



Sexual Misconduct Hearing Training Manual

Equal Opportunity &
Title IX Office
2021

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HEARING PANEL RESPONSIBILITIES

HEARING PANEL MEMBER RESPONSIBILITIES

- Treat all information and material related to the case with confidentiality.
- Review all case information thoroughly and thoughtfully.
- Do not perform any investigating or interact with the parties before the hearing.
- Arrive prepared to serve in a neutral capacity, hear evidence and testimony, and then make a determination based on that evidence and testimony only.
- Arrive on time for the scheduled briefing meeting before the hearing and be prepared to be fully present during the hearing.
- Come prepared with questions, note taking materials, case materials, and hearing script
- Approach each case with the perspective that the charged student/student organization has done nothing wrong, unless or until you are persuaded otherwise by the information presented during the hearing.
- Allow those responding to questions to develop a thorough discussion before moving on to the next area of questions.
- Engage in a meaningful discussion regarding the facts of the case during deliberation, even if your view is not shared by the majority. Full participation is critical in sound decision making.
- Treat all complainants, witnesses, charged students/student organizations, and fellow board members consistently and with dignity and respect.

HEARING PANEL CHAIR RESPONSIBILITIES

- Working with the hearing board members before a hearing to develop areas of questioning. Be responsible for the administration of the hearing and maintaining decorum.
- Ensuring that guidelines for operational procedures are followed (initiating introductions, explaining the purpose of the board, etc.)
- Be responsible for leading the group in deliberation.
- Monitoring appropriateness and relevance of questions and making determinations of relevancy for the record.
- Monitoring the behavior of the advisors for the parties, provide warnings and initiate removal if appropriate and necessary.
- Authoring a decision letter and providing it to the parties

ETHICAL STANDARDS

If you find that you cannot participate as a hearing officer because of bias, it is your responsibility to recuse yourself.

Hearings are to be fair, unbiased, and impartial, to determine, based on the evidence and testimony presented, whether a violation of the Code or Policy occurred.

Bias is a prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

PREPARING FOR A HEARING

REVIEWING MATERIALS

Reviewing case materials is no small feat. An investigative report can be well over 100 pages with documentary evidence, interview summaries, and analysis. Allow yourself adequate time and focus for this task, take notes as you go, and keep things in mind that you want to discuss with the rest of the panel in preparation for the hearing.

DEVELOPING QUESTIONS

The panel should work together before the hearing to form questions. While other questions will likely arise during the hearing, this is the recommended start. Here are some things to consider when developing questions:

1. **Evidence.** Anything that you want to consider in your decision at the end of the hearing needs to be addressed during the hearing. I.e. you cannot simply rely on what is in the report without giving the parties the opportunity to speak to it. It is important to note that the investigation report in and of itself is not considered evidence, although the exhibits attached to it may be.
 - a. **Weight of evidence.** The strength, value and believability of evidence presented on a factual issue by one side as compared to evidence introduced by the other side. You may believe one side, the other, both equally, or neither. You may also believe one side more for certain evidence, and the other, both, or neither for other portions of the evidence.
 - b. **Preponderance of the evidence.** The standard used for reaching a decision in this hearing is a preponderance. Under the preponderance standard, the burden of proof is met when the party with the burden convinces the fact finder that there is a greater than 50% (often referred to as 50% plus a feather) chance that the claim is true
2. **Development.** Start with the allegations/charges. Your role is to determine if the respondent is responsible or not responsible for policy violation. You will need to give a rationale for your decision. Your questions should be developed to help you do both.
3. **Framing.** It is important to frame questions in a clear way. For example, compound questions are not recommended. Ask singular questions. This might mean you have to

break up a line of questioning into parts. Clear questions provide better opportunity for clear answers.

4. **Relevancy.** Questions must be relevant to the people and allegations at hand. i.e., no questions on things that are not directly related to the charges no questions around irrelevant past behaviors sexual or otherwise, no questions about character, etc.
 - a. **Irrelevant questions/information.** If questions or information provided is not relevant, that determination should be made on the record by the Hearing Panel Chair, and may not be considered in decision making. This would look like the Hearing Panel Chair saying, "This line of questioning is not relevant, and you are instructed not to answer. Panel, you will not consider this question or answer in your deliberations."
 - b. **Ability to answer.** If a person does not have the ability to answer a question, it should not be permitted. E.g. one person does not have the ability to answer for or speak to another person's feelings or thoughts, such as "isn't it true that she thought it was rape?"

IMPORTANT DEFINITIONS

1. **Consent.** The state of Colorado defines consent as cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. Regis uses an affirmative consent standard when determining if there was consent to engage in sexual activity of any kind. Consent is defined as the affirmative, actively given, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter. To obtain consent, a clear "yes," verbal or otherwise, is necessary. Consent cannot be inferred from the absence of a "no." A current or previous relationship is not sufficient to constitute consent. A person under the influence of fear cannot give consent. Consent may never be given by a minor under the age of 15, or by a minor under the age of 18 in certain situations depending on the ages of both parties and in instances where the adult is in a position of trust. Consent cannot be given by an individual who is asleep, or by an individual who is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason. Consent may also not be given by an individual who was under duress, threat, coercion, or force.
2. **Incapacitation.** The presence of incapacitation means there was no consent. Incapacitation is a state where a person lacks the ability to make rational reasonable decisions including an inability to understand the who, what, when, where, why or how of sexual activity, or an inability to fully understand the details of sexual interaction. Incapacity can result from alcohol or drug consumption, illness, unconsciousness, blackout, sleep, mental disability, and other circumstances. Sexual activity with someone who one should know to be - or based on the circumstances should reasonably have known to be - mentally or physically incapacitated, violates Regis policies. Inebriation is

different from incapacitation, and part of the job of the hearing panel is to determine whether that line was crossed.

