

2024 ANNUAL SECURITY REPORT
Reporting on the Calendar Years 2021, 2022, and 2023
Pueblo Campus, Fremont Campus, Southwest Durango Site,
Southwest Bayfield Site, and Southwest Mancos Campus



Published by the Pueblo Community College

Police Department

and

Dean of Students

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2024 Pueblo Community College Annual Security Report

Executive Summary

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990, also known as the Clery Act, the Pueblo Community College Annual Security Report (ASR) is published each year in order to provide accurate information to potential and current students and employees about campus crime statistics, campus crime logs, and policies regarding the safety and security of the campus community. This report covers the main Pueblo Campus of Pueblo Community College (PCC), as well as other campuses/sites: Fremont Campus, Southwest Campus (Mancos), Southwest Site (Durango), and Southwest Site (Bayfield) and all policies and procedures pertain to each campus/site. PCC does not offer, own, or control campus housing. Additionally, PCC does not have or offer off-campus locations for recognized student organizations. Recognized student organizations do not own or control any off-campus locations.

Annually on or before October 1 and each semester thereafter, a notification of the report's availability is emailed to all current students and employees which consists of the last three (3) calendar years – 2021, 2022, and 2023. A link is provided for the current year's ASR containing a summary of its contents and where to obtain a copy. Prospective students who visit one of the campuses/sites are given a notification of availability form by Enrollment Services. Human Resources attaches notification of availability to job postings for those potential employees who apply on-line. As noted, a notification of the report's availability is emailed to all current students and employees, with a website link of the current year's ASR, a summary of its contents, and how to access the report.

A printed copy of the ASR may be obtained at the PCC Police Department, and Office of the Vice President of Student Success.

Pueblo Community College posts the Annual Security Report (ASR) on its [website](#) or the URL at: <https://pueblocc.edu/public-safety> under the Police Department's tab.

PCC Chief of Police
William Brown

Dean of Students
Vernon J. James



Any area underlined is a hyperlink which will direct you to a website.

Preparing the Annual Security Report Policy Statement

The PCC Police Department and the PCC Dean of Students (DOS) are responsible for the preparation of this annual report. Information provided in this report is in collaboration of information, policy statements, and Clery reportable crime statistics which are drawn from (but not limited to) the following partners: DOS, PCC Police Department, Human Resources, Local Law Enforcement, and Campus Security Authorities (CSAs).

Law Enforcement Qualifications, Authority and Working Relationships with Other Enforcement Agencies Policy Statement

Pueblo Community College maintains its own police department, which is housed at the Pueblo campus. The police officers are State-Certified peace officers who have been trained in Colorado Peace Officer Standards and Training (P.O.S.T.) procedures; therefore, possess authority per Colorado Revised Statute ([CRS 16-2.5-148](#)) or the URL at: <https://law.justia.com/codes/colorado/2016/title-16/code-of-criminal-procedure/article-2.5/part-1/section-16-2.5-101>, which includes the authority to arrest. PCC also employes state security guards that also have the authority to arrest per Colorado Revised Statute ([16-2.5-120](#)) or the URL at: <https://casetext.com/statute/colorado-revised-statutes/title-16-criminal-proceedings/code-of-criminal-procedure/article-25-peace-officers/part-1-peace-officers/section-16-25-120-colorado-state-higher-education-security-officer>. Officers and security guards conduct security patrols for PCC buildings, parking lots, and grounds to provide security for PCC students, employees, and visitors by identifying criminal activities, dangerous behavior or situations. Security guards are utilized at the Fremont and Southwest campuses, and the Durango site. PCC's main campus is located in the City and County of Pueblo; therefore, working closely with the Pueblo County Sheriff's Office, and the Pueblo Police Department. Memorandums of Understanding are in place with both agencies. The Fremont Campus is located in Cañon City and criminal incidents are handled by the Cañon City Police Department. There is a Memorandum of Understanding with the Cañon City Police Department. The Durango Police Department provides law enforcement services for the Durango site, the Bayfield Police Department provides law enforcement services for the Bayfield Site, and the Montezuma County Sheriff's Office provides law enforcement services for the PCC Mancos Campus.

Accurate and Prompt Crime Reporting Policy Statement

Community members, students, faculty, and staff are encouraged to report all crimes and public safety related incidents to Pueblo Community College Police Department (PCCPD) or the appropriate police agencies listed below in a timely and accurate manner. Pueblo Community College (PCC) encourages accurate and prompt reporting of all crimes when the victim of a crime elects to, or is unable to make such a report.

Colorado Revised Statutes 18-8-115 states: "It is the duty of every corporation or person who has reasonable grounds to believe that a crime has been committed to promptly report the suspected crime to law enforcement authorities. Notwithstanding any other provision of the law to the contrary, a corporation or person may disclose information concerning a suspected crime to other persons or corporations for the purpose of giving notice of the possibility that other such criminal conduct may be attempted which may affect the persons or corporations notified. When acting in good faith, such corporation or person shall be immune from any civil liability for such reporting or disclosure. This duty shall exist notwithstanding any other provision of the law to the contrary; except that this section shall not require disclosure of any communication privileged by law."

Crimes should be reported to PCCPD or local law enforcement agency for inclusion within the Annual Security and Fire Safety Report which includes crime statistics and may also be used to aid in the provision of timely warnings or emergency notification to the PCC community.

As outlined in the PCC Student Handbook, the College encourages and expects students, faculty, and staff to engage as active bystanders and report to College officials' incidents that involve infractions and/or concerning behavior outlined in the PCC Student Handbook.

Pueblo Campus - Pueblo Community College PCC Police Department, Student Center, Room 103 at 719.549.3355, or 911.

City of Pueblo – Pueblo Police Department, 200 S. Main St, Pueblo, CO 81003, at 719.553.2502

Pueblo County – Pueblo County Sheriff's Office, 909 Court St, Pueblo, CO 81003 at 719.583.6125

Fremont Campus - Pueblo Community College Police Department (Room L104), at 719.296.6130 or 911

City of Cañon City – Cañon City Police Department, 161 Justice Center Road, Cañon City, CO 81212 at 719.276.5600

Fremont County - Fremont County Sheriff's Officer, 100 Justice Center Road, Cañon City, CO 81212 at 719.276.5555

PCC Southwest Durango Site/City of Durango – Durango Police Department, 990 E. 2nd Ave., Durango, CO 81301 at 970.375.4700 or 911

PCC Southwest Campus - Mancos/City of Cortez - Montezuma County Sheriff's Office, 730 E Driscoll Street, Cortez, CO 81321 at 970.565.8452 or 911

PCC Southwest Bayfield Site/City of Bayfield – Bayfield Police Department, 1199 Bayfield Parkway, Bayfield, CO 81122 at 970.884.9544 or 911

Reporting a Crime to a Campus Security Authority (CSA) Policy Statement

Although Pueblo Community College encourages all criminal incidents be reported to law enforcement a student may report a crime to a Campus Security Authority; however, students may also report a crime to a Campus Security Authority (CSA) who is responsible for forwarding non-identifying information to the PCC Police Department for inclusion in the Annual Security Report, regardless of whether the victim chooses to file a report with law enforcement. CSAs are defined by Clery "as someone who has significant responsibility for students and campus activities." As outlined in the PCC Student Handbook, the College encourages and expects students, faculty, and staff to engage as active bystanders and report to College officials' incidents that involve infractions and/or concerning behavior outlined in the PCC Student Handbook. The following are a few examples of CSAs:

Campus Security Authorities
Club Sponsors
PCC Police Department
Disability Resources and Services Staff
Student Life Staff

Campus Security Authorities
Vice President of Student Success
Department Chairs
Success Coaches
Title IX Coordinators

Confidential Crime Reporting – Pastoral and Professional Counselors Policy Statement

Licensed professional mental health counselors and pastoral counselors (employed by religious organizations to provide confidential counseling) who are working within the scope of their license or religious assignment at the time they receive the crime report are exempt from reporting under the Clery Act. Individuals seeking confidential discussions of concerns may explore and utilize local professionals referenced above who are working within the scope of their license or religious assignment. Please refer to the Student Resource Guide Related to Sexual Misconduct, policies, procedures, and victim services located on the PCC Title IX & Sexual Misconduct [webpage](#) or the URL at: <https://pueblocc.edu/Title-IX>.

PCC does not employ pastoral counselors at any campus or sites. Confidential reporting is available to individuals on the Pueblo Campus only. Counseling services are available through the Pueblo Campus Health Clinic through a Memorandum of Understanding with the Pueblo Community Health Center. Individuals also have the opportunity to use outside counseling services.

Pueblo Community College does not offer counseling services at our Fremont and Southwest Campuses/sites. Individuals are encouraged to utilize local counseling services.

Voluntary Confidential Reporting Policy Statement

Pueblo Community College (PCC) works in conjunction with Crime Stoppers and Safe2Tell. Victims and witnesses of a crime who wish to remain anonymous and keep their information confidential may call the following to report a crime anonymously and keep their information confidential. Please remember these are voice message systems and immediate action will not be taken. Crimes reported to PCC from Crime Stoppers and Safe2Tell will be investigated and included in the Daily Crime Log and the Annual Security Report if it's a Clery reportable crime. See section for Clery reportable crimes listed below.

- **Pueblo Campus**: Please call 719.542.7867 or go to Pueblo Crime Stoppers at the following [website](#) or the URL at: <http://www.pueblocrimestoppers.com/sitemenu.aspx?P=index&ID=454>
- **Fremont Campus**: Please call 719.784.3411 or go to the Fremont County Crime Stoppers at the following [website](#) or the URL at: <https://www.canoncity.org/247/Crimestoppers>

Any area underlined is a hyperlink which will direct you to a website.

- **PCC Southwest Sites and PCC Southwest Campus:** Please call 970.375.4712 or go to Durango/La Plata Crime Stoppers at the following [website](#) or the URL at: <https://www.durangogov.org/431/CrimeStoppers>

You also have the option to use Safe2Tell for all campuses and sites by calling: 1.877.542.SAFE (7233) or the URL at: <https://safe2tell.org/>

Crime Prevention and Security Awareness Programs Policy Statement

The focus of these programs and services change depending on need. Currently, the following are offered:

Safety Escorts Policy Statement

Police Officers and security guards provide escorts to and from the parking lots as requested. Students, staff, and faculty members are encouraged to walk with friends or co-workers if a police officer or guard is unavailable.

Safety Plans Policy Statement

Safety plans outline emergency procedures specific to a division. PCC Police Department personnel will work with a representative from each division to review their safety plan. This is an opportunity to evaluate and make recommendations for security enhancements.

Safety Video Policy Statement

At the beginning of each semester faculty is required to show the safety video during the first days of class which contains information regarding Active Shooter incidents, Emergency Flip Charts, and the Standard Response Protocol (SRP) for Pueblo Community College (PCC). This video is also shown to the faculty and staff during an annual meeting and is available on the PCC employee and student portal. The SRP and Emergency Procedures Guide is posted throughout campus offices, suites, and classrooms.

Security Lighting Assessment Policy Statement

An assessment of the lighting at each campus/site is conducted to ensure optimal security for our campus population.

Alcohol /Drug Awareness While Operating a Motor Vehicle Policy Statement

Officers assist student groups in providing alcohol/drug awareness training as it pertains to operating a motor vehicle while under the influence.

