. Colorado Blvd. Denver, CO 80222 303-867-4600 https://www.mariadroste.org/	People House, Inc. 3035 W. 25th Ave. Denver, CO 80211 303-480-5130 https://peoplehouse.org/

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

VAWA POLICIES & PROCEDURES

Regis University prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking, as defined by the Jeanne Clery Campus Safety Act (Clery Act). To support a safe and respectful campus environment, Regis University provides prevention and awareness programs, education, and resources addressing domestic violence, dating violence, sexual assault, and stalking. The University also has established procedures for the prompt, fair, and impartial resolution of reports involving these offenses. These procedures will be followed whenever an allegation is reported to a University official, regardless of whether the incident occurred on or off campus, to the extent permitted by University policy and applicable law.

In addition to enforcement activities, Regis University engages in comprehensive, intentional, and integrated programs, initiatives, strategies, and campaigns designed to prevent and address dating violence, domestic violence, sexual assault, and stalking. These efforts:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for effectiveness and outcomes.
- Consider environmental risk and protective factors at the individual, relationship, institutional, community, and societal levels.
- Include both primary prevention and awareness programs for incoming students and new employees, as well as ongoing prevention and awareness campaigns for current students and employees.

Prevention and awareness campaigns consist of programs, initiatives, and strategies that are sustained over time and focus on increasing awareness, knowledge, and skills related to the prevention of and response to dating violence, domestic violence, sexual assault, and stalking. These campaigns employ a variety of approaches and engage audiences throughout the University community to promote a safe, respectful, and supportive campus environment.

DoV: Domestic Violence	SA: Sexual Assault
DaV: Dating Violence	S: Stalking

The University offered the following *primary* prevention and awareness programs for ***incoming*** students in ***2025***.

Name of Program	Date(s) Held	Location Held	Prohibited Behavior
In Their Shoes	August 15, 2025 August 21, 2025	DeSmet Classroom	DoV, DaV, Sa, S
OAP - Sexual Misconduct Response	August 15, 2025	Wellness Room	DoV, DaV, Sa, S
SOAR leaders	August 18, 2025	Claver 315	DoV, DaV, Sa, S
Regis Ways I	August 21, 2025	Science 212	DoV, DaV, Sa, S
SANE Presentation - SA, Trafficking, Strangulation, SANE Exam, Resources	October 20, 22, 23, 29, 2025	On Campus	DoV, DaV, Sa, S

The University offered the following ***ongoing*** awareness and prevention programs for students in ***2025 - 2026***.

Name of Program	Date(s) Held	Location Held	Prohibited Behavior
CDAs - VAVP & Title IX	January 10, 2025	Student Center	DoV, DaV, Sa, S
In Their Shoes	January 27, 30, 2025	Student Center	DoV, DaV, Sa, S
Screening Promotion Tabling	February 10, 2025	Student Center	DoV, DaV, Sa, S
Screening Promotion Tabling	February 10, 2025	Student Center	DoV, DaV, Sa, S
City of Joy Screening	February 10, 2025	Student Center	DoV, DaV, Sa, S
One Billion Rising	February 13, 2025	Student Center	DoV, DaV, Sa, S
Trauma-Informed Response	February 13, 2025	Student Center	DoV, DaV, Sa, S
International Women's Day	March 10, 11, 2025	Student Center	DoV, DaV, Sa, S
In Their Shoes	March 12, 2025	Student Center	DoV, DaV, Sa, S
Personal Safety	March 20, 2025	Carroll Hall	DoV, DaV, Sa, S
Sustainability Day	March 31, 2025	Student Center	DoV, DaV, Sa, S
Day of Action SAAM	April 1, 2025	On Campus	DoV, DaV, Sa, S

Start By Believing Day	April 2, 2025	On Campus	DoV, DaV, Sa, S
Wellfest / Denim Day	April 23, 2025	On Campus	DoV, DaV, Sa, S
Denim Day	April 30, 2025	On Campus	DoV, DaV, Sa, S
Athletes	August 24, 2025	Science 212	DoV, DaV, Sa, S
Respect, Safety, Responsibility - Athletes	August 17, 2025	On Campus	DoV, DaV, Sa, S
Dating Violence Discussion	September 18, 2025	Loyola	DoV, DaV, Sa, S
Red Flag Awareness Tabling	September 25, 2025	Student Center Patio	DoV, DaV, Sa, S
World Mental Health Day	October 2, 2025	Student Center Patio	DoV, DaV, Sa, S
Consent Carnival	October 15, 2025	Student Center Patio	DoV, DaV, Sa, S
Creepy or Cute Tabling	October 29, 2025	Student Center Patio	DoV, DaV, Sa, S
Boundaries for Self-Care	November 21, 2005	Library	DoV, DaV, Sa, S
Spring Resource Fair	January 14, 2026	On Campus	DoV, DaV, Sa, S
DeSmet Programming-w/Peer Minister	February 11, 2026	DeSmet	DoV, DaV, Sa, S
DeSmet Programming-w/PM	February 12, 2026	On Campus	DoV, DaV, Sa, S
One Billion Rising Tabling	February 12, 2026	On Campus	DoV, DaV, Sa, S
Ethics Class	February 25, 2026	On Campus	DoV, DaV, Sa, S
Int'l Women's Day	March 9, 2026	On Campus	DoV, DaV, Sa, S
March Dorm Wellness Event	March 19, 2026	On Campus	DoV, DaV, Sa, S
Communications and Relationships	April 9, 2026	Loyola	DoV, DaV, Sa, S
Wellfest	April 14, 2026	Quad	DoV, DaV, Sa, S

The University offered the following *primary* prevention and awareness programs for all new employees in ***2025***.

Name of Program	Date(s) Held	Location Held	Prohibited Behavior
Title IX / VAVP	August 18, 2025	Claver 315	DoV, DaV, Sa, S
NEO	January 30, 2026 June 27, 2025 December 16, 2025	On Campus	DoV, DaV, Sa, S

The University offered the following primary prevention and *ongoing* awareness programs for employees in ***2025***.

Name of Program	Date(s) Held	Location Held	Prohibited Behavior
Consent Carnival	October 2nd	Student Center Patio	DoV, DaV, Sa, S
Regis Ways I	August 15, 2025	Claver 306	DoV, DaV, Sa, S
Title IX and VAVP	August 15, 2025	Science 212	DoV, DaV, Sa, S
Title IX and VAVP	October 30, 2025	Field House Conference Room	DoV, DaV, Sa, S

The institution provides educational programming consisting of primary prevention and awareness programs for all incoming students, new employees, and new supervisors, as well as ongoing prevention and awareness campaigns for students and employees that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct.
- Educational programming uses definitions provided both by the Department of Education as well as Colorado State law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- Defines what behavior and actions constitute consent to sexual activity at Regis University and the definition of consent found in the **Title IX Sexual Harassment Policy**, and the purposes for which the definition is used.

    - 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);
        - 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);

- 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

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 38 2025 Annual Security and Fire Safety Report Information for the 2025-2026 Academic Year that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

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] Regis wants 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 list[2] 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.

[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

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.

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.

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, remove yourself from the situation whenever possible.

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 by 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.

