

RED ROCKS COMMUNITY COLLEGE ANNUAL CAMPUS SECURITY REPORT 2026



RED ROCKS
COMMUNITY
C O L L E G E

Report covers 2023, 2024, and 2025

Contents

CAMPUS SECURITY AND SAFETY	3
CLERY GEOGRAPHY DEFINITIONS	3
REPORTING CRIMES AND EMERGENCIES.....	4
TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS	6
EMERGENCY RESPONSE AND EVACUATION PROCEDURES.....	9
CAMPUS POLICE DEPARTMENT JURISDICTION.....	10
SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS.....	10
ACCESS TO CAMPUS FACILITIES.....	11
ALCOHOL AND DRUG POLICIES	11
ALCOHOL AND DRUG ABUSE EDUCATION PROGRAMS AND RESOURCES.....	13
SEXUAL HARASSMENT PREVENTION AND AWARENESS PROGRAMS	13
SEXUAL HARASSMENT RESPONSE AND REPORTING PROCEDURES	18
CONFIDENTIALITY	21
SUPPORT AND RESOURCES FOR SEXUAL HARASSMENT COMPLAINANTS.....	22
OPTIONS FOR PROTECTIVE MEASURES	23
SEXUAL HARASSMENT RESOLUTION PROCEDURE.....	24
DISCIPLINARY ACTION FOR SEXUAL HARASSMENT	33
PROHIBITION ON RETALIATION	35
INFORMATION ON REGISTERED SEX OFFENDERS	35
HAZING POLICIES.....	36
HAZING PREVENTION AND AWARENESS PROGRAMS	39
PREPARING THE ANNUAL CRIME STATISTICS.....	39
DEFINITIONS OF REPORTED CRIMES	40
DEFINITIONS FOR USE WHEN CLASSIFYING HATE CRIME REPORTS	42
CRIME STATISTICS FOR 2023, 2024 AND 2025 – ARVADA CAMPUS	45
CRIME STATISTICS FOR 2023, 2024 AND 2025 – LAKEWOOD CAMPUS	46

CAMPUS SECURITY AND SAFETY

The report was prepared by Red Rocks Community College (RRCC) in order to comply with the Jeanne Clery Campus Safety (Clery Act). This report covers the calendar years 2023, 2024 and 2025. The report describes safety and security policies and procedures at Red Rocks Community College and contains crime statistics for the most recent calendar year and the two preceding calendar years. The College's Clery Compliance Officer works with Human Resources, Student Affairs, Student Life, Campus Security Authorities and local law enforcement agencies to collect crime statistics from the prior calendar year for inclusion in this report.

Current Red Rocks Community College employees and students are notified of the availability of this report annually. A copy of the report is available on the Red Rocks Community College website at: <https://www.rrcc.edu/campus-police>. Additionally, a copy of this report may be requested from the RRCC Campus Police department at 303-914-6394 or in person in suite 2680 at the Lakewood Campus.

This publication is intended to provide a general description of campus safety and security policies and procedures. Policies and procedures are subject to change following publication of this report, and the campus community will be made aware of updates as required.

CLERY GEOGRAPHY DEFINITIONS

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

On-Campus Property

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

Red Rocks Community College's Main/Core Campus(es) are defined as those properties, streets, retail operations and facilities owned by the State of Colorado and used by students, staff, faculty, and visitors.

Non-Campus Property

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

Red Rocks Community College does not have any recognized student organizations who own or control buildings or property.

Public Property

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

REPORTING CRIMES AND EMERGENCIES

Crime reports or emergency reports can be made at any time. Colorado Revised Statute, 18-8-115, "Duty to Report a Crime," requires all persons who believe a crime has been committed to promptly report the suspected crime to law enforcement authorities. This includes when a suspected crime has occurred, and the victim elects not to or is unable to report. Red Rocks Community College has a Campus Police Department. RRCC Campus Police Department personnel are available during college operating hours and will be the primary safety response department on campus during those hours.

When on campus, crimes should be reported to the Red Rocks Community College Police Department or to the local police department. To report a crime that has occurred at either the Lakewood or Arvada campuses, contact the RRCC Campus Police Department at 9-1-1 (emergency) 303-914-6394 (non-emergent) or call the local law enforcement agency. Local law enforcement for both the Lakewood and Arvada campuses can be reached by calling 303-980-7300 (non-emergent) and 9-1-1 for emergencies. Duress (panic) buttons have been added to the campus phone system. When activated during normal hours of operation, this feature sends a message directly to RRCC campus police personnel. Several emergency phones have been installed in high traffic areas at both the Lakewood and Arvada campuses to connect directly to Jeffcom911.

When RRCC Campus Police Officers are not on duty, crime or emergency reports can

be made to local law enforcement. Contact information for local law enforcement includes the Lakewood Police Department at 303-980-7300 or 303-987-7111 for the Lakewood Campus and the Arvada Police Department at 303-980-7300 or 720-898-6900 for the Arvada Campus. The College works closely with local police departments who will respond to all calls when RRCC Campus Police Officers are not on campus. Priority is given to reports of incidents that threaten the life or safety of people, the security of property and the peace of the community. Upon receiving information concerning an incident, a police officer will investigate the incident, document the information, and take appropriate action. This action may involve working with local police or sheriff's departments, the district attorney, and other state or federal agencies such as the FBI or the Drug Enforcement Administration. Cases are adjudicated through either the city or county and/or through the College's disciplinary system.