3. **Force.** The presence of force means there was no consent. Force includes the use of physical violence, abuse of power, threats, intimidation, and/or coercion in order to engage in sexual activity without a person's consent and against a person's will.

Often, things will include a question of consent. If so, some questions you will need the answers to are, but are not limited to:

- *Was there sexual contact/penetration?*
- *How was the status of consent communicated or understood?*
- *Is incapacitation a factor?*
- *Is force a factor?*
- *Is coercion a factor?*

CHARGES

The charges for sexual misconduct hearings come from the Regis Discrimination, Sexual Misconduct, and Retaliation Policy. The Policy is written in a way that is meant to provide clear definitions and should be read as written without inferring additional meaning. Below are possible charges and meanings.

1. **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.
2. **Nonconsensual Sexual Contact.** An intentional act of sexual touching, however slight, with any body part or object by a person upon a person that is without consent and/or by force, or during a period of incapacitation that can be reasonably construed as being for the purposes of sexual arousal, gratification, or abuse.
3. **Nonconsensual Sexual Penetration.** An act of sexual penetration (anal, oral, or genital), however slight with any body part or object, or, sexual intercourse by a person upon a person that is without consent and/or by force.
4. **Sexual Harassment.** Conduct on the basis of sex that satisfies one or more of the following:
 1. An employee of Regis conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwanted sexual conduct;

- 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 the educational program or activity; or
 - III. Sexual assault, dating violence, domestic violence, or stalking.
5. **Sexual Exploitation.** Refers to a situation in which a person takes nonconsensual or abusive sexual advantage of another, and that behavior does not otherwise fall within the definitions of Sexual Harassment, Nonconsensual Sexual Penetration or Nonconsensual Sexual Contact. Sexual exploitation includes, but is not limited to, sexual voyeurism, invasion of sexual privacy, taking and/or distributing pictures, video, or audio recording of a sexual act, or any other private activity without the consent of all involved in the activity, prostitution, exposing one's genitals in non-consensual circumstances, administering alcohol or drugs to another person without his or her knowledge or consent.
 6. **Intimate Partner Violence.** Intimate Partner Violence (IPV), often referred to as relationship violence, domestic, and dating violence includes any act of violence or threatened act of violence when used as a method of coercion, control, punishment, intimidation or revenge against a person with whom the individual was previously or is currently involved in a sexual, romantic, parenting or dating relationship. This includes relationships between spouses, former spouses, past or present unmarried couples, dating relationships and sexual partners. IPV includes, but is not limited to, physical violence, emotional abuse, financial abuse and other forms of sexual misconduct (stalking, nonconsensual sexual contact, nonconsensual sexual penetration and sexual exploitation). IPV includes threats, assault, property damage, violence or threat of violence to one's self, or to family, friends, coworkers or pets of the sexual or romantic partner. IPV may consist of one act of misconduct or an ongoing pattern of behavior.
 7. **Stalking.** Engaging in a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to feel fear or suffer emotional distress.
 - 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. 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

DELIBERATION

You will make your decision based on the weight of the evidence and credibility of participants.

Weight of evidence. The strength, value and believability of evidence presented on a factual issue by one side as compared to evidence introduced by the other side

Preponderance of the evidence. The standard used for decision in this hearing is preponderance. Under the preponderance standard, the burden of proof is met when the party with the burden convinces the fact finder that there is a greater than 50% (often referred to as 50% plus a feather) chance that the claim is true

Assessing Credibility. An assessment of credibility can and should be used when weighing evidence and when there is disputed evidence. Here are some questions that help assess credibility:

- *Is an individual providing specific details of events or vague conclusionary account?*
- *Does an individual (for witnesses) have bias in favor or against either party?*
- *Is there a motive to lie?*
- *Is there a relevant history of untruthfulness?*
- *Does the individual provide information that is contradictory or consistent with other evidence?*
- *What is the probability that the account given by an individual is truthful?*
- *Did the person observe or have capacity to observe an event?*

Decision Making Process

The panel will deliberate and make a majority decision on charges and sanctions. Decision options are responsible or not responsible.

Responsible:

- It is more likely than not that the Respondent executed a behavior or action that violates policy.

Not Responsible:

- It is more likely than not that the Respondent did NOT execute a behavior or action that violates policy.
- There is insufficient information to make a determination of policy violation.

SANCTIONING

Being found responsible for a violation of policy will result in disciplinary action up to and including termination or expulsion. Discipline and sanctions are decided by the decision-making body. The decision-making body reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the initial hearing officer(s) 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 in consideration of the severity of the incident, and any previous disciplinary violations, as well as discipline imposed in similar cases (precedent). Possible sanctions include but are not limited to:

- Assigned education or training
- Suspension and/or administrative leave
- A requirement for assessment for fitness to return
- Expulsion and/or termination

APPEALS

Complainants and Respondents have the right to appeal the decision of the hearing on the following grounds:

- A procedural irregularity occurred that significantly impacts the outcome of the hearing decision;
- The sanction imposed is grossly disproportionate to the offense (including any consideration of the respondent's prior offenses);
- Title IX personnel had a conflict of interest or bias that affected the outcome of the hearing decision;
- Newly discovered evidence could affect the outcome of the matter.

Deadline to Appeal. To exercise the right of appeal, complainants or respondents must petition the above individual within five (5) business days after receiving the written notification of the sanctions imposed. A party may make a request to the Title IX Coordinator for an extension on time to appeal that may be granted at the Title IX Coordinator's discretion.