Registered Sex Offender Policy Statement

In accordance to the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, the College is providing a link to the Colorado State Sex Offender Registry. All sex offenders are required to register in the state of Colorado and to provide notice of each institution of higher education in Colorado at which the person is employed, carries a vocation or is a student. In Colorado, convicted sex offenders must register with the Colorado Bureau of Investigation (CBI) at The Colorado sex offender [website](#) or the URL at: <https://apps.colorado.gov/apps/dps/sor/>

Additional information regarding registered sex offenders are available from the following resources:

[Pueblo Police Department](https://www.pueblo.us/710/Sex-Offender-Information) or the URL at: <https://www.pueblo.us/710/Sex-Offender-Information>
200 South Main Street, Pueblo, CO 81003, 719.553.2502

[Cañon City Police Department](https://www.canoncity.org/Faq.aspx?QID=68) or the URL at: <https://www.canoncity.org/Faq.aspx?QID=68>
161 Justice Center Road, Cañon City, CO 81212, 719.276.5600

[Pueblo County Sheriff's Office](https://www.pueblosheriff.com/) or the URL at: <https://www.pueblosheriff.com/>
909 Court Street, Pueblo, CO 81003, 719.583.6125

[Fremont County Sheriff's Office](https://crimewatch.net/us/co/fremont/sheriff/180579) or the URL at: <https://crimewatch.net/us/co/fremont/sheriff/180579>
100 Justice Center Road, Cañon City, CO 81212, 719.276.5555

[Durango Police Department](https://www.durangogov.org/224/Police) or the URL at: <https://www.durangogov.org/224/Police>
990 East 2nd Avenue, Durango, CO 81301, 970.375.4700

[La Plata County Sheriff's](https://www.co.laplata.co.us/sheriff.php) or the URL at: <https://www.co.laplata.co.us/sheriff.php>
283 Girard Street, Durango, CO 81303, 970.247.1157

[Montezuma County Sheriff's Office](https://montezumacounty.org/sheriffoffice/) or the URL at: <https://montezumacounty.org/sheriffoffice/>
730 East Driscoll Street, Cortez, CO 81321, 970.565.8452

[Bayfield Police Department](https://www.bayfieldgov.org/policedepartment), or the URL at: <https://www.bayfieldgov.org/policedepartment>
1199 Bayfield Parkway, Bayfield, CO 81122, 970.884.9636

Timely Warning Policy Statement

It is sometimes necessary to issue a timely warning to the campus community when a Clery criminal incident is reported to campus law enforcement or a Campus Security Authority (CSA) and the criminal incident has taken place on campus property or adjacent to the campus, which constitutes a serious or on-going threat to the campus community. At a minimum, the following three (3) conditions should be met prior to issuing a timely warning. Please note that the college may send a timely warning for any crime or incident that may possess a continuing threat to the campus community:

1. One of the following crimes (Clery crime) is reported:
 - Criminal homicide – Including murder and non-negligent manslaughter, and manslaughter by negligence
 - Sex offenses – Including rape, fondling, incest, and statutory rape
 - Robbery
 - Aggravated assault
 - Burglary and/or motor vehicle theft
 - Arson
 - Hate crimes
 - Domestic violence, dating violence, or stalking
 - Alcohol, drugs, and weapon violations
2. The reported crime occurred at a Clery-reportable location, (Clery geography) which is defined as:
 - On campus
 - On public property within or immediately adjacent to and accessible from the campus boundaries; or
 - In non-campus buildings or property. Non-campus locations are described as property that is owned or controlled by PCC, used for educational purposes, and frequently used by students
3. The reported crime presents a serious or continuing threat to PCC campus community.

Any area underlined is a hyperlink which will direct you to a website.

The decision to issue a timely warning is on a case-by-case basis, and may be a collaborative effort between the PCC Police Chief or his/her designee, Marketing Director or his/her designee, and the President or his/her designee. If the incident occurred on a remote campus or site, the Executive Dean may be involved. When considering to issue a timely warning the following may be considered:

Nature of the crime

- Whether the suspect has been apprehended
- The continuing danger to the campus community
- Timeliness of the reported crime
- Does a pattern of crimes exist that places students, staff, or facility at risk of becoming victims of a similar crime?
- Does issuing the timely warning pose a risk of compromising law enforcement efforts

Notifications may be sent via MyPCC Alert app, the form of, but not limited to, text messages, emails, phone call(s), or social media, and are sent out by the PCC Police Chief or his/her designee, and or the Marketing Director or his/her designee.

Emergency Notification Policy Statement

Emergency notification is triggered by an event that is currently occurring on or imminently threatening the campus. This shall include a dangerous situation involving an immediate threat to the health or safety of campus members. This notification will be sent immediately upon confirmation of any significant emergency or dangerous situation occurring on the campus involving an immediate threat to the health or safety of students or employees. An “immediate” threat as used here includes an imminent or impending threat, such as an approaching forest fire, or a fire currently raging in one of the buildings. Some other examples of significant emergencies or dangerous situations are:

- Outbreak of meningitis
- Norovirus or other serious illness
- Approaching tornado, or extreme weather conditions
- Earthquake
- Gas leak
- Terrorist incident
- Active killer
- Hazardous Materials incident

PCC will use their best, reasonable judgment in all other situations to determine whether an emergency notification is warranted.

Other situations may arise where it may not rise to a level of an emergency, but may pose a health or safety risk which may also generate an emergency notification. Examples of this may include:

- Snow closures/delays
- Power Outages

The decision to issue an emergency notification will be decided on a case-by-case basis. Prior to an emergency notification being sent, the emergency or dangerous situation will be verified. Several avenues may be used to attempt to verify the emergency or dangerous situation. This may include, but not limited to:

- On-duty police officer / security guard
- Local first responders (police/fire)
- College Administrators
- Facilities personnel

Once the emergency or dangerous situation is confirmed, the following will be considered prior to sending the alert:

- Potential for injury or loss of life
- Potential for damage to property/facilities
- Interruption of critical services
- Urgency of the situation

Any area underlined is a hyperlink which will direct you to a website.

The President or his/her designee, PCC Police Chief or his/her designee, or an Executive Dean or their designee, may authorize an emergency notification to be sent. The campuses and site are broken down in groups by geographic locations: Pueblo, Fremont, Mancos, and Durango. The message may only be sent to the impacted campuses, site or specific building that area impacted. Information contained in the emergency notification will be based on information that was confirmed and received by one or all of the following: first responders, college administrators or facilities personnel. Information in the notification may be withheld or delayed, if in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency the notification.

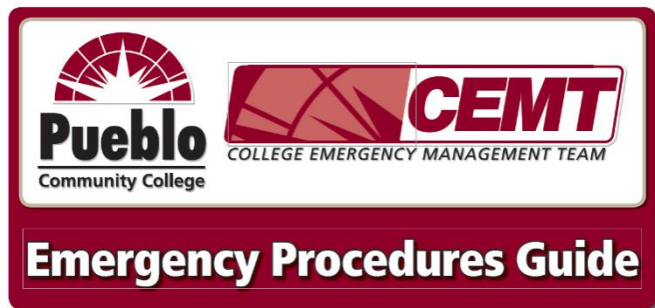
The PCC Police Chief or his/her designee or the Director of Marketing or his/her designee has the ability to send emergency notifications, via the MyPCC Alert app. In addition to the MyPCC Alert app, PCC police officers, PCC security guards, and administrators at the remote campuses and sites have the ability to lockdown campus buildings and send a prescriptive message in the event of an immediate threat such as an active shooter. This is accomplished via the electronic door lock software, which in turn activates the MyPCC Alert app.

The MyPCC Alert app uses several mechanisms to send the messages:

- Phone calls
- Text Messages
- Email to @pueblocc.edu and @student.cccs.edu accounts
- Pushes notifications to mobile devices that have MyPCC Alert app
- Social media
- Local media is included in the alerts and may broadcast the information

Emergency Operations Plan Policy Statement

PCC maintains an all-hazards Emergency Operations Plan that defines the College's emergency organizational structure and outlines emergency procedures for staff, faculty, and students. This plan is made available to the College community on the [PCC website](https://pueblocc.edu/sites/default/files/2022-08/EOP-12522-v2.pdf) or the URL at: <https://pueblocc.edu/sites/default/files/2022-08/EOP-12522-v2.pdf>.



Emergency Response Guide(s) Policy Statement

Recognizing the high number of part-time employees, adjunct instructors, and turnover among students in our college community, each classroom, office, or work area is equipped with a "flip chart" style Emergency Procedure Guide (EPG). The EPG lists the most common types of emergencies and provides clear, bulleted, step-by-step guidance on what specific actions to take during any emergency.

Standard Response Protocol (SRP) Policy Statement

A critical part of emergency preparedness is having a plan and a system in place to execute it. Pueblo Community College has adopted the "Standard Responses Protocol" to assist students, staff and faculty in the event of an emergency. The protocol is based on four (4) instructions:

Any area underlined is a hyperlink which will direct you to a website.

IN AN EMERGENCY TAKE ACTION

	<p>HOLD! In your room or area. Clear the halls.</p> <p>STUDENTS Clear the hallways and remain in room or area until the "All Clear" is announced. Do business as usual.</p> <p>ADULTS Close and lock the door. Account for students, visitors and others. Do business as usual.</p>										
	<p>SECURE! Get inside. Lock outside doors.</p> <p>STUDENTS Return to inside of building. Do business as usual.</p> <p>ADULTS Bring everyone indoors. Lock outside doors. Increase situational awareness. Account for students, visitors and others. Do business as usual.</p>										
	<p>LOCKDOWN! Locks, lights, out of sight.</p> <p>STUDENTS Move away from sight. Maintain silence. Do not open the door. Prepare to evade or defend.</p> <p>ADULTS Recover people from hallway if possible. Close and lock the door. Turn out the lights. Move away from sight. Maintain silence. Do not open the door. Prepare to evade or defend.</p>										
	<p>EVACUATE! (A location may be specified)</p> <p>STUDENTS Leave stuff behind if required to. If possible, bring your phone. Follow instructions.</p> <p>ADULTS Lead evacuation to specified location. Account for students, visitors and others. Notify if missing, extra or injured people.</p>										
	<p>SHELTER! Hazard and safety strategy.</p> <p>STUDENTS Use appropriate safety strategy for the hazard.</p> <p>ADULTS Lead safety strategy. Account for students, visitors and others. Notify if missing, extra or injured students or adults.</p> <table border="0" style="width: 100%; margin-top: 5px;"> <thead> <tr> <th style="text-align: left;">Hazard</th> <th style="text-align: left;">Safety Strategy</th> </tr> </thead> <tbody> <tr> <td>Tornado</td> <td>Evacuate to shelter area</td> </tr> <tr> <td>Hazmat</td> <td>Seal the room</td> </tr> <tr> <td>Earthquake</td> <td>Drop, cover and hold</td> </tr> <tr> <td>Tsunamis</td> <td>Get to high ground</td> </tr> </tbody> </table>	Hazard	Safety Strategy	Tornado	Evacuate to shelter area	Hazmat	Seal the room	Earthquake	Drop, cover and hold	Tsunamis	Get to high ground
Hazard	Safety Strategy										
Tornado	Evacuate to shelter area										
Hazmat	Seal the room										
Earthquake	Drop, cover and hold										
Tsunamis	Get to high ground										

- **Hold** is stay in your room or area. Clear the halls.
- **Secure** is get inside. Lock outside doors.
- **Lockdown** is followed by "Locks, Lights, Out of Sight" this protocol is used to secure individual rooms and keep students quiet and in place.
- **Evacuate** is used to move students and staff from one location to a different location in or out of the building.
- **Shelter** is used when the need for personal protection is necessary such as weather-related threats.

The SRP is posted throughout PCC campuses/sites which may include classrooms and offices and available on the staff and student Portals, to include an SRP video. [Public Safety Website](#) or the URL at: <https://pueblocc.edu/public-safety>.

Security of and Access to Campus Facilities Policy Statement

As a public facility, our campuses/sites are open to visitors, students, faculty, and staff during set operational hours. Normal business hours are 8:00 a.m. to 5:00 p.m., Monday – Friday. Due to the nature of higher education facility hours will vary each semester depending on class schedules and special events. Access to facilities after hours or during periods when the college is closed is limited based on individual/department needs and/or direction from college administration. Access and security of PCC buildings are a combination of electronic and mechanical locking hardware. The electronic access software and mechanical hardware are managed by the PCC Police Department and Facility Services. Video cameras are installed at each campus and site facilities. Cameras are recording and may be viewed live by identified personnel. PCC does employ police officers and/or security guards to assist with overall security on the Pueblo, Fremont, and Southwest campuses, as well as the Durango and Bayfield sites. For after-hours access or building schedule changes, contact the designated contacts for the applicable campuses/sites below as follows:

Fremont Campus – 719.296.6108

Pueblo Campus – 719.549.3355

PCC Southwest Campus and Sites:

Bayfield – 970.385.2098

Durango – 970.385.2020

Mancos – 970.564.6203

Any area underlined is a hyperlink which will direct you to a website.

Security Considerations Used in the Maintenance of Campus Facilities Policy Statement

The PCC Police Department works with College divisions and offices to review their safety plans. Safety plans include (but not limited to) procedures for fire evacuation, lockdown, and lockout. A monthly lighting survey is completed by the PCC Police Department or their designee; the survey identifies lights that are out or areas that have insufficient lighting. A copy of the report is forwarded to Facilities Services to be addressed. Members of the campus community are encouraged to report any maintenance concerns to Facility Services at 719.549.3345.