Red Rocks Community College provides a confidential online reporting system, Report a Concern, at <https://cm.maxient.com/reportingform.php?RedRocksCC>, where anonymous reports can be made for inclusion into the annual disclosure of crime statistics. In addition, crimes can also be reported anonymously through Safe2Tell at www.safe2tell.org and Denver Metro Crime Stoppers at <https://www.metrodenvercrimestoppers.com/>. The local police department provides an anonymous reporting option for victims of crimes who do not wish to be identified. Additionally, a reporting form is available to any campus official who is designated as a Campus Security Authority to complete as they become aware of a crime and the victim wishes to remain anonymous.

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

Crime reports involving employees will be referred to Human Resources for review under applicable employee conduct and discipline policies. Crime reports involving students will be referred to Student Affairs for review under applicable student code of behavioral expectations and responsibilities (conduct and discipline) policies and procedures. Upon written request, the College will disclose to the alleged victim of a

crime of violence or non-forcible sex offense the results of any disciplinary proceeding against a student who is an alleged perpetrator. If the alleged victim is deceased, disclosure will be made to the next of kin upon written request.

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

Daily Crime Log

The RRCC Campus Police Department prepares a log of reported crimes by date that details the date, time, location and disposition of reported incidents. The daily crime log for the last 60 days is open to public inspection at or upon request from 8:00am to 5:00pm Monday through Friday in the RRCC Campus Police Department, on the Lakewood Campus, except on holidays or other campus closures. The daily crime log for entries older than 60 days will be made available within two business days of a request for public inspection.

Campus Security Authorities

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

TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS

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

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

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

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

The College utilizes a multi-tiered approach to reach the largest possible audience in the shortest period of time. The following are the methods currently in place at Red Rocks Community College for issuing timely warnings and emergency notifications. The appropriate method is determined by the RRCC Executive Leadership Team and/or Campus Police department leadership for each particular situation.

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

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

Phone/Text alert system: The Alert System operated by *the RRCC campus police department* utilizes phone, email, and text messaging to enhance safety and communication. The system has the capacity to contact all students and employees within minutes in the case of a campus emergency, school closure, or when there is a need to communicate other important messages. Students, faculty and staff are responsible for keeping their contact information updated in the system. *All students and employees are automatically opted in to receive these phone, email, and text messages, and may opt out but must remain subscribed to one type of notification (phone, email, text). Contact information change requests can be submitted within The Rock portal system.*

Public Address (PA) system: The PA system has pre-configured messaging for certain types of emergencies. The system will be activated if one of these emergencies occurs. The PA system can be equipped to provide specific messaging to students, faculty, staff, and visitors who are on campus at the time of an emergency.

E-mail system: In addition to the above, the Chief of Police or other designated Campus Police Department officials send campus-wide e-mails to provide information to all students, faculty and staff through their official College e-mail accounts. Students and employees do not have to opt in to receive these messages.

College website: In the event of an emergency, a message can be posted onto the College's home web page by the Marketing and Communications department. This method is utilized when it is necessary to disseminate information to the larger community.

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

It is important to understand that no single system can reach the entire College or the

neighboring community. Each of the above has individual limitations. This is why it is critical that as many systems be used at one time as possible, and that all messages contain instructions that recipients pass along the message to those they come into contact with. The methods of communication will be determined on a case-by-case basis.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

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

Members of the college community are encouraged to report all information related to emergencies to the RRCC Campus Police Department, who will take the lead on confirming the report. The RRCC campus police *department* may inspect/observe the area subject to the report and/or contact other appropriate individuals on and off campus to investigate the report and confirm the existence of the reported emergency. The nature of the report, including the type and location of the emergency, will dictate which internal and external resources will be contacted to determine if an emergency exists.

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

When a building fire alarm sounds, or when directed by a college official to evacuate, all occupants will leave the buildings through the nearest safe exit. Designated personnel may remain behind for the purpose of assisting other occupants or emergency responders. The public address system may be used to provide instructions for evacuation to avoid contact with any potential threats or if usual evacuation routes are blocked.

The College tests the emergency response and evacuation procedures on an annual basis during drills and other exercises. These tests are initiated by the RRCC Campus Police Department and are normally announced and publicized in advance of the drill or exercise. In conjunction with testing, the College publicizes the emergency response and evacuation procedures to the campus community by making it available on the College website and emailing employees and students. The College’s Campus

Police Department maintains records of all tests, drills and exercises that include a description of the exercise, the date, time, and whether it was announced or unannounced.

