



COLORADO CHRISTIAN
UNIVERSITY

Grace and Truth

NOTICE OF RIGHTS AND OPTIONS

Sexual Misconduct:

Sexual Harassment, Domestic Violence,
Dating Violence, Stalking

Campus CONTACTS

*Campus Nurse **303.963.3365**
Anita Liebsch

*Campus Pastor..... **303.963.3376**
Paul Faust

Campus Security **303.963.3222**

Dean of Students/Deputy Title IX Coordinator **303.963.3369**
Sharon Felker

*Director of Counseling **303.963.3378**
Dr. Alisa Shanks

Office of Student Development..... **303.963.3362**

Resident Director on duty
(after business hours) **303.596.2409**

Residence Life **303.963.3460**

Title IX Coordinator **303.963.3290**
Rick Garris

Deputy Title IX Coordinator **303.933.3211**
Lauren Williams

(Campus Security is able to contact the Director of Counseling and other University personnel after hours)

*These contacts are able to handle all reports confidentially when operating in their professional roles. All other CCU employees are mandated reporters. Talking to a confidential employee does not automatically start a University investigation.

SEXUAL MISCONDUCT VIOLATIONS DEFINITIONS

The following are the definitions of conduct prohibited by the sexual misconduct policy

Sexual Misconduct Violations

SEXUAL HARASSMENT Sexual harassment is unwelcome, sexual, sex-based, and/or gender-based verbal, online, and/or physical conduct.

- **HOSTILE ENVIRONMENT** A sexual harassment – hostile environment is created when sexual harassment is sufficiently severe, persistent, or pervasive, and objectively offensive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the institution's educational (and/or employment) and social programs.
- **NON-CONSENSUAL SEXUAL CONTACT** Non-consensual sexual contact is any intentional sexual touching, however slight, with any object, by a person upon another person that is without consent and/or by force.
- **NON-CONSENSUAL SEXUAL INTERCOURSE** Non-consensual sexual intercourse is any sexual intercourse, however slight, with any object, by a person upon another person that is without consent and/or by force.
- **SEXUAL EXPLOITATION** Sexual exploitation occurs when one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage of anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.

- **DOMESTIC VIOLENCE** is physical violence, sexual violence, and/or emotional or psychological violence committed by a current or former spouse or intimate partner of the victim.
- **DATING VIOLENCE** is committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- **STALKING** There are two levels of stalking:
 - Level 1** stalking is a *course of conduct* directed at a specific person on the basis of actual or perceived membership in a protected class, which is unwelcome and would cause a reasonable person to feel fear.
 - Level 2** stalking is repetitive and menacing pursuit, following, harassing, and/or interfering with the peace and/or safety of another.
- **RETALIATION** is any adverse action taken against a person participating in a protected activity, because of that person's participation in that activity, subject to limitations imposed by the First Amendment and/or academic freedom. The University prohibits retaliation against anyone who reports or participates in this process. Report suspected retaliation to the Dean of Students
- **CONSENT** is known and voluntary, and clear permission by word or action to engage in sexual activity.
- **INCAPACITATION** is a person who is unable to understand what is happening, or to make informed, rational decisions.

These definitions are used for institutional response and may differ from criminal definitions used by law enforcement.

IF YOU HAVE EXPERIENCED SEXUAL MISCONDUCT

- 01.** Get to a safe place.
- 02.** Call a friend or someone else to be with you.
- 03.** Seek immediate medical attention if you are injured, or believe you may have been exposed to an STI/STD or have been drugged
- 04.** If you know you want to report the assault to the police, call 911 and say, "I want to report an assault." You will need to provide your name and other information.
- 05.** Victim advocacy services, such as those offered by The Blue Bench, can help with reporting, medical exams, court accompaniment, and more (303-322-7273). You may review other services offered at: <http://thebluebench.org/>
- 06.** If you are not sure about reporting to the police for possible criminal charges but think you might want to later, you will want to have a medical exam to collect any evidence. It is important to preserve physical evidence, including tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. St. Anthony's Hospital is located at 11600 W. 2nd Place, Lakewood, CO 80228
- 07.** Contact any of the individuals listed on the front of this brochure for more information regarding assistance on campus.

