



# Annual Security and Fire Safety Report

**Published by the University of Northern Colorado Police Department  
Based on 2019, 2020, and 2021 Statistics**

*In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime  
Statistics Act (AKA The Clery Act)*

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## Message from the President



Fellow Bears,

Protecting the safety of our students, faculty, staff, and community is extremely important to me. Each year, the University of Northern Colorado produces an Annual Campus Security and Fire Safety Report to share essential information about campus crime statistics and security with our university community.

We are committed to ensuring that UNC is a safe place to live and learn – and I am proud to be joined in this effort by each member of our community who does their part to protect themselves and others. I encourage you to review this report to familiarize yourself with campus safety and security protocols, as well as tips to stay out of harm's way.

If you have questions or suggestions about security or law enforcement at the University of Northern Colorado, I encourage you to reach out to Aaron Carmichael, UNC Chief of Police, at 970-351-1884 or [aaron.carmichael@unco.edu](mailto:aaron.carmichael@unco.edu). Together, we can ensure that each of us enjoys the benefits of a safe environment in which to learn and grow.

Rowing, Not Drifting,

A handwritten signature in blue ink, appearing to be "Andy Feinstein".

Andy Feinstein  
President, UNC

## Message from the Chief of Police

Dear Bears Family,

The University of Northern Colorado Police Department is a department with sworn police officers who serve the campus community. Our department responds to police issues of all types, and we work in partnership with surrounding police agencies to create a safe and fostering environments for all students and staff. Our top priority is ensuring that your college experience is free from worrying about your safety. We are on duty 24 hours a day, seven days a week.

Our passion is service. We want to be a positive part of your journey and work hard to provide resources and options that help keep everyone on track. Whenever possible, we refer behavior issues to university departments and work with involved persons to find an ideal outcome, and if it can be avoided, not the criminal justice system. We regularly review, revise, and implement safety measures around campus. That includes maintaining great relationships with other departments on campus, advocacy groups, the Office of Diversity, Equity and Inclusion, and the Dean of Students Office to provide training and programs for both our officers and the community.

You will see important safety measures we have around campus. We use strategically located surveillance cameras across the campus, high-visibility emergency telephones, and something new for 2022 is the Guardian app, which we ask all students and staff to download to their cellular phones. The Guardian app allows for discreet communication directly with the police department, plus safety alerts and general information. Also new for 2022 are our social media pages. I would highly encourage you to like and follow our pages on [Facebook](#) and [Instagram](#). You will find ways to connect with us but also be able to interact with us. We love pictures and would love to feature you in our everyday moments across campus.

We work hard to comply with all requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act AKA The Clery Act. We report our crime statistics to the U.S. Department of Education and Federal Bureau of Investigation as required by law. We keep a [daily crime log](#) that is accessible on our website that details all reported crimes around campus. If needed, you will receive timely warnings and emergency notifications about criminal or safety issues. Lastly, our Clery Compliance Officer Rebecca Thompson works every day to ensure that all those designated as Campus Security Authorities are trained and aware of their role in receiving reports of crimes.

It's critical to me that you, and those loved ones who sent you attend the University of Northern Colorado, feel confident that this is a safe environment. Fortunately, our campus experiences a relatively low crime rate. I would remind you that simple steps

like removing valuables from your car and locking it at all times, is an easy way to further reduce your chances of being a victim. Further, I also ask that you remember you are a part of the Bears Family. If you encounter someone who looks like they are struggling or makes you feel uncomfortable, please reach out to us. It is my goal that our police department be partners and ambassadors. You have my word that we will touch base with that person but in a compassionate way to try and find how we can help.

In the following 2022 Annual Security and Fire Safety Report, you will find lots of information about our department, the university and details related to crime statistics, reporting geography, safety programs and communication. If you have questions or would like to get to know the University of Northern Colorado Police Department better, please reach out to us!



Aaron Carmichael, Chief of Police  
University of Northern Colorado Police Department  
(970) 351-2245 • [aaron.carmichael@unco.edu](mailto:aaron.carmichael@unco.edu)

## The Clery Act

### Clery Act Background

The federal Crime Awareness and Campus Security Act was passed in 1990. After their daughter was raped and murdered in her dorm room at Lehigh University in 1986, Howard and Connie Clery advocated for legislation to be passed that would require universities to disclose information about crimes on college campuses. Their goal was to create safe communities where individuals had all the information needed to make informed decisions regarding safety. In 1998 this law was renamed in honor of their daughter to the **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act**. Today it is more commonly known as the Clery Act.



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### Preparation of the Annual Campus Security and Fire Safety Report

The University of Northern Colorado believes that an informed community is a safety conscious community. The following statistics and policies, provided in compliance with the Clery Act, are for your information so you can make informed decisions on your safety. This report is prepared by the Assistant Clery Compliance Officer in cooperation with the Clery Compliance Committee, local law enforcement agencies. Each administrative office referenced in this report, including but not limited to Housing and Residential Education, the Dean of Students Office, the Office of Institutional Equity and Compliance (Title IX Office), Environmental Health and Safety, and Prevention Education are active in reviewing and updating information specific to their department. All policies and policy statements within this document are applicable to all campus locations except where noted.

Each year, by October 1<sup>st</sup>, an email notification is made to all enrolled students, faculty, and staff which provides an electronic link to the updated report. Hard copies of this report can be requested from the Assistant Clery Compliance Officer at 970-351-2245. The most current report is located on the UNC Police website at [www.unco.edu/police](http://www.unco.edu/police). All prospective employees and students have access to this report on the websites where they obtain additional and consumer information.

These statistics reflect only those required by the **Student Right to Know and Clery Act** for the reporting periods indicated. Be aware that these numbers only provide part of the crime/safety picture. The whole picture should include statistics, enforcement, programming, prevention, and physical improvements. If you have any questions about these statistics, contact the University Police Department at 970-351-2245.

# Greeley Campus Crime Statistics 2022 Annual Security Fire Safety Report

Criminal Offenses	On Campus Property						Non-campus property			Public property		
	Residence Halls			Total			2019	2020	2021	2019	2020	2021
	2019	2020	2021	2019	2020	2021						
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	3	6	9	3	7	9	0	0	1	0	0	0
Fondling	4	1	1	4	1	2	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	**1	0	0	0	0	0	0	0	1
Aggravated assault	0	0	0	**1	0	0	0	0	0	0	0	0
Burglary	2	3	2	5	12	9	3	1	2	0	0	0
Motor vehicle theft	0	0	0	2	8	4	0	0	0	0	0	0
Arson	0	0	0	2	0	0	0	0	0	0	0	0
<b>VAWA Offences</b>												
Domestic Violence	0	0	0	0	0	0	1	1	0	0	0	1
Dating Violence	1	2	2	4	2	2	0	0	0	0	0	0
Stalking	2	1	5	3	6	7	0	0	1	0	0	0
<b>Arrest Information</b>												
Weapons violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug violations	20	4	9	31	11	11	2	1	1	5	1	0
Alcohol violations	18	11	4	26	15	5	0	0	0	9	0	1
<b>Disciplinary Referrals</b>												
Weapons violations	0	0	0	0	0	1	0	0	0	0	0	0
Drug violations	63	25	37	76	26	37	38	0	0	0	0	0
Alcohol violations	164	49	52	165	49	53	7	10	1	0	0	0
<b>Hate Crimes</b>												
2019	One On-Campus Aggravated Assault and Robbery incident was reported characterized by Sexual Orientation											
2020	No Hate Crimes Reported											
2021	No Hate Crimes Reported											
<b>Unfounded Crimes</b>												
2019	Two Unfounded Crime											
2020	Three Unfounded Crimes											
2021	Zero Unfounded Crimes											

\*\*NOTE: 1 count for aggravated assault and 1 count for robbery for 2019 was included in the hate crime statistics for on-campus property

# Loveland Center Crime Statistics 2022 Annual Security Fire Safety Report

Criminal Offenses	On Campus Property*			Public Property			Unfounded		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	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	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
<b>VAWA Offences</b>									
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
<b>Arrest Information</b>									
Weapons violations	0	0	0	0	0	0	0	0	0
Drug violations	0	0	0	0	0	0	0	0	0
Alcohol violations	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>									
Weapons violations	0	0	0	0	0	0	0	0	0
Drug violations	0	0	0	0	0	0	0	0	0
Alcohol violations	0	0	0	0	0	0	0	0	0
<b>Hate Crimes</b>	<b>There were no reported Hate Crimes in 2019, 2020, and 2021.</b>								

\*Extended campus locations do not have Residence Halls.

## Denver Center Crime Statistics 2022 Annual Security Fire Safety Report

Criminal Offenses	On Campus Property*			Public Property			Unfounded		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	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	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
<b>VAWA Offences</b>									
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
<b>Arrest Information</b>									
Weapons violations	0	0	0	0	0	0	0	0	0
Drug violations	0	0	0	0	0	0	0	0	0
Alcohol violations	0	0	0	0	0	0	0	0	0
<b>Disciplinary Referrals</b>									
Weapons violations	0	0	0	0	0	0	0	0	0
Drug violations	0	0	0	0	0	0	0	0	0
Alcohol violations	0	0	0	0	0	0	0	0	0
<b>Hate Crimes</b>	<b>There were no reported Hate Crimes in 2019, 2020, and 2021.</b>								

\*Extended campus locations do not have Residence Halls.

## Colorado Springs Center Crime Statistics (Lease ended 1/31/2020)

Criminal Offenses	On Campus Property*			Public property			Unfounded		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/non-negligent manslaughter	0	0	N/A	0	0	N/A	0	0	N/A
Manslaughter by Negligence	0	0	N/A	0	0	N/A	0	0	N/A
Rape	0	0	N/A	0	0	N/A	0	0	N/A
Fondling	0	0	N/A	0	0	N/A	0	0	N/A
Incest	0	0	N/A	0	0	N/A	0	0	N/A
Statutory Rape	0	0	N/A	0	0	N/A	0	0	N/A
Robbery	0	0	N/A	0	0	N/A	0	0	N/A
Aggravated assault	0	0	N/A	0	0	N/A	0	0	N/A
Burglary	0	0	N/A	0	0	N/A	0	0	N/A
Motor vehicle theft	0	0	N/A	0	0	N/A	0	0	N/A
Arson	0	0	N/A	0	0	N/A	0	0	N/A
<b>VAWA Offences</b>									
Domestic Violence	0	0	N/A	0	0	N/A	0	0	N/A
Dating Violence	0	0	N/A	0	0	N/A	0	0	N/A
Stalking	0	0	N/A	0	0	N/A	0	0	N/A
<b>Arrest Information</b>									
Weapons violations	0	0	N/A	0	0	N/A	0	0	N/A
Drug violations	0	0	N/A	0	0	N/A	0	0	N/A
Alcohol violations	0	0	N/A	0	0	N/A	0	0	N/A
<b>Disciplinary Referrals</b>									
Weapons violations	0	0	N/A	0	0	N/A	0	0	N/A
Drug violations	0	0	N/A	0	0	N/A	0	0	N/A
Alcohol violations	0	0	N/A	0	0	N/A	0	0	N/A
<b>Hate Crimes</b>	<b>There were no reported Hate Crimes in 2019, 2020</b>								

\*Extended campus locations do not have Residence Halls.

## UNC Clery Geography

The Clery Act requires UNC to disclose statistics for reported crimes based on:

- Where the crimes occurred,
- To whom the crimes were reported,
- The types of crimes that were reported, and
- The year in which the crimes were reported.

Crimes reported to specific individuals identified as a Campus Security Authority at UNC that occur (1) on campus, (2) on public property, within or immediately adjacent to the campus, and (3) in or on non-campus buildings or property that UNC owns or controls. The definitions for these geographic categories are Clery Act specific and are the same for every institution regardless of its physical size or configuration.

### On Campus Geography

Any building or property **owned** or **controlled by** an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

Any building or property that is within reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or other retailers in the University Center)

On campus property per the Clery Act also includes residential facilities.

**Controlled by** means that the university directly or indirectly rents, leases, or has some other type of agreement (including an informal one) for use of a building or property, or a portion of a building or property. Even if there is no payment involved in the transaction. For Clery Act purposes, a written agreement for the use of space gives UNC control of that space for the time period specified in the agreement.

### Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the on-campus property.

### Non-Campus Property

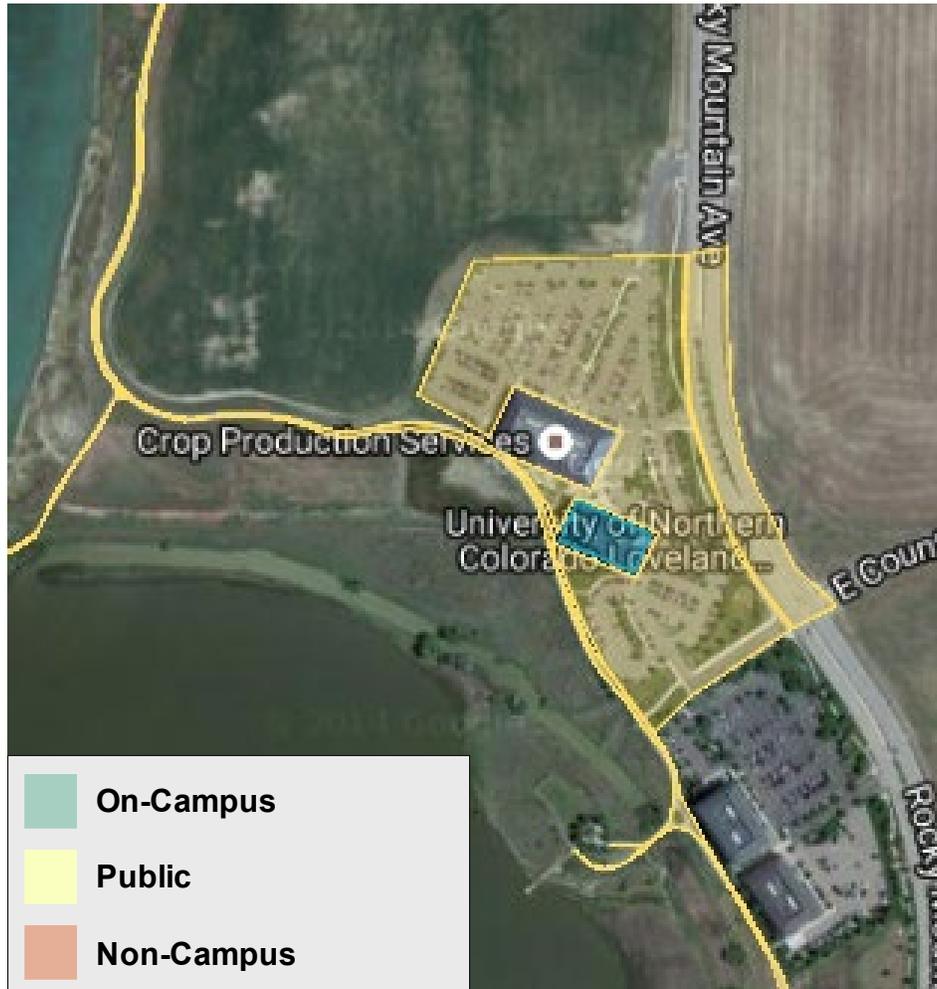
Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic are of the institution.

Controlled by means that the university directly or indirectly rents, leases, or has some other type of agreement (including an informal one) for use of a building or property, or a portion of a building or property. Even if there is no payment involved in the transaction. For Clery Act purposes, a written agreement for the use of space gives UNC control of that space for the time period specified in the agreement.