CAMPUS POLICE DEPARTMENT JURISDICTION

The RRCC campus police department includes trained personnel who are responsible for monitoring safety and security on campus. The RRCC Campus Police Department is a sworn law enforcement agency and therefore does have jurisdiction to make arrests. The Lakewood Police Department is the local law enforcement agency with jurisdiction over the Lakewood College Campus. The Arvada Police Department is the local law enforcement agency with jurisdiction over the Arvada College Campus. The RRCC Campus Police Department works closely with the Lakewood Police Department and the Arvada Police Department in relation to criminal activity, emergencies and other security issues on the College Campuses. Some services provided to the College community by the RRCC Campus Police Department include:

- Respond to police, fire, medical, and environmental emergencies
- Investigate criminal reports, traffic accidents, and suspicious activities
- Assist victims of crime by taking reports, doing follow up investigations and referring them to appropriate resources
- Comply with federal, state and local laws regarding release of information
- Assist with sick/injured and other non-criminal activity
- Provide security services at special events such as graduation and visiting political leaders
- Provide safety consultations to students and office personnel, including college-wide and individual work group trainings
- Assure that the College is in compliance with city, state and federal environmental regulations
- Ensure the safety of the campus by monitoring environmental and safety hazards
- Provide safety escorts to students, faculty, staff, upon request

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

Crime prevention and awareness is not the sole responsibility of the RRCC Campus Police Department; it is a joint venture with the college community. The RRCC Campus Police Department subscribes to the concept of community policing and looks for opportunities to present crime prevention and self-protection information to individuals and informal groups as an integral part of their daily patrol responsibilities. Officers interact with the students, faculty and staff to develop better relationships with the campus community. The RRCC Campus Police Department

provides several programs and systems to inform students, faculty, and staff, about campus and personal safety:

- Information posted on the RRCC campus police public website
- Active Shooter | Lockdown Drill Trainings – Fall, Spring Semesters, open to all Students, Faculty and Staff
- Presentations at new employee orientations and informational documentation for onboarding
- Informational messages to the college community regarding special security announcements and information in reference to immediate concerns which do not rise to the level of Timely Warning
- Stop the Bleed Trainings
- Narcan Trainings
- Informal one-to-one safety and security talks.
- Formal department meetings in various departments' workspaces to discuss safety and security issues and suggestions

ACCESS TO CAMPUS FACILITIES

The RRCC Campus Police Department has the primary responsibility for monitoring access to RRCC facilities and coordinating the locking and unlocking of most campus buildings. Established facility hours are coordinated and maintained by RRCC Leadership Team. Unless otherwise noted, campus facilities are generally open to employees and students during regular posted operating hours and locked at all other times. There may be occasions when access to locked campus facilities will be denied. After hours, College personnel and students do not have routine access to campus buildings. Any special event that may go beyond regular closure times must be pre-approved, and the RRCC Campus Police Department will need to be informed.

RRCC Campus Police Officers conduct building, security system, communications systems, and campus grounds security audits. Any deficiencies found are addressed as soon as possible with the appropriate RRCC department and/or system vendor. The RRCC facilities department is integral in maintaining safe campus property, buildings, and grounds. Non-emergency building or grounds concerns may be reported directly to the RRCC facilities department.

ALCOHOL AND DRUG POLICIES

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

College System Board Policies and System Procedures related to alcohol and drugs:

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

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

- The sale of alcoholic beverages is prohibited except in areas, at times, and on dates licensed by the Colorado State Department of Revenue.
- Persons under 21 years of age cannot legally possess or consume alcoholic beverages of any kind. The furnishing of alcoholic beverages to under-aged persons is prohibited.
- Alcohol cannot be consumed or carried in open containers on any street, sidewalk, alley, automobile, or public area (except as noted herein).

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

Students in violation of these laws, policies or procedures are subject to referral for discipline which may include warning, probation, suspension, expulsion or any other disciplinary outcome in the College's disciplinary procedures. Disciplinary sanctions for employees who violate the foregoing standards of conduct shall be subject to disciplinary sanctions which may include, without limitation, completion of an appropriate rehabilitation program, reprimand, probation, corrective action, demotion,

reassignment with or without salary adjustment, suspension with or without pay, and termination. Disciplinary sanctions shall be consistent with local, state and federal law and shall be administered in accordance with state personnel system rules, procedures and policies or State Board or College policies and procedures.

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

ALCOHOL AND DRUG ABUSE EDUCATION PROGRAMS AND RESOURCES

In accordance with the policies described above, education, training, and treatment program information is available through the RRCC Human Resources office, Student Behavioral Health, Student Health Clinic, and the Colorado State Employee Assistance Program (CSEAP). These departments may be able to refer to other qualified services and programs.

Information about substance abuse can be found at:

- <https://www.rrcc.edu/behavioral-health-services>
- <https://drugfree.org/addiction-education/>
- <https://nida.nih.gov/research-topics/college-age-young-adults>
- <https://dualdiagnosis.org/drug-addiction/college-drug-abuse/>
- <https://www.collegedrinkingprevention.gov/>
- <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/time-for-parents-discuss-risks-college-drinking>
- <https://cseap.colorado.gov/resources/addiction-compulsive-behavior-substance-use>

SEXUAL HARASSMENT PREVENTION AND AWARENESS PROGRAMS

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

- **Awareness programs:** Community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

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

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

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

The following state law definitions applicable to those terms and consent:

- **Dating violence:** There is no Colorado state law defining dating violence, so the definition used in the Violence Against Women Reauthorization Act of 2013 (VAWA) is used by the College.
- **Domestic violence:** Any act or threatened act of violence upon a person with

whom the actor is or has been involved in an intimate relationship. Domestic Violence also includes any other crime against a person or property, including an animal or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. Intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. C.R.S. 18-6-800.3.