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 consist 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 2025, which contained the following information:

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

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 Keeping Safe on Campus. 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

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 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.

   Equal Opportunity & Title IX Coordinator: Drew Armfield
   Phone. 303-964-6435
   Email. titleix@regis.edu
   Office. 3333 Regis Boulevard A-20
   Main Hall 131
   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 Interprofessional Health Site in Thornton.

    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. 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 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. University Spiritual Directors

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 131
   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 satefy;
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 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 – District 1
      1311 West 46th Avenue Denver, CO, 80221
      Non-Emergency Phone: 720-913-0400
      Email: 1.Dist@denvergov.org
   b. Thornton Police Department
      9551 Civic Center Dr.
      Thornton, CO 80229
      Non-Emergency Phone: 720-997-5150
      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@adamssheriffco.gov

4. **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 www2.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.

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 as 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 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 impar 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:

      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 threated 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.
    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, 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 an 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.

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 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.

    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.
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 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 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. Note that advisors/complainant/respondent inability to attend hearings will not change hearing dates.
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 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
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.**

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.

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;
    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 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 214
       Phone: 303-458-4153
    b. Regis Behavioral Health
       Coors Life Direction Center, Office 114
       OR 500 E. 84th Ave., Thornton, CO 80229
       Phone: 303-458-3558
    c. Confidential Victim Advocate
       Student Center 217D
       Email: vavp@regis.edu
       Phone: 303-964-5143
    d. Regis University Spiritual Directors
       Email: isp@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. Colorado Crisis Services
       Website: www.coloradocrisisservices.org
       24-hour crisis intervention services: 844-493-TALK (8255)
       Text "TALK" to 38255
    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: 303-318-9989
    d. The Blue Bench
       Website: www.thebluebench.org
       24-hour sexual assault hotline: 303-322-7273

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:
        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 intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

        The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

        This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
    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

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).
    f. 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.

g. 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

h. 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.

i. 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

f. 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.

g. 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.
h. 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.
i. Disciplinary Sanctions. Consequences imposed on a Respondent following a determination that the Respondent violated this Policy, or an agreement through the informal resolution process.
j. 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.
k. 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.
l. 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.
m. 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
n. 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.

o. 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.
p. Report. The submission of any allegation in part or in full of Discrimination, Sexual Misconduct, or Retaliation to the TIXC.
q. Respondent. An individual alleged to be the perpetrator of conduct that could violate this Policy.
r. 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.
s. 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.
t. Sexual Misconduct. Sexual Misconduct is an umbrella term that includes a range of unwelcome behaviors or conduct directed at a person based on sex.
u. 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.

E. Related Policies, Procedures, Forms and Other Resources

1. Amorous Relationship Policy
2. Discrimination and Bias Incident Report Form
3. Employee Handbook
4. Pregnant and Parenting Student Policy and Accommodation Process
5. Student Employee Handbook

6. Student Handbook
7. Annual Security and Fire Safety Report

F. Footnotes

[1]Severe, 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.

[2]Sexual 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.

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

[4]Retaliation is defined in Section D of this Policy.

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

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

[7]CRS § 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.

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

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 the 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 Leadership.

EMERGENCY MANAGEMENT TESTS

Regis University's Campus Safety Department is responsible for scheduling and coordinating emergency response and evacuation tests. These tests may be announced or unannounced and may be conducted in collaboration with other University departments and external agencies, as appropriate.

The University conducts emergency management tests at least annually. For purposes of this policy, a test includes regularly scheduled drills, exercises, and related follow-up activities designed to evaluate the effectiveness of emergency response plans, procedures, and capabilities.

To ensure community preparedness, the University publicizes its emergency response and evacuation procedures at least once each year. This information is distributed through campus-wide communications, including email and the RU Alert mass notification system, and in conjunction with emergency response exercises or drills that satisfy the requirements of the Higher Education Opportunity Act (HEOA).

Emergency response and evacuation tests are intended to:

- Assess the effectiveness of emergency response and evacuation procedures.
- Evaluate communication and coordination among University departments and external response agencies.
- Familiarize students, faculty, staff, and visitors with emergency notification and evacuation processes.
- Identify opportunities for improvement in the University's emergency preparedness and response capabilities.

Following each test, the University may conduct reviews and after-action assessments to evaluate performance and incorporate lessons learned into future planning, training, and preparedness efforts.

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 2025 the University conducted one **Emergency Evacuation** and **Lockdown Exercise** that was announced:

- Operation Callout – May 30-2025

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.

The Housing and Residential Engagement staff are trained in correct fire and safety procedures, including evacuation spots and sheltering procedures in the residential halls. These topics are reiterated throughout the year during monthly in-services, Health & Safety Inspections, and our beginning of semester trainings.

EVACUATION PROCEDURES

When necessary, evacuations will be conducted for students, faculty, staff, and visitors in the affected building(s). Several types of evacuations may be required depending on the nature of the incident. The most common type of evacuation occurs in response to a fire alarm.

When an evacuation is deemed necessary, notification may be issued through the RU Alert System as an Emergency Notification. Alerts may be distributed via email, text message, and voice message to registered mobile devices.

All campus administrators, particularly those whose authority and responsibilities include the operational areas outlined in this manual, are required to adhere to these procedures. Exceptions to these crisis management procedures may be authorized only by University administrators who are designated to direct and/or coordinate emergency operations and only when necessary to support an effective emergency response.

Fire Alarm Evacuation Procedures

1. Fire Alarm Activation

A fire alarm is indicated by the sounding of horns and the activation of strobe lights within the affected building(s).

2. Know Your Exits

All students, faculty, staff, and visitors should remain aware of their surroundings and familiarize themselves with the location of the nearest exits at all times.

3. Immediate Evacuation

If you discover or suspect a fire, immediately evacuate the building using the nearest safe exit. Do not attempt to extinguish a fire unless you have received appropriate training and it is safe to do so.

Supervisors and personnel responsible for specific areas should, when possible, verify that occupants have evacuated. Once outside, they should account for personnel and promptly report any missing individuals to Campus Safety, law enforcement, or fire department personnel.

4. Alarm Notification

As you evacuate, activate the nearest fire alarm pull station if the alarm has not already been activated. If the alarm system fails to operate, warn other occupants by shouting a warning and knocking on doors as you exit the building.

5. Assembly Areas

After evacuating, proceed immediately to the designated assembly area identified on the building evacuation maps located near building exits. If you are unfamiliar with the designated assembly area, move to a safe location away from the building and upwind of any smoke or hazardous conditions.

6. Individuals Requiring Assistance

Students, faculty, staff, and visitors with mobility impairments or other conditions that prevent independent evacuation should proceed to a designated Area of Rescue Assistance, if possible, and remain there until assistance arrives.

Campus Safety personnel will attempt to assist with evacuation when conditions permit. If evacuation assistance cannot be provided safely, responding firefighters will search designated rescue areas and provide assistance as part of their emergency response operations.

7. Assisting Others

If it is safe to do so, individuals may assist persons with disabilities or other special needs during an evacuation. Assistance may include helping them reach the nearest Area of Rescue Assistance, typically located at stairwell landings or other designated locations identified by signage.

After providing assistance, continue evacuating and notify a supervisor, manager, Campus Safety Officer, or other responding emergency personnel of the individual's location.