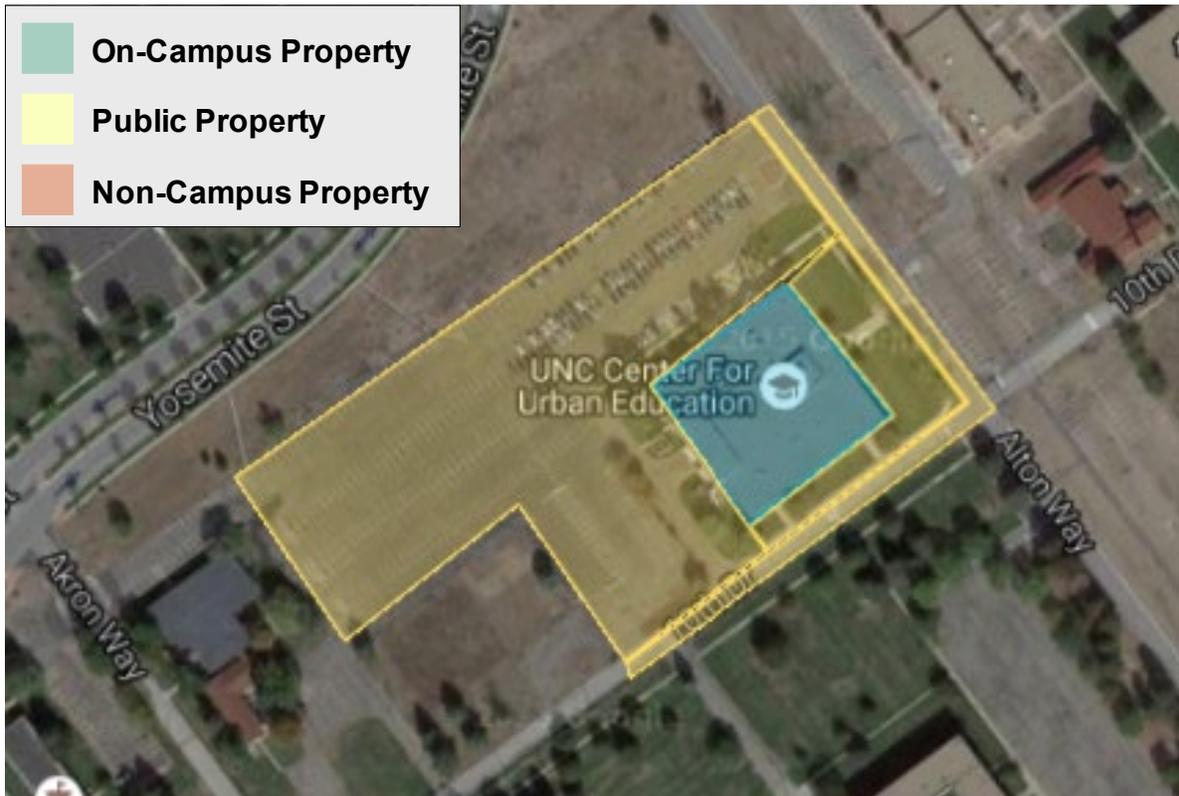


## UNC Clery Geography Map – Loveland Campus



- Started 1/1/09
- 2 Floors (main and part of second floor) See maps - thicker lined area is mainly staff but students could access.
  - As of 1/20/2020, UNC reduced leasable square footage. UNC no longer occupies the 2<sup>nd</sup> floor.
- Address: 2915 Rocky Mountain Avenue, Suite 110, Rangeview 3, Loveland, CO 80538

## UNC Clery Geography Map – Denver Campus



- Started 7/1/07
- 1 Floor (second floor of building) see map.
- Address: 1059 Alton Way, Denver, CO 80230

# Greeley Campus & Community Resources

**Emergency**..... **911**

## **Police and Legal Resources**

[UNC Police Department](#) ..... 970-351-2245  
[UNC Student Legal Services through Dean of Students](#) ..... 970-351-2001  
[Evans Police Department](#) ..... 970-339-2441  
[Greeley Police Department](#) ..... 970-350-9600  
[Greeley Municipal Court](#) ..... 970-350-9230  
[Weld County Court](#) ..... 970-475-2400  
[Weld County District Attorney](#) ..... 970-356-4010  
[Weld County Sheriff's Office](#) ..... 970-356-4015

## **Medical Recourses**

[UNC Student Health Center](#) ..... 970-351-2412  
[North Colorado Medical Center \(Hospital\)](#) ..... 970-810-4121  
[UC Health Greeley \(Hospital\)](#) ..... 970-652.2000  
[Island Grove Treatment Center \(Detox\)](#) ..... 970-351-6678

## **Counseling Resources**

[UNC Counseling Center](#) ..... 970-351-2496  
[UNC Psychological Services](#) ..... 970-351-1645  
[North Range Behavior Health](#) ..... 970-347-2120  
[Youth and Family Connections](#) ..... 970-351-5460

## **Sexual Assault, Domestic Violence, Dating Violence, and Stalking Resources**

[UNC Assault Survivors Advocacy Program \(ASAP\)](#) ..... 970-351-1490  
[UNC ASAP Hotline](#) ..... 970-351-4040  
[Sexual Assault Victim Advocate Center \(SAVA\)](#) ..... 970-506-4059  
[SAVA Hotline](#) ..... 970-472-4200  
[A Woman's Place, Inc.](#) ..... 970-351-0476  
[Survivors Organizing for Liberation Hotline](#) ..... 888-557-4441  
[RAINN \(Rape, Abuse & Incest National Network\)](#) ..... 800-656-4673  
[UNC Office of Institutional Equity and Compliance \(Title IX Office\)](#) ..... 970-351-4899

## **Other On-Campus Resources**

[Center for International Education](#) ..... 970-351-2396  
[Community Standards & Conflict Resolution](#) ..... 970-351-2001  
[Dean of Students Office](#) ..... 970-351-2001  
[Ombuds Office](#) ..... 970-351-1367  
[Disability Resource Center](#) ..... 970-351-2289  
[Environmental Health & Safety](#) ..... 970-351-2446  
[Facilities Management](#) ..... 970-351-2446  
[Financial Aid](#) ..... 970-351-4862  
[Gender & Sexuality Resource Center](#) ..... 970-351-0191  
[Housing & Residential Education](#) ..... 970-351-2721  
[Parking Services](#) ..... 970-351-1971  
[Prevention Education](#) ..... 970-351-1136

# Extended Campus & Community Resources

<b>Emergency</b> .....	<b>911</b>
<b>Loveland Campus</b>	
<a href="#">Loveland Police Department</a> .....	970-667-2151
<a href="#">Larimer County Sheriff's Office</a> .....	970-498-5100
<a href="#">Loveland Municipal Court</a> .....	970-962-2482
<a href="#">Larimer County Combined Court</a> .....	970-494-3500
<a href="#">Medical Center of the Rockies</a> .....	970-624-2500
<a href="#">McKee Medical Center</a> .....	970-820-4071
<a href="#">Foundations Counseling, LLC</a> .....	970-227-2770
<a href="#">Sexual Assault Victim Advocates (SAVA)</a> .....	970-472-4200
<a href="#">Crossroads Safehouse</a> .....	970-482-3502
<b>Denver Campus</b>	
<a href="#">Aurora Police Department</a> .....	303-627-3100
<a href="#">Arapahoe County Sheriff's Office</a> .....	303-795-4711
<a href="#">Aurora Municipal Court</a> .....	303-739-6444
<a href="#">Arapahoe County District Court</a> .....	303-649-6355
<a href="#">Aurora Mental Health Center</a> .....	303-617-2300
<a href="#">APD Victim Advocate Program</a> .....	303-627-3100
<a href="#">Gateway Battered Woman's Shelter</a> .....	303-343-1851
<b>UNC Resources</b>	
<a href="#">Assault Survivors Advocacy Program (ASAP)</a> .....	970-351-1490
<a href="#">Center for International Education</a> .....	970-351-2396
<a href="#">Community Standards &amp; Conflict Resolution</a> .....	970-351-2001
<a href="#">Counseling Center</a> .....	970-351-2496
<a href="#">Dean of Students Office</a> .....	970-351-2001
<a href="#">Disability Resource Center</a> .....	970-351-2289
<a href="#">Financial Aid</a> .....	970-351-2502
<a href="#">Gender &amp; Sexuality Resource Center</a> .....	970-351-0191
<a href="#">Office of Institutional Equity and Compliance (Title IX Office)</a> .....	970-351-4899
<a href="#">Prevention Education</a> .....	970-351-1136
<a href="#">Psychological Services</a> .....	970-351-1645
<b>Colorado/National Resources</b>	
<a href="#">RAINN (Rape, Abuse &amp; Incest National Network)</a> .....	800-656-4673
<a href="#">Survivors Organizing for Liberation Hotline</a> .....	888-557-4441

## University of Northern Colorado Police Department



The UNC Police Department (UNC PD) located on the Greeley campus is a full-service police agency with full police powers on and off campus as granted by the State, including arrest authority. The department is responsible for police services and investigations on all UNC properties in the City of Greeley.

UNC Police Officers are certified police officers in the state of Colorado and are trained in the same manner as all other public law enforcement officers in the State. Officers complete required Colorado POST training annually and receive at least 40 hours of additional training each year through the department. The department subscribes to a community-oriented policing philosophy and selects officers, in part, due to their strong skills in working with young people.

Within the University Police Department is a full Communications Center staffed with trained civilian dispatchers. The UNC Police Department and Communication Center maintains both telephone and two-way radio contact with the Weld County Regional Communications Center, Greeley Police Department, Greeley Fire Department, Weld County Ambulance Service, and UNC Facilities Management.

The UNC Police Department also employs non-sworn student security personnel on the Greeley campus. These individuals do not have the same authority that UNC Police Officers have. Security personnel function as evening Safety Patrol. These positions provide security related functions on the Greeley campus, including providing escorts for individuals around campus, identifying and communicating safety or criminal concerns to the UNC Communications Center, and assisting UNC Police patrol officers as requested.

### Inter-Agency Working Relationships

The UNC Police Department maintains a close working relationship with the Greeley Police Department, Evans Police Department, Weld County Sheriff's Office, and other surrounding police agencies. Mutual Aid agreements are in force that not only provide for law enforcement assistance when needed, but also allow for shared training and cooperative selective enforcement efforts. This agreement allows UNC Police to request a Co-Responder when specific types of calls are received that may need additional support for mental health situations. Working relationships are also maintained with state, federal, and all other applicable components of the criminal justice system.

Several recognized student organizations maintain either meeting or living in off-campus locations that are provided police services by Greeley Police. Through the Mutual Aid agreement, the Greeley Police Department may provide UNC with reports of criminal and non-criminal incidents occurring at these off-campus facilities. In all circumstances, local law enforcement is not required to notify UNC Police and any notification is done as a courtesy. In many cases, the UNC Police Department aids the local agencies when incidents involve students off-campus.

## Extended Campus

The Loveland and Denver locations do not have UNC Police or security personnel onsite. The University leases classroom space at these locations and the owners of the property have security staff available onsite that are not affiliated with UNC. The security staff onsite at these locations have no police powers. There are no Mutual Aid agreements with the local police; however, UNC works cooperatively with the Loveland and Aurora Police Departments. The University had an extended campus location in Colorado Springs and the lease ended on 1/31/2020.



## Reporting Procedures

### To Report a Crime

#### UNC Main Campus

**Local Police Agencies: UNC and Greeley**

##### *On-Campus Phone*

Emergency: 911

Non-Emergency: 1-2245

##### *Mobile/Off-Campus Phone*

Emergency: 911

[UNC Police](#): 970-351-2245

[Greeley Police](#): 970-350-9600

#### Loveland Campus

**Local Police Agency: Loveland**

Emergency: 911

Non-Emergency: 970-667-2151

Loveland Center: 970-351-1693

#### Denver Campus

**Local Police Agency: Aurora**

Emergency: 911

Non-Emergency: 303-627-3100

Denver Center: 303-637-4335

Note: When calling 911 on UNC Main Campus, mobile phones connect directly with Weld County Dispatch, these calls are redirected, as necessary, to UNC Police Dispatch. If campus phones are used to call 911, they connect directly to the UNC Police Dispatch.

### Duty to Report

It is imperative that the University community report criminal and suspicious activity to UNC or local Police Departments. Timely reports allow for timely response and eventually lead to a safer campus.

Colorado Statute §18-8-115, "Duty to Report a Crime" states:

*It is the duty of every corporation or person who has reasonable grounds to believe a crime has been committed to report promptly the suspected crime to law enforcement authorities.*

Colorado is a "Duty to Report" state which encourages all persons to report suspected criminal activity to their local police agency. UNC also encourages accurate and prompt reporting of crimes to the UNC Police or local police agency when the victim of a crime elects to or is unable to make such a report.

### General Reporting Procedures

#### UNC Police Department

The University recognizes the UNC Police Department as primary reporting site. The UNC Police Department is responsible for law enforcement, public safety, security, traffic control, and emergency response on the Greeley campus. The Police Department is in Gray Hall on Central Campus and is open 24 hours a day, 365 days a year to serve the University community.

Emergency calls receive priority with those concerning personal safety or welfare receiving the highest priority. The UNC Police Department responds to all types of crimes from a theft to serious injury. Sexual Assault reports are investigated and when necessary, per internal procedure, the UNC Police Department confers with the District Attorney's Office for prosecutorial review of the case.

The University subscribes to a developmental approach in its efforts: Persons who are arrested or charged with crimes may also be held accountable to UNC's Student Code of Conduct (BEAR Code), administrative discipline as well as criminal court action. Administrative action is conducted in a timely manner and, in many cases, long before the criminal court disposition is reached. Students are held accountable for their actions and priority is given in instances of violence, sexual assault/harassment, and acts involving safety such as fire and illegal drugs. In many cases where criminal action is not or cannot be taken for on and off campus crimes, administrative action is still pursued.

## Extended Campus

The UNC Police Department has limited jurisdiction outside of the UNC Greeley Campus. If you are a victim or witness a crime at the Loveland or Denver locations, it is recommended that you contact the local police agency and your onsite Building Coordinator. If you are unsure which local police agency to contact, use the left side bar on page 21 to assist you. If there are any questions or concerns, please contact the UNC Police Department and they can direct you to the appropriate reporting process. If it is an emergency, dial 911 immediately.

## Emergency Telephones

The UNC Greeley campus has numerous well-marked exterior emergency telephones that are located throughout campus. These poles are labeled with the word “EMERGENCY” on each side, and have a blue light affixed to the top. When the call buttons on these poles are activated, they ring directly to the UNC Police Communications Center. Officers are dispatched to all activations of an emergency call box.

## Campus Security Authorities

Campus Security Authority (CSA) is a specific term that is defined in “The Clery Act”. This term helps Universities identify key people from across the institution that help with gathering crime statistics and assist individuals on campus with the reporting process. All individuals identified by UNC as a CSA are required under The Clery Act to report all safety concerns and crimes as soon as reasonably possible. All reports that are received are reviewed for the purposes of determining if a Safety Alert, Timely Warning, Emergency Notification are necessary. If a crime report is brought to the attention of a CSA, it is added to the [Daily Crime Log](#) within two business days. Specific reports of crimes are gathered and reported to the public in the Annual Security and Fire Safety Report and are submitted to the Department of Education annually.

Professional licensed counselors and pastors are exempt from reporting requirements of The Clery Act. They are encouraged to report if and when they deem it appropriate and are encouraged to inform the persons they are counseling of procedures to report crimes on a voluntary basis (confidential) for including in statistics.

CSAs at UNC include but are not limited to:

<a href="#">Dean of Students Office</a>	970-351-2001	<a href="mailto:dos@unco.edu">dos@unco.edu</a>
<a href="#">Office of Institutional Equity and Compliance</a>	970-351-4899	<a href="mailto:titleix@unco.edu">titleix@unco.edu</a>
<a href="#">Community Standards and Conflict Resolution</a>	970-351-2001	<a href="mailto:dos@unco.edu">dos@unco.edu</a>
<a href="#">Loveland Building Coordinators</a>	970-351-1693	<a href="mailto:lovelandcenter@unco.edu">lovelandcenter@unco.edu</a>
<a href="#">Denver Building Coordinators</a>	303-637-4335	<a href="mailto:denvercenter@unco.edu">denvercenter@unco.edu</a>



## Reporting Crime or Safety Concerns

You have the option to report to law enforcement and/or the University. Individuals can report to both spaces, only one, or neither. You can also choose to report anonymously (without identifying yourself).

Reporting to law enforcement allows someone to explore their options and pursue next steps in the criminal justice system. Reporting to the University allows someone to explore their options and pursue next steps as it relates to the University's policies and procedures.

The sections below include more information about reporting options.

- Report to Law Enforcement
  - UNC Police Department (Available 24/7), Gray Hall – 970-351-2245
- Report to the University
  - Office of Institutional Equity and Compliance
  - Dean of Students Office
  - Extended Campus
    - Loveland Building Coordinator
    - Denver Building Coordinator
- Report Anonymously
  - Dean of Students Office website
  - Safe2Tell

## Confidentiality

Reports made to licensed counselors at the University Counseling Center, Assault Survivors Advocacy Program (ASAP) and Psychological Services Clinic are exempt from Clery reporting requirements. Any reporting requirements required by State Law are outlined through “informed consent” documents shared between the counselor and the individuals’ requesting services. These reporting requirements include but are not limited to:



- Current abuse of a minor (someone under 18)
- Current abuse of a vulnerable adult (someone over the age of 70 or an adult with a disability including intellectual, developmental, or physical)
- An abusive adult who has access to children
- If you tell us that you are going to hurt someone or yourself.