Initial Review. Once the Appeal is submitted, it will be reviewed by a designated administrator who will review it to ensure that it meets the criteria for appeal.

- If it does not meet criteria for grounds to appeal, the appeal as well as a letter of denial of appeal will be sent to both parties with rationale for denial.
- If the request does meet criteria for appeal grounds, the Title IX Coordinator will notify the other party of the appeal request, share the appeal request, and offer 3 days for a response from the other party.

Appellate Officer Review.

- Once an appeal is approved, it is assigned to an Appellate Officer. Appellate Officers are chosen from a pool of designated and trained professionals.
- The Appellate Officer will review the Appeal and determine one of the following outcomes:
 - Denied and decision stands
 - Granted and decision stands
 - Remanded to Decision Maker(s) In order to correct a procedural error or address new evidence
 - Remanded to Decision Maker(s) in order to review and adjust the sanction

- c. **Appeal Decision.** The decision of the Appellate Officer is final, and there are no other levels of appeal in this process.

FULL NON-DISCRIMINATION, SEXUAL MISCONDUCT AND RETALIATION POLICY

Policy Number: #600

Responsible Executive(s):

- Associate Vice President of Human Resources

Responsible Office(s):

- Equal Opportunity and Title IX, Human Resources

Date Adopted: 08-13-2020

Date Revised: 08-14-2020

- I. **Purpose.** Regis University (“Regis”) is committed to providing equal access to a learning and work environment free from unlawful discrimination, harassment, and retaliation. Regis Policy prohibits University community members from engaging in unlawful discrimination and harassment on the basis of race, color, national origin, sex (including sexual harassment, sexual violence, sexual assault, sexual exploitation, intimate partner violence, or stalking) gender, disability, age, religion, veteran status, marital status, pregnancy, parental status, gender identity, gender expression, sexual orientation, genetic information or any other legally protected status [“protected class”] in any of its policies, programs, admissions or activities. In addition, it prohibits retaliation against any individual involved in Regis process to report, investigate, or ameliorate an allegation discrimination, harassment, or retaliation (“prohibited conduct”). Regis will endeavor to take immediate and appropriate corrective action necessary to prevent, end, or ameliorate the effects of prohibited conduct. Regis has designated a Title IX Coordinator who is responsible for coordinating the response to allegations:

Carole Goddard (she, her, hers)
Equal Opportunity & Title IX Coordinator

- II. **Scope**

- I. This Policy is applicable with respect to University employment, delivery of and participation in education, programming, benefits, and admission. It applies to programs or activities, in the United States, whether such programs or activities occur on-campus or off-campus. This includes locations, events, or circumstances wherein Regis exercises substantial control over the individuals involved in the allegations, and the context in which the conduct occurs.

- II. Regis University may address conduct that falls outside the above geographic jurisdiction through other relevant policies or codes of conduct.
- III. **Policy.** It is the policy of Regis to comply with relevant laws regarding reporting, investigating, and ending prohibited conduct occurring in its educational programs. Regis will follow its investigative and grievance procedures applicable to the reported allegation and, if necessary, discipline those who violate policy as necessary, up to and including separation from the institution.
 - I. **Community Responsibilities**
 - 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.
 - II. **Employees.** All Regis University Employees (except for Privileged and Confidential Resources) are considered Responsible Employees and are required to promptly report any knowledge of prohibited conduct based on the above listed protected classes.
 - III. **Student Employees.** Student employees, including graduate assistants and teaching assistants, are required to promptly report allegations of prohibited conduct that is discovered within the course and scope of their University employment.
 - IV. **Students.** Students are encouraged to report knowledge of prohibited conduct.
 - II. **Reporting Options**
 - I. **Choice.** An alleged victim of discrimination, harassment, sexual misconduct, or retaliation has the right to choose whether to report to the University themselves.
 - II. **Amnesty.** Sometimes, complainants or witnesses are hesitant to report to University officials or participate in resolution processes because they fear that they themselves 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. While a complainant can choose not to report allegations of prohibited conduct, please be aware that the University cannot take action to address situations if not notified or otherwise made aware of an incident(s). Voluntary use of drugs or alcohol is never a valid defense to a violation of this policy.
 - III. **Reporting to Regis.** Any person may report prohibited conduct. Reporting parties are encouraged to provide as much detail as is available. The University's ability to respond to anonymous or insufficient reports may be limited. Reports can be made in the following ways:
 - I. **Online reporting:** Reports can be made on the Equal Opportunity and Title IX Website

- II. **Anonymous reporting:** Anonymous reporting can be made through the Bias Incident Report Form with the omission of identifying information. Responsible Employees may not file anonymously.
 - III. **By mail or in person:**
3333 Regis Boulevard B-4
Main Hall 204
Denver, CO 80221-1099
 - IV. **By phone:** 303-964-6435
 - V. **By E-mail:** cgoddard001@regis.edu
 - VI. **Reporting to Campus Safety.** All crimes and safety issues that occur on campus can also be reported to Campus Safety:
Regis Square Suite 28
5115 Federal Blvd.
303.458.4122
safety@regis.edu
- IV. **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 to law enforcement. An investigation conducted by the University is distinct from any investigation conducted by law enforcement. An investigation conducted by the University flows from the University's obligation under Title VI, VII, IX and related federal and state laws to ensure that it is providing a safe environment for all community members. Therefore, if an individual wish to pursue options in the criminal justice system, a report should be made to law enforcement in the location where the crime occurred. A student or employee may be assisted with making a police report by the EO & Title IX Coordinator, a Deputy EO & Title IX Coordinator, the Asst. Director of Victim Advocacy & Violence Prevention or Campus Safety
- V. **Privileged or Confidential Resources.** There are confidential resources on campus who are not required to report prohibited conduct to the TIX Coordinator 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. The employees who are not required to report incidents of prohibited conduct to Regis include:
- I. Office of Counseling and Personal Development Counselors and Staff
 - II. Jesuits and those studying to become a Jesuit (when acting in the capacity as a Jesuit)
 - III. University Ministry Staff (excluding peer ministers)
 - IV. Assistant Director of Victim Advocacy & Violence Prevention
 - V. Student Health Services Providers and Staff
- VI. **Accommodations.** All parties to a Regis process who require a reasonable accommodation due to disability have the right to request such accommodation through:

For Employees:

Human Resources

3333 Regis Blvd., West Hall, Denver, CO 80221-1099

Phone: 303-458-4161

hrinfo@regis.edu

For Students:

Student Disability Services

3333 Regis Blvd., G- 18, Clarke Hall, Denver, CO 80221-1099

Phone: 303-458- 941

disability@regis.edu

VII. **Definitions**

- I. **Actual Knowledge.** Actual knowledge means notice of sexual harassment or allegations of sexual harassment to Regis's Title IX Coordinator or any official of the recipient who has authority to institute corrective measures on behalf of Regis.
- II. **Formal Complaint.** A document filed by a Complainant or signed by the Title IX Coordinator alleging prohibited conduct against a Respondent and requesting that Regis investigate the allegation. A Formal Complaint can be submitted to the EO & Title IX Coordinator through any means listed in this policy.
- III. **Complainant.** A Complainant is an individual who is alleged to be the victim of conduct that could constitute discrimination, harassment, sexual misconduct, or retaliation.
- IV. **Respondent.** A Respondent is an individual who has been reported to be the perpetrator of conduct that could constitute discrimination, harassment, sexual misconduct, or retaliation.
- V. **Discrimination** is any distinction, preference, advantage for or detriment to an individual compared to others that is based upon an individual's actual or perceived protected class. The conduct must be so objectively offensive as to alter the conditions of the individual's employment or educational experience.
- VI. **Harassment** is unwelcome conduct based on an actual or perceived protected class and the conduct is severe, persistent, or pervasive enough to create either a hostile environment or denies or limits a person's ability to participate in or benefit from University programs or activities. Harassment may occur in the following ways:
 - I. **Quid pro Quo:** When offensive conduct becomes a condition of the continued employment, advancement, or an education environment;

- II. **Hostile Environment:** The determination of whether an environment is “hostile” includes whether it is based on a protected class and the totality of the circumstances.
- VII. **Sexual Misconduct.** Sexual Misconduct is an umbrella term that includes (but is not limited to) Sexual Harassment, Nonconsensual Sexual Contact, Nonconsensual Sexual Penetration, Sexual Exploitation, Intimate Partner Violence, and Stalking, and any sexual conduct that takes place without consent of the parties involved.
- VIII. **Consent. The state of Colorado defines consent** as cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. Regis uses an affirmative consent standard when determining if there was consent to engage in sexual activity of any kind. Consent is defined as the affirmative, actively given, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter. To obtain consent, a clear "yes," verbal or otherwise, is necessary. Consent cannot be inferred from the absence of a "no." A current or previous relationship is not sufficient to constitute consent. A person under the influence of fear cannot give consent. Consent may never be given by a minor under the age of 15, or by a minor under the age of 18 in certain situations depending on the ages of both parties and in instances where the adult is in a position of trust. Consent cannot be given by an individual who is asleep, or by an individual who is mentally or physically incapacitated either through the effect of drugs or alcohol or for any other reason. Consent may also not be given by an individual who was under duress, threat, coercion, or force.
 - I. **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.
 - II. **Incapacitation.** Incapacitation is a state where a person lacks the ability to make rational reasonable decisions including an inability to understand the who, what, when, where, why or how of sexual activity, or an inability to fully

understand the details of sexual interaction. Incapacity can result from alcohol or drug consumption, illness, unconsciousness, blackout, sleep, mental disability, and other circumstances. Sexual activity with someone who one should know to be - or based on the circumstances should reasonably have known to be - mentally or physically incapacitated.

- III. **Force.** Force includes the use of physical violence, abuse of power, threats, intimidation, and/or coercion in order to engage in sexual activity without a person's consent and against a person's will.
- IX. **Sexual Harassment.** Conduct on the basis of sex that satisfies one or more of the following:
 - I. An employee of Regis conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwanted sexual conduct;
 - 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 the educational program or activity; or
 - III. Sexual assault, dating violence, domestic violence, or stalking.
- X. **Nonconsensual Sexual Contact.** An intentional act of sexual touching, however slight, with any body part or object by a person upon a person that is without consent and/or by force, or during a period of incapacitation that can be reasonably construed as being for the purposes of sexual arousal, gratification, or abuse.
- XI. **Nonconsensual Sexual Penetration.** An act of sexual penetration (anal, oral, or genital), however slight with any body part or object, or, sexual intercourse by a person upon a person that is without consent and/or by force.
- XII. **Sexual Exploitation.** Refers to a situation in which a person takes nonconsensual or abusive sexual advantage of another, and that behavior does not otherwise fall within the definitions of Sexual Harassment, Nonconsensual Sexual Penetration or Nonconsensual Sexual Contact. Sexual exploitation includes, but is not limited to, sexual voyeurism invasion of sexual privacy, taking and/or distributing pictures, video, or audio recording of a sexual act, or any other private activity without the consent of all involved in the activity, prostitution, exposing one's genitals in non-consensual circumstances, administering alcohol or drugs to another person without his or her knowledge or consent.
- XIII. **Intimate Partner Violence.** Intimate Partner Violence (IPV), often referred to as relationship violence, domestic, and dating violence

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

XIV. **Stalking.** Engaging in a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to feel fear or suffer emotional distress.