8. Emergency Reporting

After reaching a safe location, contact Campus Safety at (303) 458-4122 using a landline or mobile phone and provide as much information as possible regarding the situation.

Do not assume that another person has reported the incident or that the alarm notification has automatically alerted Campus Safety. If Campus Safety cannot be reached, call 911 immediately.

9. Re-Entry Restrictions

No person shall re-enter an evacuated building until authorization has been provided by:

- The Fire Department, in the case of an actual fire; or
- Campus Safety personnel or other emergency responders on scene, in the case of a non-fire alarm activation.

10. Reporting Requirements

For safety, compliance, and statistical reporting purposes, all fires and fire alarm incidents, regardless of size or whether the fire has been extinguished, must be reported to Campus Safety for proper documentation and 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. Reentry 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 Procedures

Upon completion of the incident, the Fire Department, emergency responders, or other appropriate emergency officials shall release the building to the Incident Commander when it is safe to do so. The facility may be declared:

- All Clear, allowing normal re-occupancy; or
- Clear with Conditions, allowing re-occupancy subject to specific restrictions or safety measures.

The Incident Commander, or their designee, shall communicate the building status and any applicable instructions to occupants. Once an All Clear has been received from fire, law enforcement, or other responding authorities, an RU Alert notification will be issued, when appropriate, to inform the campus community that normal operations may resume.

Re-Occupancy Assistance

As occupants re-enter the building, faculty, staff, and supervisors should remain aware of individuals who may have disabilities or other access and functional needs. When reasonable and safe to do so, they should offer assistance to help ensure a safe and orderly return to normal operations.

Shelter-in-Place Procedures – What it Means to "Shelter-in-Place"

In certain emergencies, it may be safer to remain indoors rather than evacuating. A shelter-in-place directive may be issued when conditions outside the building present a threat to health or safety, such as the release of hazardous materials, severe weather, or other dangerous environmental conditions.

When an incident occurs that makes the area outside unsafe, occupants should remain inside the nearest suitable building and take steps to protect themselves from the hazard. Leaving the area could increase exposure to dangerous conditions.
To **shelter in place** means to remain inside a building and use that facility as a temporary place of safety. By taking a few simple protective measures, occupants can often make their location safer and more comfortable until emergency officials determine that conditions are safe and normal activities may resume.

Basic "Shelter-in-Place" Guidance

If an incident occurs and the building you are occupying is not damaged and remains safe, stay inside and move to an interior room or designated shelter area. Remain there until emergency officials or University authorities advise that it is safe to leave.

If the building is damaged or otherwise unsafe to occupy, take essential personal belongings, such as your wallet, keys, identification card, and mobile phone, if they are readily accessible.

Follow established building evacuation procedures by:

- Closing doors behind you, if it is safe to do so.
- Proceeding to the nearest safe exit.
- Using stairways rather than elevators.
- Following all directions provided by emergency responders and University officials.

After evacuating, seek shelter immediately in the nearest safe University building or other location designated by emergency personnel.

If police officers, firefighters, Campus Safety personnel, or other emergency responders are on scene, follow their instructions at all times.

How You Will Know to "Shelter-in-Place"

A shelter-in-place notification may be issued through a variety of sources, including Campus Safety, Residence Life and Housing staff, the President's Office, Marketing and Communications, other authorized University officials, local law enforcement agencies, or other emergency response authorities.

Notifications may be communicated using the University's emergency communication systems and other available communication methods to provide timely instructions and updates to the campus community.

How to "Shelter–in-Place"

Regardless of your location, the basic principles of sheltering in place generally remain the same. If a shelter-in-place order is issued, follow the steps below unless directed otherwise by emergency responders or University officials.

1. Move to a Safe Indoor Location

- If you are already inside a building, remain indoors.
- Gather any available emergency supplies and a telephone or mobile device for emergency communications.
- If you are outdoors, immediately enter the nearest safe building or follow instructions provided by emergency personnel.

2. Select an Appropriate Shelter Location

If you must move from your current location, turn off lights as you leave, if practical.
Choose a room that is:

- An interior room whenever possible.
- Above ground level, unless otherwise directed by emergency responders.
- Free of windows or has the fewest windows possible.
- Large enough to accommodate all occupants safely and comfortably. Multiple rooms may be required for larger groups.

3. Secure the Area

- Close and lock all windows, if possible, to improve the seal against outside air.
- Close and secure all exterior doors.

4. Shut Down Air Movement

- Turn off air conditioners, heaters, fans, and other equipment that circulates air.
- Close vents and ventilation openings if they can be safely accessed.
- Physical Plant personnel will shut down building ventilation systems as quickly as possible when conditions warrant.

5. Account for Occupants

Prepare a list of all individuals sheltering in the room or area.

- Faculty, staff, Residence Life personnel, or other designated individuals should report the list to Campus Safety.
- If only students are present, a student representative should contact Campus Safety and provide the information.

This information assists emergency responders in accounting for occupants and coordinating assistance if needed.

6. Monitor Emergency Information

Monitor official communications for updates and instructions by:

- Listening to local radio or television broadcasts, if available.
- Monitoring University emergency notifications.
- Following directions provided by Campus Safety, emergency responders, or University officials.

7. Remain Calm and Await Further Instructions

Remain in the shelter area until an official "All Clear" or other instructions are issued by emergency responders or University authorities. Take reasonable steps to remain calm, comfortable, and prepared to stay in place for an extended period if necessary.

Off Campus Sheltering

In the event that an evacuation from campus becomes necessary, many students, faculty, staff, and visitors may choose to leave the area using personal vehicles. However, some individuals may be unable to do so because they do not have access to a vehicle or because their vehicle is inaccessible due to the location or nature of the incident.

When an evacuation is limited to a single building or a specific area of campus, occupants may be directed to relocate to another safe location on campus or to **Regis Square**, as directed by emergency personnel or University officials.

If circumstances require the evacuation of the entire campus, the University has established a Memorandum of Understanding (MOU) with **Ricardo Flores Magón Academy** to serve as a designated off-campus evacuation and reunification site. The academy is located at:

Ricardo Flores Magón Academy
5330 Meade Street
Denver, Colorado 80221

Students, faculty, staff, and visitors should follow the directions of Campus Safety personnel, emergency responders, and University officials regarding evacuation routes, transportation arrangements, assembly areas, and reunification procedures.

Emergency Notifications (RU Alert)

The Department of Campus Safety receives reports and information from a variety of sources, including University offices and departments, students, faculty, staff, and members of the public. The University encourages the timely reporting of all crimes, emergencies, and public safety-related incidents to Campus Safety. Prompt reporting helps ensure that accurate information is available for emergency notifications, supports effective response efforts, and facilitates the inclusion of required information in annual crime and safety statistics.

Regis University utilizes a mass notification system to notify the campus community as quickly as possible upon confirmation of a significant emergency or dangerous situation that presents an immediate threat to the health or safety of students, faculty, staff, or visitors.

Reporting Emergencies

Emergencies occurring at the Northwest Denver Campus or the Thornton Campus should be reported immediately to Campus Safety by calling **(303) 458-4122**, or **911.**

Emergency Confirmation and Notification Process

The Department of Campus Safety is responsible for confirming the existence of a significant emergency or dangerous situation occurring on or affecting University property that presents an immediate threat to the health or safety of the campus community.