If an individual receiving services indicates they would like to report a criminal event, all confidential resources on campus will assist the individuals in identifying the processes they can utilize.

## Crime Alert / Timely Warning Policy

In the event that a Clery Act Crime occurs on UNC Clery Geography, that the Police Chief or his designee, most often in consultation with the General Counsel, determines is a serious or continuing threat, a campus wide "timely warning" AKA "crime alert" may be issued. Clery Act crimes include criminal homicide, sexual assault, robbery, aggravated assault, burglary, arson, hate crimes, domestic violence, dating violence, stalking, state weapon violation, drug, and alcohol violations (see Definitions and Terms section at the end of the report for definitions of each Clery Act crime). All crime reports are considered on a case-by-case basis for Timely Warning Notification. Cases that are not reported in a timely manner may limit the ability to issue a Timely Warning.

The UNC Police Dispatch utilizes the technical assistance of the University Relations Department and Information Management & Technology (IMT) to distribute a Timely Warning. A Timely Warning may be distributed through the UNC email system to all active @unco.edu and @bears.unco.edu addresses. The warning may also be posted on the UNC Police's website at <http://www.unco.edu/police/timelywarnings.html>, on social media at [www.facebook.com/uncopolice](http://www.facebook.com/uncopolice) and [www.instagram.com/unco\\_police/](http://www.instagram.com/unco_police/), distributed through UNC Today email communications, and available at the UNC Today website at <http://www.unco.edu/news>. Timely Warnings will be issued in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.

In circumstances where the threat is determined to be immediate, UNC's Emergency Alert System may be activated. Subscribed individuals may receive a text to personal cell phones, message pop up on campus computers, and/or an email to @unco.edu or @bears.unco.edu addresses. An alert may also be issued on the Greeley campus through the University's outdoor emergency pole loudspeakers. Depending on the nature of the event all systems may be utilized. <https://www.unco.edu/alerts/>

Depending on the circumstances of the crime, especially in situations that pose a serious or continuing threat to the campus community, a copy of the notice may be posted in each residence hall, on-campus building, and fraternity or sorority houses.

Anyone with information warranting a timely warning should report the circumstances to the UNC Police Department immediately either by phone (970) 351-2245 (campus phone 911) or in person at the UNC Police Department in Gray Hall.

## Possible Timely Warning Notification Methods

### Email

Warnings may be issued through the UNC email system to active @unco.edu and @bears.unco.edu email addresses.

### Internet

Warnings may be posted on the UNC Police Department's website and social media at [www.unco.edu/police/timelywarnings.html](http://www.unco.edu/police/timelywarnings.html) or [www.facebook.com/uncopolice](http://www.facebook.com/uncopolice) and [www.instagram.com/unco\\_police](http://www.instagram.com/unco_police) or on the UNC Today website at [www.unco.edu/news](http://www.unco.edu/news).

### Personal Cell Phones

Warnings may be issued to through text messages to registered personal cell phones. Students and employees of the University can register their personal cell phones in URSA. For more information visit: [www.unco.edu/alerts](http://www.unco.edu/alerts).

### University Speakers

At the Greeley campus, warnings may also be issued through the University's outdoor emergency pole loudspeakers.

### Posted Notices

A copy of the timely warning may be posed in each residence hall, on-campus building, and/or fraternity and sorority houses.

## UNC Clery Geography

### On-Campus

Greeley Campus, Loveland Center and Denver Center

### Non-Campus

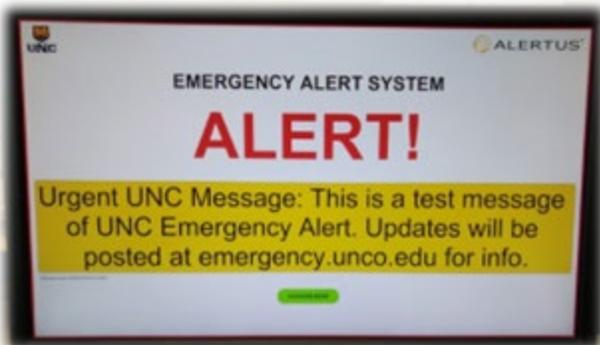
Approved off campus classroom locations, Old Man Mountain, Greek Houses, and certain school sponsored trips.

### Public

Public streets, sidewalks, and parking lots that border on-campus property.

# Emergency Response and Communication Policy

## Notification Procedure at the Greeley Campus



Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on campus, the University may immediately, without delay, notify the campus community through the implementation of all or part of the emergency mass notification system. The mass notification system is comprised of three systems: 1) Computer Notification; on-campus computers will display the alert while an opt-in system will text emergency notifications to the subscriber's

cell phone. 2) Email notification to all @unco.edu/@bears.unco.edu email addresses. 3) Notification by Public Address Systems; the Greeley campus public address system utilizes speakers located on outdoor emergency phones, which covers most outdoor locations on campus. Systems are tested once a semester to ensure everyone who wishes to receive notifications can receive them.

## Process at the Greeley Campus

The UNC Police is responsible for determining whether there is an immediate threat to the health or safety of students and employees regarding criminal or terrorist activity. The UNC Police collaborates with local, state, and federal law enforcement authorities in this process. Officers and supervisors who are on-duty have the ultimate responsibility for the decision as to how to notify the University Community, although they may confer with the Chief of Police depending on the circumstances and the evolving nature of the event.

If the dangerous situation is an act of nature, such as a tornado, flood, snowstorm or other natural event, and if time allows the Chief of Police or his designee may confer with Environmental Health and Safety, Legal Counsel, the Senior Vice-President for Finance and Administration, and/or other administrative authorities to determine the appropriate notification efforts and University operational status. If there is not enough time to consult with other University authorities, the Police Department will confirm if the notification is appropriate based on information gathered from the National Weather Service, other weather reporting agencies, and personal observation. The President's Office or their designee will make the determination to reduce or suspend University operations.

Other dangerous events may occur that would result in discussion with agencies not listed above; these include potential outbreaks of illness, hazmat events, and fires. In these cases, the Police Department will confer with specialized agencies including, but not limited to, the University Health Center, the Weld County Health Department, and the Greeley Fire Department when time allows. If the threat is immediate and there is not enough time to consult with these agencies, UNC Police will determine whether the issue presents an immediate threat to health and safety of the campus community and launch the emergency notification system if the threat is confirmed.

The emergency mass notification system may be utilized campus wide or may be specifically targeted to a small section of impacted persons and areas. A tornado warning will have a broader notification target range than a single building fire. The notification range depends entirely on the identified, immediate threat area.

Many emergency situations that may occur have a planned response by the University Police in cooperation with other safety departments and prepared messages are available for distribution. As the nature of text messaging does not allow for excessive characters, these messages are prepared for initial notification of many potentially dangerous situations including fires, in-progress crimes, and weather emergencies. When time allows, an email message may be created with content that will be helpful in preventing or mitigating dangerous circumstances. Additional messages may be launched as appropriate, including 'all clear' notifications for tornado warnings or other weather events and additional information may be available as appropriate at <http://emergency.unco.edu>.

UNC Police is not required to launch the emergency mass notification system if it would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

When appropriate, the University will notify local media outlets regarding campus emergencies. An example of this would include when the University closes for severe weather. This notification is coordinated by the University Relations Department.

## Evacuation at the Greeley Campus

The University's emergency response plan includes general information regarding evacuation procedures and duties. Specific emergency evacuation procedures are housed by department and by building location. Individual University departments develop contingency plans and continuity of operations plans for their staff and areas of responsibility. Individual departments may train independently to these plans or may request the assistance of UNC Police and/or Environmental Health and Safety department. The



University conducts numerous emergency response exercises each year, such as tabletop exercises and drills, and tests of the emergency mass notification systems on campus. Most drills are unannounced and test the ability of staff and students in individual buildings to evacuate quickly and safely. UNC Police, the Greeley Fire Department, Environmental Health and Safety, and the Housing and Residential Education monitor evacuation drills.

In the event of a campus emergency requiring the closure of the University or evacuation of university properties, the University will use multiple communication channels to relay the evacuation order and provide essential information to visitors, students, faculty, and staff regarding instructions. One or more of the following systems may be used: localized building alarms, email blasts, phone notifications, outdoor loudspeakers, text notifications, UNC website emergency page (<http://emergency.unco.edu>), social media [www.facebook.com/uncopolice](http://www.facebook.com/uncopolice) and [www.instagram.com/unco\\_police/](http://www.instagram.com/unco_police/), and/or press release to print and broadcast media.

## Extended Campus Emergency

The Extended Campus locations lease classroom space and UNC does not control the emergency notifications at these locations. McWhinny Property Management notifies the Loveland Center, and the Lowry Campus Security notifies the Denver Center if there is an emergency. Additionally, the Denver location has evacuation procedures, drills, and training provided by the Lowry Campus Security. The Loveland Center manages their own evacuation and training plan; however, all drills are conducted by McWhinny Property Management. Evacuations place cards and procedures are available throughout all Extended Campus locations and the Building Coordinators aid in evacuation.

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## Security Awareness and Crime Prevention Programs

It is better to prevent crimes from occurring than react to crimes after they occur. The program is based on dual concepts of eliminating or minimizing criminal opportunities wherever possible and encouraging students and employees to be responsible regarding their security and the security of others. A primary vehicle for accomplishing this goal is the University's comprehensive crime prevention program, which is based on dual concepts of eliminating or minimizing criminal opportunities whenever possible and encouraging students and employees to be responsible for their own security and the security of others. UNC Police, in conjunction with other campus departments, offers many different programs for crime prevention. The following is a list of the most frequently used crime prevention programs available at UNC:

<b>Escort Program</b>	On request, this program provides a walking escort service by police officers or student security officers during hours of darkness for persons wanting to take extra precautions. This program is only available at the Greeley campus. Call UNC Police at 970-351-2245 to setup an escort.
<b>Ride-along Program</b>	On request, students and community members may ride along with an officer. This experience allows for firsthand exposure and insight into campus policing and law enforcement. This program is only available at the Greeley campus.
<b>Crime Prevention Programs</b>	Numerous crime prevention presentations are made annually to campus groups such as University employees, commuter students, residence hall students, international students, disabled students, student government, faculty and staff, specific campus departments, recognized student organizations and intercollegiate athletics. These programs are provided at the Greeley campus but can be presented to Extended Campus locations upon request.
<b>Daily Crime Log</b>	The UNC Police maintains a crime log available at <a href="http://www.unco.edu/police/clery/crime-log.aspx">http://www.unco.edu/police/clery/crime-log.aspx</a> that briefly denotes crimes on the Greeley campus. In compliance with Colorado Open Records laws, the crime log is available to both citizen and media outlets at the UNC Police.
<b>Fire Log</b>	The Environmental Health and Safety Department maintains a fire log available at <a href="https://www.unco.edu/facilities/services/environmental-health-and-safety/fire-safety/fire-log-reports.aspx">https://www.unco.edu/facilities/services/environmental-health-and-safety/fire-safety/fire-log-reports.aspx</a> that records all fires, including arson, that occur in on-campus student housing facilities.
<b>Bicycle Registration</b>	Formal identification of bikes is made to deter theft and aid in their recovery if lost or stolen. Bicycle registrations are done through the Parking Services Office (University Center Information Desk) for a one-time fee. This service is only available at the Greeley campus. <a href="https://www.unco.edu/parking/permits/bicycle-permits.aspx">https://www.unco.edu/parking/permits/bicycle-permits.aspx</a>

<b>Security and Facility Surveys</b>	Comprehensive security surveys or audits are made for several campus facilities each year. Surveys of exterior lighting, exterior doors and grounds are conducted by officers on a continual basis.
<b>Assault Survivors Advocacy Program</b>	ASAP (Assault Survivors Advocacy Program) provides support services, education, and prevention programs to increase awareness of sexual violence, intimate partner violence, and stalking issues on the UNC campus. Preventative and educational efforts include presentations and trainings for the university community. Programming addresses diverse campus populations and is offered throughout the academic year. For more information on scheduling a workshop visit their website: <a href="http://www.unco.edu/assault-survivors-advocacy-program/schedule-workshop.aspx">http://www.unco.edu/assault-survivors-advocacy-program/schedule-workshop.aspx</a>
<b>Alcohol/Drug Enforcement and Education</b>	Programs are presented/co-hosted with the UNC Prevention Education office. These programs provide violators with a crime-alcohol relationship perspective and promote responsible alcohol use. For first time alcohol violations, an online educational platform is used to review the student's self-disclosed alcohol habits. A "Second-level" educational outcome is a three-hour educational workshop taught by the Center for Peer Education. This workshop follows a harm reduction model aimed at reducing harm associated with substance use.
<b>Center for Peer Education / Prevention Education</b>	<p>Prevention Education hosts a large number of presentations each year on the topics of mental health, sexual health, alcohol, and drugs. These presentations are provided upon request. Requests are open to the entire university community on any campus. To make a request, please visit this link: <a href="https://www.unco.edu/prevention/">https://www.unco.edu/prevention/</a></p> <p>In addition to training presentations, the office of Prevention Education hosts a variety of events throughout the year that are free of alcohol, tobacco, and other drugs at the Greeley campus. The purpose is to educate and raise awareness about the potential harmful consequences of high-risk behavior. A detailed description and schedule of the events can be found on their website.</p>
<b>Bystander Engagement, Awareness, and Responsibility (B.E.A.R.)</b>	First-year students are required to attend this 60-minute presentation offered during <b>New Student Days</b> before they start at UNC. The workshop is highly interactive and addresses issues of health, safety, communication, sexual assault, peer pressure, alcohol/drug use, and relationships.
<b>Housing &amp; Residential Education</b>	Each year programs are offered to on-campus residents on the Greeley campus to promote safety.
<b>Environmental Health and Safety</b>	Each year training presentations are made to students, faculty, and staff on various topics concerning environmental health and safety. Many of these trainings are available online to view at any time. To access these presentations and request specific in person training please visit the following link: <a href="https://www.unco.edu/facilities/services/environmental-health-and-safety/">https://www.unco.edu/facilities/services/environmental-health-and-safety/</a>
<b>Office of Institutional Equity and Compliance</b>	Each year the Office of Institutional Equity and Compliance (OIEC) trains over 900 faculty and staff on reporting obligations and resources. OIEC also provides sexual misconduct and bystander intervention training to student athletes, coaches, and administrators annually. <a href="https://www.unco.edu/institutional-equity-compliance/">https://www.unco.edu/institutional-equity-compliance/</a>

## Drug and Alcohol Policy



### Drug Policy

The University prohibits the unlawful or unauthorized manufacture, distribution, dispensing, possession or consumption, sale or use of illegal substances on or in university-owned or controlled property or during university business or activities. Individuals or entities including, but not limited to, students, employees, contractors, agents, volunteers, or invitees, who violate this policy shall be subject to discipline, termination/dismissal, or debarment as applicable. Those persons in violation of Federal and/or State laws regarding

manufacture, distribution, dispensing, possession or consumption, and/or sale of controlled substances may also face arrest or citation. A student who is contacted for a violation of controlled substances laws or University policy will be referred to the conduct process through Community Standards & Conflict Resolution. Additionally, employees or students who violate this policy may be required to participate satisfactorily in a drug abuse assistance or rehabilitation program offered by the University.

### Alcohol Policy

The administration, faculty/staff, and students at the University of Northern Colorado assert that the misuse/abuse of alcohol has no valid place in any University of Northern Colorado tradition. Those persons in violation of State laws regarding underage drinking, possession, use, and/or sale of alcoholic beverages may face arrest or citation on or in university-owned or controlled property or during university business or activities. Additionally, a student who is contacted for an alcohol violation of law or policy will be referred to the conduct process through Community Standards & Conflict Resolution.