Drug, Alcohol, and Substance Abuse Policy Statement

In compliance with the Drug-Free Schools and Communities Act Amendment of 1989 [Public Law 101-226](#), or the URL at: <https://www.congress.gov/bill/101st-congress/house-bill/3614/text> students, staff, faculty, or visitors shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs to include local, state, and federal law associated with underaged use and possession of alcohol and/or drugs on college property or as part of any college activity.

Additionally, the College applies and enforces the following Colorado Community College System Board Policies and System Procedures related to alcohol and drugs:

- [BP 3-24](#) Drug-Free Workplace or the URL at: <https://www.cccs.edu/policies-and-procedures/board-policies/bp-3-24-drug-free-workplace/>
- [SP 3-24](#) Drug-Free Workplace or the URL at: <https://www.cccs.edu/policies-and-procedures/system-presidents-procedures/sp-3-24-drug-free-workplace/>
- [BP 19-30](#) Drug Free Schools or the URL at: <https://www.cccs.edu/policies-and-procedures/board-policies/bp-19-30-drug-free-schools/>
- [SP 19-30a](#) Drug Free Schools or the URL at: <https://cccs.edu/about/governance/policies-procedures/sp-19-30a-drug-free-schools/>

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

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

Any student, staff, or faculty who are convicted of the unlawful manufacture, distribution, dispensation, possession, use, or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. These penalties range in severity from a fine of \$100 up to \$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and the severity of the individual offense. The possession and/or consumption of alcohol by a minor is addressed in Appendix A (listed below), 18-13-122.

Additionally, to encourage students to seek medical assistance for themselves and/or others in the event of life-threatening circumstances from alcohol and/or other drugs and in the spirit of the Colorado revised statute 18-13-122 (listed below), students may be eligible (in the student conduct process) for medical amnesty if they proactively call 911 and/or Public Safety for help. The primary PCC administrator responsible for student conduct concerns (or their designee) may grant medical amnesty for the reporting student and/or student impacted by life threatening circumstances (from alcohol and/or drugs) may not be subject to disciplinary sanctions but may have educational sanctions in the student conduct process.

Any area underlined is a hyperlink which will direct you to a website.

The College will impose penalties against students who violate the Drug-Free Schools and Communities Act Amendments of 1989 [Public Law 101-226](#) or the URL at: <https://www.congress.gov/bill/101st-congress/house-bill/3614/text>. Violators will be subject to disciplinary action under student disciplinary policies. The sanctions include but are not limited to probation, suspension, or expulsion from the College, termination of employment, and referral to authorities for prosecution, as appropriate. Found in the 2024-2025 [Student Handbook](#) or the URL at: https://pueblocc.edu/Student_Handbook.

Alcohol/Drugs: Use, being under the influence, manufacturing, possession, cultivating, distribution, purchase, or sale of alcohol and/or drugs (illegal and/or dangerous or controlled substance) and/or alcohol/drug paraphernalia while on College-owned or College-controlled property, and/or at any function authorized or supervised by the College, and/or in state owned or leased vehicles.

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

Students in violation of these laws, policies or procedures are subject to referral for discipline which may include warning, probation, suspension, expulsion or any other disciplinary outcome in the College's disciplinary procedures. Disciplinary sanctions for employees who violate the foregoing standards of conduct shall be subject to disciplinary sanctions which may include, without limitation, completion of an appropriate rehabilitation program, reprimand, probation, corrective action, demotion, reassignment with or without salary adjustment, suspension with or without pay, and termination. Disciplinary sanctions shall be consistent with local, state and federal law and shall be administered in accordance with state personnel system rules, procedures and policies or State Board or College policies and procedures.

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

Violations of this policy may result in corrective or disciplinary action up to and including termination in accordance with Colorado Community College System Board Policy, System President Procedures, and/or State Personnel Rules. For additional information, please contact the Human Resource Office at 719.549.3220.

2023 Drug-Free Schools and Communities Act (DFSCA) and Biennial Review Policy Statement

In order to fulfill compliance, with the 2022 Drug-Free Schools and Communities Act (DFSCA) and Biennial Review, PCC reviews related alcohol and other drug policies and programs for the years of review. The objectives of the review as identified by the U.S. Department of Education included:

- Determining the effectiveness of the College's AOD programs.
- Implementing needed changes to alcohol and other drug programs.
- Ensuring the disciplinary sanctions for violating standards of conduct are enforced consistently by all college employees and students.

The Office of the Vice President of Student Success, in cooperation with the Dean of Students Office, and the Chief of Police at PCC is required to provide a signed statement certifying the Biennial Review and acknowledging awareness of the recommendations within the report. The President of the College, the Vice President of Student Success, the Dean of Students, and the Chief of Police have signed and affirmed the 2024 report. Drug-Free Schools and Communities Act (DFSCA) and Biennial Review Reports are maintained in the Vice President of Student Success Office located on the Pueblo Campus, Student Center, Room 261 and on the [Campus Safety website](#) or the URL at: <https://pueblocc.edu/public-safety>.

The Biennial Review Team will complete and publish the results of the statistical review and the College review, identifying the accomplishments (elements that demonstrated positive results) and recommendations for improvement (elements that need improvement or revision). The report also includes recommendations for any new elements that the College wishes to include in the Drug and Alcohol Awareness and Prevention Program (DAAPP) for the next two years.

Drug and Alcohol Awareness and Prevention Program (DAAPP) Policy Statement

Pueblo Community College conducted a survey of students during the fall 2014 semester and repeated the survey in fall 2016, 2018, 2020, 2022 and will repeat again in fall 2024, asking them about alcohol and drug prevalence on campus and the needs of students to address certain elements of alcohol and drug awareness and prevention. The survey results did not identify any specific needs or concerns beyond a general need for awareness and prevention. As a result of this survey, the Dean of Students Office and the PCC Health Clinic have designed a program to present awareness and prevention information and activities, however, the PCC employee of the Pueblo Community Health Center (PCHC) resigned April 2022. Educational programming has been primarily passive (bulletin board and printed information) with basic awareness / educational opportunities provided at large events to include PantherFest (early August and Spring fling [March event]). Please note that it was decided to discontinue the PantherFest event to refocus enrollment efforts via other efforts; the fall 2024 semester was the first semester impacted by this decision.

The College offered the following **primary prevention and awareness programs for all incoming students** in 2023-2024:

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered?*</u>
Campus-wide Marijuana statement	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Educating and Awareness notification to all campus	Marijuana Usage on campus
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification of where to find DAAPP	All drug and alcohol usage
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification Biennial Report, Student Handbook, Annual Security Report, Drug-Free Work Place Document, Drug Alcohol and Awareness Policy, Substance Abuse and Prevention Services, How to File a Complaint/Report an Incident	All drug and alcohol usage, prohibited behavior outlined in the student handbook
AlcoholEdu Ongoing Prevention	September 2023 – July 2024 (Annually)	ONLINE (Web-based alcohol/other drug education/ prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Sexual Assault Prevention: Ongoing	September 2023 – July 2024 (Annually)	ONLINE (Web-based sexual violence prevention training)	Awareness and Prevention Training for All Students	National studies document the correlation between both areas of sexual misconduct and alcohol/drug use DoV, DaV, SA, S, SH
Awareness of Alcohol	Annually throughout the year (Annually)	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic	Awareness and education opportunity	Alcohol use and abuse; treatment

Any area underlined is a hyperlink which will direct you to a website.

		common display area		
Awareness of Marijuana	Annually throughout the year	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Marijuana use and abuse; treatment
Awareness of heroin	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Heroin use and abuse; treatment
Awareness of Prescription Drugs	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Drug use and abuse; treatment
Online New Student Orientation (NSO)	Fall, Spring & Summer (Annually)	ONLINE New Student Orientation	References the Vector Solutions (formerly EVERFI) AlcoholEdu Ongoing Prevention and Sexual Assault Prevention: Ongoing Online NSO also includes the link to the PCC Title IX webpage or the URL at: https://pueblocc.edu/Title-IX	Sexual Misconduct / Title IX, Alcohol & other Drug awareness & education

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

The College offered the following **primary prevention and awareness programs for all new and returning employees in 2023-2024:**

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered? *</u>
2024 CCCS Mandatory Training (All employees)	February-April	Online learning modules	Prevention and awareness education	DoV, DaV, SA, S, SH
CCCS Diversity, Equity & Inclusion Training (Title IX in Higher Education)	Ongoing for new hires	Online learning modules	Prevention and awareness education	DoV, DaV, SA, S, SH
PCC Campus Security Authority	Annual for designated employees	Online learning module	Notification and reporting requirements	Title IX and Civil Rights violation reporting

Any area underlined is a hyperlink which will direct you to a website.

Training				
Active shooter, training run, hide, fight, and be safe, stay safe	Annually	Online learning module	Prevention and awareness education	Safety
New Employee Orientation, discuss Board Policy and System Procedures related to discrimination, harassment, relation, bullying, and a Drug-Free Campus	Ongoing for new hires	In-person presentation	Prevention and awareness education; possible testing; required notification	The use of drugs and alcohol in the workplace, to include Federal restrictions pertaining to marijuana; prohibition on discrimination, harassment, retaliation, and bullying

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

The College offered the following **ongoing awareness and prevention programs** for returning students in 2023-2024:

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered?</u>
Campus-wide Marijuana statement	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Educating and Awareness notification to all campus	Marijuana Usage on campus
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification of where to find DAAPP	All drug and alcohol usage
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification Biennial Report, Student Handbook, Annual Security Report, Drug-Free Work Place Document, Drug Alcohol and Awareness Policy, Substance Abuse and Prevention Services, How to File a Complaint/Report an Incident	All drug and alcohol usage, prohibited behavior outlined in the student handbook
AlcoholEdu Ongoing Prevention	September 2023 – July 2024 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Sexual Assault Prevention: Ongoing	September 2023 – July 2024 (Annually)	ONLINE (Web-based sexual violence prevention training)	Awareness and Prevention Training for All Students	National studies document the correlation between both areas of sexual misconduct and alcohol/drug use DoV, DaV, SA, S, SH
Awareness of Alcohol	Annually throughout the year	PantherFest Spring Fling	Awareness and education opportunity	Alcohol use and abuse; treatment

Any area underlined is a hyperlink which will direct you to a website.

	(Annually)	PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area		
Awareness of Marijuana	Annually throughout the year	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Marijuana use and abuse; treatment
Awareness of heroin	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Heroin use and abuse; treatment
Awareness of Prescription Drugs	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Drug use and abuse; treatment
Online New Student Orientation (NSO) is open and accessible to returning students Some returning students review this resource to “remind” themselves of available PCC resources	Fall, Spring, & Summer (Annually)	ONLINE New Student Orientation	References Vector Solutions (formerly EVERFI) AlcoholEdu Ongoing Prevention and Sexual Assault Prevention: Ongoing Online NSO also includes the link to the PCC Title IX webpage or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX webpage or the URL at: https://pueblocc.edu/Title-IX

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

Since the state of Colorado passed legislation legalizing the recreational use of marijuana, the College has found an increase in the number of students on campus who smell of marijuana (not a Student Code of Conduct violation) and who may be under the influence of marijuana (a Student Code of Conduct violation), though the number of incidents regarding the possession of marijuana (violation) have decreased. The College recognizes a need to increase student awareness of the potential dangers of marijuana usage and will develop an awareness program for all PCC students in 2023-2024.

Any area underlined is a hyperlink which will direct you to a website.

During the 2021-2022 academic year, the Colorado Community College System mandated a COVID-19 testing policy that PCC had to adopt in fall 2021 and impacted all students and employees. During this testing policy and policy implemented by the host medical provider at the campus clinic, the campus clinic staffing model was impacted and resulted in the PCC employed staff member obtaining a new opportunity elsewhere on campus, the PCC position eliminated, and the health focused educational/prevention programming for PCC negatively impacted by the staffing model.

This elimination of the staff position in the health clinic continues to negatively impact the institution and continues through the 2023-2024 academic year. Despite the staffing changes outlined above, educational/prevention programming focused on alcohol/other drug education/prevention and sexual misconduct/Title IX education and prevention were provided via programming outlined in the above charts for primary and on-going education/prevention programming.