- 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. **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

XV. **Retaliation.** Any intentional action taken by any party to a complaint or report or allied third party that harms an individual as reprisal for being party to a complaint or report under this policy or participating in a civil rights complaint proceeding.

VIII. **Training:** The Title IX Coordinator will oversee ongoing training programs on the campus community specifically designed to increase awareness of the issues with the ultimate goal of preventing discrimination, harassment, sexual misconduct, interpersonal violence and retaliation within the Regis community. The trainings will be comprehensive and specifically designed for the diverse audience of employees and students. Training will include definitions of prohibited conduct, bystander intervention strategies, reporting options and obligations, and resources available on campus.

- IX. **External Agency Filing.** Persons who believe that they have been subjected to discrimination, harassment, sexual misconduct or retaliation may be able to file an external complaint with the following agencies:

Colorado Civil Rights Division

303.894.2997

1.800.886.7675

DORA_CCRD@state.co.us

<https://www.colorado.gov/pacific/dora/civil-rights>

United States Office of Civil Rights

Department of Health & Human Services

200 Independence Ave S.W.

Washington D.C. 20201

1.800.368.1019

TTD 1.800.537.7697

<https://www.hhs.gov/ocr/complaints/index.html>

United States Equal Employment Opportunity Commission

303 E. 17th Ave. Suite 410

Denver, CO. 80203

1.800.669.4000

TTY: 1.800.669.6820

info@eeoc.gov

<https://www.eeoc.gov/field-office/denver/location>

- X. **Promulgation:** This Policy is promulgated under Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681, et seq., and its implementing regulations; 2. 34 C.F.R. Part 106; Title IV of the Civil Rights Act of 1964 (42 U.S.C. § 2000c); 3. The Violence Against Women Reauthorization Act (“VAWA”); 4. The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (“Clery Act; Title VII of the Civil Rights Act of 1964 (“Title VII”); 6. Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, et seq. and its implementing regulations at 34 C.F.R. Part 100; and 7. Colo. Rev. Stat. § 24-34-402.
- XI. **Amendments, Interpretation, or Termination of this Policy.** This policy does not constitute a contract and should not be construed to create any contractual rights. Regis University reserves the right to modify, amend, or terminate this policy at any time. This policy was last revised on August 13, 2020. It supersedes all previous policies of the University, its colleges, schools or departments with respect to Title IX and other discrimination matters. The University will make reasonable efforts to adhere to this policy as faithfully as possible, however, this policy is not a contract.
- XII. **Related Policies Procedures, Forms and Other Resources**

FULL SEXUAL MISCONDUCT PROCESS

Policy Number: #600

Responsible Executive(s):

- Senior Vice President and CFO

Responsible Office(s):

- Equal Opportunity and Title IX

Date Adopted: 08-13-2020

Date Revised: 08-14-2020

Regis University (“Regis”) policy, “Discrimination, Harassment, Sexual Misconduct, and Retaliation” prohibits unlawful discrimination, harassment, sexual misconduct and retaliation within its community. This Process and Procedures document shall be used, in accordance with applicable law, when allegations of sexual misconduct are reported to Regis.

I. Definitions.

- Report.* The submission of any allegation in part or in full of Discrimination, Sexual Misconduct, or Retaliation to the EO and Title IX Coordinator or Deputy EO & Title IX Coordinators.
- Actual Knowledge.* Notice of sexual misconduct or allegations of sexual harassment to Regis’s Title IX Coordinator or any official of the recipient who has authority to institute corrective measures on behalf of Regis.
- Preliminary Inquiry.* The EO & Title IX Coordinator or designee will conduct a preliminary inquiry to determine whether the allegations, assuming the alleged facts to be true, would rise to the level of a violation of our policies, and therefore, warrant a full investigation. If formal investigation is not warranted, the EO & Title IX Coordinator will either close the matter without further review or work with parties for alternative resolutions.
- Supportive Measures.* Supportive measures are individualized services and supports that are reasonably available, non-punitive, non-disciplinary, and not unreasonably burdensome to any party. Supportive Measures are designed to

ensure equal educational access, protect safety, and/or deter any continuation of any prohibited conduct. Supportive measures are implemented to: address safety concerns; minimize the impact of the alleged conduct on involved parties; be temporary, pending the results of an investigation, or may become permanent as determined by Regis. Supportive Measures can be requested by any party to a complaint and facilitated with or without a Formal Complaint.

- e. *Informal Resolution.* If both parties are willing and it is deemed appropriate by the University, Informal Resolution can be available for complaints sexual misconduct and parties may voluntarily seek resolution of a complaint informally, meaning, without a Formal Investigation. An Informal Resolution must be agreed upon by both parties. Informal Resolutions may involve, but are not limited to, mediation, educational programming, and/or direct communication.
- f. *Formal Complaint.* A Formal Complaint is a document filed by a complainant or signed by the Equal Opportunity and Title IX Coordinator alleging sexual misconduct against a Respondent and requests that the allegations be investigated. A Formal Complaint can be submitted via electronic submission, or paper submission that includes a physical, digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. At the time of filing a Formal Complaint, a complainant must be participating in or attempting to participate in the education program or activity of the recipient with which the formal complaint is filed.
- g. *Formal Investigation.* If, following a Preliminary Inquiry, the EO & Title IX Coordinator or designee determines an investigation should proceed, Regis will conduct a fair, impartial and prompt investigation. Regis will provide written notice to the parties regarding the status of the investigation at each stage, upon request, and if and when an extension is needed.