○ **Sexual assault:**

- “Sexual assault”: Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if: (a) The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim’s will; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The actor knows that the victim submits erroneously, believing the actor to be the victim’s spouse; or (d) At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or (e) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or (h) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented. C.R.S. 18-3-402. *Note that subparagraphs (d) and (e) above define the offense in Colorado related to the Clery Act crime of Statutory Rape.
- “Unlawful sexual contact”: Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if: (a) The actor knows that the victim does not consent; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The victim is physically helpless and the actor knows that the victim is

physically helpless and the victim has not consented; or (d) The actor has substantially impaired the victim's power to appraise or control the victim's conduct by employing, without the victim's consent, any drug, intoxicant, or other means for the purpose of causing submission; or (e) Repealed; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or (g) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices. Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means set forth in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor's own sexual gratification, commits unlawful sexual contact. C.R.S. 18-3-404.

- **Stalking:** A person commits stalking if directly, or indirectly through another person, the person knowingly: (a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or (b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or (c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress. For the purposes of this definition: (a) Conduct "in connection with" a credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat. (b) "Credible threat" means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person's safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The

threat need not be directly expressed if the totality of the conduct would cause a reasonable person such fear. (c) “Immediate family” includes the person’s spouse and the person’s parent, grandparent, sibling, or child. (d) “Repeated” or “repeatedly” means on more than one occasion. C.R.S. 18-3-602.

- **Consent:** Cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. C.R.S. 18-3-401(1.5)
- **Bystander intervention:** A large part of preventing sexual harassment and other inappropriate behavior (such as bullying) involves recognition of warning signs and early intervention efforts. “Bystander intervention” as that term is defined above, can include options such as:
 - Interrupt the behavior
 - Publicly support the victim
 - Show disapproval through comments, facial expressions or body language
 - Use humor to diffuse the situation
 - Encourage communication and open dialogue
 - Gather a group of people as back-up
 - Offer to leave the situation with the victim
 - Invite yourself to tag along to avoid isolation of the victim with the perpetrator
 - Ask questions or make suggestions on appropriate behaviors to the perpetrator as a friend
 - Use the situation as an educational opportunity
 - Call someone for help
- **Risk reduction:** Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. “Risk reduction” as that term is defined above can include strategies such as:
 - Trust your gut
 - Have a code word
 - Lie or make an excuse to create an exit
 - Plan an escape route in advance
 - Become familiar with safe places
 - Create a support network

- Change your routine to avoid someone
- Make an escape to-go bag and plan a route/destination
- Know what you're drinking and don't leave a drink unattended
- Be aware of sudden changes in the way your body feels
- Share your travel plans and routes with people (e.g., share your location on your phone with a trusted person to make sure you get home safe)

Programming also covers the information included in the sections of this report on Sexual Harassment Response and Reporting Procedures and Sexual Harassment Resolution Procedures.

The College offers the following specific primary prevention and awareness programs:

- Mandatory Compliance Training including Title IX for Higher Education: Recognizing Misconduct, Title IX for Higher Education: Requirements and Responsibilities – Faculty and Staff (2023, 2024, 2025)

SEXUAL HARASSMENT RESPONSE AND REPORTING PROCEDURES

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

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

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

The College is committed to responding appropriately to all reports of sexual harassment and to working collaboratively with other law enforcement, government

and community agencies. This policy provides general guidelines for responding to individuals who are victims of sexual harassment (also referred to herein as “complainants”) on the College’s campus or during other institutionally-sponsored activities. For specific procedures and resources, contact the following representative(s):

- Jennifer Matthews, Executive Director of Human Resources Title IX Coordinator, Title VII/Equal Opportunity Coordinator, ADA/Sec 504 Coordinator, Jennifer.Matthews@rrcc.edu (link sends e-mail). 303.914.6298, 13300 West Sixth Avenue, Room 1024, Lakewood, CO 80228
- Deborah Houser, Director of Employee Relations and HR Operations, Deputy Title IX Coordinator, Title VII/Equal Opportunity Coordinator, ADA/Sec 504 Coordinator, Deborah.Houser@rrcc.edu (link sends e-mail). 303.914.6224, 13300 West Sixth Avenue, Room 1024, Lakewood, CO 80228.

In addition, reports can be submitted online via the College’s Report a Concern platform - <https://cm.maxient.com/reportingform.php?RedRocksCC>.

What to do if Sexual Harassment Has Occurred

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

Reporting Sexual Harassment

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

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

Individuals may decide to report the incident to the College Police Department and/or

other local law enforcement. Title IX Coordinators can assist with the reporting process. If an individual does not wish to pursue a formal criminal action through a police department, they can pursue institutional actions consistent with the System Procedure (SP) 19-60a. Alternatively, they can choose not to pursue any institutional action, but pursue criminal action or make a police report by contacting Campus Police at 303-914-6394 or local law enforcement. Individuals also have the option of not notifying authorities of the incident.