Sex Offense Policy Statement

(Please see Appendix C (below) for a complete listing of policies and procedures, including definitions and specific training and awareness programs that the College provided for its students and employees.)

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

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

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

- The College's prohibition on crimes of dating violence, domestic violations, sexual assault, and stalking as those terms are defined in the Definitions for Crime Reporting section of this Annual Security Report.
- The following state law definitions applicable to those terms and consent:
 - **Dating violence:** There is no Colorado state law defining dating violence, so the definition used in the Violence Against Women Reauthorization Act of 2013 (VAWA) is used by the College.
 - **Domestic violence:** Any act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Domestic Violence also includes any other crime against a person or property, including an animal or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship. Intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. C.R.S. 18-6-800.3.

Any area underlined is a hyperlink which will direct you to a website.

- **Sexual assault:**
 - “Sexual assault”: Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if: (a) The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim’s will; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The actor knows that the victim submits erroneously, believing the actor to be the victim’s spouse; or (d) At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or (e) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or (h) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented. C.R.S. 18-3-402. *Note that subparagraphs (d) and (e) above define the offense in Colorado related to the Clery Act crime of Statutory Rape.
 - “Unlawful sexual contact”: Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if: (a) The actor knows that the victim does not consent; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The victim is physically helpless and the actor knows that the victim is physically helpless and the victim has not consented; or (d) The actor has substantially impaired the victim’s power to appraise or control the victim’s conduct by employing, without the victim’s consent, any drug, intoxicant, or other means for the purpose of causing submission; or (e) Repealed; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or (g) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices. Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means set forth in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor’s own sexual gratification, commits unlawful sexual contact. C.R.S. 18-3-404.
- **Stalking:** A person commits stalking if directly, or indirectly through another person, the person knowingly: (a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship; or (b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or (c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress. For the purposes of this definition: (a) Conduct “in connection with” a credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat. (b) “Credible threat” means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person’s safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person such fear. (c) “Immediate family” includes the person’s spouse and the person’s parent, grandparent, sibling, or child. (d) “Repeated” or “repeatedly” means on more than one occasion.
- **Consent:** Cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. C.R.S. 18-3-401(1.5).

Any area underlined is a hyperlink which will direct you to a website.

- **Bystander intervention:** A large part of preventing sexual misconduct and other inappropriate behavior (such as bullying) involves recognition of warning signs and early intervention efforts. “Bystander intervention” as that term is defined above, can include options such as:
 - Interrupt the behavior
 - Publicly support the victim
 - Show disapproval through comments, facial expressions or body language
 - Use humor to diffuse the situation
 - Encourage communication and open dialogue
 - Gather a group of people as back-up
 - Offer to leave the situation with the victim
 - Invite yourself to tag along to avoid isolation of the victim with the perpetrator
 - Ask questions or make suggestions on appropriate behaviors to the perpetrator as a friend
 - Use the situation as an educational opportunity
 - Call someone for help
- **Risk reduction:** Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. “Risk reduction” as that term is defined above can include strategies such as:
 - Trust your gut
 - Have a code word
 - Lie or make an excuse to create an exit
 - Plan an escape route in advance
 - Become familiar with safe places
 - Create a support network
 - Change your routine to avoid someone
 - Make an escape to-go bag and plan a route/destination
 - Know what you’re drinking and don’t leave a drink unattended
 - Be aware of sudden changes in the way your body feels
 - Share your travel plans and routes with people (e.g., share your location on your phone with a trusted person to make sure you get home safe)
- Programming also covers the information included in the sections of this report on Sexual Misconduct Response and Reporting Procedures and Sexual Misconduct Resolution Procedures.

For the 2023-2024 academic year, PCC contracted with a company named Vector Solutions (formerly EVERFI) to offer online awareness and prevention training for all students (new and returning), with an emphasis on by-stander training, dating violence, domestic violence, sexual assault, stalking, and other forms of sexual misconduct. Vector Solution’s online Sexual Misconduct Prevention Ongoing online student course, fulfilled compliance expectations, and encourage completion of the course (due to the shortened length). Additionally, the AlcoholEdu Ongoing Prevention (covering alcohol and other drugs education/prevention) was co-launched with the Sexual Misconduct Prevention: Ongoing course as there are national studies that document the correlation between both areas of sexual misconduct and alcohol/drug use. These courses were co-launched in the fall 2023 to all students, the spring 2024 semesters to all students that were new to PCC, and summer 2024 to all students that were new to PCC.

PCC focuses on ways to decrease perpetration of dating violence, sexual assault, and stalking and promotes victim empowerment via the promotion of PCC’s Domestic Violence and Sexual Assault Prevention [webpage](http://www.pueblocc.edu/dvp) or the URL at: www.pueblocc.edu/dvp programming, training, and by various means outlined below in the charts.

The College offered the following **primary prevention and awareness programs for incoming students** in 2023-2024:

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered? *</u>
Campus-wide Marijuana statement	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Educating and Awareness notification to all campus	Marijuana Usage on campus
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall	Campus Policy	Notification of where to find DAAPP	All drug and alcohol usage

Any area underlined is a hyperlink which will direct you to a website.

	Semesters after census			
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification Biennial Report, Student Handbook, Annual Security Report, Drug-Free Work Place Document, Drug Alcohol and Awareness Policy, Substance Abuse and Prevention Services, How to File a Complaint/Report an Incident	All drug and alcohol usage, prohibited behavior outlined in the student handbook
Sexual Assault Prevention: Ongoing	September 2023 – July 2024 (Annually)	ONLINE (Web-based sexual violence prevention training)	Awareness and Prevention Training for All Students	National studies document the correlation between both areas of sexual misconduct and alcohol/drug use DoV, DaV, SA, S, SH
AlcoholEdu Ongoing Prevention	September 2023 – July 2024 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Diversity, Equity, and Inclusion Awareness	September 2023 – July 2024 (Annually)	ONLINE (Web-based diversity, equity, and inclusion awareness training)	Awareness and Prevention Training for All Students	Increased knowledge and awareness of topics on diversity, equity, and inclusion to help prevent concerns for discrimination, harassment, and anticipate the impact of stereotypes, microaggressions, and exclusionary behavior
Awareness of Alcohol	Annually throughout the year (Annually)	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Alcohol use and abuse; treatment
Awareness of Marijuana	Annually throughout the year	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC	Awareness and education opportunity	Marijuana use and abuse; treatment

Any area underlined is a hyperlink which will direct you to a website.

		Health Clinic common display area		
Awareness of heroin	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Heroin use and abuse; treatment
Awareness of Prescription Drugs	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Drug use and abuse; treatment
PCC Social Media Posts & Inclusion in PCC FYI News	Annually throughout 2023 - 2024 September 2023 April 2024	Social Media Posts & Inclusion in PCC FYI News	Continued prevention educational opportunities and support for All Students	National Suicide Prevention Month Sexual Assault Awareness Month SA, S, & SH National Alcohol Awareness & Prevention Month
Online New Student Orientation (NSO) is open and accessible to returning students Some returning students review this resource to "remind" themselves of available PCC resources	Fall, Spring, & Summer (Annually)	ONLINE New Student Orientation	References Vector Solutions (formerly EVERFI) AlcoholEdu Ongoing Prevention and Sexual Assault Prevention: Ongoing Online NSO also includes the link to the PCC Title IX webpage or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX webpage or the URL at: https://pueblocc.edu/Title-IX

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

The College offered the following **primary prevention and awareness programs for all new and returning employees in 2023-2024:**

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered? *</u>
2024 CCCS Mandatory Training (All employees)	February-April	Online learning modules	Prevention and awareness education	DoV, DaV, SA, S, SH
CCCS Diversity, Equity & Inclusion Training (Title IX in Higher Education)	Ongoing for new hires	Online learning modules	Prevention and awareness education	DoV, DaV, SA, S, SH
PCC Campus Security Authority	Annual for designated employees	Online learning module	Notification and reporting requirements	Title IX and Civil Rights violation reporting

Any area underlined is a hyperlink which will direct you to a website.

Training				
Active shooter, training run, hide, fight, and be safe, stay safe	Annually	Online learning module	Prevention and awareness education	Safety
New Employee Orientation, discuss Board Policy and System Procedures related to discrimination, harassment, relation, bullying, and a Drug-Free Campus	Ongoing for new hires	In-person presentation	Prevention and awareness education; possible testing; required notification	The use of drugs and alcohol in the workplace, to include Federal restrictions pertaining to marijuana; prohibition on discrimination, harassment, retaliation, and bullying

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

The College offered the following **ongoing awareness and prevention programs** for returning students in 2023-2024.

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered? *</u>
Campus-wide Marijuana statement	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Educating and Awareness notification to all campus	Marijuana Usage on campus
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification of where to find DAAPP	All drug and alcohol usage
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification Biennial Report, Student Handbook, Annual Security Report, Drug-Free Work Place Document, Drug Alcohol and Awareness Policy, Substance Abuse and Prevention Services, How to File a Complaint/Report an Incident	All drug and alcohol usage, prohibited behavior outlined in the student handbook
Sexual Assault Prevention: Ongoing	September 2023 – July 2024 (Annually)	ONLINE (Web-based sexual violence prevention training)	Awareness and Prevention Training for All Students	National studies document the correlation between both areas of sexual misconduct and alcohol/drug use DoV, DaV, SA, S, SH
AlcoholEdu Ongoing Prevention	September 2023 – July 2024 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage

Any area underlined is a hyperlink which will direct you to a website.

Diversity, Equity, and Inclusion Awareness	September 2023 – July 2024 (Annually)	ONLINE (Web-based diversity, equity, and inclusion awareness training)	Awareness and Prevention Training for All Students	Increased knowledge and awareness of topics on diversity, equity, and inclusion to help prevent concerns for discrimination, harassment, and anticipate the impact of stereotypes, microaggressions, and exclusionary behavior
Awareness of Alcohol	Annually throughout the year (Annually)	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Alcohol use and abuse; treatment
Awareness of Marijuana	Annually throughout the year	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Marijuana use and abuse; treatment
Awareness of heroin	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Heroin use and abuse; treatment
Awareness of Prescription Drugs	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Drug use and abuse; treatment
PCC Social Media Posts & Inclusion in PCC FYI News	Annually throughout 2023 -2024 September 2023 April 2024	Social Media Posts & Inclusion in PCC FYI News	Continued prevention educational opportunities and support for All Students	National Suicide Prevention Month Sexual Assault Awareness Month SA, S, & SH National Alcohol Awareness & Prevention Month
Online New Student Orientation (NSO)	Fall, Spring, & Summer (Annually)	ONLINE New Student Orientation	References Vector Solutions (formerly EVERFI) AlcoholEdu	PCC Title IX webpage or the URL at: https://pueblocc.edu/Title-

Any area underlined is a hyperlink which will direct you to a website.

<p>is open and accessible to returning students</p> <p>Some returning students review this resource to “remind” themselves of available PCC resources</p>			<p>Ongoing Prevention and Sexual Assault Prevention: Ongoing Online NSO also includes the link to the PCC Title IX webpage or the URL at: https://pueblocc.edu/Title-IX</p>	<p>IX</p>
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*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

Disclosure of Results of Disciplinary Proceedings Policy Statement

Pueblo Community College, upon the request of the alleged victim or if the alleged victim is deceased the next of kin of such victim shall be treated as the alleged victim and will disclose the results of disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of any crime of violence or sex offense. Requests for this information are to be made to the office of the Vice President of Student Success or to the PCC Police Department.

Policy for Reporting the Annual Disclosure of Crime Statistics Policy Statement

The crime statistics listed in this document are for crimes reported within each calendar year (January 1 to December 31) and are obtained through a variety of sources. In addition to crimes reported to the PCC Police Department data was also solicited from the Pueblo County Sheriff's Office and the Pueblo Police Department in an effort to collect crime data for the Pueblo Campus. Information was also solicited from the Cañon City Police Department for the Fremont Campus, the Durango Police Department for the PCC Southwest Site (Durango), the Bayfield Police Department for the PCC Southwest Site (Bayfield), and the Montezuma County Sheriff's Office for the PCC Southwest Campus (Mancos). This data includes crimes that occurred on public properties around the campuses/sites as per the Clery Act Definitions (which can be found in Appendix C of this report), as well as any crimes to which they responded to on the campuses which were not previously report to the PCC Police Department. Finally, Clery reportable crime statistics that were reported to Campus Security Authorities (CSAs) at all campuses/sites were include in this report.