II. **Investigations.**

Regis must investigate the allegations in any formal complaint. It will send written notice to both parties (complainants and respondents) of the allegations contained in the formal complaint.

- a. Regis will assign an investigator whose responsibility is to gather evidence relevant to the investigation. This investigator will provide written notice of any investigative interviews or meetings. In addition, the investigator will send parties, and their advisors, relevant evidence collected and provide ten (10) business days for the parties to inspect, review, and respond to evidence provided.
- b. Regis will provide equal opportunity to both the complainant and respondent to present witnesses and provide evidence germane to the investigation. Parties ability to gather evidence will not be unnecessarily restricted.
- c. Medical, psychological, and similar treatment records will not be accessed without the party's written consent.
- d. Parties have the right to an advisor of their choice. (See "Right to an Advisor", below) This advisor may be, but need not be, an attorney.

- e. Written notice of hearings will be provided by the Title IX coordinator or designee.
 - f. Investigators will prepare a written investigative report drafted utilizing evidence collected. This investigative report will be sent to the parties and their advisors. Each party will have ten (10) days to review and respond.
 - g. Dismissal of allegations.
 - i. Regis will dismiss allegations of conduct that do not meet the definition of sexual harassment, if they did not occur in Regis educational program or activity, or against a person in the United States. A dismissal for these reasons does not preclude Regis from addressing the conduct under other applicable Regis policies, handbooks, or codes of conduct.
 - ii. Regis may, in its discretion, dismiss a formal complaint or allegations contained therein if the complainant informs the Title IX Coordinator, in writing, of their desire to withdraw the formal complaint, if the respondent is no longer a member of the Regis community, or if Regis and its investigator are unable to gather sufficient evidence to reach a determination.
 - iii. Written notice of dismissal shall be provided to the parties. This notice shall include the reasons for the dismissal.
- III. **Right to an Advisor.** The parties may each have up to 2 Advisors of their choice present with them for all meetings and interviews within the investigative and hearing process, if they so choose. The parties may select whomever they wish to serve as their Advisor as long as the Advisor is eligible and available. Regis University may permit parties to have more than one Advisor upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.
- a. 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 Decision-maker(s).
 - b. The parties are expected to inform the Investigator(s) and EO and Title IX Coordinator 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).
 - c. The parties are expected to provide timely notice to the Title IX Coordinator 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. Parties are expected to inform the Title IX Coordinator of the identity of their hearing Advisor at least two (2) business days before the hearing.
 - d. 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.

- e. The Title IX Coordinator will also offer to assign a trained Advisor for any party if the party so chooses. If the parties choose an Advisor from the available pool. Training for advisors in the pool will be provided by the University. Trainings will be published and available for public inspection.
- f. If the parties choose an Advisor from outside the pool of those identified by the EO & Title IX Coordinator, the Advisor may not have been trained by the EO & Title IX Coordinator and may not be familiar with University policies and procedures.
- g. Parties also have the right to choose not to have an Advisor in the initial stages of the resolution process, prior to a hearing. Per federal Title IX regulations, an Advisor is required during the hearing portion of the process.
- h. 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 EO & Title IX Coordinator 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, the EO & Title IX Coordinator will appoint an Advisor who will do so thoroughly, regardless of the participation or non-participation of the advised party in the hearing itself. Extensive questioning of the parties and witnesses will also be conducted by the Decision-maker(s) during the hearing.
- i. 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.
- j. Regis University cannot guarantee equal Advisory rights, meaning that if one party selects an Advisor who is an attorney, but the other party does not or cannot afford an attorney, the University is not obligated to provide an attorney.
- k. Advisors may request to meet with the administrative officials conducting interviews/meetings in advance of these interviews or meetings. This pre-meeting allows Advisors to clarify and understand their role and Regis University policies and procedures.
- l. All Advisors are subject to the same University policies and procedures, whether they are attorneys or not. Advisors are expected to advise their advisees without disrupting proceedings. Advisors should not address Recipient officials in a meeting or interview unless invited to (e.g., asking procedural questions). The Advisor may not make a presentation or represent their advisee³ during any meeting or proceeding and may not speak on behalf of the advisee to the Investigator(s) or other Decision-maker(s) except during a hearing proceeding, during cross-examination.
- m. The parties are expected to ask and 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.

- n. 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. Subsequently, the EO & Title IX Coordinator will determine how to address the Advisor's non-compliance and future role.
 - o. Regis University expects that the parties may wish to have the University share documentation and evidence related to the allegations with their Advisors. Parties may share this information directly with their Advisor or other individuals if they wish. Doing so may help the parties participate more meaningfully in the resolution process.
 - p. Regis University also provides a consent form that authorizes the University to share such information directly with their Advisor. The parties must either complete and submit this form to the EO & Title IX Coordinator or provide similar documentation demonstrating consent to a release of information to the Advisor before the University is able to share records with an Advisor.
 - q. 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 Recipient. Recipient 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 Recipient's privacy expectations.
 - r. 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.
 - s. Regis University may also 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.
 - t. A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. Notice of a change of advisor must be provided in writing to the Title IX Coordinator and the assigned investigator.
- IV. **Hearing.** A Formal Complaint alleging a violation of Sexual Misconduct, when resulting in an Investigation will culminate in a Live Hearing.
- a. A Live Hearing:
 - i. will include Advisors of each parties choosing
 - ii. will include Relevant Cross-Examination
 - iii. will include A Decision Maker or panel of Decision Maker
 - iv. will include An Audio Recording mechanism
 - v. may include Witness Testimony
 - vi. may include Presence of the Title IX Coordinator