Campus Safety may verify emergency conditions using information from:

- Campus administrators and University officials;

- Local law enforcement, fire, and emergency medical responders;
- Weather monitoring services, including the National Weather Service; and
- Other reliable sources of emergency information.

Once an emergency or dangerous situation has been confirmed, the Director of Campus Safety, Assistant Director of Campus Safety, or their designee will determine the content of the emergency notification. The notification will be based on the nature, scope, and severity of the incident and will provide protective action instructions intended to promote the safety and security of the campus community.

Campus-Wide Distribution

Because students, faculty, and staff may travel between University locations, Emergency Notifications are generally distributed to the entire Regis University community. Each notification will clearly identify the campus or location affected by the incident, such as:

- Northwest Denver Campus
- Thornton Campus
  This approach ensures that all members of the University community receive timely information while allowing recipients to quickly determine the relevance of the alert to their location.

To initiate an emergency notification, the Director of Campus Safety, Assistant Director of Campus Safety, or their designee will utilize the University's mass notification system as the primary means of communication. Emergency notifications may be distributed through **RU Alert** using email, text messaging, and voice messaging. Additional communication methods, including face-to-face communication and other available channels, may also be used when appropriate to ensure timely notification of the campus community.

Upon confirmation of a significant emergency or dangerous situation that poses an immediate threat to the health or safety of the campus community, the Director of Campus Safety, Assistant Director of Campus Safety, or their designee will, without unreasonable delay and while considering the safety of the community, determine the content of the notification and initiate the emergency notification process.

An emergency notification may be withheld if, in the professional judgment of responsible authorities or responding emergency personnel, issuing the notification would compromise efforts to:

- Assist a victim;

- Contain the emergency;
- Respond effectively to the incident; or
- Otherwise mitigate the emergency.

Emergency notifications will include information about the nature of the threat, the affected location(s), and any protective actions that members of the campus community should take. The University will provide follow-up notifications as necessary to communicate updated information regarding the emergency, ongoing response efforts, protective actions, or changes in the status of the incident. Follow-up notifications will generally be distributed through the RU Alert system using email, text messages, and voice messages. When appropriate, face-to-face communication and other available communication methods 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	Campus Safety Director | Assistant Director	Campus Safety Director | Assistant Director	Campus Safety Director | Assistant Director	• Senior Director of University Communications • Regroup

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	Senior Director of University Communications	N/A	Senior Director of University Communications	Senior Director of University 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 automatically enrolls all active University email addresses in the University's Emergency Notification System, RU Alerts. Active Regis University email accounts are used to deliver emergency notifications and cannot be removed from the system while the account remains active.

Emergency notifications may be distributed through multiple communication channels, including:

- University email
- Text messages

Members of the Regis University community may update their notification preferences for text messages at any time. Email notifications, however, remain mandatory for all active University email accounts and cannot be disabled.

To review or update notification preferences, community members may visit **regis.regroup.com** or access the RU Alerts registration and management portal through the Campus Safety website.

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 Management Plan.

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 periodically posted information, including regis.edu.

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.

Timely Warning Notification (RU ALERT)

Under the **Clery Act**, a **Timely Warning** is a campus-wide notification issued when a Clery Act crime has been reported, and the institution determines that the crime represents a **serious or ongoing threat** to students and employees. The purpose is to provide community members with information that will help them protect themselves and prevent similar crimes.

Regis University issues **Timely Warning Notifications (RU Alerts)** to inform the campus community about certain Clery Act crimes that have occurred within the University's Clery Geography and are determined to pose a serious or continuing threat to students or employees. Clery Geography includes On-Campus Property, On-Campus Residential Facilities, Public Property, and certain Non-Campus locations.

The decision to issue a Timely Warning is made on a case-by-case basis by the Director of Campus Safety, Assistant Director of Campus Safety, or designee, taking into consideration the nature of the crime, the continuing danger to the community, and the availability of information that could assist community members in protecting themselves.

When a Timely Warning is deemed necessary, the University will issue the notification as soon as pertinent information becomes available. Timely Warnings are distributed through the University's mass notification system as an **RU Alert**, which may include email and text message notifications. The alert will generally include information regarding the nature of the crime, the location of the incident, available suspect information, and safety precautions when appropriate.

The Department of Campus Safety is responsible for initiating the Timely Warning process and developing the content of the notification. The Director of Campus Safety, Assistant Director, or designee determines whether a Timely Warning should be issued and authorizes its distribution through the University's mass notification system.

When the Emergency Operations Center is activated, the Marketing and Communications Department may assist in disseminating emergency messages and updates through University communication channels, including the University's website and other official platforms.

Because students, faculty, and staff frequently travel between Regis University campuses, Timely Warning Notifications may be distributed to the entire Regis community. Each notification will identify the campus or location relevant to the reported incident to ensure recipients understand the area affected by the alert.

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

Crime categories listed in the Clery Act.

Circumstances for Issuing an RU Alert (Timely Warning)

An **RU Alert (Timely Warning Notification)** may be issued for Clery Act crimes reported to the Department of Campus Safety by Campus Security Authorities (CSAs), students, employees, community members, or local law enforcement agencies when the reported crime is determined to pose a serious or continuing threat to the University community. Timely Warnings are evaluated on a case-by-case basis based on the nature of the crime, the continuing danger to the campus community, and the information available to Campus Safety at the time of the report.

Property crimes are assessed individually to determine whether a Timely Warning is warranted. In situations involving a pattern of similar crimes or an identifiable continuing threat, Campus Safety may issue an RU Alert to help community members take precautions and prevent similar incidents. The Director of Campus Safety, Assistant Director of Campus Safety, or designee reviews all available information and determines whether a serious or ongoing threat exists that warrants the distribution of a Timely Warning.

The Department of Campus Safety maintains communication with local law enforcement agencies serving areas where University campuses are located and requests notification of crimes occurring on or near campus that may pose a serious or continuing threat to students or employees.

Timely Warnings are considered based on the specific circumstances of each incident. For example, an assault involving individuals who know one another and where there is no continuing threat to the broader campus community may not warrant a Timely Warning. Similarly, when a crime is reported long after it occurred, the University may determine that a timely notification would no longer effectively protect the community. Reports of sexual assault, dating violence, domestic violence, and stalking are evaluated on a case-by-case basis, considering factors such as when and where the incident occurred, when it was reported, whether a suspect has been identified, and whether a continuing threat to the community exists.

RU Alerts are distributed in a manner that is timely, provides information necessary to promote safety, aids in the prevention of similar crimes, and protects the confidentiality of victims and other affected individuals, consistent with applicable law and University policy.
Individuals who have information regarding a crime or situation that may warrant an RU Alert should contact the Department of Campus Safety at **(303) 458-4122** or visit the **Campus Safety Office, West Hall, Suite 107**.

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

RU Informed Alerts

RU Informed Alerts are informational communications distributed to the Regis University community to increase awareness of incidents or conditions that may affect campus operations or convenience but do not constitute an immediate or ongoing threat to life, safety, or property. Unlike Emergency Notifications or Timely Warning Notifications, RU Informed Alerts are intended to share important information and provide situational awareness.