Statement on Unfounded Crimes

Additionally, this ASR document discloses the total number of crimes reported that were unfounded and subsequently withheld from the crime statistics in this document. An unfounded crime is a reported crime withheld from the statistics due to a full investigation and examination of evidence by law enforcement which determines that the crime is false or baseless.

Crime Statistics Information

REPORT OF CRIMINAL OFFENSES

Pueblo Campus

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	1	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	1	0	0	0	1	0	0	0
Motor Vehicle	1	0	0	0	2	0	0	0
Arson	0	0	0	0	0	0	0	0
VAWA								
Domestic Violence	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Arrests Made								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Referrals for Student Disciplinary								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Hate Crimes								
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0

Any area underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Hate Crimes (Cont)								
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

Offense (Includes attempts)	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Sex Offenses	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	1	0	0	0
Motor Vehicle	1	0	0	0
Arson	0	0	0	0
VAWA				
Domestic Violence	0	0	0	0
Dating Violence	0	0	0	0
Stalking	0	0	0	0
Arrests Made				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0
Referrals for Student Disciplinary				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	7	0	0	0
Liquor Law Violations	0	6	0	0
Hate Crimes				
Murder and Non-Negligent Manslaughter	0	0	0	0

Any area underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2023				
	Hate Crimes (Cont)	On Campus	Non-Campus	Public Property	Unfounded Cases
Rape		0	0	0	0
Fondling		0	0	0	0
Incest		0	0	0	0
Statutory Rape		0	0	0	0
Robbery		0	0	0	0
Aggravated Assault		0	0	0	0
Burglary		0	0	0	0
Motor Vehicle Theft		0	0	0	0
Arson		0	0	0	0
Simple Assault		0	0	0	0
Larceny-theft		0	0	0	0
Intimidation		0	0	0	0
Destruction/damage/vandalism of property		0	0	0	0

Reported Hate Crimes – with bias factor	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded	On Campus	Non-Campus	Public Property	Unfounded
Race	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0

Reported Hate Crimes – with bias factor	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Race	0	0	0	0
Gender	0	0	0	0
Gender Identity	0	0	0	0
Religion	0	0	0	0
Sexual Orientation	0	0	0	0
Ethnicity	0	0	0	0
National Origin	0	0	0	0
Disability	0	0	0	0

- There are no clery reportable hate crimes for the 2021, 2022, and 2023.
- “Public Property” refers to all public property including thoroughfares, streets, sidewalks, and parking facilities that are within the campus or immediately adjacent to and accessible from the campus.
- “On Campus” refers to any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and is used by the institution in direct support of, or in a manner related to, the institution’s educational purposes and that is frequently used by students and support personnel.
- “Non-Campus Property” any building or property owned or controlled by an institution that is used in direct support

Any area underlined is a hyperlink which will direct you to a website.

of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. Non-campus property was added for 2015 to include PCC classes being held at the Teaching and Learning Center/St. Mary Corwin Hospital and the Downtown Studio Campus.

- Pueblo Community College does not own or operate any campus housing.
- Data on Referrals for Student Disciplinary Action are obtained through a coordinated effort with the PCC Police Department and the Vice President of Student Success.

REPORT OF CRIMINAL OFFENSES
Fremont Campus

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
VAWA								
Domestic Violence	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Arrests Made								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Referrals for Student Disciplinary								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Hate Crimes								
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0

Any area underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Hate Crimes (Cont)								
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

Offense (Includes attempts)	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Sex Offenses	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle	0	0	0	0
Arson	0	0	0	0
VAWA				
Domestic Violence	1	0	0	0
Dating Violence	0	0	0	0
Stalking	0	0	0	0
Arrests Made				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0
Referrals for Student Disciplinary				0
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0
Hate Crimes				0
Murder and Non-Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle Theft	0	0	0	0

Any area underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2023				
	Hate Crimes (Cont)	On Campus	Non-Campus	Public Property	Unfounded Cases
Arson		0	0	0	0
Simple Assault		0	0	0	0
Larceny-theft		0	0	0	0
Intimidation		0	0	0	0
Destruction/damage/vandalism of property		0	0	0	0

Reported Hate Crimes – with bias factor	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded	On Campus	Non-Campus	Public Property	Unfounded
Race	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0

Reported Hate Crimes – with bias factor	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Race	0	0	0	0
Gender	0	0	0	0
Gender Identity	0	0	0	0
Religion	0	0	0	0
Sexual Orientation	0	0	0	0
Ethnicity	0	0	0	0
National Origin	0	0	0	0
Disability	0	0	0	0

- There are no Clery reportable hate crimes for the 2021, 2022, and 2023 years.
- “Public Property” refers to all public property including thoroughfares, streets, sidewalks, and parking facilities that are within the campus or immediately adjacent to and accessible from the campus.
- “On Campus” refers to any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and is used by the institution in direct support of, or in a manner related to, the institution’s educational purposes and that is frequently used by students and support personnel.
- Pueblo Community College does not own or operate any campus housing.
- Pueblo Community College does not have any non-campus properties as part of the Fremont Campus.
- Data on Referrals for Student Disciplinary Action are obtained through a coordinated effort with the PCC Police Department and the Vice President of Student Success.

Any area underlined is a hyperlink which will direct you to a website.

REPORT OF CRIMINAL OFFENSES
PCC Southwest Site (Durango)

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
VAWA								
Domestic Violence	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Arrests Made								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Referrals for Student Disciplinary								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Hate Crimes								
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0

Any areas underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Hate Crimes (Cont)								
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

Offense (Includes attempts)	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Sex Offenses	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle	0	0	0	0
Arson	0	0	0	0
VAWA				
Domestic Violence	0	0	0	0
Dating Violence	0	0	0	0
Stalking	0	0	0	0
Arrests Made				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0
Referrals for Student Disciplinary				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0
Hate Crimes				
Murder and Non-Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0

Any areas underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2023				
	Hate Crimes (Cont)	On Campus	Non-Campus	Public Property	Unfounded Cases
Statutory Rape		0	0	0	0
Robbery		0	0	0	0
Aggravated Assault		0	0	0	0
Burglary		0	0	0	0
Motor Vehicle Theft		0	0	0	0
Arson		0	0	0	0
Simple Assault		0	0	0	0
Larceny-theft		0	0	0	0
Intimidation		0	0	0	0
Destruction/damage/vandalism of property		0	0	0	0

Reported Hate Crimes – with bias factor	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded	On Campus	Non-Campus	Public Property	Unfounded
Race	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0

Reported Hate Crimes – with bias factor	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Race	0	0	0	0
Gender	0	0	0	0
Gender Identity	0	0	0	0
Religion	0	0	0	0
Sexual Orientation	0	0	0	0
Ethnicity	0	0	0	0
National Origin	0	0	0	0
Disability	0	0	0	0

- There are no Clery reportable hate crimes for the 2021, 2022, and 2023 years.
- “Public Property” refers to all public property including thoroughfares, streets, sidewalks, and parking facilities that are within the campus or immediately adjacent to and accessible from the campus.
- “On Campus” refers to any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and is used by the institution in direct support of, or in a manner related to, the institution’s educational purposes and that is frequently used by students and support personnel.

Any areas underlined is a hyperlink which will direct you to a website.

- Pueblo Community College does not own or operate any campus housing.
- Pueblo Community College does not have any non-campus properties as part of the PCC Southwest Site.
- Data on Referrals for Student Disciplinary Action are obtained through a coordinated effort with the PCC Police Department and the Vice President of Student Success.

Any areas underlined is a hyperlink which will direct you to a website.

REPORT OF CRIMINAL OFFENSES
PCC Southwest Site (Bayfield)

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
VAWA								
Domestic Violence	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Arrests Made								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Referrals for Student Disciplinary								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Hate Crimes								
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0

Any areas underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Hate Crimes (Cont)								
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

Offense (Includes attempts)	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Sex Offenses	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle	0	0	0	0
Arson	0	0	0	0
VAWA				
Domestic Violence	0	0	0	0
Dating Violence	0	0	0	0
Stalking	0	0	0	0
Arrests Made				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0
Referrals for Student Disciplinary				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0

Any areas underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2023			
	Hate Crimes (Cont)	On Campus	Non-Campus	Public Property
Murder and Non-Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Simple Assault	0	0	0	0
Larceny-theft	0	0	0	0
Intimidation	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0

Reported Hate Crimes – with bias factor	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded	On Campus	Non-Campus	Public Property	Unfounded
Race	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0

Reported Hate Crimes – with bias factor	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Race	0	0	0	0
Gender	0	0	0	0
Gender Identity	0	0	0	0
Religion	0	0	0	0
Sexual Orientation	0	0	0	0
Ethnicity	0	0	0	0
National Origin	0	0	0	0
Disability	0	0	0	0

Any areas underlined is a hyperlink which will direct you to a website.

- There are no Clery reportable hate crimes for the 2021, 2022, and 2023 years.
- “Public Property” refers to all public property including thoroughfares, streets, sidewalks, and parking facilities that are within the campus or immediately adjacent to and accessible from the campus.
- “On Campus” refers to any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and is used by the institution in direct support of, or in a manner related to, the institution’s educational purposes and that is frequently used by students and support personnel.
- Pueblo Community College does not own or operate any campus housing.
- Pueblo Community College does not have any non-campus properties as part of the PCC Southwest Site.
- Data on Referrals for Student Disciplinary Action are obtained through a coordinated effort with the PCC Police Department and the Vice President of Student success.

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REPORT OF CRIMINAL OFFENSES
PCC Southwest Campus (Mancos)

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
VAWA								
Domestic Violence	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Arrests Made								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Referrals for Student Disciplinary								
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Hate Crimes								
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0

Any areas underlined is a hyperlink which will direct you to a website.

Offense (Includes attempts)	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded Cases	On Campus	Non-Campus	Public Property	Unfounded Cases
Hate Crimes (Cont)								
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

Offense (Includes attempts)	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Murder and Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Sex Offenses	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle	0	0	0	0
Arson	0	0	0	0
VAWA				
Domestic Violence	0	0	0	0
Dating Violence	0	0	0	0
Stalking	0	0	0	0
Arrests Made				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0
Referrals for Student Disciplinary				
Weapons: carrying, possessing, etc.	0	0	0	0
Drug Abuse Violations	0	0	0	0
Liquor Law Violations	0	0	0	0

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Offense (Includes attempts)	2023			
	Hate Crimes (Cont)	On Campus	Non-Campus	Public Property
Murder and Non-Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Simple Assault	0	0	0	0
Larceny-theft	0	0	0	0
Intimidation	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0

Reported Hate Crimes – with bias factor	2021				2022			
	On Campus	Non-Campus	Public Property	Unfounded	On Campus	Non-Campus	Public Property	Unfounded
Race	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0

Reported Hate Crimes – with bias factor	2023			
	On Campus	Non-Campus	Public Property	Unfounded Cases
Race	0	0	0	0
Gender	0	0	0	0
Gender Identity	0	0	0	0
Religion	0	0	0	0
Sexual Orientation	0	0	0	0
Ethnicity	0	0	0	0
National Origin	0	0	0	0
Disability	0	0	0	0

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Fire Safety Report & Missing Student Notification Policy Statement

The Clery Act requires institutions to mandatorily report policies, procedures, and any statistical data related to fire incidents and missing students occurring on or off campus student housing under the jurisdiction of the College.

Pueblo Community College does not offer, own, or control campus housing. Additionally, PCC does not have or offer off-campus locations for recognized student organizations. Recognized student organizations do not own or control any off-campus locations.

APPENDIX A

Colorado Revised Statutes related to this document

18-8-115. Duty to report a crime - liability for disclosure.

It is the duty of every corporation or person who has reasonable grounds to believe that a crime has been committed to report promptly the suspected crime to law enforcement authorities. Notwithstanding any other provision of the law to the contrary, a corporation or person may disclose information concerning a suspected crime to other persons or corporations for the purpose of giving notice of the possibility that other such criminal conduct may be attempted which may affect the persons or corporations notified. When acting in good faith, such corporation or person shall be immune from any civil liability for such reporting or disclosure. This duty shall exist notwithstanding any other provision of the law to the contrary; except that this section shall not require disclosure of any communication privileged by law.