- vii. may include Closed Circuit Television feed
- b. **Questions.** At the Live Hearing, the Decision Maker(s) will ask questions and must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility.
 - i. Only relevant Cross-Examination and other questions may be asked of a party or witness.
 - ii. Before a Complainant, Respondent, or Witness answers a Cross-Examination or other question, the decision-maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
 - iii. Questions and evidence about a party's sexual predisposition or prior sexual behavior are not relevant unless such questions and evidence unless they are explicitly connected to the case being heard and offered to prove consent, or that someone other than the Respondent committed the conduct alleged by the Complainant.
 - iv. Cross-Examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor and never by a party personally.
 - v. If a party or witness does not submit to cross-examination, the decision maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility. Decision maker(s) must not rely on any statement of that party or witness who refuse cross-examination in reaching a determination regarding responsibility.
- c. **Recording & Party Isolation**
 - i. All Live Hearings will be audio recorded. Audio recordings or transcripts will be available to the parties for inspection and review.
 - ii. At the request of either party, Regis University must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision maker(s) and parties to simultaneously see and hear the party or the witness answering the questions. Hearing may be conducted with all parties physically present in the same geographic location, or virtually.
- d. **Decision**
 - i. The Decision Maker(s) are selected from a pool of trained professionals and serve to review reports, materials, facilitate live hearings, and make determinations of whether or not policy has been violated, and if so, what sanctions should be applied.
 - ii. Decision Maker(s) will make a determination regarding responsibility applying the preponderance of the evidence standard and provide that determination in writing to parties simultaneously.
 - iii. The Decision Maker(s) will determine sanction when appropriate. Sanctions will be imposed immediately as dated in the decision letter.
 - iv. Parties have the ability to file for an Appeal of the decision as described in Regis University Appeal of Discrimination, Sexual Misconduct, and Retaliation Procedure

- e. **Discipline & Sanctions.** Being found responsible for a violation of policy will result in disciplinary action up to and including termination or expulsion. Discipline and sanctions are decided by the decision-making body. The decision-making body reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the initial hearing officer(s) 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 (precedent). Possible sanctions include but are not limited to:
 - i. Assigned education or training
 - ii. Suspension and/or administrative leave
 - iii. A requirement for assessment for fitness to return
 - iv. Expulsion and/or termination
- V. **Appeal Procedure.** Complainants and Respondents have the right to appeal the decision of the hearing on the following grounds:
 - a. A procedural irregularity occurred that significantly impacts the outcome of the hearing decision;
 - b. The sanction imposed is grossly disproportionate to the offense (including any consideration of the respondent's prior offenses);
 - c. Title IX personnel had a conflict of interest or bias that affected the outcome of the hearing decision;
 - d. Newly discovered evidence could affect the outcome of the matter.
 - e. **Deadline to Appeal.** To exercise the right of appeal, complainants or respondents must petition the above individual within five (5) business days after receiving the written notification of the sanctions imposed. A party may make a request to the Title IX Coordinator for an extension on time to appeal that may be granted at the Title IX Coordinator's discretion.
 - f. **Initial Review.** Once the Appeal is submitted, it will be reviewed by a designated administrator who will review it to ensure that it meets the criteria for appeal.
 - i. If it does not meet criteria for grounds to appeal, the appeal as well as a letter of denial of appeal will be sent to both parties with rationale for denial.
 - ii. If the request does meet criteria for appeal grounds, the Title IX Coordinator will notify the other party of the appeal request, share the appeal request, and offer 3 days for a response from the other party.
 - g. **Appellate Officer Review.**
 - i. Once an appeal is approved, it is assigned to an Appellate Officer. Appellate Officers are chosen from a pool of designated and trained professionals.
 - ii. The Appellate Officer will review the Appeal and determine one of the following outcomes:

- A. Denied and decision stands
 - B. Granted and decision stands
 - C. Remanded to Decision Maker(s) In order to correct a procedural error or address new evidence
 - D. Remanded to Decision Maker(s) in order to review and adjust the sanction
- h. **Appeal Decision.** The decision of the Appellate Officer is final, and there are no other levels of appeal in this process.
- VI. **Process Timeline.** Regis University endeavors to keep reasonably prompt time frames for this process and all of its components. The average process takes between 60 to 90 days. If the process needs to exceed the timeline for good cause, the complainant and respondent will receive written notice of the delay or extension. Good cause for delay may include but is 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.

RESOURCES

Sexual Misconduct and Interpersonal Violence Resources

If you are a recipient of sexual discrimination, harassment, or violence (sexual misconduct), or advocating for someone who has experienced it, we offer a variety of supports and resources. Experiencing or witnessing sexual misconduct can be very distressing and traumatic, and appropriate support can be very helpful in the recovery process. The University provides multiple options for support. Please note that all Regis staff and faculty must report incidents of sexual misconduct, except for the confidential resources listed below.

Confidential Resources on Campus

Confidential Resources are those that are not required to report incidents of sexual misconduct to the University and are, in fact, prohibited from doing so without your express permission.

**VICTIM ADVOCACY & VIOLENCE PREVENTION | SERVES STUDENTS, EMPLOYEES, AND VISITORS |
STUDENT CENTER 217A | CONTACT KATIE BROWN 303.458.3507 & 720.307.4809
KBROWN019@REGIS.EDU**

The Regis University Victim Advocacy and Violence Prevention (VAVP) department serves students, staff, and faculty at Regis University by providing advocacy support services as well as training and education regarding preventing and addressing interpersonal violence (sexual harassment, sexual assault, intimate partner violence, and stalking).