YOU HAVE OPTIONS

- 01.** Do nothing until you are ready.
- 02.** Pursue resolution by the Colorado Christian University and/or.
- 03.** Initiate criminal proceedings by making a report with the local police department; and/or
- 04.** Initiate a civil process against the perpetrator.

You may pursue whatever combination of options is best for you. These options are available to you regardless of where the incident occurred (on or off campus) and regardless of whether you choose to pursue a University process, a criminal process, both, or neither.

If you wish to have an incident investigated and resolved by the University, students should contact the Dean of Students' Office at 303-963-3369 or email sfelker@ccu.edu. Those who wish incidents to be handled criminally should contact the local police where the assault occurred. A campus official is available to accompany students in making such reports, if desired.



You may complete an incident report here:
https://cm.maxient.com/reportingform.php?ColoradoChristianUniv&layout_id=12 or
use the QR code.

Students may submit this report anonymously. Please note that anonymous reports may limit the ability of the University to respond.

Students may speak to any Title IX staff to discuss options. See page 2 for staff members.

TYPES OF REPORTING

A variety of on-campus and off-campus resources are available to support you, including confidential counseling and health services, pastoral care, advocacy and crisis services, and law enforcement. Some resources are confidential and do not require you to share your information with the University, while others are responsible for reporting incidents so that the University can respond.

Confidential Reporting

If reporting students wish for the details of an incident to be kept confidential, they should speak with campus mental health counselors, health service providers and/or the campus pastor. Members of the clergy, chaplains, and off-campus rape crisis center staff can also maintain confidentiality. Local resources such as crisis centers are also confidential and have no duty to report your information to Colorado Christian University.

Unless there is a statutory duty to do so, these CCU employees are not required to report:

Campus Mental Health Counselors	Campus Pastor	Health Services Nurse
ccucounselor@ccu.edu	(303) 963.3303 pafaust@ccu.edu	(303) 963.3365 healthservices@ccu.edu

Mandated Reporting

All Colorado Christian University employees who are not designated as confidential are mandated reporters and must share all details they know about an incident. Providing information to a mandated reporter constitutes official notice to the University. Upon receiving official notice, CCU will take all reports of sexual misconduct seriously and will investigate and resolve them promptly and equitably in accordance with the University's resolution procedures, available at <https://www.ccu.edu/titleix/>.

Timely Warning

When the University issues timely warnings or other safety notifications to the campus community, it will not include your name or other personally identifying information. Your information may be included in the University's crime statistics and daily crime log as required by law, but without personally identifying you.

University's resolution procedures, available at <https://www.ccu.edu/titleix/>

AVAILABLE SUPPORT MEASURES / RESOURCES

Supportive Measures

The University may provide supportive measures, when reasonable, to do so to ensure the safety, physical and/or emotional health, and academic freedom of one or more parties. These services may include, but are not limited to:

- Referral to counseling and health services.
- Altering the housing situation of the reporting party.
- Altering work schedules/locations
- Altering students' academic schedules
- Providing campus escorts.
- Implementing contact limitations between the parties.
- Offering adjustments to academic deadlines, course schedules, etc.
- Issuing interim suspensions pending a hearing.
- Providing education to the community.
- Providing a no-contact directive
- Safety planning.
- Financial aid counseling to address impacts on scholarships, billing, or work-study (Financial Aid Office: 303-963-3200).
- Other services deemed necessary by the Title IX Coordinator, Dean of Students, Vice President of Student Development, investigatory personnel, and/or other personnel connected with the case.

These measures are available regardless of whether a reporting party seeks formal resolution or makes a crime report, or whether the incident occurred on or off campus. You may contact the Dean of Students at 303-963-3369 to request accommodations and supportive measures.