For the most up-to-date Colorado Revised Statutes, please visit the [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>.

18-12-105.5. Unlawfully carrying a concealed weapon – unlawful possession of weapons.

(1) A person commits a class 1 misdemeanor if the person knowingly and unlawfully:

- (a) Carries a knife concealed on or about his or her person; or
- (b) Carries a firearm concealed on or about his or her person; or
- (c) Without legal authority, carries, brings, or has in the person's possession any explosive, incendiary, or other dangerous device on the property of or within any building in which the chambers, galleries, or offices of the general assembly, or either house thereof, are located, or in which a legislative hearing or meeting is being or is to be conducted, or in which the official office of any member, officer, or employee of the general assembly is located.
- (d) (Deleted by amendment, L. 93, p. 964, § 1, effective July 1, 1993.)

(2) It is not an offense pursuant to this section if the defendant was:

- (a) A person in his or her own dwelling or place of business or on property owned or under his or her control at the time of the act of carrying; or
- (b) A person in a private automobile or other private means of conveyance who carries a weapon for lawful protection of such person's or another's person or property while traveling; or
- (b.5) Carrying a concealed firearm at a specific location in violation of section 1-13-724, 18-12-105.3, or 18-12-105.5; or
- (c) A person who, at the time of carrying a concealed weapon, held a valid written permit to carry a concealed weapon issued pursuant to section 18-12-105.1, as it existed prior to its repeal, or, if the weapon involved was a handgun, held a valid permit to carry a concealed handgun or a temporary emergency permit issued pursuant to part 2 of this article; except that it shall be an offense under this section if the person was carrying a concealed handgun in violation of the provisions of section 18-12-214; or
- (d) A peace officer, as described in section 16-2.5-101, C.R.S., when carrying a weapon in conformance with the policy of the employing agency as provided in section 16-2.5-101 (2), C.R.S.; or
- (e) (Deleted by amendment, L. 2003, p. 1624, § 46, effective August 6, 2003.)
- (f) A United States probation officer or a United States pretrial services officer while on duty and serving in the state of Colorado under the authority of rules and regulations promulgated by the judicial conference of the United States.

APPENDIX B

Policy Statement for Annual Security Report – Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as Amended by the Violence Against Women Reauthorization Act of 2013.

Pueblo Community College does not discriminate on the basis of sex in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, and stalking. As a result, Pueblo Community College issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a College official. In this context, Pueblo Community College prohibits the offenses of domestic violence, dating violence, sexual assault and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the College community.

Pueblo Community College is a part of the Colorado Community College System (CCCS) and is governed by the State Board for Community Colleges and Occupational Education (SBCCOE). For a complete copy of the [SBCCOE Board Policies](https://www.cccs.edu/about-cccs/state-board/policies-and-procedures/) (BP) or the URL at: <https://www.cccs.edu/about-cccs/state-board/policies-and-procedures/> governing sexual misconduct. [BP 3-120](https://www.cccs.edu/policies-and-procedures/board-policies/bp-3-120-equal-employment-opportunity-affirmative-action/) or <https://www.cccs.edu/policies-and-procedures/board-policies/bp-3-120-equal-employment-opportunity-affirmative-action/> Affirmative Action/Anti-Discrimination, prohibits employee sexual misconduct and [SP-19-60a](https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/), or the URL at: <https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/>. Prohibition of Discrimination or Harassment, prohibits student sexual misconduct.

Additionally, the Board has delegated procedural authority to the Colorado Community College System President and as a result, the pertinent information can be found at [CCCS System President's Procedures \(SP\)](https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) on Sexual Misconduct. [SP 19-60a](https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or the URL at: <https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/>

applies to CCCS employees, authorized volunteers, guests, and visitors. For students, [SP 19-60a](https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or <https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/> applies.

All Sexual Misconduct complaints are investigated pursuant to System President's Procedures, Civil Rights Grievance and Investigation Process. If the respondent to a complaint is a CCCS employee, authorized volunteer(s), guest(s), or visitor(s), [SP 19-60a](https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or the URL at: <https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/> will apply. If the respondent is a student, [SP 19-60a](https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or the URL at: <https://www.cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/> applies.

Definitions

For the most up-to-date Colorado Revised Statutes, please visit the [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>.

Consent, Unlawful Sexual Behavior: Colorado Revised Statutes (C.R.S.) 18-3-401, 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. Submission under the influence of fear shall not constitute consent.

Sexual Assault: C.R.S. 18-3-402, Colorado law defines sexual assault as any actor who knowingly inflicts sexual penetration on a victim commits sexual assault if:

- The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim's will; or
- The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
- 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
- At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or
- The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or

Any area underlined is a hyperlink which will direct you to a website.

- 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
- The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented.

Sexual Assault on a Child: C.R.S. 18-3-405, means any actor who knowingly subjects another not his or her spouse to any sexual contact commits sexual assault on a child if the victim is less than fifteen (15) years of age and the actor is at least four (4) years older than the victim.

Domestic Violence: C.R.S. 18-6-800.3 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.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. There is no Colorado state law on dating violence; therefore, the college abides by the definition used in the Violence Against Women Reauthorization Act (VAWA) of 2013.

For purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking: C.R.S. 18-3-602. Means a person commits stalking if directly, or indirectly through another person, the person knowingly:

- 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
- 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
- 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.

Additional definitions as it relates to "Stalking" under Colorado law:

- Conduct "in connection with" a credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat.
- "Credible threat" means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person's safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person such fear.
- "Immediate family" includes the person's spouse and the person's parent, grandparent, sibling, or child.
- "Repeated" or "repeatedly" means on more than one occasion.

Education and Prevention Programs

The College engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for returning students and faculty that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking pursuant to Colorado law;
- Defines what behavior and actions constitute consent to sexual activity in the state of Colorado;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander;
- Provides a variety of prevention and awareness programs that are designed to help risk reduction via the decrease occurrence of sexual misconduct concerns, educate and encourage bystander intervention, and to help empower victims and bystanders to promote safety and to help individuals and communities address conditions that facilitate violence;
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks; and
- Provides information on the procedures the college will adhere to after a sexual misconduct concern occurs to include domestic violence, dating violence, sexual assault, stalking, and sexual harassment.

Source: 34 CFR SS668.46 (j)(1)(i)(A)-(F)

Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming student’s first semester. These programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies and/or creating distractions.

Programs offer variety of prevention and awareness programs that are designed to help risk reduction via the decrease occurrence of sexual misconduct concerns, educate and encourage bystander intervention, and to help empower victims and bystanders to promote safety and to help individuals and communities address conditions that facilitate violence. Programming endeavor to provide education on how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. Throughout the year, ongoing awareness and prevention campaigns are directed to students and employees, including faculty, often taking the form of campaigns, emails, guest speakers, promotion of PCC’s Domestic Violence and Sexual Assault Prevention [website](#) or the URL at: www.pueblocc.edu/dvp and events such as:

The College offered the following **primary prevention and awareness programs for incoming students** in 2023-2024:

Name of Program	Date Held	Location Held	Complied with Program Requirements	Which Prohibited Behavior Covered? *
Campus-wide Marijuana statement	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Educating and Awareness notification to all campus	Marijuana Usage on campus
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification of where to find DAAPP	All drug and alcohol usage

Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification Biennial Report, Student Handbook, Annual Security Report, Drug-Free Work Place Document, Drug Alcohol and Awareness Policy, Substance Abuse and Prevention Services, How to File a Complaint/Report an Incident	All drug and alcohol usage, prohibited behavior outlined in the student handbook
Sexual Assault Prevention: Ongoing	September 2023 – July 2024 (Annually)	ONLINE (Web-based sexual violence prevention training)	Awareness and Prevention Training for All Students	National studies document the correlation between both areas of sexual misconduct and alcohol/drug use DoV, DaV, SA, S, SH
AlcoholEdu Ongoing Prevention	September 2023 – July 2024 (Annually)	ONLINE (Web-based alcohol/other drug education/ prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Diversity, Equity, and Inclusion Awareness	September 2023 – July 2024 (Annually)	ONLINE (Web-based diversity, equity, and inclusion awareness training)	Awareness and Prevention Training for All Students	Increased knowledge and awareness of topics on diversity, equity, and inclusion to help prevent concerns for discrimination, harassment, and anticipate the impact of stereotypes, microaggressions, and exclusionary behavior
Awareness of Alcohol	Annually throughout the year (Annually)	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Alcohol use and abuse; treatment
Awareness of Marijuana	Annually throughout the year	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Marijuana use and abuse; treatment

Awareness of heroin	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Heroin use and abuse; treatment
Awareness of Prescription Drugs	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Drug use and abuse; treatment
PCC Social Media Posts & Inclusion in PCC FYI News	Annually throughout 2023 - 2024 September 2023 April 2024	Social Media Posts & Inclusion in PCC FYI News	Continued prevention educational opportunities and support for All Students	National Suicide Prevention Month Sexual Assault Awareness Month SA, S, & SH National Alcohol Awareness & Prevention Month
Online New Student Orientation (NSO) is open and accessible to returning students Some returning students review this resource to “remind” themselves of available PCC resources	Fall, Spring, & Summer (Annually)	ONLINE New Student Orientation	References Vector Solutions (formerly EVERFI) AlcoholEdu Ongoing Prevention and Sexual Assault Prevention: Ongoing Online NSO also includes the link to the PCC Title IX website or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX website or the URL at: https://pueblocc.edu/Title-IX

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

The College offered the following **primary prevention and awareness programs for all new and returning employees** in 2023-2024:

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered? *</u>
2024 CCCS Mandatory Training (All employees)	February-April	Online learning modules	Prevention and awareness education	DoV, DaV, SA, S, SH
CCCS Diversity, Equity & Inclusion Training (Title IX in Higher Education)	Ongoing for new hires	Online learning modules	Prevention and awareness education	DoV, DaV, SA, S, SH
PCC Campus Security Authority Training	Annual for designated employees	Online learning module	Notification and reporting requirements	Title IX and Civil Rights violation reporting
Active shooter, training run, hide, fight, and be safe, stay safe	Annually	Online learning module	Prevention and awareness education	Safety

Any area underlined is a hyperlink which will direct you to a website.

New Employee Orientation, discuss Board Policy and System Procedures related to discrimination, harassment, relation, bullying, and a Drug-Free Campus	Ongoing for new hires	In-person presentation	Prevention and awareness education; possible testing; required notification	The use of drugs and alcohol in the workplace, to include Federal restrictions pertaining to marijuana; prohibition on discrimination, harassment, retaliation, and bullying
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*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

The College offered the following **ongoing awareness and prevention programs** for **returning students** in 2023-2024.

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Complied with Program Requirements</u>	<u>Which Prohibited Behavior Covered? *</u>
Campus-wide Marijuana statement	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Educating and Awareness notification to all campus	Marijuana Usage on campus
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification of where to find DAAPP	All drug and alcohol usage
Emails sent to all student staff and faculty.	Annually – Spring, Summer, and Fall Semesters after census	Campus Policy	Notification Biennial Report, Student Handbook, Annual Security Report, Drug-Free Work Place Document, Drug Alcohol and Awareness Policy, Substance Abuse and Prevention Services, How to File a Complaint/Report an Incident	All drug and alcohol usage, prohibited behavior outlined in the student handbook
Sexual Assault Prevention: Ongoing	September 2023 – July 2024 (Annually)	ONLINE (Web-based sexual violence prevention training)	Awareness and Prevention Training for All Students	National studies document the correlation between both areas of sexual misconduct and alcohol/drug use DoV, DaV, SA, S, SH
AlcoholEdu Ongoing Prevention	September 2023 – July 2024 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Diversity, Equity, and Inclusion Awareness	September 2022 – July 2023 (Annually)	ONLINE (Web-based diversity, equity, and inclusion awareness training)	Awareness and Prevention Training for All Students	Increased knowledge and awareness of topics on diversity, equity, and inclusion to help prevent concerns for discrimination, harassment, and anticipate the impact of stereotypes,

Any area underlined is a hyperlink which will direct you to a website.

				microaggressions, and exclusionary behavior
Awareness of Alcohol	Annually throughout the year (Annually)	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Alcohol use and abuse; treatment
Awareness of Marijuana	Annually throughout the year	PantherFest Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Marijuana use and abuse; treatment
Awareness of heroin	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Heroin use and abuse; treatment
Awareness of Prescription Drugs	Annually throughout the year	Large posters displayed in PCC Health Clinic common display area	Awareness and education opportunity	Drug use and abuse; treatment
PCC Social Media Posts & Inclusion in PCC FYI News	Annually throughout 2023-2024 September 2023 April 2024	Social Media Posts & Inclusion in PCC FYI News	Continued prevention educational opportunities and support for All Students	National Suicide Prevention Month Sexual Assault Awareness Month SA, S, & SH National Alcohol Awareness & Prevention Month
Online New Student Orientation (NSO) is open and accessible to returning students Some returning students review this resource to “remind” themselves of	Fall, Spring, & Summer (Annually)	ONLINE New Student Orientation	References Vector Solutions (formerly EVERFI) AlcoholEdu Ongoing Prevention and Sexual Assault Prevention: Ongoing Online NSO also includes the link to the PCC Title IX website or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX website or the URL at: https://pueblocc.edu/Title-IX

available PCC resources				
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*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking, SH means Sexual Harassment

Procedures for Reporting a Complaint

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

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

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

The College is committed to responding appropriately to all reports of sexual misconduct and to working collaboratively with other law enforcement, government and community agencies. This policy provides general guidelines for responding to individuals who are victims of sexual misconduct (also referred to herein as “complainants”) on the College’s campus or during other institutionally-sponsored activities.