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

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

Other Options for Sexual Harassment Complainants

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

- *The 988 Colorado Mental Health Line is available for free, immediate, human support 24/7. If you or someone you know is struggling with an emotional, mental health, or substance use concern, call, text, or live chat with 988 today.*
<https://www.988colorado.com>
- To file a civil lawsuit or restraining order request against the accused (also referred to herein as “respondent”). (In this case, the complainant may need a private attorney to assist with these options, and the complainant will likely be required to give testimony in court.)
- To seek a restraining order, protective order, no contact, or other similar order, and to have that order enforced by the College. A restraining order is an order from a court that requires one party to do, or refrain from doing, certain acts. For example, it can help protect someone from being physically abused, threatened, stalked, or harassed. The College can be notified of such court orders by informing *RRCC campus police department*. The College can help to enforce the restraining or no-contact order on campus and at RRCC events.
- For students, to request adjustments to their academic schedules after a reported sexual harassment, if such changes are reasonably available, and for employees, to request adjustments to work schedules. Each such request will be handled on a

case-by-case basis by the College. Even if there is no court order, the College may issue a no-contact order as part of its investigation and resolution procedures or take further protective action to minimize the interactions of the complainant and the respondent, such as rearranging College schedules or altering College employment arrangements.

- To have an advisor present when reporting or during any College proceedings to provide support, guidance or advice.

CONFIDENTIALITY

College employees, depending on their roles, have varying reporting responsibilities and may not be able to maintain confidentiality of information reported to them. Confidential employees are limited to those individuals whose communications are considered privileged and confidential under federal or state law and who are employed by CCCS in that capacity. Information regarding potential civil rights violations may only be considered confidential if it is reported to a CCCS confidential employee who is functioning within the scope of that role. Any person who reports concerns of sexual harassment should not assume that confidentiality or anonymity can be protected in connection with making a report.

At the College, the following confidential resources are available: RRCC Behavioral Health Services, 303-914-6655 or 303-914-6070. Except in rare circumstances, such as the existence of an immediate threat of harm, these individuals can offer options and advice without any obligation to report internally or externally unless the complainant has requested information be shared. Other outside confidential resources are available, and the Title IX Coordinator can assist in connecting an individual to these resources.

Confidential Community Resources

- The Blue Bench | www.bluebench.org | 24-Hour Sexual Assault Hotline/ Línea De Crisis Sobre La Violencia Sexual: 303-322-7273
- 988 Colorado Mental Health Line | <https://www.988colorado.com> | 9-8-8
- Jefferson County Mental Health | <https://www.jcmh.org/> | 303-425-0300
- Porchlight, A Family Justice Center | <https://www.porchlightfjc.org/> | 720-853-8850

Any person who reports concerns of sexual harassment should also be aware that the College must issue immediate emergency notifications and/or timely warnings for incidents reported to the College that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community, as described more fully in the “Timely Warnings and Emergency Notifications” section of this Report above.

The College will make every effort to ensure that a complainant's name and other identifying information is not disclosed, while still providing adequate information for community members to make safety decisions in light of the danger. The College will conduct publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant in accordance with applicable laws.

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

SUPPORT AND RESOURCES FOR SEXUAL HARASSMENT COMPLAINANTS

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

COLLEGE RESOURCES

- RRCC Advising, Transfer, Special Programs | 303-914-6275 | advising@rrcc.edu
 - RRCC Behavioral Health Services | 303-914-6655
 - RRCC Campus Police | Non-Emergency Contacts - 303-914-6394 | campuspolice@rrcc.edu
 - RRCC Financial Aid | 303-914-6256 | rrcc.financialaid@rrcc.edu
 - RRCC International Student Services | 303-914-6416 | international@rrcc.edu
 - RRCC Student Life | 303-914-6370 (Lakewood) or 303-914-6073 (Arvada)
 - RRCC Title IX Coordinator | jennifer.matthews@rrcc.edu | 303-914-6298
 - RRCC Veteran Services | veteran.services@rrcc.edu | 303-914-6127
- Red Rocks Community College provides an online reporting system, Report a Concern, at www.rrcc.edu/care-team, where reports and referrals can be submitted.
- Safe2Tell Colorado provides an anonymous way for students, parents, faculty, staff and community members to report concerns regarding their safety or the safety of others; www.safe2tell.org.