### Drug and Alcohol-Abuse Education Programs

The administration, faculty/staff, and students affirm their support for those programs leading to a wider understanding of the use, misuse, and abuse of drug/alcohol, and encourage further educational efforts designed for all members of the University community to make informed choices where drug/alcohol is involved. The complete Drug and Alcohol policy is published in the Student Code of Conduct (BEAR Code) available on-line. The policy is also in the Drug Free Schools and Communities Act (DFSCA) Annual Notification, which is available on-line at <https://www.unco.edu/center-peer-education/resources/> and distributed to all students, faculty, and staff at UNC (Section 120(a) through (d) of the Higher Education Act). This policy is strictly enforced.

We have found that the abuse of alcohol and drugs is a factor in many other criminal acts on campus. Federal law allows institutions of higher education to contact the parents of dependent students regarding drug/alcohol usage. As a result, UNC can and may contact parents if their dependent child is involved in a drug or alcohol related incident. Each incident is evaluated on a case-by-case basis. Generally, parents will be notified when their dependent child is taken to the hospital. UNC Police, Greeley Police, Dean of Students, Housing & Residential Education, Prevention Education, District Attorney, and courts have formed a partnership to address underage drinking and alcohol associated issues. This has resulted in increased enforcement, multiple avenues of accountability, education, and numerous optional activities. The result has been a decrease in crime and disorderly behavior related to substance abuse.

## Legal Sanctions for Illegal Drug and Alcohol Violations

### Applicable Federal Sanctions

A Violation of the Alcohol Policy or Drug Policy may result in both criminal and administrative sanctions.

Trafficking of scheduled drugs such as cocaine, fentanyl, heroin, morphine, and other narcotics result in a minimum of five years jail sentence and up to 40 years of the first offense. First offenses result in fines of up to \$5 million for an individual. Second offenses result in jail sentences of a minimum 10 years and fines up to \$8 million for an individual. Marijuana trafficking carry charges that result in jail sentences of five, 10, or 40 years, and up to life in prison, depending on amount trafficked, damages occurred, and intent. Fines ranging from \$250,000 to \$10 million are possible. More information can be found the following charts, taken from a Drug Enforcement Agency document (Drugs of Abuse, A DEA Resource Guide: 2020 EDITION, [https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020Web%20Version-508%20compliant-4-24-20\\_0.pdf#page=36](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020Web%20Version-508%20compliant-4-24-20_0.pdf#page=36)).

Drug/Schedule	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500-4999 grams mixture	<b>First offense:</b> Not less than 5 years, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. <b>Second offense:</b> Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	<b>First offense:</b> Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. <b>Second offense:</b> Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. Two or more prior offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (schedule II)	40-399 grams mixture		400 grams mixture or more	
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more pure OR 500 grams or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture	100 gm or more pure or 1 kg or more mixture		

Penalties		
Other schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 years, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.  <b>Second offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	<b>First offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.  <b>Second offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other schedule IV drugs	Any amount	<b>First offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Flunitrazepam (schedule IV)	Other than 1 gram or more	<b>Second offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
All schedule V drugs	Any amount	<b>First offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Drug/Schedule	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500-4999 grams mixture	<b>First offense:</b> Not less than 5 years, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.  <b>Second offense:</b> Not less than 10 years, and not more than life. If	5 kgs or more mixture	<b>First offense:</b> Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.  <b>Second offense:</b> Not less than 20 years, and not more than life. If
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (schedule II)	40-399 grams mixture		400 grams mixture or more	
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more pure OR 500 grams or more mixture	

PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture	death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	100 gm or more pure or 1 kg or more mixture	death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. Two or more prior offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
<b>Penalties</b>				
Other schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<p><b>First offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 years, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p><b>Second offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<p><b>First offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p><b>Second offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		
All other schedule IV drugs	Any amount	<p><b>First offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p>		
Flunitrazepam (schedule IV)	Other than 1 gram or more	<p><b>Second offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
All schedule V drugs	Any amount	<p><b>First offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p><b>Second offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		

\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

### Applicable Colorado Sanctions

Alcohol sanctions reaching petty and misdemeanor charges include having driver's license revoked, community service or probation, and fines up to \$1,500. Scheduled drugs such as cocaine, heroin, morphine, and other narcotics include felony and misdemeanor charges which equate to 6 months to 32-year jail terms or parole sentences and fines from \$1,000 up to \$1 million dollars depending on aggravating factors. Marijuana public consumption, possession and distribution include felony and misdemeanor charges which equate to community service, parole or jail sentences ranging from 6 months up to 32 years depending on offense. Fines from \$50 up to \$1 million dollars have been given depending on the offense and aggravating factors.

ALCOHOL				
Offense	Type of Offense	Jail Term/Penalties	Fine	Driver's License
Alcohol consumption/ possession: illegal under 21	Unclassified petty offense	24 - 36 hours community service; substance abuse education program	\$100 - \$250	Revoked
Juvenile DUI: Under 21 blood alcohol level (BAC) between .02 and .05 Zero tolerance law	Class A traffic infraction Repeat offender = Class 2 Traffic misdemeanor	24 hours community service	\$15 to \$100	Revoked
Driving while impaired (DWAI) BAC .05-.08	Traffic misdemeanor	1st offense: 2-180 days jail; 24-48 hours community service 2nd offense: 10-365 days; 48-120 hours community service; 2 years' probation 3rd offense or more: 60365 days; 48-120 hours community service; 2 years' probation; alcohol education program	1st offense: \$200\$500 2nd offense: \$600 - \$1,500 3rd offense +: \$600 - \$1,500	Revoked if under 21
Driving under the influence of ethyl alcohol BAC above .08	Traffic misdemeanor	1st offense: 5-365 days (if BAC > 0.2, then 10-365 days); 48-96 hours community service 2nd offense: 10-365 days; 48-120 hours community service; 2 years' probation 3rd offense or more: 60365 days; 48-120- hours community service; alcohol education program; 2 years' probation	1st offense: \$600\$1,000 2nd offense: \$600 \$1,500 3rd offense +: \$600 \$1,500	Revoked
Open alcohol container	Class A traffic infraction	None	\$50	None

<b>CONTROLLED SUBSTANCES</b>				
<b>POSSESSION</b>				
> 4gm of Schedule I and II, Any amount of flunitrazepam, ketamine, and gamma hydroxybutyrate	Level 4 drug felony	6 months - 1 year; 1 year parole period	\$1,000 - \$100,000	n/a
< 4gm of Schedule I and II, Any amount of Schedule III,IV, and V	Offence 1-3; Level 1 drug misdemeanor. Offence 4+; Level 4 drug felony	1-3 offences; less than 364 days, 4+offences; 6 months - 1 year; 1 year parole period	1-3 offences; less than \$1,000, 4+offences; \$1,000-\$100,000	n/a
Any material containing fentanyl < 1 gm.	Offence 1-3; Level 1 drug misdemeanor. Offence 4+; Level 4 drug felony	1-3 offences; less than 364 days, 4+offences; 6 months - 1 year; 1 year parole period	1-3 offences; less than \$1,000, 4+offences; \$1,000-\$100,000	n/a
Any material containing fentanyl > 1 gm.	Level 4 drug felony	6 months - 1 year; 1 year parole period	\$1,000-\$100,000	n/a
Any material that contains more than 60% fentanyl	Level 2 drug felony	4 years – 8 years	\$3,000-\$750,000	
<b>USE</b>				
All controlled substances except marijuana products.	Level 2 drug misdemeanor	Less than 120 days	less than \$750	n/a

Note: All controlled substance charges also include a drug offender surcharge in addition to the fines listed.

<b>MARIJUANA</b>				
Offense	Type of Offense	Jail Term/Penalties	Fine	Driver's License
<b>PROVIDING MARIJUANA TO A MINOR</b>				
>2.5 lbs (>1lb concentrate)	Level 1 drug felony	8-32 years, 3 year parole	\$5,000 – \$1M	not available
>6oz – 2.5 lbs (3oz – 1lb concentrate)	Level 2 drug felony	4-8 years, 2 year parole	\$3,000 – \$750,000	not available
>1oz – 6oz (.5oz – 3oz concentrate)	Level 3 drug felony	2-4 years, 1 year parole	e \$2,000 – \$500,000	not available
≤1oz (≤.5oz concentrate)	Level 4 drug felony	6 months – 1 year, 1 year parole	\$1,000 – \$100,000	not available
<b>Manufacture or process without a license</b>				
Any amount of marijuana or concentrate	Level 3 drug felony	2-4 years, 1 year parole	\$2,000 – \$500,000	not available
<b>Dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute</b>				

50lbs (>25lbs concentrate)	Level 1 drug felony	8-32 years, 3 year parole	\$5,000 – \$1M	not available
>5lbs – 50lbs (>2.5lbs – 25lbs concentrate)	Level 2 drug felony	4-8 years, 2 year parole	\$3,000 – \$750,000	not available
>12oz – 5lbs (>6oz – 2.5lbs concentrate)	Level 3 drug felony	2-4 years, 1 year parole	\$2,000 – \$500,000	not available
>4oz – 12oz (>2oz -6oz concentrate)	Level 4 drug felony	6 months – 1 year, 1 year parole	\$1,000 – \$100,000	not available
≤4oz (≤2oz concentrate)	Level 1 drug misdemeanor	6 – 18 months	\$500 – \$5,000	not available
<b>Possession of Plants</b>				
>30 plants	Level 3 drug felony	2-4 years, 1 year parole	\$2,000 – \$500,000	not available
>6 – 30 plants	Level 4 drug felony	6 months – 1 year, 1 year parole	\$1,000 – \$100,000	not available
≤6 plants	Level 1 drug misdemeanor	6 – 18 months	\$500 – \$5,000	not available
<b>Possession</b>				
>12oz (>3oz concentrate)	Level 4 drug felony	6 months – 1 year, 1 year parole	\$1,000 – \$100,000	not available
>6oz – 12oz (	Level 1 drug misdemeanor	6 – 18 months	\$500 – \$5,000	not available
>2oz – 6oz	Level 2 drug misdemeanor	0 – 12 months	\$50 - \$750	not available
≤2oz	Drug petty offense	None	\$100	not available
<2oz	Drug petty offense	Up to 24 hours community service	\$100	not available
>2oz	See: Possession			

Note: All controlled substance charges also include a drug offender surcharge in addition to the fines listed.

## UNC's Response to Sexual Assault, Domestic/Dating Violence, and Stalking

Sexual assault, domestic violence, dating violence, stalking, and retaliation are prohibited on the UNC campus and violations of such may be enforced through criminal and/or administrative sanctions. The University of Northern Colorado is committed to creating a safe and secure environment where the pursuit of higher education can take place. The University recognizes that sexual violence is an abhorrent offense and reports of sexual violence are vigorously investigated through the UNC Police and/or the University's Office of Institutional Equity and Compliance. The University also provides training and education to students, staff and faculty to prevent sexual violence.

This fact is reflected in the primary prevention and awareness programs for all incoming students and new employees, and ongoing prevention and awareness programs for the campus. These programs are culturally relevant and are inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome. They also consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and society levels. Additionally, the prevention programs adhere to the State of Colorado definitions for sexual assault, domestic violence, dating violence, stalking, and consent.

### Primary Prevention Programs

The following are examples of some of the primary prevention and awareness programs provided:

**Bystander Engagement, Awareness and Responsibility (B.E.A.R.), Interactive Role Play** - in addition to addressing a myriad of contemporary prevention education topics, prevention programs address sexual assault, legal consent to sexual activity, high-risk alcohol consumption in relation to these areas and campus resources.

**New Student Orientation, Parent Presentation** - This presentation addresses a variety of issues specific to the transition for new incoming first year students including legal consent, sexual violence/sexual assault/intimate partner violence and resources.

**New Hire Orientation** – As part of the new hire orientation, all incoming employees are required to participate in an interactive web based sexual harassment training and receive information about reporting obligations and resources.

### Ongoing Prevention Programs

The following are examples of some of the ongoing prevention and awareness programs provided.

**Take Back the Night** - Take Back the Night occurs in April as part of Sexual Assault Awareness Month to honor the stories of survivors while educating and raising awareness about sexual violence on campus and in the surrounding community.

**Sexual Assault Awareness Month** - Sexual Assault Awareness Month occurs during the month of April and provides a variety of programs to educate the campus community about sexual violence on campus and in the surrounding community. Some of the recent events include: Take Back the Night March and Survivor Speak Out, The Clothesline Project, and Demin Day.

**Classroom and Department Presentations** – The Assault Survivors Advocacy Program (ASAP) provides a variety of presentations upon request. Each presentation is tailored to the specific requests by the student, faculty, or staff member. The primary purpose of these presentations is to discuss ASAP

services, consent, healthy relationships, and how as a community we can end sexual and relationship violence.

**Healthy Relationships Workshops** - 2-4 healthy relationship workshops are offered each academic year that address sexual abuse and consent.

**Bystander Intervention Training** – On request, teaches safe and effective intervention processes. This program can be requested from the Dean of Students Office in the University Center suite 2205 or call 970-351-2001.

**Title IX and Sexual Misconduct Training** – Besides the mandatory Title IX training, departments may request specific training for their department or students through the Office of Institutional Equity and Compliance, <http://www.unco.edu/sexual-misconduct/>.



## **Bystander Intervention**

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

At UNC, we encourage an environment where everyone can choose to step up when faced with the opportunity to help prevent violence. This means everyone can be a part of making our campus a safer, healthier place. We don't have to be bystanders; we can choose to do something. Whether interrupting a conversation or notifying the police. There are always options for safe and positive bystander intervention.

## Risk Reduction

Risk reduction are techniques that may decrease perpetration and bystander inaction and increase the ability for individuals to have more control in unsafe situations. This can help individuals and communities address conditions that facilitate violence.

Violence occurs because someone makes a choice to hurt someone else. Victims of sexual assault, dating/intimate partner violence, and stalking are not to blame. Many of these crimes are committed by someone the victim knows and trusts. The following are some strategies to reduce one's risk of interpersonal violence.

- Be aware of your surroundings.
- Try to avoid isolated areas.
- Walk with purpose.
- Try not to load yourself down with bags or packages.
- Make sure your cell phone is with you and charged.
- Don't allow yourself to be isolated with someone unless you have a conversation and agree upon an activity, and you are comfortable with the person.
- Trust your instincts, if it doesn't feel right, make suggestions that include meeting in a public place or with a group of friends.
- Avoid putting headphones in both ears.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the night and leave together.
- Trust your instincts. If you see something suspicious call 911.
- Don't leave your drink unattended. If you choose to accept a drink, go with the person to the bar to order it.
- It is important to know what type and how much alcohol you are consuming. It is safest to get and pour your own drinks, so you know how much and what you are consuming.
- Watch out for your friends, and vice versa.
- If you suspect someone has been drugged, contact law enforcement immediately.
- Try to think of an escape route.
- Talk about what you do and do not want in a relationship including your boundaries with intimacy and sex.
- Pay attention to the small stuff. If you don't like the way a partner is treating you, address it and talk about what you need to stay in the relationship.
- If you have set a boundary with a partner or other campus community member and they have not respected it, you can get help. Seek out campus resources or report it.
- If something does happen to you, talk about it with someone whether that is a friend, family member, a crisis line, or getting help from a campus resource. It is not your fault.

## Procedures Victims Should Follow

The University of Northern Colorado strongly encourages individuals who experience sexual assault, domestic violence, dating violence, or stalking to ensure their safety and seek medical attention immediately. Below are locations where individuals can receive a forensic examination by a specially trained nurse or Forensic Nurse who can provide basic medical care, medications, and collect evidence.

Greeley Campus	North Colorado Medical Center Emergency Department	970-810-6244
Greeley Campus	UC Health Greeley	(970) 652-2160
Loveland Campus	Medical Center of the Rockies Emergency Department	970-624-2500
Loveland Campus	McKee Medical Center	970-820-4071
Denver Campus	University of Colorado Hospital Emergency Department	720-848-9111

Depending on the type of assault, individuals have between 3 to 7 days to acquire a forensic examination. Prior to a forensic exam do not shower, bathe, change clothes, or comb hair. If you have done any of these activities, an exam can still be performed. While documenting and collecting evidence, a Forensic nurse can also provide a physical examination and wellness check, administer preventative treatment for sexually transmitted infections, and provide emergency contraception.