Advocacy support services include assistance reporting to the school and/or police at the survivor's request, safety planning, court and hospital accompaniment, emotional support, and more. Violence Prevention efforts include trainings, presentations, and peer-led educational campus-wide programming. VAVP seeks to create a campus culture that celebrates and normalizes healthy relationships by providing education, support, and healing to students, faculty, and staff.

**OFFICE OF COUNSELING AND PERSONAL DEVELOPMENT | SERVES SOME STUDENTS COORS
CENTER ROOM 114 | 303.458.3507**

The Regis University Office of Counseling and Personal Development (OCPD) offers a safe and accepting environment to grow in self-knowledge and understanding and develop effective strategies for handling mental health crises and persisting problems. A professional staff of licensed and qualified psychologists and counselors provide both short- and long-term individual, couples, and group counseling. Students should verify if this service is covered for them before scheduling an appointment by calling OCPD.

CENTER FOR COUNSELING & FAMILY THERAPY | SERVES STUDENTS & EMPLOYEES | 500 E. 84TH AVE., THORNTON, CO 80229 | 303.964.5786

The Regis Center for Counseling and Family Therapy offers low to no-cost counseling services for members of our surrounding community. Current Regis students looking for counseling services should contact the Office of Counseling and Personal Development first to see if they qualify for treatment there.

STUDENT HEALTH SERVICES |SERVES STUDENTS | COORS CENTER ROOM 114 | 303.458.4153

The Student Health Center at Regis University embodies the Jesuit value *Cura Personalis*, or care of the whole person. Student Health Services (SHS) is available to treat and prevent illness and disease. Testing and treatment for Sexually Transmitted Infections and pregnancy is available to all students. Bills for these services will be sent to an address specified by the patient at the time of treatment.

UNIVERSITY MINISTRY AND JESUITS | SERVES STUDENTS & EMPLOYEES | STUDENT CENTER ROOM 214 | 303.458.4153

University Ministry professional staff and Jesuits (when acting in their role as priests) are able to serve as a confidential resource to University community members. Peer Ministers are not confidential.

Non-Confidential Resources on Campus

Non-confidential resources are those that must report sexual misconduct to the University. A report will go to the EO and Title IX Coordinator who will do outreach to the affected party, discuss resources and rights, and assess needs, risks, and safety.

THE EQUAL OPPORTUNITY & TITLE IX COORDINATOR | SERVES STUDENTS, EMPLOYEES, & VISITORS | MAIN HALL SUITE 204 | CONTACT CAROLE GODDARD AT 303.964.6435 OR CGODDARD001@REGIS.EDU

The Equal Opportunity & Title IX Coordinator can speak with you about University Processes and responses to complaints of sexual misconduct. As a neutral party, she can speak with you about your options, and work to ensure a fair, equitable, and prompt resolution in complaints for both parties. The Equal Opportunity & Title IX Coordinator can also get parties in touch with a University Process Advisor.

CAMPUS SAFETY | SERVES STUDENTS & EMPLOYEES | REGIS SQUARE SUITE 28 | 303.458.4122 OR SAFETY@REGIS.EDU

The mission of the Regis University Department of Campus Safety is to promote and maintain a safe and secure learning, living, and working environment for the University community.

Off Campus Resources

DENVER HEALTH HOSPITAL | WWW.DENVERHEALTH.ORG | 303.602.3007

Open 24/7 at 777 Bannock St, Denver, CO 80204. Most insurance accepted.

For an exam after a sexual assault (whether to get checked out or to collect evidence for possible reporting), Regis University has an agreement with the Denver Health Sexual Assault Nurse Examiner (SANE) program. SHS, along with VAPV, Housing, Engagement, & Student Life, and Campus Safety can provide taxi vouchers for transport to and from Denver Health. Students who access a SANE for a medical forensic examination are NOT required (at any time) to participate with law enforcement investigations or any criminal justice response or report to Regis University.

Denver Health's Sexual Assault Nurse Examiners (SANE) unit helps survivors of sexual assault gain back control by offering medical examination and treatment following an assault. Medical forensic exams are performed by registered nurse examiners 24 hours a day, seven days a week for all patients regardless of age or gender. A sexual assault exam can be done up to seven days after the assault occurred. Before the exam is performed, a nurse examiner will explain the process in detail and you may skip parts of stop the process at any time. You will always be offered treatment for possible sexually transmitted infections and pregnancy prevention. No appointment is necessary.

**THE BLUE BENCH | WWW.THEBLUEBENCH.ORG | 24 HOUR SEXUAL ASSAULT HOTLINE
303.322.7273**

The Blue Bench, based in Denver, offers free to low-cost services like individual and group therapy for sexual assault survivors. The hotline is free and anonymous.

**SAFEHOUSE DENVER | WWW.SAFEHOUSE-DENVER.ORG | 24 HOUR DOMESTIC VIOLENCE
HOTLINE 303.318.9989**

SafeHouse Denver serves survivors of domestic violence and their children through both an emergency shelter and a non-residential Counseling and Advocacy center. Services are free to low-cost. The hotline is free and anonymous.

**ROCKY MOUNTAIN CRISIS PARTNERS | WWW.METROCRISIS SERVICES.ORG | 24 HOUR CRISIS
INTERVENTION SERVICES 1.844.493.TALK (8255)**

Rocky Mountain Crisis Partners is a statewide, 24/7, year-round, community-based system of crisis intervention services from which people experiencing mental health and/or substance abuse crises can be assessed, safely and effectively stabilized, and efficiently linked to appropriate follow-up care and services. Services are free.

NOTES

EO & TITLE IX REPORT & RESOLUTION PROCESS