COMMUNITY RESOURCES

- 988 Colorado Mental Health Line | www.988colorado.com | 9-8-8
- ACLU – We Have Rights | www.aclu.org/we-have-rights
- The Blue Bench | www.bluebench.org | 24-Hour Sexual Assault Hotline/ Línea De Crisis Sobre La Violencia Sexual: 303-322-7273
- Cold Weather Activation (Jefferson County) | www.jeffco.us/5146/cold-weather-activation
- Colorado Coalition Against Sexual Assault | www.ccasa.org | 303-839-9999
- Colorado Immigrant Rights Coalition | www.coloradoimmigrant.org
- Homelessness Resources (Jefferson County) | www.jeffco.us/4854/homelessness-resources
- Jefferson County Action Center | www.theactioncenter.org | 303-237-7704
- Jefferson County Mental Health | www.jcmh.org | 303-425-0300
- Jefferson County Victim’s Services | www.jeffco.us/1193/victim-services | 303-271-5339
- National Center for Victims of Crime | www.victimsofcrime.org | 1-855-484-2846
- National Human Trafficking Hotline | www.humantraffickinghotline.org | 1-888-373-7888
- One Colorado | www.one-colorado.org | 303-396-6170
- Porchlight, A Family Justice Center | www.porchlightfjc.org | 720-853-8850
- Presidents’ Alliance on Higher Education and Immigration | www.presidentsalliance.org
- Rape, Abuse & Incest National Network (RAINN) | www.rainn.org | 1-800-656-HOPE (4673)
- Servicios De La Raza | www.serviciosdelaraza.org | 720-410-7108
- StrongHearts Native Helpline | www.strongheartshelpline.org | 844-7NATIVE (726-8483)
- Violence Free Colorado | www.violencefreecolorado.org | 303-831-9632
- U.S. Dept. of Justice – Office on Violence Against Women | www.justice.gov/ovw/sexual-assault

OPTIONS FOR PROTECTIVE MEASURES

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

The Title IX Coordinator, in consultation with appropriate administrative personnel,

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

SEXUAL HARASSMENT RESOLUTION PROCEDURE

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

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

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

- the College has established restrictions regarding the extent to which the advisor may participate in the proceedings, which apply equally to both parties;
- Provide simultaneous notification, in writing, to both the complainant and respondent of the result of any institutional disciplinary proceeding that arises from an allegation of sexual harassment; the College's procedures for appealing the result of the institutional disciplinary proceeding; any change to the result; and when such results become final (Note: a result means any initial, interim and final decision by College officials, including sanctions, along with the rationale for the result.);
 - Be completed within a reasonably prompt timeframe as outlined in the College's procedures which allow for extension of timeframes for good cause with written notice to the parties of the delay and reason for the delay;
 - Be conducted in a manner that is consistent with the College's procedures and transparent to the complainant and respondent, provide timely notice of any meetings at which the parties may be present, and provide timely and equal access to information that will be used during the resolution procedures; and
 - Be conducted by officials who do not have a conflict of interest or bias for or against complainants or respondents or the individual complainant or respondent.

Preliminary Steps and Timeline

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

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

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

participation.

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

- Seriousness of the alleged conduct;
- Risk that the Respondent will similarly harm others;
- Previous complaints or allegations involving similar conduct;
- Whether multiple Complainants were involved;
- Whether the conduct was facilitated by incapacitation;
- Whether a weapon or violence was used;
- Whether the Complainant is a minor and/or at-risk;
- Whether the conduct was predatory in nature; and/or
- Any other information deemed relevant by the Civil Rights/Title IX Coordinator.

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

The Civil Rights/Title IX Coordinator will also evaluate the formal complaint to determine if it alleges Sexual Harassment under Title IX and occurred within one of its programs or activities in the United States. In such cases, the specific procedures applicable to Sexual Harassment (e.g., live hearing) will apply. If not, the complaint will be closed for Title IX purposes and processed under other applicable procedures. If a Complainant files a formal complaint requesting an investigation into Sexual Harassment under Title IX, and the Civil Rights/Title IX Coordinator determines that the conduct alleged would not constitute Sexual Harassment under Title IX even if proved, the complaint must be dismissed for Title IX Sexual Harassment purposes, but it may be addressed under other civil rights procedures outlined herein. Dismissal of a Title IX Sexual Harassment case is subject to the appeal procedures outlined herein. If a formal complaint involves allegations of Title IX Sexual Harassment within a CCCS program or activity in the United States along with other conduct that is not covered by Title IX, the Civil Rights/Title IX Coordinator in their discretion will either process the entire complaint under Title IX Sexual Harassment procedures or will divide the allegations and process them separately under applicable provisions of this procedure.

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

complaint. Written notice will be provided to the parties regarding the extension.

Rights of Involved Parties

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

- To be treated with respect by CCCS employees.
- A presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the process.
- To take advantage of Supportive Measures and other resources, such as counseling, psychological services, and health services.
- To experience a safe living, educational, and work environment.
- To have an advisor of their choice present at any meeting.
- To have access to a Civil Rights/Title IX Coordinator, investigator(s), hearing officers/decision-maker(s) for Title IX cases, and/or other individuals assisting with the resolution process who do not have a conflict of interest or bias for or against either party.
- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To be free from retaliation.
- To be informed of the outcome/resolution of the complaint, and the sanctions and rationale for the outcome where permissible.
- To have assistance in contacting law enforcement, if desired.
- To request housing, employment, and/or educational modifications, as deemed appropriate and reasonable.
- To request no further contact with the opposite party, as deemed appropriate, allowable, and reasonable.