In Colorado victims have three reporting options:

1. Full Report
  - a. Forensic nurse will contact law enforcement and provide them with your information. An officer may come to the hospital to talk to you about the assault
  - b. All evidence collection options may be available depending on amount of time from the assault
2. Medical Report
  - a. Forensic nurse will contact law enforcement and provide them with your name and basic information
  - b. All evidence collection options may be available depending on amount of time from the assault
3. Anonymous Report
  - a. Forensic nurse will release the evidence to law enforcement under a confidential kit number
  - b. Law enforcement will not be given your name or any identifying information
  - c. Only the forensic nurse and you have the kit number
  - d. You have a minimum of two years to change your reporting status to a Full Report

Forensic kits will be stored for a minimum of 2 years. During that time, a victim can choose to report to law enforcement at any time and their case to be pursued through the criminal justice system. There are mandatory reporting obligations for minors (C.R.S. 19-3-304) and at-risk elders (C.R.S. 18.6.5-108) that do prevent medical and anonymous reporting.

More resources and information for victims of crime can be found on the website:

<https://www.unco.edu/safety/>

## Preservation of Evidence

Whether or not a report is made immediately after a crime of sexual assault, domestic violence, dating violence, or stalking, it is important to preserve all evidence. This evidence may help in the criminal prosecution, university administrative process, or may be helpful in obtaining a protection order. Essential evidence that the University or law enforcement may ask for include:

- A forensic sexual assault examination
- Clothing and sheets – place items in a clean paper (not plastic) bag or contact the local police department to assist in collecting evidence.
- Communication – such as text messages, emails, social media posts, voice messages, letters/notes, etc.
- Photographs and/or videos.
- Log of information and dates of incidents.

## Reporting Options

We strongly encourage that all members of the UNC community report these crimes immediately to law enforcement. Sexual violence that occurs on the main campus can be reported to UNC Police by calling (970) 351-2245 or in person at Gray Hall. If the assault occurred off-campus, the report should be made to the local police agency where the crime occurred. You may also elect to report the incident directly to the Title IX Coordinator by calling 970-351-4899, emailing [titleix@unco.edu](mailto:titleix@unco.edu) or by filling out an online [form](#). UNC Police will often provide information to the Office of Institutional Equity and Compliance for administrative hearings if a criminal report has been filed. The administrative investigation and hearing process can move forward without the technical assistance of a police department.

It is not unusual for a person to delay a report of sexual violence. The University encourages all individuals who may have experienced a violent or nonconsensual sexual encounter to report as soon as possible. However, regardless of the duration between the event and report, victims are always encouraged to report. Even if the case would be considered 'cold' by criminal standards UNC Police can help you in identifying appropriate services and resources to partner with for assistance on campus and in the community.

## Options Regarding Notification of Law Enforcement

Victims have the right to notify proper law enforcement authorities including UNC Police and local police. While it is recommended to report the crime, victims have the right to decline notifying the authorities. Under state and federal laws, non-confidential employees who receive reports may be obligated to forward the report to Law Enforcement and/or the Office of Institutional Equity and Compliance. It is important to understand that reporting a

## Resources for Victims of Sexual Violence

### Title IX Coordinator & Equity Officer

*Larry Loften* 970-351-4899

### Police & Legal Services

<a href="#">UNC Police</a>	970-351-2245
UNC Student <a href="#">Legal Services</a>	970-351-2001
<a href="#">Greeley Police Dept</a>	970-350-9600
<a href="#">Evans Police Dept</a>	970-339-2441
<a href="#">Loveland Police Dept</a>	970-667-2151
<a href="#">Aurora Police Dept</a>	303-627-3100

### Medical

UNC <a href="#">Student Health Center</a>	970-351-2412
<a href="#">North Colorado Medical Cntr</a>	970-810-4121
<a href="#">UC Health Greeley</a>	970-652-2000
<a href="#">Medical Center of the Rockies</a>	970-624-2500
<a href="#">University of Colorado Hospital</a>	720-848-0000

### Mental Health

UNC <a href="#">Counseling Center</a>	970-351-2496
UNC <a href="#">Psychological Services</a>	970-351-1645
<a href="#">North Range Behavioral Health</a>	970-347-2120
<a href="#">Foundations Counseling, LLC</a>	970-698-7377
<a href="#">Aurora Mental Health Cntr</a>	303-617-2300

### Sexual Assault Advocates

UNC ASAP*	970-351-1490
UNC ASAP Hotline*	970-351-4040
SAVA**	970-472-4200
A Woman's Place (Shelter)	970-351-0476
APD Victim Advocate Program	303-627-3100
Gateway Battered Woman's Shelter	303-343-1856
RAINN***	800-656-4673
Survivors Organizing for Liberation	800-557-4441

### Visa and Immigration Assistance

UNC CIE Office****	970-351-2396
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### Financial Aid

UNC Financial Aid Office	970-351-2412
Federal Financial Aid Office	800-433-3243

\*ASAP - Assault Survivors Advocacy Program

\*\*SAVA – Sexual Assault Victim Advocate Center

\*\*\*Rape, Abuse, and Incest National Network

\*\*\*\*Center for International Education

crime is not the same as prosecuting the crime. The decision to prosecute can be made later after a report has been made.

### **Confidentiality**

A request for confidentiality may limit the University's ability to initiate or to investigate the complaint or to impose sanctions or disciplinary action against a respondent. In this aspect, confidentiality keeps all personally identifying information unavailable to individuals who would provide resolution. While the University may not be able to pursue resolution under full confidentiality, it can provide privacy. All complaints are kept private and only shared with individuals on a need-to-know basis to provide resolution.

The University may also maintain accommodations or protective measures as confidential to the extent that maintaining such confidentiality would not impair the ability to provide the accommodations or protective measures. For example, if a student needs accommodation with their class schedule, the University may release the name of the student to instructors in order to provide these accommodations but will not release information about the circumstance of why the accommodation was requested unless there is written consent from the victim.

In compliance with the Clery Act, UNC completes Clery public recordkeeping without the inclusion of personally identifying information about the victim.

### **Written Notification**

Through the Office of Institutional Equity and Compliance, UNC provides written communication to victims of sexual assault, domestic violence, dating violence, or stalking that includes a variety of resources.

- Information about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.
- Information about options for available assistance in and how to request changes to academic, living, transportation, and working situations or protective measures.
- Explanation of the procedures for institutional disciplinary action in cases of alleged sexual assault, domestic violence, dating violence, or stalking.
- Student's or employee's rights and options which include procedures victims should follow, the importance of preserving evidence, how and to whom the alleged offense should be reported, options about the involvement of law enforcement and campus authorities, and information about orders of protection.

## Procedures for Institutional Disciplinary Action in Cases of Alleged Sexual Assault, Domestic Violence, Dating Violence, or Stalking

The University of Northern Colorado Discrimination Complaints Procedure (DCP) has been updated and amended to include the U.S. Department of Education’s Final Rule on Title IX addressing Sexual Harassment. The new regulations took effect on August 14, 2020. UNC’s procedures for institutional disciplinary action in cases of alleged sexual assault, domestic violence, dating violence, and stalking can be found in the BOT Regulations, *3-6-135 Additional Procedures on or After August 14, 2020*.

Whether or not criminal charges are filed, students may be subject to administrative discipline for behaviors against University Policy, including sexual assault, domestic violence, dating violence, stalking, or retaliation. The University of Northern Colorado’s disciplinary process includes a prompt, fair, and impartial investigation, and resolution process. This process is conducted by officials who receive annual training on the issues related to sexual assault, domestic violence, dating violence, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. The *3-6-135 Additional Procedures on or after August 14, 2020*, in the Discrimination Complaints Procedure (DCP) is consistent with Board Policy 1-1-508 and applicable Federal and State law. Processes under both the DCP the Additional Procedures on or after August 14, 2020, will be addressed and resolved within a reasonably prompt time frame, generally within 90 days, but sometimes longer depending on complaint complexity.

Complaints of discrimination, harassment, and/or retaliation that do not meet the necessary requirements under the Additional Procedures on or After August 14, 2020, will use UNC’s Discrimination Complaints Procedure. This includes complaints occurring prior to August 14, 2020; or that take place where the university does not have substantial control (of either Respondent, or Complainant, or circumstances of the complaint). To read the DCP in its entirety, please visit the BOT Regulations 3-6-125 beginning on page 68 of the following link: [http://www.unco.edu/trustees/University\\_Regulations.pdf](http://www.unco.edu/trustees/University_Regulations.pdf).

### Filing a complaint

A complaint is initiated by contacting the appropriate person described below and submitting the Discrimination Complaint Form. This form is available online, [https://publicdocs.maxient.com/reportingform.php?UnivofNorthernColorado&layout\\_id=5](https://publicdocs.maxient.com/reportingform.php?UnivofNorthernColorado&layout_id=5) The contacts described below may be face-to-face, by telephone or electronic/online submission:

<b>Students can initiate a complaint by contacting:</b>			
Dean of Students Office	University Center 2205	970-351-2001	<a href="mailto:dos@unco.edu">dos@unco.edu</a>
Office of Institutional Equity and Compliance	University Center 3060	970-351-4899	<a href="mailto:titleix@unco.edu">titleix@unco.edu</a>
<b>Employees can initiate a complaint by contacting:</b>			
Director of Human Resources	Carter Hall 2002	970-351-2718	<a href="mailto:marshall.parks@unco.edu">marshall.parks@unco.edu</a>
Office of Institutional Equity and Compliance	University Center 3060	970-351-4899	<a href="mailto:titleix@unco.edu">titleix@unco.edu</a>
<b>Individuals not a student or faculty or staff can initiate a complaint by contacting:</b>			
Dean of Students Office	University Center 2205	970-351-2001	<a href="mailto:dos@unco.edu">dos@unco.edu</a>
Office of Institutional Equity and Compliance	University Center 3060	970-351-4899	<a href="mailto:titleix@unco.edu">titleix@unco.edu</a>
Director of Human Resources	Carter Hall 2002	970-351-2718	<a href="mailto:marshall.parks@unco.edu">marshall.parks@unco.edu</a>

## **Informal and Formal Resolution Procedures**

### **Initiation of Formal Processes**

After receiving a complaint of dating violence, domestic violence, sexual assault, or stalking, University officials will make a determination of which proceeding to initiate based on the date of the incident and University control of the following criteria:

1. Location and context of incident(s)
2. Respondent
3. Complainant

If it is determined that the incident(s) occurred on or after August 14, 2020, and the University has substantial control over all the above criteria, and the Complainant desires to initiate a Formal Process, the University will utilize the Additional Procedures on or After 14, 2020. If it is determined that the University does not have substantial control over the location and context of the incident(s), does have control over either or both Respondent and Complainant, the University will utilize the Discrimination Complaint Procedure. For incidents occurring prior to August 14, 2020, the University will utilize the Discrimination Complaint Procedure.

### **Required Dismissal of a Formal Complaint (Under Additional Procedures on or after August 14, 2020)**

After the University investigates the allegations of a Formal Complaint it shall dismiss the Formal Complaint, or certain of the allegations of Sexual Harassment alleged in the Formal Complaint, if the University determines the conduct alleged, even if proved:

- A. Would not constitute sexual harassment;
- B. Did not occur in a University Education Program or Activity; and/or
- C. Did not occur within the United States.

### **Informal Resolution of a Formal Complaint**

After a Formal Complaint is filed that alleges Sexual Harassment and at any time prior to the issuance of a Determination Regarding Responsibility by the Decision-Maker, the University may offer to facilitate informal resolution between/among the parties by which the parties agree voluntarily to resolve the allegations contained in the Formal Complaint, including but not limited to allegations of Sexual Harassment, without proceeding further in the Grievance Process. The University, as part of the offer of informal resolution must:

- A. Provide each party with the Notice of Allegations.
- B. Obtain each party's voluntary written consent to engage in the informal resolution process.
- C. Inform each party in writing that:
  - a. If the parties reach an informal resolution that the terms and conditions of such resolution must be in writing and will preclude the parties from resuming the Grievance Process with respect to the allegations of Sexual Harassment in the Formal Complaint; and
  - b. Each party has the right, at any time, to withdraw from the informal resolution process and resume the Grievance Process with respect to the Formal Complaint.

### **When Informal Resolution may not be Offered or Facilitated by the University**

The University shall not offer to facilitate or facilitate the informal resolution process to resolve allegations of a Formal Complaint that a University employee engaged in Sexual Harassment of a University student. This prohibition does not preclude the parties from engaging voluntarily in discussions between them that results in a resolution of the allegations and notification by the Complainant that they wish to withdraw the Formal Complaint or any of the allegations in it.

### **Additional Time to be Provided by Decision-Maker**

The Decision-Maker shall provide additional time, as necessary, to allow the parties to engage in informal resolution of the Formal Complaint, or other voluntary discussions between/among the parties in pursuance of resolution of the Formal Complaint, when all parties agree that it is reasonable and appropriate that additional time should be provided.

### **Procedures for the Investigation of a Formal Complaint**

Once a complaint has been reviewed, written notification regarding rights, options and resources available on campus is sent to both the complainant and respondent.

The investigator(s) will investigate the complaint as discreetly and expeditiously as possible with due regard for thoroughness and fairness to the complainant, the respondent, and of any other person who may have relevant information by:

- Interviews of persons who may have relevant knowledge including but not limited to the complainant, the respondent and/or persons identified in any written or oral information provided in the course of the investigation.
- Retrieval of relevant documents and/or other materials related to the complaint
- Provide each party and their respective advisor, if any, the evidence subject to inspection and review in electronic format or hard copy
- Provide each party at least ten (10) days to submit a written response to such evidence, which the investigator will consider prior to completion of the investigation report.
- Make all such evidence available for each party's inspection and review at any hearing and give each party equal opportunity to refer to such evidence during the Live Hearing, including for the purposes of cross-examination; and
- Create an investigation report that fairly summarizes relevant evidence and, at least 10 days prior to the Live Hearing, shall provide each party and their respective advisor, if any, the investigation report in electronic format or hard copy for their review and written response, if any.

### **Procedures for the Live Hearing**

Complaints involving sexual assault, domestic violence, dating violence, or stalking shall include a Live Hearing that will be conducted virtually, with technology that enables the participants to see and hear each other simultaneously. The Live Hearing shall be presided over by the Decision-Maker, who shall:

- a) Make all decisions regarding the scheduling and conduct of the hearing, except as otherwise outline in policy or the law
- b) Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, as well as inculpatory and exculpatory evidence.
- c) Permit each party's advisor to ask the other party and any witnesses only relevant questions and follow-up questions, including questions challenging the credibility of the parties and any witnesses
- d) Permit only relevant documentary and other physical materials to be received in at the Live Hearing; and

- e) Not permit questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent or lack thereof.

### **Procedures and Requirements Regarding Cross-Examination**

Cross-examination of the parties and other witnesses during the Live Hearing shall be conducted consistent with the following procedures and requirements:

- a) Cross-examination of a party or other witness may only be conducted by a party's advisor and not by the party themselves.
- b) If a party does not have an advisor present at the Live Hearing, the University will provide, without fee or charge to that party, an advisor of the University's choice, who may, but is not required to, be an attorney to conduct cross-examination on behalf of that party.
- c) Only relevant cross-examination questions and other questions may be asked of a party or witness, as determined by the Decision-Maker.
- d) Before a Complainant or Respondent or a witness answers a cross-examination or other question, the Decision-Maker shall first determine whether the question is relevant to the issues in the Live Hearing and shall explain their decision to exclude a question that they determine is not relevant; and
- e) If a party or witness does not submit themselves to cross-examination at the Live Hearing, the Decision-Maker shall not rely on any statement of that party or witness in reaching the Determination Regarding Responsibility, provided however, that the Decision-Maker shall not draw an inference in the Determination based solely on a party's or witness's absence from the Live Hearing or refusal to answer cross-examination or other questions. (This prohibition is currently under review in light of the recent federal court ruling in *Victim Rights Law Center, et al. v. Cardona*, 20-11104-WGY, 2021 WL 3516475, at \*1 (D. Mass. Aug. 10, 2021).)

### **Recording or Transcript of the Live Hearing**

The University, in its discretion, will create an audio or audiovisual recording or a written transcript of the Live Hearing and make the recording or transcript available for the inspection and review of each party.

### **Disclosure of Results of Disciplinary Proceedings**

After the Live Hearing has concluded, the Decision-Maker shall issue a written Determination Regarding Responsibility ("Determination") regarding the allegations of Sexual Harassment in the Formal Complaint, which Determination shall apply the "preponderance of the evidence" standard. The Determination must:(

- a) Describe the allegations potentially constituting Sexual Harassment.
- b) Describe the procedural steps taken from the Filing of the Formal Complaint through the issuance of the Determination including any:
  - a. Notifications to each party.
  - b. Interview of the parties and witnesses.
  - c. Site visits.
  - d. Methods used to gather other evidence; and
- c) State the Decision-Maker's findings of fact supporting the Determination.
- d) State the conclusions regarding the application of the relevant University policies and relevant provisions of the DCP to the facts.