The College has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a complainant and an accused party, such as academic, transportation and working accommodations, if reasonably available. [PCC Title IX website](https://pueblocc.edu/Title-IX) or the URL at: <https://pueblocc.edu/Title-IX> and the Student Resource Guide when Navigating Sexual Misconduct Concerns located on the [PCC Title IX website](https://pueblocc.edu/Title-IX) or the URL at: <https://pueblocc.edu/Title-IX> also outlines the procedure of how and to whom to report an alleged sexual misconduct offense. Additionally, victims will be provided a written explanation of their rights via the applicable campus/site Victim’s Bill of Rights located on the [PCC Police website](https://pueblocc.edu/public-safety) or the URL at: <https://pueblocc.edu/public-safety> Students and employees should contact:

Pueblo Campus – Title IX Coordinator and/or Deputy Title IX Coordinators

Fremont Campus – Deputy Title IX Coordinators

PCC Southwest Campus and Sites – Deputy Title IX Coordinators

Reporting form at the PCC Website – found at this [website](https://pueblocc.edu/Concerns) or the URL at: <https://pueblocc.edu/Concerns>

What to do if Sexual Misconduct Has Occurred

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

Reporting Sexual Misconduct

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

The complaint should describe the alleged incident, which may include when and where it occurred, the parties involved, and the desired remedy sought. Any supporting documentation and evidence may be referenced within the body of the complaint. Complaints may be submitted to reduce verbal complaints to writing or confirm the content of their complaint in writing before proceeding through the resolution process.

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

PUEBLO:	On campus:	PCC Police Department – 719.549.3355 Student Center, Room 103
	Off campus:	Pueblo City Police Department – 719.553.2538 200 South Main Street Pueblo County Sheriff's Office – 719.583.6125 909 Court Street
CAÑON CITY:	On campus:	PCC Police Department – 719.296.6130 Fremont Campus, Room L104
	Off campus:	Cañon City Police Department – 719.276.5600 161 Justice Center Road
DURANGO:	On or off campus:	Durango Police Department – 970.375.4700 or 911 990 East 2 nd Avenue, Durango, CO
MANCOS:	On or off campus:	Montezuma Sheriff's Department – 970.565.8452 or 911 730 East Driscoll Street, Cortez, CO
BAYFIELD:	On or off campus:	Bayfield Police Department – 970.884.9636 or 911 1199 Bayfield Parkway, Bayfield, CO

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

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

Other Options for Sexual Misconduct Complainants

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

- To obtain crisis counseling by contacting [Colorado Crisis Services](https://coloradocrisisservices.org/) at 1.844.493.8255 or the URL at: <https://coloradocrisisservices.org/>
- To file a civil lawsuit or restraining order request against the accused (also referred to herein as "respondent"). (In this case, the complainant may need a private attorney to assist with these options, and the complainant will likely be required to give testimony in court.)
- To seek a restraining order, protective order, no contact, or other similar order, and to have that order enforced by the College. A restraining order is an order from a court that requires one party to do, or refrain from doing, certain acts. For example, it can help protect someone from being physically abused, threatened, stalked, or harassed. The College can be notified of such court orders by informing Campus Police. The College can help to enforce the restraining or no-contact order on campus and at College events.
- For students, to request adjustments to their academic schedules after a reported sexual misconduct, if such changes are reasonably available, and for employees, to request adjustments to work schedules. Each such

Any area underlined is a hyperlink which will direct you to a website.

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

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

Confidentiality

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

At the College, the following confidential resources are available: Colorado Crisis Services at 1.844.493.8255 or visiting this website <https://coloradocrisiservices.org/>. Except in rare circumstances, such as the existence of an immediate threat of harm, these individuals can offer options and advice without any obligation to report internally or externally unless the complainant has requested information be shared. Other outside confidential resources are available, and the Title IX Coordinator can assist in connecting an individual to these resources.

Any person who reports concerns of sexual misconduct should also be aware that the College must issue immediate emergency notifications and/or timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community. The College will make every effort to ensure that a complainant's name and other identifying information is not disclosed, while still providing adequate information for community members to make safety decisions in light of the danger. The College will conduct publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant in accordance with applicable laws.

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

Support and Resources for Sexual Misconduct Complainants

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

On-Campus

Department	Location	Phone
Health Clinic	Pueblo Campus – MT 118	719.549.3315
Dean of Students	Pueblo Campus – SC-261	719.549.3035
PCC Police Department	Pueblo Campus – SC 103	719.549.3355
Contact Local Law Enforcement	Fremont Campus	719.276.5555
Contact Local Law Enforcement	PCC Southwest Site (Durango)	970.375.4700
Contact Local Law Enforcement	PCC Southwest Site (Bayfield)	970.884.9636
Contact Local Law Enforcement	PCC Southwest Campus (Mancos)	970.565.8452 or 970.533.1432

Community Resources

Agency	Address	Phone
LOCAL POLICE	Pueblo – 200 South Main Street	719.553.2502
	Cañon City – 161 Justice Center Road	719.276.5600
	Durango – 990 East 2 nd Street	970.375.4700
	Cortez – 608 N. Park Street	970.565.8441
	Bayfield – 1199 Bayfield Parkway	970.884.9636
LOCAL HOSPITALS		
Parkview Medical Center	400 West 16 th Street, Pueblo	719.584.4000
St. Mary Corwin Hospital	1008 Minnequa Avenue, Pueblo	719.557.4000
St. Thomas More Hospital	1336 Phay Avenue, Cañon City	719.285.2000
Mercy Regional Medical Center	1010 Three Springs Boulevard, Durango	970.247.4311
Southwest Memorial Hospital	1311 North Mildred Road, Cortez	970.565.6666
SEXUAL VIOLENCE CENTERS		
Pueblo Rape Crisis Services	503 North Main Street, #526	719.544.1191
Health Solutions Behavioral Health Center	1310 Chinook, Pueblo	719.545.2746
Family Crisis Services, Inc.	3228 Independence Road, Cañon City	719.275.2429
Domestic Violence Prevention	1060 Main Avenue, Durango	970.259.7457
National Domestic Violence Hotline		800.799.7233 or Text "LOVEIS" to 22522
Sexual Assault Services Organization (SASO Hotline)	Durango, Bayfield, Ignacio	970.247.5400
Renew, Inc. Hotline	P.O. Box 169, Cortez	970.565.4886
Pueblo YWCA Family Crisis Shelter	801 North Santa Fe Avenue	719.542.6904

PCC Financial Aid Services

If a student victim would like information regarding financial aid services, please contact the Director of Financial Aid, 719.549.3200. The College can assist students with information on how to apply for a withdrawal from classes or about options for addressing concerns about loan repayment terms and conditions.

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

[Colorado Coalition Against Sexual Assault](https://www.ccasa.org/) or the URL at: <https://www.ccasa.org/>
[Colorado Coalition Against Domestic Violence](https://www.violencefreecolorado.org/) or the URL at: <https://www.violencefreecolorado.org/>
[Colorado Anti-Violence Program](http://www.coavp.org/), or the URL at: <http://www.coavp.org/> (Building Safety and Justice for LGBTQ Communities)

[Colorado State Employee Assistance Program](https://cseap.colorado.gov/) or the URL at: <https://cseap.colorado.gov/>

[Rape, Abuse and Incest National Network](https://www.rainn.org/) or the URL at: <https://www.rainn.org/>

[National Sexual Violence Resource Center](https://www.nsvrc.org/) or the URL at: <https://www.nsvrc.org/>

[National Resource Center on Domestic Violence](https://www.nrcdv.org/) or the URL at: <https://www.nrcdv.org/>

[National Domestic Violence Hotline](https://www.thehotline.org/) or the URL at: <https://www.thehotline.org/>

[InterAct Advocates for Intersex Youth](https://interactadvocates.org/) or the URL at: <https://interactadvocates.org/>

[Men Can Stop Rape](https://mcsr.org/) or the URL at: <https://mcsr.org/>

[Make the Connection](https://www.maketheconnection.net/conditions/military-sexual-trauma) or the URL at: <https://www.maketheconnection.net/conditions/military-sexual-trauma>
(Support for Veterans)

[1 is 2 Many](https://1is2many.okstate.edu/) or the URL at: <https://1is2many.okstate.edu/> (Focus on teens and young women ages 16-24)

[Not Alone Together Against Sexual Assault](https://youth.gov/federal-links/notalonegov-together-against-sexual-assault) or the URL at: <https://youth.gov/federal-links/notalonegov-together-against-sexual-assault>

[Department of Justice](https://www.justice.gov/ovw/sexual-assault) or the URL at: <https://www.justice.gov/ovw/sexual-assault>

[Department of Education, Office of Civil Rights](https://www2.ed.gov/about/offices/list/ocr/index.html) or the URL at: <https://www2.ed.gov/about/offices/list/ocr/index.html>

[Colorado Crisis Services webpage](https://coloradocrisisservices.org/) or the URL at: <https://coloradocrisisservices.org/> or call at 1.844.493.8255

[PCC Nondiscrimination/Title IX webpage](https://pueblocc.edu/Title-IX) or the URL at: <https://pueblocc.edu/Title-IX>

[PCC Police and Campus Safety webpage](https://pueblocc.edu/public-safety) or the URL at: <https://pueblocc.edu/public-safety>

[PCC Domestic Violence and Sexual Assault Prevention webpage](https://pueblocc.edu/dvp) or the URL at: <https://pueblocc.edu/dvp>

Any area underlined is a hyperlink which will direct you to a website.

Options for Protective Measures

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

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

Sexual Misconduct Resolution Procedure

Allegations of sexual misconduct will be reviewed in accordance with System Procedure [SP19-60a](#) Civil Rights and Sexual Misconduct Resolution Process or the URL at: <https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/>. All applicable definitions can be found in Appendix A to [SP 19-60a](#).

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

- Include a prompt, fair, and impartial process from the initial investigation to the final result;
- Be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
- Provide the complainant and respondent with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice to provide the party with support, guidance or advice;
- Not limit the choice or presence of an advisor for either the complainant or the respondent in any meeting or institutional disciplinary proceeding; however, the College has established restrictions regarding the extent to which the advisor may participate in the proceedings, which apply equally to both parties;
- Provide simultaneous notification, in writing, to both the complainant and respondent of the result of any institutional disciplinary proceeding that arises from an allegation of sexual misconduct; the College's procedures for appealing the result of the institutional disciplinary proceeding; any change to the result; and when such results become final (Note: a result means any initial, interim and final decision by College officials, including sanctions, along with the rationale for the result.);
- Be completed within a reasonably prompt timeframe as outlined in the College's procedures which allow for extension of timeframes for good cause with written notice to the parties of the delay and reason for the delay;
- Be conducted in a manner that is consistent with the College's procedures and transparent to the complainant and respondent, provide timely notice of any meetings at which the parties may be present, and provide timely and equal access to information that will be used during the resolution procedures; and
- Be conducted by officials who do not have a conflict of interest or bias for or against the complainant or respondent.