Informal Resolution

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

- The provision of interim or long-term remedial measures;
- Referral to other resolution processes;
- Training or educational programming for the parties;
- The Civil Rights/Title IX Coordinator or a designee serving as a facilitator to discuss the reported concerns with the Complainant and Respondent (either

- separately or together) and to identify possible resolutions and/or appropriate future conduct; and/or
- Referral to a Disciplinary Authority to further address the reported behavior, as deemed appropriate.

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

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

Formal Investigation

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

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

The Complainant and the Respondent have the opportunity to be advised and accompanied by an advisor of their choice, at their expense, at any stage of the

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

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

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

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

Preliminary Investigation Report

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

If a matter involves sex-based harassment with a student as a party, special procedures shall apply. For all other civil rights cases, the investigator shall review the investigation file and make a determination as to whether or not, based on a preponderance of the evidence, the alleged behavior took place and whether that behavior constitutes a civil rights violation. In reaching this determination, the investigator must consider all relevant evidence, except for any privileged information (unless waived) or treatment records (unless specific, written consent is

obtained). Evidence of the Complainant's prior sexual predisposition or behavior is not relevant, except to prove that someone other than the Respondent committed the alleged conduct or to prove consent concerning prior specific acts between the parties. The investigator shall issue a Final Investigation Report.

Final Investigation Report

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

Live Hearing for Sexual Harassment Cases

Live hearings are subject to the following procedures:

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

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

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

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

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

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

Notice of Findings

Once a Determination Report is received from the Hearing Officer following a live hearing, the Civil Rights/Title IX Coordinator shall provide written notice (Notice of Findings) simultaneously to the Complainant and Respondent (and their advisors, if

applicable) notifying them of the findings. A copy of the Determination Report shall be attached to the Notice of Findings. The Complainant and Respondent shall be advised of their right to appeal, subject to the grounds below, by filing a written appeal with the Civil Rights/Title IX Coordinator within five (5) calendar days of service of the decision.

Appeals for Dismissals or Formal Investigations

In the event of an appeal, the Civil Rights/Title IX Coordinator shall perform an initial review to determine if the appeal meets the limited grounds listed below and is timely (filed within five (5) calendar days, as noted above). If the appeal is found to meet these criteria, the Civil Rights/Title IX Coordinator shall forward the appeal to a designated appellate officer, who shall give written notice to the opposing party and provide a suitable time frame for the opposing party to submit a written response to the appeal. The appeal and any responses shall be reviewed by the appellate officer. The party requesting an appeal must show error, as the original finding is presumed to have been decided reasonably and appropriately. The only grounds for appeal are as follows:

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

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

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

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

parties.

DISCIPLINARY ACTION FOR SEXUAL HARASSMENT

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

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

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

- For faculty, disciplinary action will be in compliance with BP 3-20, Due Process for Faculty. Under this policy, notice of disciplinary action may be given by the College president at any time and shall state the grounds and effective date.
- For classified employees, disciplinary action will be taken pursuant to the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>. As outlined in these rules, the College’s appointing authority is responsible for deciding whether to take disciplinary action. The appointing authority must meet with the classified employee before making a decision, and must give the classified employee at least seven days’ notice of the meeting. The employee also has at least seven days after the meeting to provide additional relevant information. Within five days of the effective date of the decision, the appointing authority will provide a written letter notifying the employee what discipline will be imposed, if any, including the factual basis and any appeal rights.
- For students, disciplinary action will be taken pursuant to BP 4-30 and SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution Procedure. Under this process, the College will give the student notice that the matter has been referred for potential sanctioning and will issue a decision which shall address whether alleged conduct occurred; whether and how the conduct violated the code; and impose an outcome, if appropriate. Notification

of the decision in writing will be provided to the respondent and any other involved parties, as appropriate, which includes a complainant in sexual harassment cases. The decision will include information regarding the applicable appeals process. The decision is part of the student's educational record.

- Instructors and Administrative, Professional-Technical (APT) employees are at-will under BP 3-10, and may not be subject to additional procedures when issuing sanctions.

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

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

The following sanctions may be imposed:

- For students: warning, probation, fines, restitution, denial of privileges, assignment to perform services for the benefit of the CCCS community, re-assignment to another class section (including the option for an on-line section), suspension, expulsion, a "Cease Communications" directive, a "No Trespass" directive, or any other outcome stated in SP 4-30a.
- For CCCS employees: warning, corrective action, probation, restitution, denial of privileges, suspension, demotion, reduction of pay, termination of employment, a "Cease Communications" directive, or a "No Trespass" directive.
- For authorized volunteers, guests, or visitors: warning, probation, denial of privileges, removal from CCCS property, a "Cease Communications" directive, or a "No Trespass" directive.

In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation.

In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation. Such protective measures include but are not limited to: cease communications, no contact directive, no trespass directive, campus bans/emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts,

offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations.

PROHIBITION ON RETALIATION

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

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

INFORMATION ON REGISTERED SEX OFFENDERS

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

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

Sex offender registry information is available at the Arvada Police Department, the Lakewood Police Department, the Jefferson County Sheriff's Office or through the RRCC Campus Police Department during regular business hours. The individual making the request will be provided with the list of registered sex offenders.