Examples of circumstances that may warrant an RU Informed Alert include:

- Telephone, network, or power outages affecting campus operations;
- Weather-related disruptions or campus closures;
- Road closures or traffic impacts affecting access to campus;
- Police or emergency response activity in the surrounding area that does not pose a direct threat to the University community;
- Facility disruptions or service interruptions; and
- Other incidents deemed important for community awareness.

RU Informed Alerts are typically distributed through the University's email system. In circumstances where email service may be disrupted, such as during a telephone or power

outage, notifications may also be delivered through text messaging, telephone calls, the University website, or other available communication channels.

The purpose of an RU Informed Alert is to keep students, faculty, staff, and visitors informed of significant campus-related issues while providing timely and accurate information regarding operational impacts and appropriate actions, if any, to be taken.

CAMPUS SEX CRIMES PREVENTION ACT

The **Adam Walsh Child Protection and Safety Act of 2006** (42 U.S.C. § 16921) was enacted to protect children from sexual exploitation and violent crime, prevent child abuse and child pornography, and promote public safety through a national sex offender registration and notification system.

The **Campus Sex Crimes Prevention Act of 2000** requires institutions of higher education to advise the campus community of where information concerning registered sex offenders may be obtained. The law also requires registered sex offenders to provide notice of enrollment or employment at institutions of higher education as required by state law.

In Colorado, sex offender registration information is maintained by the **Colorado Bureau of Investigation (CBI)** through the Colorado Sex Offender Registry. Members of the University community may access information about registered sex offenders in Colorado through the Colorado Bureau of Investigation's website.

Additional information regarding registered sex offenders in Colorado is available at:

Colorado Bureau of Investigation Sex Offender Registry

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

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

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

CAMPUS CRIME STATISTICS

The following crime statistics are published in compliance with the **Jeanne Clery Campus Safety Act (Clery Act)**. The Clery Act requires colleges and universities that participate in federal financial aid programs to collect, classify, and disclose information regarding certain

crimes reported to Campus Safety, Campus Security Authorities (CSAs), and local law enforcement agencies within the University's Clery Geography.

The statistics contained in this report represent the three most recent calendar years for which data is available and are intended to provide students, employees, and prospective community members with information regarding campus safety and security.

Regis University encourages all members of the campus community to promptly report criminal incidents, suspicious activity, and safety concerns. Reports are important for ensuring an accurate accounting of crime statistics and for helping the University identify and address potential safety concerns.

Individuals wishing to report a crime or provide information for inclusion in the University's Annual Security & Fire Safety Report may contact the Department of Campus Safety at:

Regis University Northwest Denver Campus
Department of Campus Safety
3333 Regis Blvd.
West Hall, Suite 107
Phone: (303) 458-4122

Clery Geography and Crime Statistics Reporting

The location of crimes included in Regis University's Annual Security & Fire Safety Report is determined by **Clery Geography**, as defined by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Regis University collects and reports Clery Act crimes that occur within its Clery Geography and are reported to Campus Safety, a Campus Security Authority (CSA), or a local law enforcement agency. Clery Geography includes:

- **On-Campus Property**
- **On-Campus Student Housing Facilities**
- **Non-Campus Property**
- **Public Property**

The University annually reviews and updates its inventory of Clery-reportable properties to ensure compliance with federal reporting requirements.

Hazing Statistics

Pursuant to applicable federal reporting requirements, hazing offenses may be reportable regardless of whether the incident occurred within Clery Geography. Hazing incidents are evaluated and documented based on the statutory definition of hazing, and each incident is counted as a separate occurrence.

When required by law, hazing incidents occurring at off-campus locations may be disclosed in accordance with applicable reporting requirements. However, such incidents may not be included within Clery crime statistics if they do not occur within Clery Geography.

Note Regarding Private Property

Certain private residences, businesses, and other privately operated facilities may be located on land owned by Regis University or within areas otherwise associated with the University's Clery Geography. However, these properties are not included as Clery-reportable locations unless they are owned or controlled by the University and used in direct support of, or in a manner related to, the University's educational purposes.

Accordingly, crimes occurring within privately owned residences, commercial establishments, or other unaffiliated properties are generally not included in the University's Clery crime statistics. These properties are private entities, are not operated by the University, and are not intended for the exclusive or primary use of Regis University students, faculty, or staff in support of the University's educational mission.

Definitions of Clery Geography

The following definitions are used by Regis University to identify locations for which crime statistics must be collected and reported in accordance with the **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)**.

On-Campus Property

> **On-Campus Property** includes any building or property owned or controlled by Regis University within the same reasonably contiguous geographic area and used in direct support of, or in a manner related to, the University's educational purposes, including residence halls. It also includes certain buildings or properties owned by the University but controlled by another entity, provided they are frequently used by students and support institutional purposes, such as food service or retail operations.

On-Campus Student Housing Facilities

> **On-Campus Student Housing Facilities** are a subset of on-campus property and include any student housing facility owned or controlled by the University, or located on property owned or controlled by the University within the reasonably contiguous geographic area that comprises the campus. For Clery statistical reporting purposes, a reportable crime occurring in an on-campus student housing facility is counted both as an on-campus crime and as a crime occurring within on-campus student housing.

Public Property

> **Public Property** includes all public thoroughfares, streets, sidewalks, parking facilities, and similar public areas that are located within the campus or are immediately adjacent to and accessible from campus. At Regis University, Clery-reportable public property includes public roadways and other qualifying public areas adjacent to University property.

Non-Campus Property

> **Non-Campus Property** includes:
> - Any building or property owned or controlled by a student organization that is officially recognized by the University; or
> - Any building or property owned or controlled by the University that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students, and is not located within the same reasonably contiguous geographic area as the main campus.

Preparation of the Annual Security & Fire Safety Report

This **Annual Security & Fire Safety Report (ASFSR)** is prepared through a collaborative effort involving multiple University departments, including Academic Affairs, Student Affairs, Athletics, Human Resources, Student Health Services, the Office of the Title IX Coordinator, and the Department of Campus Safety.

Crime statistics for the **Northwest Denver Campus** are compiled from reports received by the Department of Campus Safety, Campus Security Authorities (CSAs), the Office of Student Life, the Office of the Title IX Coordinator, and local law enforcement agencies. Statistics also include disciplinary referrals and incidents reported to University officials that may not have been reported directly to Campus Safety but are required to be included for Clery Act reporting purposes.

Crime statistics for the **Thornton Campus** and other University-owned, leased, or controlled locations used for academic programs, student activities, or other institutional purposes are compiled from reports made to the Department of Campus Safety, designated personnel at those locations, Campus Security Authorities, the Office of the Title IX Coordinator, and applicable law enforcement agencies.

The Department of Campus Safety is responsible for collecting, classifying, and publishing crime statistics in accordance with the requirements of the **Jeanne Clery Campus Act (Clery Act)**. Statistics included in this report are reviewed for accuracy and are derived from reports made by University officials and law enforcement agencies with jurisdiction over the Regis University's Clery Geography.