- e) State the result as to each allegation and the rationale for such result, including the Determination regarding responsibility, any Disciplinary Sanctions the University is to impose on the Respondent, and any Remedies designed to restore or preserve equal access to the University Education Program or Activity that the University will provide to the Complainant; and
- f) The University procedures and permissible bases for the Complainant and Respondent to appeal the Determination, if either of them decides to do so.

The Decision-Maker must provide the Determination to each of the parties and to the Title IX Coordinator simultaneously. The Determination becomes final either on the date that the University provides the parties with the Determination of the result of an appeal, if an appeal is filed, or, if an appeal is not filed, the date on which an appeal would no longer be considered timely

### **Appeal Process**

Included in a copy of the decision provided simultaneously to the complainant and respondent is the process to file an appeal. Either party may appeal from

- a) a written Determination Regarding Responsibility or
- b) the University's dismissal of a Formal Complaint or any of the allegations in a Formal Complaint, on the following bases only:
  - a. Procedural irregularity that affected the outcome of the matter.
  - b. New evidence that was not reasonably available at the time the Determination Regarding Responsibility or dismissal of the Formal Complaint (or any allegations contained in the Formal Complaint was issued, that would have affected the outcome of the matter; and/or
  - c. The Title IX Coordinator, investigator(s) or Decision-Maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent involved in the Formal Complaint, that affected the outcome of the matter.

### **Supportive Measures and Protection Orders**

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Supportive Measures are designed to restore or preserve equal access to a University Education Program or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University's educational environment, or to deter Sexual Harassment. Supportive measures may include:

1. counseling,
2. extensions of deadlines or other course-related adjustment,
3. modifications of work or class schedules,
4. campus escort services,
5. mutual restrictions on contact between the parties,
6. changes in work or housing locations,
7. leaves of absence,
8. increased security and monitoring of certain areas of the University campus, and other similar measures, and
9. such measures must be maintained as confidential by the University to the extent that maintaining such confidentiality would not impair the ability of the University to provide such measures

Requests for Supportive Measures can be made directly to the Office of Institutional Equity and Compliance at 970-351-4899.

### **Choice of Advisor**

At any meeting or proceeding by the investigator(s) of the complainant or the respondent, the party interviewed may have an advisor of their choice, who may be, but is not required to be, an attorney, who may inspect and review evidence obtained as part of the investigation that is directly related to the allegations of the Formal Complaint pursuant to 34 C.F.R. Section 106.45(b)(5)(i), be present during any meeting or proceeding at which the parties may be present during the Grievance Process to advise their respective party, provided however, other than at the Live Hearing, the advisor may not otherwise participate in, make any presentation during, or submit any written materials on behalf of their party.

### **Standard of Evidence**

The standard of evidence in sexual assault, domestic violence, dating violence, and stalking cases is held as a "preponderance of evidence". Meaning that considering all the evidence, an assertion is more probably true than not true, even to the slightest degree. If the person making an assertion fails to meet his/her burden of proof or if the evidence weighs so evenly that the decision maker(s) are unable to say that there is a preponderance on either side, the decision maker(s) must resolve the question against the person who has the burden of proof.

## Possible Student Sanctions

This list represents the full range of possible sanctions for a violation of the student code of conduct (BEAR Code). Sanctions that the University may impose towards students found 'responsible' for a violation of the BEAR Code include, but are not limited to the following:

Sanction	Definition	Sexual Assault	Domestic Violence	Dating Violence	Stalking
<b>Warning</b>	Notice to a Responding Party that they have engaged in Misconduct and that further Misconduct may result in further Outcomes				
<b>Probation</b>	A stated period during which a Responding Party is subject to review and during which the Responding party must demonstrate compliance with the BEAR Code.		✓	✓	✓
<b>Loss or Restriction of Privileges</b>	A stated period during which a Responding Party, including an RSO, is not allowed to engage in specific activities.		✓	✓	✓
<b>Restitution</b>	Monetary compensation, replacement or completion of one or more tasks or projects for loss, damage or injury to those adversely affected by Misconduct.	✓	✓	✓	✓
<b>Education or Counseling</b>	Research, education, counseling or completion of one or more projects designed to assist the Responding Party in their appreciation of the impact of their Misconduct upon others including but not limited to a required mental health assessment.	✓	✓	✓	✓
<b>Residence Hall or University Suspension</b>	A specified or indefinite period in which stated conditions must be satisfied during which a Responding Party is not allowed (a) in UNC residence halls or other residences, (b) in specific or all areas of UNC property, and/or (c) to participate in specific activities.	✓	✓	✓	✓
<b>Residence Hall or University Expulsion</b>	The permanent (a) ban of a Responding Party from UNC residence halls or other residences, (b) ban of a Responding Party from specific areas, or from the entirety, of UNC property, (c) termination of a Responding Party's academic program at UNC, and/or (d) prohibition of a Responding Party from applying for future re-enrollment at UNC.	✓	✓	✓	✓
<b>Revocation of Admission and/or Degree</b>	Revocation of a Responding Party's admission to UNC or the award of a degree due to Misconduct including but not limited to fraud, misrepresentation, or plagiarism.	✓	✓	✓	✓
<b>Withholding Admission or Degree</b>	Admission of or the award of a degree otherwise earned by a Responding Party may be withheld until completion of Outcomes imposed.	✓	✓	✓	✓
<b>Withdrawal Agreement</b>	A Responding Party may, with the approval of the Dean of Students, enter into an agreement to withdraw from UNC and not to re-apply for a specified period or permanently as part of the Outcomes imposed.	✓	✓	✓	✓
<b>Loss of Recognition</b>	Recognition as an RSO may be revoked and/or denied for a specified or indefinite period in which stated conditions must be satisfied or permanently.	✓	✓	✓	✓

## Possible Faculty/Staff Sanctions

This list represents the full range of possible sanctions for an employee violation. Sanctions that the University may impose towards an employee found 'responsible' for a violation of UNC policy include, but are not limited to, the following:

Sanction	Definition	Sexual Assault	Domestic Violence	Dating Violence	Stalking
<b>Required Education</b>	Research, education, counseling or completion of one or more projects designed to assist the Responding Party in their appreciation of the impact of their Misconduct upon others including but not limited to a required mental health assessment	✓	✓	✓	✓
<b>Suspension</b>	Paid or Unpaid leave where a Respondent who is a non-student employee cannot participate in all or part of their job responsibilities, including be physically present on campus.	✓	✓	✓	✓
<b>Demotion</b>	Being transferred to a lower position and/or lower pay.	✓	✓	✓	✓
<b>Termination or Dismissal</b>	The employee will be let go and may be prevented from returning to the University premises.	✓	✓	✓	✓
<b>Administrative Leave</b>	The placement of a Respondent who is a non-student employee of the University on leave of absence during the pendency of a Grievance Process	✓	✓	✓	✓

\*Note: there are different processes for disciplinary action for students, staff and for faculty. The possible sanctions are similar, but the process may be different.

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## Sex Offender Registration Information

Registered sex offenders who are enrolled or employed by the University of Northern Colorado are required to advise their local law enforcement agency of their affiliation with UNC. This information is forwarded to the Colorado Bureau of Investigations (CBI) and is available at UNC Police located in Gray Hall during normal business hours. Individuals may request a list of registered sex offenders to view at the UNC Police Department.

State and federal law require the release of information supplied by the Colorado Crime Information Center (CCIC) on registered sex offenders. The release of such information does not violate the Family Educational Rights to Privacy Act (FERPA).

In the event the UNC Police records staff is unavailable to provide the requested information immediately, the name and phone number of the individual making the request will be taken and he/she will be notified when the report is available. All requests will be processed and made available for review within 72 hours of the request.

In addition, lists of convicted registered sex offenders are available from the following resources:

**All of Colorado:** <https://www.sotar.us/apps/sotar/initPublicIndexRedirect.do>

<p><b>Greeley Campus</b></p> <p><u><a href="#">Weld County Sheriff's Office</a></u> <u><a href="#">Greeley Police Department</a></u> <u><a href="#">Evans Police Department</a></u></p>	<p><b>Loveland Center</b></p> <p><u><a href="#">Larimer County Sheriff's Office</a></u> <u><a href="#">Loveland Police Department</a></u></p>	<p><b>Denver Center</b></p> <p><u><a href="#">Arapahoe County Sheriff's Office</a></u> <u><a href="#">Aurora Police Department</a></u></p>
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## Security of Campus Facilities

### Access to Campus Facilities

Most of the Greeley campus buildings and facilities are accessible to members of the campus community, guests, and visitors during normal hours of business Monday through Friday and for limited designated hours on Saturdays and Sundays during periods of time the University is in normal operation (this includes most holidays). Residence facilities, including residence halls, apartments, and houses are generally locked and have limited access to those who live in the neighborhood with that hall, students with a class in the facility, and staff and faculty working in the facility. Residence halls have resident staff living in each neighborhood. A Neighborhood Coordinator, Community Director, and/or Graduate Intern staff live in each neighborhood, with Resident Assistants (RAs) living on most floors or smaller buildings. Housing & Residential Education staff provides monitoring for facilities and safety, coaching/support, programming, activities, and rule compliance. Each neighborhood has a front desk number to contact to connect with a staff member, and there is a staff person on duty on a 24-hour basis. Front desks are typically staffed from 8:00 AM-2:00AM daily at the Ridge, Mesa, and Basin Neighborhoods 8:00 AM – Midnight daily at Arlington Park Apartments. Regular foot patrols or "rounds" are conducted of the hallways in the evenings. To prevent unauthorized access, residence halls have an electronic exterior door locking system.



Residence Halls, including Arlington Park Apartments and Trotter House, are locked 24-hours a day. Residents can use card reader access to gain entrance to their residence halls from side doors and the main entrance. Residents are expected to always accompany guests while they are in the residence halls as residents are responsible for the actions of their guests. Guest access may be restricted some years when there are concerns with health and safety, for example, during a pandemic. Only residents and accompanied guests are allowed in the residence halls. Unaccompanied guests may be immediately removed from the premises. It is the residents' responsibility to inform all guests of residence hall policies and to expect compliance.

Residence Halls, including Arlington Park Apartments and Trotter House, are locked 24-hours a day. Residents can use card reader access to gain entrance to their residence halls from side doors and the main entrance. Residents are expected to always accompany guests while they are in the residence halls as residents are responsible for the actions of their guests. Guest access may be restricted some years when there are concerns with health and safety, for example, during a pandemic. Only residents and accompanied guests are allowed in the residence halls. Unaccompanied guests may be immediately removed from the premises. It is the residents' responsibility to inform all guests of residence hall policies and to expect compliance.

University Houses, with the exception of the Trotter House, are the only on-campus residential facilities that do not have exterior card access. Entry and exit from individual homes go directly outside and require a key for access. These doors have closures and automatically lock when the door is closed to provide additional security. Residents are responsible for securing their own home. The University maintains outdoor lighting and UNC Police do patrol these areas.

Housing & Residential Education subscribes to a vigorous personal accountability student conduct program in partnership with the Dean of Students. This program is developmental in nature but provides for the removal of individuals who have impact on the health and/or safety of their community. In criminal cases or cases of violence that meet the standard for interim suspension from the University, these interim actions are taken rapidly. Special emphasis is placed on supporting and protecting victims.

## **Maintenance and Security of Campus Facilities**

The University community maintains a very strong commitment to campus safety and security. Exterior lighting is an important part of this commitment. Police Officers and other staff members report exterior lighting problems on campus on a regular basis to the Facilities Management repair crews. Members of UNC Police, Facilities Management, Housing & Residential Education, and other campus representatives conduct surveys of exterior lighting on an on-going basis.

Members of the Greeley campus community are encouraged to report any exterior lighting deficiencies to UNC Police at (970) 351-2245 or Facilities Management at (970) 351-2446.

Police Officers and Housing & Residential Education staff report any defective locking mechanisms to the Facilities Management Lock Shop as they are discovered. This ensures that each exterior door and its locking mechanisms are working properly. For buildings that are open during the day, exterior doors on campus buildings are locked and secured each evening by computer access control or custodial staff from Facilities Management. These employees also report door and security hardware operating deficiencies on a regular basis. The University is also converted to a high security lock/key system. These locks are extremely difficult to pick, and keys cannot be duplicated.

Many areas on campus that house expensive equipment have alarms with motion detectors that report directly to UNC Police. As well, there are many offices on campus that are equipped with "duress" alarm systems to summon help in the event of a crisis.

Shrubbery, trees, and other vegetation on campus are trimmed on a regular basis both for aesthetics and safety. In snow or icy weather, sidewalks are a priority for cleaning and sanding. Supplemental sanding is done by the UNC Grounds Department as needed. Parking lots and campus areas are actively patrolled by police officers, student parking enforcement officers, and student security officers. UNC maintenance and ground workers carry radios and can call UNC Police Dispatch (970-351-2245) directly with any problem or suspicious activity.

## **Extended Campus Access, Maintenance, and Security of Campus Facilities**

The Extended Campus locations are secured during non-class time and are only open to student, faculty, and staff during scheduled class time. The building owners maintain the locks, lighting, and security of those buildings.

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## Missing Persons Policy



If a member of the University Community has reasons to believe that a student who resides in on-campus housing is missing, that individual should immediately notify the University Police Department at (970) 351-2245 (911 from a campus phone) no later than 24 hours after the time the student is determined missing. The Police Department will start the investigation and document findings when appropriate. Under circumstances when a student who was believed to be missing is immediately found and there are no suspicious or concerning circumstances

surrounding the incident, no formal report is necessary.

In addition to identifying a general emergency contact person listed in the student's housing contract, a student residing in on-campus housing has the option annually to identify confidentially a separate person to be contact by UNC no later than 24 hours after the student is determined to be missing. Students are not required to designate a separate individual for this purpose and if they choose not to do so, then UNC will assume that they have chosen to treat their general emergency contact as their missing person contact.

### **Students who wish to identify a confidential missing person contact can do so online:**

- Go to: <https://www.unco.edu/living-on-campus/forms.aspx#housing>.
- Select "Housing" dropdown
- Select "Forms"
- Click on "**Confidential Contact Person Form**"
- Fill out the form
- Click on the blue box with the white arrow at the bottom of the screen to submit.

A student's confidential missing person contact information will be accessible only by authorized campus officials and by law enforcement in course of an investigation and will not be disclosed outside of a missing person investigation.

The police department will notify the confidential contact within 24 hours of determining that the student is missing. If the student is under 18 years of age and is not emancipated, the institution is required to notify a custodial parent or legal guardian no later than 24 hours after the time that the student is determined missing in addition to notifying any additional contact person designated by the student.

A student's confidential missing person contact information will be accessible only by authorized campus officials and by law enforcement in course of an investigation and will not be disclosed outside of a missing person investigation.

None of these guidelines precludes the Police Department or a University Representative from contacting the student's custodial parent, guardian, or contact person immediately upon determination that the student is missing. The University Police Department will notify the local law enforcement agencies within 24 hours of the determination and utilize appropriate resources as the investigation expands to locate a missing student.

The Loveland and Denver locations do not have on-campus student housing. It is for this reason that there is no Missing Persons Policy for those locations.

# Fire Safety Report for Student Housing

## Introduction

The Higher Education Opportunity Act (HEOA) requires that institutions that maintain on-campus student housing facilities publish an annual Fire Safety Report. This report must contain a description of the housing facilities and their fire safety systems, fire safety policies and procedures, fire statistics, and fire safety training and education.

The main campus located in Greeley is the only location that has on-campus student housing. The Loveland and Denver locations do not have on-campus student housing. It is for this reason that there is no Fire Safety report for those locations.

The University of Northern Colorado (UNC) has made a serious commitment to fire safety. The Environmental Health & Safety Department, which oversees fire safety on the Greeley campus, is dedicated to fire safety for students, faculty, staff, and visitors. UNC works closely with the Greeley Fire Department to meet or exceed applicable local, state, and federal code requirements.

## Description of Housing Facilities and Fire Safety Systems

At the University of Northern Colorado (UNC), all on-campus residence halls are equipped with fire safety systems. Components of the fire safety system include automatic fire sprinkler systems, automatic fire alarm systems which notifies the UNC Police Communications Center, and portable fire extinguishers for use by trained persons. All fire protection systems are inspected regularly by UNC staff members. Inspections and maintenance of these systems are conducted at intervals required by code or more frequently.