- Arvada Police Department Sex Offender Information:
<https://www.arvadaco.gov/583/Sex-Offender-Registry>
- Lakewood Police Department Sex Offender Information:
<https://www.lakewood.org/Government/Departments/Police/Sex-Offender-Information>

- Jefferson County Sheriff's Office Sex Offender Information:
<https://www.jeffcosheriffco.gov/services/sex-offender-registration>

HAZING POLICIES

Hazing Definitions

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

an act that endangers the psychological, emotional, intellectual, and/or physical health and/or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group, team, or organization.

Additionally, any act that places a student in a subservient role within an organization is considered hazing. Participation or consensual cooperation by the individual(s) being hazed does not excuse the violation. Failing to intervene to prevent, failing to discourage, and failing to report those acts may also violate this code.

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

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

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

- sexual acts;
- e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- f. any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
- g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

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

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

Reporting Hazing

Any person can report an incident of suspected hazing by submitting a report online through the College’s Maxient system -

<https://cm.maxient.com/reportingform.php?RedRocksCC>, to the Associate Vice President of Student Affairs at casemanagement@rrcc.edu, and/or to Human Resources at Jennifer.Matthews@rrcc.edu.

Process for Investigating Allegations of Hazing

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

- For accused students, investigations will follow the process set forth in SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution

Procedure.

- For employees, allegations of hazing are investigated and resolved using the process applicable to allegations of any other behavioral misconduct, which includes an investigation by Human Resources.
- For faculty, investigations and any subsequent action will also be in compliance with BP 3-20, Due Process for Faculty.
- For classified employees, investigations and any subsequent action will also be in compliance with the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>.

Other Applicable Laws Regarding Hazing

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

C.R.S. 18-9-124

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

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

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

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

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

(I) Forced and prolonged physical activity;

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

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

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

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

HAZING PREVENTION AND AWARENESS PROGRAMS

List and describe programs and activities (such as education campaigns, posted information, events, presentations and trainings) the College sponsors or provides to (1) inform the campus about current policies relating to hazing, how to report incidents of hazing, the process used to investigate incidents of hazing, and information on applicable local and State laws on hazing; and (2) primary prevention strategies intended to stop hazing before it occurs, which may include (a) skill building for bystander intervention, (b) information about ethical leadership, and (c) the promotion of strategies for building group cohesion without hazing. This should include research-informed campus-wide prevention programs designed to reach students, staff, and faculty. For each event, include whether it is offered to students, employees, or other groups, and state when it is provided (e.g., each semester, on request, at orientation/onboarding, etc.). College provides the following prevention and awareness programs related to hazing to inform the campus community about policies, processes, and laws relating to hazing, and to teach primary prevention strategies intended to stop hazing before hazing occurs.

PREPARING THE ANNUAL CRIME STATISTICS

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

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

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

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

DEFINITIONS OF REPORTED CRIMES

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

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

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

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

Criminal Homicide-Manslaughter by Negligence: The killing of another person through gross negligence.

Criminal Homicide-Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

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

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

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned - including joyriding.)

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

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

Forcible Sex Offenses:

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

Non-Forcible Sex Offenses:

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

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

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

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

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

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

DEFINITIONS FOR USE WHEN CLASSIFYING HATE CRIME REPORTS

Hate Crimes: For the purposes of this report, hate crimes include any of the following offenses if there is evidence that the victim was intentionally selected because of the

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

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

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

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

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

Bias Categories:

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

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

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

transgender or gender non-conforming individuals.

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

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

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

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

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

CRIME STATISTICS FOR 2023, 2024 AND 2025 – Arvada Campus

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

CRIMINAL OFFENSES	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	2	0	0	0	0	0	0	0	0
Motor Vehicle Theft	1	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

ARRESTS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
---------	-----------	--	--	-----------------	--	--	------------	--	--

	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0

REFERRALS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0

Hate Crimes: For the year 2023, 2024 and 2025, there were NO hate crimes to report on the RRCC Arvada Campus.

Unfounded Crimes: For the year 2023, 2024, and 2025, there were NO unfounded crimes to report on the RRCC Arvada Campus.

Hazing Incident: For the year 2025, there were NO hazing incidents to report on the RRCC Arvada Campus.

CRIME STATISTICS FOR 2023, 2024 AND 2025 – Lakewood Campus

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

CRIMINAL OFFENSES	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	4	0	2	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

ARRESTS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0

Weapon Law Violations	0	0	1	0	0	0	0	0	0
--------------------------------------	----------	----------	----------	----------	----------	----------	----------	----------	----------

REFERRALS	ON CAMPUS			PUBLIC PROPERTY			NON-CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0

Hate Crimes: For the year 2023, 2024 and 2025, there were NO hate crimes to report on the RRCC Lakewood Campus.

Unfounded Crimes: For the year 2023, 2024, and 2025, there were NO unfounded crimes to report on the RRCC Lakewood Campus.

Hazing Incident: For the year 2025, there were NO hazing incidents to report on the RRCC Lakewood Campus.