Note Regarding Crime Statistics

Crime statistics included in this Annual Security & Fire Safety Report are based on reports of alleged criminal incidents received by Campus Security Authorities (CSAs), the Department of Campus Safety, local law enforcement agencies, and other reporting officials as required by the Clery Act. A reported crime does not need to be investigated by law enforcement, Campus Safety, or a CSA, nor does a finding of responsibility or criminal conviction need to occur, for the incident to be included in Clery Act crime statistics.

Availability of the Annual Security & Fire Safety Report

This Annual Security & Fire Safety Report (ASFSR) is available to the public on the Regis University website.

Each year, on or before October 1, Regis University distributes an email notification to all current students and employees announcing the availability of the ASFSR and providing a direct link to the report. Prospective students and prospective employees are provided with a notice of the report's availability and access to the report through the University's admissions, enrollment, and employment application resources.

Unfounded Crime Reports

Federal regulations require institutions to disclose the number of crime reports that were determined to be unfounded and subsequently excluded from Clery Act crime statistics during each of the three most recent calendar years. An institution may classify a crime report as unfounded only after a full investigation and only when sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

For Clery Act reporting purposes, a crime report may be designated as unfounded only when evidence obtained through a complete and thorough investigation establishes that the reported crime was not attempted or committed in any manner. The recovery of stolen property, the refusal of a victim to cooperate, the decision not to prosecute, or the absence of an arrest does not qualify a report as unfounded.

Because the Regis University Department of Campus Safety is not a sworn or commissioned law enforcement agency, it does not have the authority to unfound crime reports. Any decision to classify a crime report as unfounded must be made by the appropriate sworn or commissioned law enforcement agency with jurisdiction over the incident.

Regis University's Clery Geography as it was defined in 2025 in which crimes were counted.

Northwest Denver Campus

Criminal Offenses

2025 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	2	0	0
Incest	0	0	0	0
Rape	2	2	1	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	2	0	0
Burglary	8	12	0	0
Motor Vehicle Theft	0	1	0	0
Arson	0	1	0	0

2024 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	4	5	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	0	0	1
Burglary	3	7	0	0
Motor Vehicle Theft	0	7	0	2
Arson	0	0	0	0

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	7	0	0
Motor Vehicle Theft	0	5	0	1
Arson	1	3	0	0

Arrest and Judicial Referrals Weapons | Drugs | Alcohol

2025 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	0	1	0	0
Weapons Law Violations	0	0	0	0
JUDICIAL REFERRALS				
Liquor Law Violations	53	53	0	0
Drug Law Violations	4	6	0	0
Weapons Law Violations	0	0	0	0

2024 Arrest and Judicial Referrals	On Campus Student Housing	On Campus	Non Campus	Public Property
ARREST				
Liquor Law Violations	0	0	0	0
Drug Law Violations	0	0	0	0
Weapons Law Violations	0	0	0	1
JUDICIAL REFERRALS				
Liquor Law Violations	19	19	0	0
Drug Law Violations	5	5	0	0
Weapons Law Violations	0	0	0	0

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	1	0	0

VIOLENCE AGAINST WOMEN ACT

2025 VAWA	On Campus Student Housing	On Campus	Non Campus	Public Property
DATING VIOLENCE	3	3	0	0
DOMESTIC VIOLENCE	0	0	0	1
STALKING	1	2	0	0

2024 VAWA	On Campus Student Housing	On Campus	Non Campus	Public Property
DATING VIOLENCE	4	4	0	0
DOMESTIC VIOLENCE	0	0	0	0
STALKING	2	3	0	0

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

HAZING CRIMES

Note: This is the first year that Hazing crimes are noted in the Annual Security Report

- **There were no hazing crimes reported for 2025**

HATE CRIMES

2025

On Campus

- 1 count of a Hate Crime on Campus of National Origin based on intimidation.
- 1 count of a Hate Crime on Campus of Sexual Orientation based on intimidation.

Residential Hall

- There were no reported Hate Crimes.

Non-campus

- There were no reported Hate Crimes.

Public Property

- There were no reported Hate Crimes.

2024

On Campus & Residential Housing

- 1 count of a Hate Crime on Campus of National Origin based on intimidation.
- 1 count of a Hate Crime on Campus of Sexual Orientation based on destruction, damage, vandalism to property.

Residential Housing

- 1 count of a Hate Crime in student housing of National Origin based on intimidation.
- 1 count of a Hate Crime in student housing of Sexual Orientation based on destruction, damage, and vandalism to property.

Non-campus

- There were no reported Hate Crimes.

Public Property

- There were no reported Hate Crimes.

2023

On Campus

- 4 counts of Hate Crime of intimidation On Campus based on Race.

Residential Housing

- 1 count of Hate Crime of Intimidation based on Race in a residence hall.

Non-campus

- There were no reported Hate Crimes.

Public Property

- There were no reported Hate Crimes.

UNFOUNDED CRIMES

2025 – No unfounded crimes
2024 - No unfounded crimes
2023 – No unfounded crimes

THORNTON CAMPUS

There are no residential housing at the Thornton Campus

2025 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	2	0
AGGRAVATED ASSAULT	0	0
BURGLARY	0	0
MOTOR VEHICLE THEFT	2	3
ARSON	0	0

Criminal Offenses

2024 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	2	0
Aggravated Assault	0	0
Burglary	1	0
Motor Vehicle Theft	2	3
Arson	0	0

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

Arrests and Judicial Referrals - Weapons | Drugs | Alcohol

2025 Arrest and Judicial Referrals	On Campus	Public Property
ARRESTS		
Liquor Law Violations	0	0
Drug Law Violations	0	0
Weapons Law Violations	1	0
JUDICIAL REFERRALS		
Liquor Law Violations	0	0
Drug Law Violations	0	0
Weapons Law Violations	0	0

2024 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

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

Violence Against Woman Act

2025VAWA	On Campus	Public Property
Dating Violence	0	0
Domestic Violence	0	0
Stalking	0	0

2024 VAWA	On Campus	Public Property
Dating Violence	0	0
Domestic Violence	0	0
Stalking	1	0

2023 VAWA	On Campus	Public Property
Dating Violence	0	0
Domestic Violence	1	0
Stalking	0	0

HAZING CRIMES

Note: This is the first year that Hazing crimes are noted in the Annual Security Report.

- **There were no hazing crimes reported for 2025**

HATE CRIMES

2025

On Campus

- There were no reported Hate Crimes On Campus or on Public Property.

Public Property

- There were no reported Hate Crimes on Public Property.

2024

On Campus

- There were no reported Hate Crimes On Campus or on Public Property.

Public Property

- There were no reported Hate Crimes on Public Property.

2023

On Campus

- There were no reported Hate Crimes On Campus or on Public Property.

Public Property

- There were no reported Hate Crimes on Public Property.

UNFOUNDED CRIMES

2025 - No unfounded crimes
2024 - No unfounded crimes
2023 - No unfounded crimes

Fire Safety Report

Fire Safety Statement

As part of its annual compliance with the Jeanne Clery Campus Safety Act (Clery Act), Regis University publishes this Fire Safety Report. The report provides information regarding the University's fire safety practices and standards, including fire statistics for residential housing facilities. These statistics include the number of fires, the cause of each fire, any fire-related injuries or deaths, and the value of property damage resulting from fires.