West Campus Residence Facilities

Hall Name	Address	Sq. Ft.	Beds	Structure	Automatic Fire Alarm	Automatic Sprinkler	Fire Dept. Standpipe	Smoke Alarm	CO Alarm	Fire Extinguishers
Harrison	1400 23 <sup>rd</sup> Street	129,697	542	Concrete	✓	✓	✓	✓		✓
Lawrenson	2300 12 <sup>th</sup> Ave Ct	115,343	434	Concrete	✓	✓	✓	✓		✓
North	2353 11 <sup>th</sup> Avenue	155,829	375	Concrete	✓	✓	✓	✓		✓
South	2323 11 <sup>th</sup> Avenue	147,065	348	Concrete	✓	✓	✓	✓		✓
Turner	2310 13 <sup>th</sup> Avenue	139,796	350	Concrete	✓	✓	✓	✓		✓

### Central Campus Residence Facilities

Hall Name	Address	Sq. Ft.	Beds	Structure	Automatic Fire Alarm	Automatic Sprinkler	Fire Dept. Standpipe	Smoke Alarm	CO Alarm	Fire Extinguishers
Belford	1902 10 <sup>th</sup> Avenue	16,213	53	Stucco on structural masonry	✓	✓	✓	✓		✓
Bond	809 19 <sup>th</sup> Street	15,624	51	Stucco on structural masonry	✓	✓	✓	✓		✓
Brown	901 19 <sup>th</sup> Street	15,692	34	Stucco on structural masonry	✓	✓	✓	✓		✓
Decker	910 19 <sup>th</sup> Street	10,438	28	Stucco on structural masonry	✓	✓	✓	✓		✓
Dickeson	819 19 <sup>th</sup> Street	15,423	55	Structural masonry and wood framing	✓	✓	✓	✓		✓
Gordon	1904 10 <sup>th</sup> Avenue	6,839	28	Stucco on structural masonry	✓	✓	✓	✓		✓
Hansen-Willis	1929 10 <sup>th</sup> Avenue	40,059	108	Stucco on structural masonry	✓	✓	✓	✓		✓
Lujan	829 19 <sup>th</sup> Street	13,446	34	Structural masonry and wood framing	✓	✓	✓	✓		✓
Sabin	1920 10 <sup>th</sup> Avenue	10,558	37	Stucco on structural masonry	✓	✓	✓	✓		✓
Snyder	1910 10 <sup>th</sup> Avenue	27,925	106	Stucco on structural masonry	✓	✓	✓	✓		✓
Wiebking	900 20 <sup>th</sup> Street	58,304	245	Stucco on structural masonry	✓	✓	✓	✓		✓
Wilson	1927 9 <sup>th</sup> Avenue	63,260	287	Stucco on structural masonry	✓	✓	✓	✓		✓

## Arlington Park Apartments

Hall Name	Address	Sq. Ft.	Beds	Structure	Automatic Fire Alarm	Automatic Sprinkler	Fire Dept. Standpipe	Smoke Alarm	CO Alarm	Fire Extinguishers
Building 1	2315 9 <sup>th</sup> Ave #E	28,867	54	Brick veneer and stucco on wood	✓	✓	✓	✓		✓
Building 2	2345 9 <sup>th</sup> Ave #F	36,546	78	Brick veneer and stucco on wood	✓	✓	✓	✓		✓
Building 3	933 24 <sup>th</sup> Street #A.	34,911	72	Brick veneer and stucco on wood	✓	✓	✓	✓		✓
Building 4	2340 10 <sup>th</sup> Ave #B	27,357	60	Brick veneer and stucco on wood	✓	✓	✓	✓		✓
Building 5	2310 10 <sup>th</sup> Ave #C	27,357	60	Brick veneer and stucco on wood	✓	✓	✓	✓		✓
Building 6	930 23 <sup>rd</sup> Street #D	34,911	72	Brick veneer and stucco on wood	✓	✓	✓	✓		✓

University Houses									
Hall Name	Address	Sq. Ft.	Structure	Automatic Fire Alarm	Automatic Sprinkler	Fire Dept. Standpipe	Smoke Alarm	CO Alarm	Fire Extinguishers
Aldrich I	2229 10 <sup>th</sup> Avenue	1,832	Vinyl siding				✓	✓	✓
Aldrich II	2233 10 <sup>th</sup> Avenue	1,832	Wood siding				✓	✓	✓
Angus	2205 10 <sup>th</sup> Avenue	1,044	Aluminum siding				✓	✓	✓
Berkenkotter	2221 10 <sup>th</sup> Avenue	1,852	Wood siding				✓	✓	✓
Farr	1723 10 <sup>th</sup> Avenue	4,369	Brick siding				✓	✓	✓
Florio	1943 8 <sup>th</sup> Avenue	1,904	Vinyl/wood siding				✓	✓	✓
Fuller	2225 10 <sup>th</sup> Avenue	1,156	Brick/vinyl siding				✓	✓	✓
Fultz	2209 10 <sup>th</sup> Avenue	2,088	Wood siding				✓	✓	✓
Harry	1717 10 <sup>th</sup> Avenue	5,419	Fiber cement siding				✓	✓	✓
Horst	2211 10 <sup>th</sup> Avenue	1,016	Wood siding				✓	✓	✓
Kiel	2237 10 <sup>th</sup> Avenue	1,560	Cementitious siding				✓	✓	✓
Lutz House	2203 10 <sup>th</sup> Avenue	1,248	Vinyl siding				✓	✓	✓
Martin	1947 8 <sup>th</sup> Avenue	3,900	Wood siding				✓	✓	✓
Perry	1729 10 <sup>th</sup> Avenue	4,695	Brick siding				✓	✓	✓
Trotter*	1634 9 <sup>th</sup> Avenue	2,902	Brick siding				✓	✓	✓
Warren	1945 8 <sup>th</sup> Avenue	3,936	Brick/wood siding				✓	✓	✓

\*NOTE The occupancy for Trotter started Summer of 2019

## 2021 Student Housing Fire Statistics

West Campus Residence Facilities															
Building / House	2019					2020					2021				
	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths	Property Damage Value	Cause
Harrison Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Lawrenson Hall	0	0	0	0		0	0	0	0		0	0	0	0	
North Hall	0	0	0	0		0	0	0	0		0	0	0	0	
South Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Turner Hall	0	0	0	0		1	0	0	0.00	Candle	0	0	0	0	

Central Campus Residence Facilities															
Building / House	2019					2020					2021				
	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths	Property Damage Value	Cause
Bedford Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Bond Hall	0	0	0	0		1	0	0	0.00	Unknown	0	0	0	0	
Brown Hall	0	0	0	0		0	0	0	0		1	0	0	0.00	Microwave / Towel
Decker Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Dickerson Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Gordon Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Hansen-Willis Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Lujan Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Sabin Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Snyder Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Wiebking Hall	0	0	0	0		0	0	0	0		0	0	0	0	
Wilson Hall	0	0	0	0		0	0	0	0		0	0	0	0	

Arlington Apartments															
Building / House	2019					2020					2021			Cause	
	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths		Property Damage Value
Building 1	0	0	0	0		0	0	0	0		0	0	0	0	
Building 2	0	0	0	0		1	0	0	108.76	Cooking Oil	0	0	0	0	
Building 3	0	0	0	0		0	0	0	0		0	0	0	0	
Building 4	1	1	0	\$17,674	Cooking	0	0	0	0		0	0	0	0	
Building 5	0	0	0	0		0	0	0	0		0	0	0	0	
Building 6	0	0	0	0		0	0	0	0		0	0	0	0	

University Houses															
Building / House	2019					2020					2021			Cause	
	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths	Property Damage Value	Cause	Fires	Injuries	Deaths		Property Damage Value
Aldrich I House	0	0	0	0		0	0	0	0		0	0	0	0	
Aldrich II House	0	0	0	0		0	0	0	0		0	0	0	0	
Angus House	0	0	0	0		0	0	0	0		0	0	0	0	
Berkenkotter House	0	0	0	0		0	0	0	0		0	0	0	0	
Farr House	0	0	0	0		0	0	0	0		0	0	0	0	
Florio House	0	0	0	0		0	0	0	0		0	0	0	0	
Fuller House	0	0	0	0		0	0	0	0		0	0	0	0	
Fultz House	0	0	0	0		1	0	0	0.00	Cooking Oil	0	0	0	0	
Harry House	0	0	0	0		0	0	0	0		0	0	0	0	
Horst House	0	0	0	0		0	0	0	0		0	0	0	0	
Kiel House	0	0	0	0		0	0	0	0		0	0	0	0	
Lutz House	0	0	0	0		0	0	0	0		0	0	0	0	
Martin House	0	0	0	0		0	0	0	0		0	0	0	0	
Perry House	0	0	0	0		0	0	0	0		0	0	0	0	
Trotter	0	0	0	0		0	0	0	0		0	0	0	0	
Warren House	0	0	0	0		0	0	0	0		0	0	0	0	

## Housing Safety Policies and Procedures

The following information is from the University of Northern Colorado Housing and Residential Education Handbook 2022-2023. A copy of the current year handbook can be found online at [https://www.unco.edu/living-on-campus/pdf/housing/hre\\_handbook\\_2022-2023.pdf](https://www.unco.edu/living-on-campus/pdf/housing/hre_handbook_2022-2023.pdf)

### Health

The COVID-19 pandemic is a complex, challenging, and fluid situation, which continues to evolve. UNC will follow applicable legal requirements and public health mandates, and evaluate federal, state, and county public health recommendations in all decisions related to university operations. Students should review the [Coronavirus website](#) for the current academic term for the most up to date guidance. Students who fail to comply with any public health requirements that UNC puts in place, such as the use of masks and social distancing, will be reminded of current policy; students who fail to correct their behavior will be asked to leave the classroom and may be referred to the Dean of Students office.

The safety and well-being of our Community of Bears requires each of us to be prepared to do our part to protect the health of our entire campus community, as well as our friends, families, and neighbors. It is important that all members of the university community work together to do all we can to keep our community safe.

### Safety

Housing & Residential Education is committed to your safety. To help ensure a safe and comfortable living environment, the following security practices are in place at each residential facility:

- Each neighborhood will have a neighborhood desk open 7 days a week, generally from 8 am – 2 am during the academic year while residential communities are open. When the desk is closed, an on-call number will be posted at each hall so that residents are able to access an on-call staff member as needed.
- All residential facility exterior doors are locked 24-hours per day with the exception of move in and move out days. In buildings with classrooms, such as Harrison Hall, the doors to residential wings are locked during class periods as well.
- Exterior doors of residential facility have card swipe access for resident of the neighborhood.
- All guests and visitors must be accompanied by a resident of the building. Please see our guest policy for details.
- Propping or vandalism of exterior doors and windows is a security risk and violation of the BEAR Code that may result in disciplinary action.
- Building surveillance is utilized in most UNC buildings. The use of cameras may aid the investigation of policy violations and can be used in the investigation of criminal activities.
- These security practices may be subject to change if deemed necessary to maintain the security of the residence halls. Students will be notified if changes are made.

If you encounter an emergency outside of your housing area, please use an emergency blue light telephone or contact UNC Police at 970-351-2245. Please report any fire or life safety hazards to Housing & Residential Education staff immediately.

In the event of a fire, never assume the fire department/ emergency personnel have been notified. Pull the nearest fire alarm, call 911 to report the fire, and exit the building. Make sure to provide the 911 operator with the location of the fire, the nature of the fire, and your full name. If you are not in a hazardous situation, do not hang up until you have provided all requested information to the 911 operator.

It is a violation of UNC policies, state, and federal law to falsely pull a fire alarm. Students found responsible for such behavior will be subject to UNC disciplinary procedures and criminal prosecution.

## Security

Students are encouraged to always lock their residential facility door whenever they are sleeping or away from their room. It is also recommended that you record a complete description, including model and serial numbers, of property such as stereos, computers, televisions, and other valuables. For your protection, secure or remove valuables from your room during long breaks. If you have questions about keeping your belongings safe, contact your hall staff (Resident Assistant, Community Assistant, Assistant Neighborhood Coordinator, Community Director, or Neighborhood Coordinator) or Neighborhood desk.

Before arriving on campus, know your family's personal property insurance coverage. Some policies cover student's personal property while they are living in a residence hall. UNC is not liable for personal property loss, theft, or damage. Please invest in adequate personal property insurance to ensure your belongings are covered in the event of damage, loss, or theft.

See Also: Personal Property Insurance

## Areas Of Refuge

It is strongly recommended that individuals with disabilities establish a system that assures a safe evacuation or, if a safe evacuation is not possible, moving to an area of refuge. Emergency personnel are trained to go to Areas in residential facilities to assist with evacuation as needed.

Signs have been placed to designate areas of refuge and these areas are equipped with university phones for communication from Emergency Personnel. Please see these resources for more details:

- <https://www.unco.edu/emergency-preparedness/pdf/Evacuation-Guide-for-Disabled.pdf>
- <https://www.unco.edu/emergency-preparedness/pdf/Area-Refuge-Locations.pdf>

## Arson

Starting any fire, intentionally or unintentionally, may result in severe University sanctions (including suspension or expulsion) and/or criminal prosecution. It is UNC policy to seek criminal prosecution of any person deliberately setting or maintaining a fire on UNC premises without first obtaining the required City of Greeley and UNC permits.

## Fire Evacuation & Escape

- Do not panic and stay as calm as possible. You will need to think clearly to make safe decisions.
- Feel the doorknob with the back of your hand, never your palm (if the door is electrically charged the muscles in your hand will react, causing you to grab the doorknob).
- If the door is cool, lean yourself against it and open the door slowly. As you leave the room, make sure all doors and windows are shut (not locked).
- If there is smoke in the air, stay low because the most breathable air will always be near the floor. In a crouched position, or crawling, move quickly towards the nearest exit. If the closest exit is blocked, try the next nearest exit.
- If it is safe, alert others by shouting or knocking as you make your way to the stairs.
- Always escape via stairwells; never use the elevators in a fire. As you leave, make sure all fire doors are closed.

- Once you are outside, stay clear of the building. Follow the directions of Residential Education staff, fire, and police personnel. Never re-enter a burning building for any reason. If you know someone is trapped inside, notify the nearest fire or police personnel.
- For the safety of all residents, do not interfere with residence hall staff members or emergency personnel as they perform their duties. Remain quiet and listen for instructions from fire, police, or HRE staff.
- Do not re-enter the building until official university staff have given you permission.

*If you are trapped in a fire*

- Remain calm.
- All UNC facilities are designed with fire safety materials and to withstand a quick spreading fire.
- Utilize wet towels or bed linens to prevent smoke from entering under the door to your room.
- Open the window. (Rooms on the first floor will be able to vacate this way).
- Use a phone to dial 911 as well as draw attention to yourself through your window by waving a large sheet or towel.
- Stay low in the room to reduce smoke inhalation.
- Plan ahead and think about what you would do in the event of a fire in the residential community. Have a plan in place in the event of an emergency. Knowledge and preparation are your best bet for surviving a fire.

## Fire Drills

Fire Drills will be conducted in each residential community at least once per semester. All students must exit the building immediately to a safe distance at a minimum of 100 feet or to a designated evacuation location if weather requires. Failure to evacuate during a fire alarm will result in disciplinary referral.

## Immunization

Colorado state law requires all students who were born on or after January 1, 1957, to provide proof of two vaccinations for measles, mumps, and rubella prior to enrollment at UNC. The completed immunization record must:

- Include your name and birth date
- Show proof of two vaccinations for measles, mumps, and rubella (MMR) given no earlier than 4 days before the student's first birthday. There must be at least 28 calendar days between the two vaccinations.
- Include the day, month, and year of vaccinations.
- Be signed by a doctor, nurse, or school official and dated after the last MMR.

Additionally, college students who live in on campus are at increased risk of contracting meningococcal disease. The Centers for Disease Control (CDC) recommends that all incoming students who will be living in the residence halls be vaccinated against these deadly bacteria. Since 2011, the CDC has recommended that if a student has received a meningococcal vaccine before age 16, they should receive a one-time booster dose, preferably between ages 16 and 18. If the first dose was given after the 16th birthday, a booster is not needed. For further information about these and other vaccines see UNC's Student Health website: <https://www.unco.edu/student-health-center/> .