The University will make every reasonable effort to maintain the confidentiality of any protective measures or accommodations provided, to the extent that doing so does not impair the University's ability to provide those measures or meet its legal obligations.

Other Options

Court-issued orders of protection, restraining orders, and similar lawful orders can typically be requested through local county courts; campus officials or community advocates (such as The Blue Bench) can help you understand this process and connect you with the appropriate court or legal assistance.

Legal assistance, including help obtaining protective orders, is available through local resources like Jefferson County Legal Aid or by contacting the Title IX Coordinator.

RISK REDUCTION

Prevention and Safety Tips

There are practical steps everyone can take to support personal safety, especially in settings where alcohol is present. These suggestions are meant to reduce risk, not to place responsibility on a person who experiences harm. Sexual assault is never the victim's fault, even if every precaution was taken.

- Consider traveling with friends or trusted classmates when possible, especially at night.
- When meeting someone new, choose a public place and take time to get comfortable before being alone together.
- Stay connected with friends, look out for one another, and let someone know where you are going.
- If someone offers you a drink, it is okay to watch it being prepared, and it is okay to decline drinks from people you do not know or trust.
- If you begin to feel unusually intoxicated, disoriented, or unwell, seek help right away from a trusted friend, staff member, or other safe person.
- If you want to leave a situation, trust your instincts, move toward other people, and ask someone nearby for help.
- Be clear about your boundaries early and often. If you do not want something to continue, say so directly and move away if you can.

- When alcohol or drugs are involved, people may be more vulnerable to harm. Checking in with yourself and with friends can help everyone stay safer.
- Respect one another's boundaries, and support friends without judgment if they seem uncomfortable or want to leave.

Bystander Intervention

- Avoid using sexualized language or joking about people in ways that could be experienced as harassment.
- Treat others with respect, and speak up when you hear victim-blaming comments or sexist jokes.
- Talk with friends about how you will support one another if a situation feels unsafe.
- If you notice a friend in a potentially risky situation, check in and ask whether they want to leave.
- Help your friend get to a safe place, such as home, a residence hall, or a trusted friend.
- If someone appears overly intoxicated, check in with them and encourage them to stop drinking, get water, and leave with a trusted person.
- Alcohol can affect judgment and lower inhibitions, but responsibility for sexual misconduct always lies with the person who chooses to commit it.
- When in doubt, trust your instincts and get help from campus staff, security, or emergency services.

PROCESS

In general, the University's Title IX resolution process includes the submission of a report or formal complaint, an initial assessment, an investigation, a determination made through either a hearing or an applicable alternative process, and, when appropriate, the implementation of sanctions and remedies.

The University's procedures for responding to reports of sexual harassment, sexual assault, dating violence, domestic violence, and stalking are designed to be prompt, equitable, and impartial. All proceedings are conducted by University officials who receive annual training on relevant issues and on conducting investigations and resolution processes that protect the safety of all parties and promote accountability.

The parties may have an advisor of their choice and will receive simultaneous written notification of the outcome of the resolution process, including any sanctions directly affecting them and information on any available appeal procedures. Both parties will be informed of their right to appeal in accordance with University policy.

Additional information regarding resolution options, procedural steps, and related timelines is provided in the University's published Title IX procedures at www.ccu.edu/titleIX

QUICK FAQ

I want to talk confidentially with somebody without starting a formal report. Who can I talk to?

Nurse, Counselors, Pastor

Can I ask for housing or class changes right away?

Yes, please contact the Dean of Students at 303.963.3369 to discuss these options.

I am ready to file a formal complaint. Who can I talk to?

Any staff member you notify (except those mentioned above) is mandated to notify the office responsible for investigating. You can also go straight to the Dean of Students' Office located in the Student Development Office, 2nd floor of Anschutz. You may also email sfelker@ccu.edu or call 303-963-3369

I have been assaulted. Where can I go to get an exam with an official rape kit?

St. Anthony's Hospital
11600 W. 2nd Place
Lakewood, CO 80228