This report is available through the Department of Campus Safety. Copies may be requested by contacting the Department of Campus Safety at (303) 458-4122 or by emailing safety@regis.edu.

For the purposes of this report, a fire is defined as any instance of open flame or other burning occurring in a location not intended to contain it or burning in an uncontrolled manner. If a fire occurs on Regis University property, community members should immediately call 911 to report

the emergency. After contacting emergency responders, individuals should notify the Department of Campus Safety at (303) 458-4122. Community members are also encouraged to report any fires that have been extinguished but were not previously reported so the University can evaluate whether they should be included in its annual fire statistics.

Regis University maintains compliance with applicable fire and life safety standards in accordance with National Fire Protection Association (NFPA) 72 requirements. This compliance includes annual inspections and testing of fire detection systems, such as smoke detectors, heat sensors, and horn/strobe notification devices, as well as fire suppression systems, including sprinkler systems, fire extinguishers, and kitchen hood suppression systems.
In addition to these inspections, the University conducts emergency evacuation drills regularly to familiarize building occupants with proper evacuation procedures and emergency response protocols.

The University's Fire Captain Program was established as part of its ongoing commitment to providing a safe environment for students, faculty, staff, and visitors during emergencies. Under this program, at least one trained representative from each University department is designated to promote safety awareness, support emergency preparedness efforts, and provide leadership during emergency situations.

The University conducted unannounced fire evacuation drills in October 2025 to ensure that all facilities on the Northwest Denver and Thornton campuses successfully completed an evacuation exercise. All buildings met evacuation requirements, and no facilities required additional testing or follow-up drills.

In addition to these planned exercises, unscheduled evacuations occurred throughout the year in response to fire alarm activations. Comprehensive fire emergency and evacuation procedures for students, faculty, staff, and visitors are outlined in this report.

Fire Evacuation evaluation

During annual fire drills the inspection team evaluates how occupants evacuate buildings following the evacuation procedures identified below. In 2025 there were 19 fire drills conducted.

Regis 2025 Fire Drills Objectives

Fire drill objectives are determined with the input of Physical Plant. The objectives in 2025 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 2025.

Regis Fire Report and Fire Log

The University did not have any reported fires in Residential Buildings in 2025.

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 Updates to three Fire Alarm Control Panels (FACP) to our facilities in 2024.*** The University does have planned future improvements ***FACPs to meet fire codes*** in the future in fire safety at this time.

- ***Fire Alarm Control Panel in Fine Arts was replaced in 2025***

Fire Drills

To help ensure that students residing in on-campus housing facilities are prepared to respond appropriately during an emergency, Regis University conducts at least one fire drill annually in each residential housing facility. Additional evacuation exercises may occur throughout the year in response to fire alarm activations.

Fire drills are conducted without prior notice to occupants and are designed to familiarize residents with evacuation procedures and emergency response expectations. During these drills, the University's response procedures and occupants' evacuation performance are evaluated to help identify opportunities for improvement and enhance overall campus safety preparedness.

Fire Safety Education

Fire Safety Education and Training

Prior to the start of each fall semester, Residence Life housing managers receive fire safety education and training from the Environmental Health and Safety Office (EHSO) and the City Fire Department's Technical Services Division. Training topics include fire alarm response procedures, fire drills, building evacuations, designated assembly areas, and the proper use of portable fire extinguishers.

Physical Plant personnel receive hands-on fire extinguisher training and practical extinguisher-use exercises on a biennial basis to maintain proficiency in emergency response procedures.

Regis University is committed to promoting fire safety awareness throughout the campus community. Fire safety policies, procedures, and educational materials are provided to students, faculty, and staff. In addition, the University conducts annual fire safety training for designated Emergency Coordinators from each department. These coordinators serve as departmental safety representatives and are responsible for sharing fire safety information, emergency procedures, and preparedness resources with their respective departments.

Community Development Assistance also receive fire safety training and are responsible for educating residents on fire prevention practices, evacuation procedures, emergency reporting requirements, and residence hall fire safety expectations.

Procedures for 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 safe exit.** Do not attempt to extinguish a fire unless you have received appropriate training and can do so safely. Activate the nearest fire alarm pull station, if available, and notify others as you evacuate by alerting occupants and knocking on doors when it is safe to do so. If the fire alarm does not activate, warn others by shouting a clear evacuation message.

2. **Once outside, proceed to the designated assembly area.** Assembly locations are identified on building evacuation maps posted near building exits. Remain at the assembly area until further instructions are provided.

3. **Individuals with mobility impairments should proceed to the designated Area of Rescue Assistance, if safe to do so.** Those requiring assistance should remain in the designated area and await emergency responders or authorized personnel.

4. **If it is safe to do so, assist others who may need help evacuating.** This may include individuals with disabilities, injuries, or other special needs. If you are unable to provide

assistance, notify a University staff member, firefighter, law enforcement officer, or Campus Safety officer of the individual's location as soon as possible.

5. **Call Campus Safety at (303) 458-4122** and provide as much information as possible regarding the fire or alarm condition. Do not assume that someone else has reported the incident or that the alarm system has automatically notified Campus Safety.

6. **Do not re-enter the building for any reason** until emergency responders or Campus Safety personnel have declared the building safe and authorized reentry.

7. **Report all fires to Campus Safety**, regardless of whether the fire is active or has already been extinguished. Reporting all fires helps ensure appropriate follow-up, compliance with fire safety reporting requirements, and accurate fire statistics.

Evacuation Procedures

If a fire alarm or smoke detector alarm sounds, immediately evacuate the building using the nearest safe exit. When available, use stairwells rather than elevators and proceed to the designated evacuation assembly area identified for the building, or move at least 300 feet away from the structure.
Once outside, remain at the assembly area and do not re-enter the building until authorized to do so by Campus Safety personnel, the Fire Department, or other emergency responders.
The cooperation of all occupants during an evacuation is essential to ensure the safety of the campus community. Failure to evacuate promptly when a fire alarm sounds or when directed to do so may result in disciplinary action in accordance with University policies.

Portable Electronic Devices, Smoking, and Open Flame Policies

Propane and charcoal grills are prohibited inside residence halls and may not be used within 25 feet of any University building. Propane tanks, fuel cylinders, and other compressed gas containers may not be stored inside any campus building or within 25 feet of a building.

The University strongly encourages the use of UL-listed surge protectors with electronic devices to help reduce the risk of electrical fires and equipment damage.
In accordance with University policy, smoking and the use of tobacco products are prohibited inside all campus buildings. The use of open flames, including candles, incense, and similar ignition sources, is prohibited in residence halls except as specifically authorized by the University.

Smoking

Regis University is committed to providing a healthy and safe environment for students, faculty, staff, and visitors. Smoking and the use of tobacco products are prohibited in all University-owned or University-controlled buildings, including residence halls, offices, classrooms, and dining facilities, as well as within 25 feet of building entrances, exits, operable windows, and air intake systems.

Smoking and the use of tobacco products are also prohibited in all University-owned and operated vehicles and in designated outdoor gathering areas, including outdoor classrooms and organized campus events.

Individuals who choose to smoke must do so in designated outdoor areas and are expected to dispose of smoking materials properly in approved receptacles. The improper disposal of cigarettes, cigars, or other smoking materials creates a significant fire hazard and is prohibited.