## Pandemic Quarantine or Isolation

If you or a roommate or suitemate have COVID-19 symptoms, have been exposed to novel coronavirus (and are asymptomatic), or have tested positive you may receive direction on quarantining or isolating, as needed. Directions and guidance on this process will be provided to student through a university official, if applicable. Details about UNC's current response processes can be found here:

<https://www.unco.edu/coronavirus/> Please pay attention to Public Health Guidance, updated UNC policies, capacity signs, and direction from UNC staff and faculty, which may change over the course of the academic year.

## Tornado Staging

Each residential community has an identified area for staging in the event of a tornado or other weather emergency event. Signs have been placed to designate areas of tornado staging and these areas are equipped with University phones for communication from Emergency Personnel. Please see this resource for more details: <https://www.unco.edu/emergency-preparedness/weather.aspx#Tornado>

## Chemicals, Explosives, and fireworks

Due to the extreme physical danger to residents and the possibility of fire; fireworks, flammable material, liquids, explosives, dangerous chemicals, and/or noxious or harmful materials or liquids are strictly prohibited on university-owned property. This includes but is not limited to propane, gasoline, etc. All types of fireworks are prohibited by the City of Greeley (Greeley Municipal Uniform Fire Code 78.102). The Greeley Municipal Uniform Fire Code makes it a violation for anyone to possess, store, sell, or use any type of fireworks. Students found to be in possession of fireworks will be subject to university disciplinary action and criminal fines or imprisonment. Activities involving the use of any chemicals, fireworks, and/or explosives will not be tolerated on university-owned property. Students found in possession of any chemicals, fireworks, or explosives will face university disciplinary action and/or criminal prosecution. Any fireworks, explosives, or chemicals found in any housing assignment are subject to immediate seizure by authorized staff members.

## Housing Fire Safety Education and Training

Annual fire safety education and training is provided for the Neighborhood Coordinators, Community Directors, and other staff in housing facilities. RA's conduct mandatory meetings for their communities and are the first line of defense in residential facility fire safety.

A Health & Safety festival is conducted each year to provide education and information to the campus community. This event includes fire safety, campus safety, and health prevention instruction. Fire safety workshops are available to housing residents.

**Forty-Two fire drills were conducted in 2021.** Fire drills are conducted, at a minimum, twice a year (once each fall and spring semester). These drills are conducted to test the fire systems, evacuation procedures, and to provide an educational process for residents.

Staff involved in welding or other hot work operations receive fire prevention and fire extinguisher training and hot work operations training annually.

### **Future Improvements in Fire Safety**

The University of Northern Colorado continues to evaluate the fire safety programs and systems and makes upgrades as needed.

### **Campus Community Information**

All fires should be reported to UNC Police Department by calling 911 or (970) 351-2245.

All campus housing fire incidents are recorded on the Housing Fire Report Log. To view the fire log, contact the UNC Environmental Health & Safety Department. For additional information about fire and life safety at the University of Northern Colorado visit the following website:

<https://www.unco.edu/facilities/services/environmental-health-and-safety/fire-safety/>.

**Glenn Adams**, Director Environmental Health & Safety  
501 20th Street, Campus Box 57  
Greeley, CO 80639

[glenn.adams@unco.edu](mailto:glenn.adams@unco.edu)  
(970) 351-1149

## Definitions and Terms:

For more information on the Clery Act or the definitions and terms, contact the Assistant Clery Compliance Officer at 970-351-2543 or by [email](#). You can also visit the Clery Act information website at [www.unco.edu/police/clery](http://www.unco.edu/police/clery).

Advisor	BEAR Code	A person chosen by the Responding Party (if they choose to do so, and at their own expense) to assist them during the Hearing. An Advisor may have no other role in the case and is not permitted to speak or participate directly in the Hearing. The Responding Party's selection of an Advisor may not unduly delay the proceedings, as determined by the Dean of Students, in their discretion.
Aggravated Assault	Clery Act Definition	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.
Arrests and Referrals for Disciplinary Action	Clery Act Definition	State law violations for weapons, drugs, and alcohol.
Arson	Clery Act Definition	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	Clery Act Definition	The unlawful entry of a structure to commit a felony or a theft.
Campus Security Authority	Clery Act Definition	<p>Campus Security Authority is a Clery Act specific term that encompasses four groups of individuals and organizations associated with an institution.</p> <ul style="list-style-type: none"> <li>• A campus police department or a campus security department of an institution.</li> <li>• Any individual(s) who have responsibility for campus security or safety but who do not constitute a campus police department or a campus security department.</li> <li>• Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.</li> <li>• An official of an institution who has significant responsibility for student and campus activities, including but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.</li> </ul>
Clery Geography	Clery Act Definition	<p>The Clery Act requires institutions to disclose crime statistics for reported crimes based on</p> <ul style="list-style-type: none"> <li>• Where the crimes occurred</li> <li>• To whom the crimes were reported</li> <li>• The types of crimes that were reported</li> <li>• The year in which the crimes were reported</li> </ul> <p>UNC must disclose crime statistics for reported Clery Act Crimes that occur (1) on campus, (2) on public property within or immediately adjacent to the campus, and (3) in or on non-campus buildings or property that UNC owns or controls. The definitions for these categories are Clery Act specific and are the same for every institution regardless of its physical size or configuration.</p>

Code Due Process	BEAR Code	Receipt of a Notification and the opportunity for a Hearing with the Dean of Students and to respond to the alleged code violation(s). Code Due Process is not the same as due process in criminal or civil court proceedings.
Consent	University of Northern Colorado Definition	Consent between two or more people is defined as an affirmative agreement--through clear actions or words--to engage in sexual activity. Consent is informed, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable permission regarding the conditions of sexual activity.
Consent	Title IX Definition	The Assistant Secretary will not require recipients to adopt a particular definition of consent with respect to sexual assault, as referenced in this section. Per the Final Rule on page 549 <a href="https://www.govinfo.gov/content/pkg/FR-2020-05-19/pdf/2020-10512.pdf">https://www.govinfo.gov/content/pkg/FR-2020-05-19/pdf/2020-10512.pdf</a>
Consent (to sexual activity) C.R.S. 18-3-401	State of Colorado Definition	1.5.)"Consent" means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent under the provisions of this part 4. Submission under the influence of fear shall not constitute consent. Nothing in this definition shall be construed to affect the admissibility of evidence or the burden of proof in regard to the issue of consent under this part four. 3.) "Physically helpless" means unconscious, asleep, or otherwise unable to indicate willingness to act.
Dating Violence	VAWA Definition	Violence committed by a person who is or has been in a social relationship of romantic or intimate nature with the victim - 1.) The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. 2.) For the purposes of this definition - (a.) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (b.) Dating Violence does not include acts covered under the definition of domestic violence.
Dating Violence	State of Colorado Definition	Defers to the Violence Against Women's Act definitions as Colorado does not have a specific dating violence statute.
Dating Violence 3-6-136(14)	Title IX Definition	physical violence committed by a Dating Partner of the victim.
Dean of Students (DOS)	BEAR Code	The UNC employee who is directly responsible for student disciplinary matters, regardless of the title of the employee's position. The Dean of Students, in their discretion, may designate other UNC employees to perform the duties and responsibilities of the DOS as described in the BEAR Code.
Destruction/Damage/Vandalism of Property	Clery Act Definition	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.

Domestic Violence	VAWA Definition	A Felony or misdemeanor crime of violence committed – 1.) By a current or former spouse or intimate partner of the victim; 2.) By a person with whom the victim shares a child in common; 3.) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; 4.) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or 5.) By any 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.
Domestic Violence 3-6-136(14)	Title IX Definition	felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to the spouse or victim under the domestic or family violence laws of the State of Colorado, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the State of Colorado.
Domestic Violence C.R.S. 18-6-800.3	State of Colorado Definition	1. "Domestic violence" means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. "Domestic violence" also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. 2. "Intimate relationship" means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time.
Fondling	Clery Act Definition	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.
Fondling	VAWA Definition	The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
Hate Crime	Clery Act Definition	A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.
Hearing	BEAR Code	A meeting between a Responding Party and the Dean of Students in which the Responding Party has the opportunity to respond to the alleged Misconduct summarized in the Notification.
Incest	Clery Act Definition	Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
Incest	VAWA Definition	Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
Interim Actions	BEAR Code	A restriction of a Responding Party's privileges, ordered by the Dean of Students prior to the issuance of a Resolution when the Dean of Students has determined that there is

		reasonable cause to believe the continued presence of the Responding Party on UNC Property or the Responding Party's engagement in specific activities presents an immediate and significant risk of substantial harm to themselves or others, the disruption of UNC operations or activities, or is necessary to provide reasonable protection to any person who may be adversely affected prior to the issuance of a resolution. Examples: suspension, no contact orders, persona non grata ("PNG") orders, and/or an order prohibiting the Responding Party from engaging in specific activities until a Resolution is issued. A Responding Party subject to Interim Actions may be, among other things, prohibited from attending classes, participating in any UNC activities, and/or from being present on UNC Property.
Intimidation	Clery Act Definition	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.
Larceny-Theft	Clery Act Definition	The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.
Manslaughter by Negligence	Clery Act Definition	The killing of another person through gross negligence.
Misconduct	BEAR Code	Conduct by a Student and/or RSO that, when considered in totality of the circumstances, violates the BEAR Code regardless of where the conduct occurs. Students and RSOs are responsible for the misconduct of their guests or agents. This can include but is not limited to: Physical Injury/Endangerment, Discrimination/Harassment/Retaliation, Threatening Behaviors, Hazing, Stalking, Disorderly Conduct, Rioting, Deadly Weapons Violations, Theft, Damage/Destruction of Property, Fire Safety Violations, Trespass, Unauthorized Access Entry, Controlled Substances Violations, Alcoholic Beverages Violations, Smoking, Vaping and Tobacco Violations, Dishonesty (Academic Misconduct, Providing false information, initiating or circulating a false report, Forgery, Unauthorized use of UNC organization names and images), Interference with UNC Operations, Failure to Comply with Directives of UNC Officials, Abuse of BEAR Code procedures, UNC Policy Violations, Violation of Statute.
Motor Vehicle Theft	Clery Act Definition	The theft or attempted theft of a motor vehicle.
Murder and Non-Negligent Manslaughter	Clery Act Definition	The willful (non-negligent) killing of one human being by another.
Non-Campus Property	Clery Act Definition	Any building or property owned or controlled by a student organization that is officially recognized by the institution; or Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic are of the institution.  Controlled by means that the university directly or indirectly rents, leases, or has some other type of agreement (including an informal one) for use of a building or property, or a portion of a building or property. Even if there is no payment involved in the transaction. For Clery Act purposes, a written agreement for the use of space gives UNC control of that space for the time period specified in the agreement.

Notification	BEAR Code	A written document from the Dean of Students informing the Responding Party that reasonable cause has been found with regard to their alleged conduct and that Code Due Process has been initiated.
On Campus Clery Geography	Clery Act Definition	<p>Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and</p> <p>Any building or property that is within reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or other retailers in the University Center)</p> <p>On Campus property per the Clery Act also includes residential facilities.</p> <p>Controlled by means that the university directly or indirectly rents, leases, or has some other type of agreement (including an informal one) for use of a building or property, or a portion of a building or property. Even if there is no payment involved in the transaction. For Clery Act purposes, a written agreement for the use of space gives UNC control of that space for the time period specified in the agreement.</p>
Outcome	BEAR Code	An action described in a Resolution to be implemented with regard to a Responding Party.
Preliminary Inquiry	BEAR Code	An informal process, during which Code Due Process does not apply, by which the Dean of Students, in their discretion, gathers information about alleged Misconduct that is brought to its attention through information provided by, and/or outreach to, people who may have knowledge of information that is relevant to the issue of whether Misconduct has occurred.
Preponderance of the Evidence	BEAR Code	Information from which the Dean of Students concludes that it is more likely than not that misconduct has occurred.
Public Property	Clery Act	All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the on-campus property.
Rape	Clery Act Definition	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. This offense includes the rape of both males and females.
Rape	VAWA Definition	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.
Reasonable Cause	BEAR Code	Information that, if true, supports the proposition that Misconduct has occurred.

Registered Student Organization (RSO)	BEAR Code	A group whose membership is comprised primarily of, and led by, currently enrolled UNC students, and is formally recognized by UNC and conferred with privileges and benefits not offered to non-recognized groups.
Remedy	BEAR Code	An action described in a Resolution to be implemented with regard to specific person(s), organizations (including RSOs) or the UNC community to mitigate the effects of the Misconduct of a Responding Party.
Resolution	BEAR Code	The written decision of the Dean of Students in a Code Due Process proceeding, summarizes the matters in issue, state whether a Preponderance of the Evidence supports the proposition that the Responding Part(ies) committed Misconduct and, if so, describes the Outcomes imposed on the Responding Party(ise) because of the Misconduct and any Remedies implemented for those who have been adversely affected by the Misconduct. A Resolution will be delivered by either BearMail or personal delivery as is described for a Notification.
Responding Party	BEAR CODE	Student(s) and/or RSO(s) who have been provided with a Notification.
Robbery	Clery Act Definition	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.
Sexual Assault	Clery Act Definition	Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
Sexual Assault	VAWA Definition	An offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting Systems User Manual from the FBI UCR Program, A sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
Sexual Assault 3-6-136(15)	Title IX Definition	"Sexual Assault" means 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, or an attempt to do any of the above, without the consent of the victim
Sexual Assault C.R.S. 183-402	State of Colorado Definition	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; (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; (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.
Sexual Harassment	Title IX Definition	Conduct on the basis of sex that satisfies one or more of the following: (1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).
Stalking	VAWA Definition	1.) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (a.) Fear for the person's safety or the safety of others; or (b.) Suffer substantial emotional distress. (2.) 2. For purposes of this definition - (a.) a. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. (b.) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. (c.) c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medial or other professional treatment or counseling.
Stalking 3-6-136(14)	Title IX Definition	a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for their safety or the safety of others or (b) suffer substantial emotional distress

Stalking C.R.S. 18-3-602 - Vonnie's Law	State of Colorado Definition	1.) A person commits stalking if directly or indirectly through another person, the person knowingly: (a.) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or (b.) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or (c.) 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.
Statutory Rape	Clery Act Definition	Sexual intercourse with a person who is under the statutory age of consent.
Statutory Rape	VAWA Definition	Sexual intercourse with a person who is under the statutory age of consent.
Student	BEAR Code	A person who has applied for admission to UNC (or is otherwise stated specifically to be subject to the BEAR Code) and continuing until that person is awarded a degree from UNC, withdraws from UNC or until the expiration of any leave of absence or suspension of the person, whichever occurs last. A person continues to be a student for purposes of the BEAR Code with regard to all Misconduct in which the person is alleged to have engaged while a student whether or not the person has withdrawn or been awarded a degree. If a student attempts to avoid a Notification by withdrawal from UNC, a hold will be placed on their transcript and registration, that may remain in effect until a Resolution of the matter is achieved.

<p>Unlawful Sexual Contact C.R.S. 18-3-404</p>	<p>State of Colorado Definition</p>	<p>1.) Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if: (a) The actor knows that the victim does not consent; or (b) The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or (c) The victim is physically helpless, and the actor knows that the victim is physically helpless, and the victim has not consented; or (d) The actor has substantially impaired the victim's power to appraise or control the victim's conduct by employing, without the victim's consent, any drug, intoxicant, or other means for the purpose of causing submission; or (e) Repealed; 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. 1.5.) Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means set forth in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor's own sexual gratification, commits unlawful sexual contact. For the purposes of this subsection (1.5), the term "child" means any person under the age of eighteen years. 1.7.) Repealed.</p>
<p>University (UNC)</p>	<p>BEAR Code</p>	<p>The University of Northern Colorado</p>
<p>UNC Official</p>	<p>BEAR Code</p>	<p>Any person employed by, or authorized to act on behalf of, the University, who is performing assigned administrative or professional responsibilities in the conduct of university business.</p>
<p>UNC Property</p>	<p>BEAR Code</p>	<p>All land, buildings and other facilities owned, leased, used, controlled, or in the possession of the University, including adjacent streets, sidewalks, and paths.</p>
<p>UNC Sponsored Activity</p>	<p>BEAR Code</p>	<p>Any activity or event, either on University Premises or elsewhere which is initiated, aided, authorized, or supervised by the University.</p>
<p>Witness</p>	<p>BEAR Code</p>	<p>A person who has information relevant to the alleged misconduct.</p>