No member of the University community should be exposed to environmental tobacco smoke in designated smoke-free areas or workspaces. The University will take reasonable steps to address violations of this policy and eliminate exposure to secondhand smoke. In matters involving the smoking policy, the health, safety, and well-being of non-smokers will take precedence.

Prohibited and Restricted Items

To reduce fire risks and promote the safety of all residents, Regis University prohibits or restricts certain items within residence halls and other campus facilities. The items listed below present potential fire, electrical, or life-safety hazards and are therefore not permitted. This list is not exhaustive. The University reserves the right to prohibit, confiscate, or require the removal of any item reasonably determined to pose a safety hazard.

Prohibited in Residence Halls

The following items are prohibited in student living spaces:

- Any item that produces an open flame, ember, or exposed heating element
- Stoves, ovens, and toaster ovens
- Microwaves not provided or approved by the University
- Crock pots, rice cookers, pressure cookers, and similar countertop cooking appliances
- Air fryers
- Hot plates
- Grills of any kind, including electric grills, panini presses, and waffle makers
- Lava lamps

- Fuel and combustible liquids, including lighter fluid, kerosene, propane, lamp oil, solvents, and gasoline
- Candles, incense, and other flame-producing products. Decorative candles are permitted only if they show no evidence of prior use or burning.
- Space heaters and heating lamps, except those provided or specifically authorized by Facilities Management under extenuating circumstances
- Torches or open-flame devices of any kind
- Scented oil lamps and similar devices
- Extension cords or multi-plug cords that exceed six feet in length, are damaged, or are not UL-listed
- Electrical plug adapters that do not provide surge protection

Prohibited in Campus Buildings

The following items are prohibited in University buildings unless specifically approved by the University:

- Portable air conditioners
- Space heaters and heating lamps, except those supplied by Facilities Management
- Humidifiers
- Personal wireless routers or networking devices
- Non-UL-listed power strips, extension cords, multi-plug adapters, and electrical accessories
- Candles, incense, and other open-flame devices (except for approved religious or University-sponsored activities)
- Bunsen burners, except in authorized science laboratory settings
- Torches, fuel-burning devices, or open flames of any kind

Electrical Safety Requirements

To help prevent electrical fires:

- Only UL-listed surge protectors should be used with personal electronic devices.
- Extension cords should be used only on a temporary basis and must be in good condition.
- Electrical cords may not be routed under carpets, rugs, furniture, or through doorways where damage may occur.
- Overloading electrical outlets, power strips, or surge protectors is prohibited.

Decoration and Fire Safety Restrictions

Decorations, signage, banners, or other materials may not be attached to, hung from, cover, obstruct, or interfere with any fire protection, life-safety, or building infrastructure systems, including:

- Doorways and exit pathways
- Fire alarm panels and devices
- Smoke detectors
- Emergency lighting
- Light fixtures and light bulbs
- Fire alarm pull stations
- Sprinkler heads and sprinkler piping
- Fire extinguishers and fire extinguisher cabinets
- Radiators and heating equipment
- Ventilation ducts and air vents
- Exit signs
- Any other safety, emergency, or building systems

Maintaining clear access to fire protection and emergency equipment is essential to ensuring the safety of all building occupants and compliance with applicable fire and life-safety regulations.

Personal belongings, furniture, and other items may not obstruct room exits, doorways, or the normal swing of any door. Additionally, residents may not install, display, or place any item that blocks or obscures the room's posted Evacuation Diagram.
Propane and charcoal grills are prohibited within residence halls and may not be used within 25 feet of any University building. Propane tanks, compressed gas cylinders, and containers of flammable liquids may not be stored inside any building or within 25 feet of a building.

Note: **Beginning in academic year 2025**, no students resided in Boryla Apartments, 3050 W. 53rd Ave., 3060 W. 53rd Ave., or 5220 Regis Road.

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

Facility - 2025	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	0
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

Facility - 2025	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. 53rd Ave. Denver, CO. 80221				X		X		X		0
3050 W. 53rd Ave, Denver, CO 80221				X		X		X		0
3060 W. 53rd Ave, Denver, CO 80221				X		X		X		0
5220 Regis Road, Denver, CO 80221				X		X		X		0

Fire Statistics

Fire Statistics 2025 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	0	0	0
DeSmet Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
O'Connell Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
West Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 1) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 2) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 3) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 4) - 3333 Regis Blvd, Denver, CO	0	0	0	0	0	0	0	0
Adams County Residential Houses								
3296 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
3302 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
3050 W. 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
3060 W. 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
5220 Regis Road - Denver, CO. 80221	0	0	0	0	0	0	0	0

Fire Statistics 2024 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	0	0	0
DeSmet Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
O'Connell Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
West Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 1) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 2) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 3) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 4) - 3333 Regis Blvd, Denver, CO	0	0	0	0	0	0	0	0
Adams County Residential Houses								
3296 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
3302 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
3050 W. 53rd Ave - Denver, CO. 80221	0	0	0	0	0	0	0	0
3060 W. 53rd Ave - Denver, CO. 80221	0	0	0	0	0	0	0	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	0	0	0
DeSmet Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
O'Connell Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
West Hall - 3333 Regis Blvd, Denver, CO.	0	0	0	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	0	0
Residence Village (Building 2) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 3) - 3333 Regis Blvd, Denver, CO.	0	0	0	0	0	0	0	0
Residence Village (Building 4) - 3333 Regis Blvd, Denver, CO	0	0	0	0	0	0	0	0
Adams County Residential Houses								
3296 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
3302 West 53rd Ave. - Denver, CO. 80221	0	0	0	0	0	0	0	0
3050 W. 53rd Ave - Denver, CO. 80221	0	0	0	0	0	0	0	0
3060 W. 53rd Ave - Denver, CO. 80221	0	0	0	0	0	0	0	0

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:

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 —
   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

(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 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:

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

(a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship; or
(b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or
(c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious

emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress.

(2) For the purposes of this 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.
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 Uniform Crime Reporting (UCR) Program.

According to the National Incident-Based Reporting System (NIBRS) User Manual, a sex offense is:

> Any sexual act directed against another person, without the consent of the victim, including instances in which 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. This includes instances in which the victim is incapable of giving consent because of age or temporary or permanent mental incapacity.[3]

Incest: Sexual intercourse between persons who are related to each other within the degrees in which 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

[3] Within the National Incident Reporting System (NBRS) the FBI renamed the offense category to **Criminal Sexual Contact**.

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, 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 Crime 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 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.

The institution is also required to collect and report statistics for hate crimes based on the **type of bias** involved. Hate crime statistics must be reported for the following offense classifications:

- Murder and Non-Negligent Manslaughter
- Negligent Manslaughter
- Sex Offenses
- Robbery
- Aggravated Assault

- Burglary
- Motor Vehicle Theft
- Arson
- Liquor Law Violations
- Drug Law Violations
- Weapons Law Violations
- Larceny-Theft
- Destruction, Damage, or Vandalism of Property
- Intimidation
- Simple Assault

For each reported hate crime, the institution must identify and classify the offense according to the applicable bias category as defined by federal reporting requirements.

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 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.

Regis University
1877
IHS
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CAMPUS
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