Preliminary Steps and Timeline

Upon Receipt of a complaint, the Title IX/EO Coordinator will review the complaint to determine:

- Whether the Complainant is participating or attempting to participate in a CCCS program or activity;
- Whether there is an identifiable Respondent;
- Whether the Respondent is participating in CCCS educational programs or activities, or is employed by CCCS;
- Whether there is jurisdiction over the alleged conduct; and
- Whether the complaint alleges sufficient information, if proven, to support that a civil rights violation has occurred (reasonable cause).

If the Title IX/EO Coordinator is unable to evaluate these factors in reviewing the complaint alone, the Coordinator may, at their discretion, reach out to the Complainant or others, as relevant, for clarification and/or additional information.

This preliminary review process will typically be completed within 7-14 days of receiving the information necessary to evaluate the complaint.

If, after reviewing the above factors, the Title IX/EO Coordinator determines not to proceed with the complaint, the Title IX/EO Coordinator will dismiss the complaint and inform the Complainant of this decision and discuss other options for addressing the reported concerns. Additionally, the Title IX/EO Coordinator may dismiss the formal complaint if the Complainant requests such dismissal in writing, or if one or more of the above factors is not met at any time before a final determination. If the Respondent has been notified of the complaint, the Title IX/EO Coordinator will also inform them of the dismissal. Dismissal of a complaint is subject to the appeal procedures outlined herein.

If, after reviewing the above factors, the Title IX/EO Coordinator determines to proceed with the complaint and the Complainant wishes to proceed, the Title IX/EO Coordinator will initiate an informal resolution or a formal investigation.

If the Complainant does not wish to proceed, the Title IX/EO Coordinator will give consideration to the Complainant's preference, but reserves the right, when necessary to protect the CCCS community, to initiate an informal resolution or formal investigation of the complaint. The Title IX/EO Coordinator also reserves the right to initiate an investigation and resolve a complaint without a participating or identifiable Complainant.

The Title IX/EO Coordinator may consider a number of factors when determining whether to initiate an informal resolution or formal investigation without the Complainant's participation and/or without an identifiable Complainant.

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

- Complainant's request not to proceed;
- Complainant's reasonable safety concerns;
- Seriousness of the alleged conduct;
- Risk that the Respondent will similarly harm others;
- Age and relationship of the parties, including whether the Respondent is an employee;
- Previous complaints or allegations involving similar conduct (pattern of behavior);
- Whether multiple Complainants were involved;
- Availability of evidence;
- Whether the conduct was facilitated by incapacitation;
- Whether a weapon or violence was used;
- Whether the Complainant is a minor and/or at-risk;
- Whether the conduct was predatory in nature;
- Whether conduct can be addressed without a formal investigation; and/or
- Any other information deemed relevant by the Title IX/EO Coordinator.

If, after considering these factors, the Coordinator initiates a complaint, the Coordinator will notify the Complainant in advance and appropriately address reasonable concerns about safety, including offering supportive measures.

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

CCCS shall make every effort to complete the resolution process within approximately 90 days from the date the complaint is filed. If CCCS cannot resolve the complaint within this timeline, the Title IX/EO Coordinator may extend the timeline, for good cause, to properly resolve the complaint. Written notice will be provided to the parties regarding the extension and the reason for delay.

Rights of Involved Parties

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

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

Informal Resolution

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

- The provision of interim or long-term remedial measures;
- Referral to other resolution processes;
- Training or educational programming for the parties;
- The Title IX/EO Coordinator or a designee serving as a facilitator to discuss the reported concerns with the Complainant and Respondent (either separately or together), and to identify possible resolutions and/or appropriate future conduct; and/or
- Referral to a disciplinary authority to further address the reported behavior, as deemed appropriate.

Notice of the allegations and specific informal resolution process will be provided to all parties.

At any time during the informal resolution process, the Title IX/EO Coordinator may elect to initiate a formal investigation as deemed appropriate to resolve the matter. The parties can elect to cease the informal resolution process at any time before it concludes and proceed with a formal investigation.

Formal Investigation

If a formal investigation is initiated, the Title IX/EO Coordinator shall provide written notice (Notice of Investigation) to the Complainant and Respondent notifying them of the investigation. The Title IX/EO Coordinator will assign one or more impartial investigators to conduct an investigation into the complaint. The investigator may be the Title IX/EO Coordinator. The investigation will include an objective evaluation of all relevant evidence, both inculpatory (incriminating or tending to show responsibility for a violation) and exculpatory (exonerating or tending to negate responsibility for a violation). The investigator(s) may request an interview with the Complainant, the Respondent, and any witnesses deemed relevant by

the investigator. The parties will be provided with sufficient details of the allegations (such as identity of parties, nature of the conduct, and date/location of the incident, if known). All parties and other witnesses or participants in the investigation process will be provided written notice of the date, time, location, participants, and purpose of any interview or meeting with sufficient time to prepare to participate.

Throughout the investigation, all questions will go through the assigned investigator(s), including questions about credibility of parties and witnesses. The Complainant and Respondent may offer any documentation, witnesses, or other materials in support of their position as it relates to the complaint. There will be a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility has been made at the conclusion of the resolution process. Any credibility determinations made by investigators will not be based upon a person's status as a Complainant, Respondent, or witness. If a party or witness does not respond to questions related to their credibility, the investigator may choose to place less or no weight on their statements.

The Complainant and the Respondent have the opportunity to be advised and accompanied by an advisor of their choice, at their expense, at any stage of the process. An advisor may consult and advise their advisee but may not speak on behalf of their advisee. These procedures are entirely administrative in nature and are not considered legal proceedings. The investigator may end a meeting or remove or dismiss an advisor who becomes disruptive or who does not abide by the restrictions on their participation as explained above.

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

Throughout the formal investigation process, the Complainant and Respondent will receive regular written updates on the status of the investigation.

The formal investigation process typically takes 30-60 days.

Preliminary Investigation Report

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

If a matter involves sex-based harassment with a student as a party, special procedures shall apply. For all other civil rights cases, the investigator shall review the investigation file and make a determination as to whether or not, based on a preponderance of the evidence, the alleged behavior took place and whether that behavior constitutes a civil rights violation. In reaching this determination, the investigator must consider all relevant evidence, except for any privileged information (unless waived) or treatment records (unless specific, written consent is obtained). Evidence of the Complainant's prior sexual predisposition or behavior is not relevant, except to prove that someone other than the Respondent committed the alleged conduct or to prove consent concerning prior specific acts between the parties. The investigator shall issue a Final Investigation Report.

Special Procedures for Sex Based Harassment Involving a Student Party

Upon issuance of the preliminary investigation report, the parties will be given an opportunity to submit questions to the investigator to be asked to the parties and witnesses. The investigator will determine whether proposed questions are relevant and not otherwise impermissible. The investigator must explain any decision to exclude a question and provide the party with an opportunity to clarify or revise a question that is initially deemed impermissible because it is unclear or harassing.

Questions deemed relevant and not otherwise impermissible by the investigator must be asked during follow up meetings, along with any additional questions from the investigator. The follow up meeting will be recorded or transcribed, and the recording or transcription will be provided to the parties. The parties will have five (5) calendar days to review and submit additional follow up questions to the investigator. If additional relevant and not otherwise impermissible questions are submitted, the investigator will conduct additional follow up meetings to ask the questions, and record or transcribe the meeting and make them available to the parties. The investigator has the discretion to conduct additional meetings, as necessary, or proceed to the determination process.

The following questions stage of the process is usually completed within 20-30 days.

The Title IX/EO Coordinator will assemble a panel, including the investigator, to review the investigation file and make a determination as to whether or not, based on a preponderance of the evidence, the alleged behavior took place and whether that behavior constitutes sex-based harassment. In reaching this determination, the panel must consider all relevant evidence, except for any privileged information (unless waived) or treatment records (unless specific, written consent is obtained). Evident of the Complainant's prior sexual predisposition or behavior is not relevant, except to prove that someone other than the Respondent committed the alleged conduct or to prove consent concerning prior specific acts between the parties. The panel has the discretion to ask any additional questions of parties and witnesses, including questions regarding credibility. The panel shall issue a Final Investigation Report, typically with 14 days of the determination.

Final Investigation Report

The Final Investigation Report in all civil rights cases shall include a description of the allegations, information about the policies and procedures used to evaluate the allegations, evaluation of the relevant and permissible evidence, findings of fact supporting the determination, conclusions regarding violation of applicable policies with supporting rationale, any disciplinary steps or remedial measures imposed, and the parties' appeal rights.

Notice of Findings

Once a Final Investigation Report is received, the Title IX/EO Coordinator shall provide written notice (Notice of Findings) simultaneously to the Complainant and Respondent (and their advisors, if applicable) notifying them of the findings. A copy of the Final Investigation Report shall be attached to the Notice of Findings. The Complainant and Respondent shall be advised of their right to appeal, subject to the grounds below, by filing a written appeal with the Title IX/EO Coordinator within five (5) calendar days of service of the decision.

Appeals

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

The only grounds for appeal are as follows:

A procedural irregularity occurred that would change the outcome. The written appeal shall specify the procedural error and how it impacted the outcome of the decision.

The Title IX/EO Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against a party that would change the outcome. The written appeal shall specify the conflict or bias and how it impacted the outcome of the decision.

New evidence became available that would change the outcome and that was not reasonably available at the time the decision was made. Any new evidence and its impact must be included in the written appeal.

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

If the appellate officer determines there is new evidence that substantially impacts the original findings, the appellate officer shall conduct or request appropriate additional steps (such as requesting additional investigation by the investigators) and/or modify the findings accordingly.

Written notice of the outcome of the appeal and rationale shall be provided simultaneously to the parties.

The appeal process typically takes 14-21 days.

Disciplinary Action for Sexual Misconduct

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

- For faculty, disciplinary action will be in compliance with [BP 3-20](#) or the URL at: <https://www.cccs.edu/policies-and-procedures/board-policies/bp-3-20-due-process-for-faculty/> - Due Process for Faculty. Under this policy, notice of disciplinary action may be given by the College president at any time and shall state the grounds and effective date.
- For classified employees, disciplinary action will be taken pursuant to the applicable State Personnel Rules and Regulations or the URL at: <https://www.colorado.gov/spb>. As outlined in these rules, the College’s appointing authority is responsible for deciding whether to take disciplinary action. The appointing authority must meet with the classified employee before making a decision, and must give the classified employee at least seven days’ notice of the meeting. The employee also has at least seven days after the meeting to provide additional relevant information. Within five days of the effective date of the decision, the appointing authority will provide a written letter notifying the employee what discipline will be imposed, if any, including the factual basis and any appeal rights.
- For students, disciplinary action will be taken pursuant to [BP 4-30](#) or the URL at: <https://cccs.edu/about/governance/policies-procedures/bp-4-30-student-behavioral-expectations-and-responsibilities/> and [SP 4-30a](#) or the URL at: <https://cccs.edu/about/governance/policies-procedures/sp-4-30a-student-behavioral-expectations-and-responsibilities-resolution-procedure/> Student Behavioral Expectations and Responsibilities Resolution Procedure. Under this process, the College will give the student notice that the matter has been referred for potential sanctioning and will issue a decision which shall address whether alleged conduct occurred; whether and how the conduct violated the code; and impose an outcome, if appropriate. Notification of the decision in writing will be provided to the respondent and any other involved parties, as appropriate, which includes a complainant in sexual misconduct cases. The decision will include information regarding the applicable appeals process. The decision is part of the student’s educational record.
- Instructors and Administrative, Professional-Technical (APT) employees are at-will under [BP 3-10](#) or the URL at: <https://cccs.edu/about/governance/policies-procedures/bp-3-10-administration-of-personnel/> and may not be subject to additional procedures when issuing sanctions.

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

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

The following sanctions may be imposed:

- For students: warning, probation, fines, restitution, denial of privileges, assignment to perform services for the benefit of the CCCS community, re-assignment to another class section (including the option for an on-line section), suspension, expulsion, a “Cease Communications” directive, a “No Trespass” directive, or any other outcome stated in [SP 4-30a](#) or the URL at: <https://cccs.edu/about/governance/policies-procedures/sp-4-30a-student-behavioral-expectations-and-responsibilities-resolution-procedure/>.
 - For CCCS employees: warning, corrective action, probation, restitution, denial of privileges, suspension, demotion, reduction of pay, termination of employment, a “Cease Communications” directive, or a “No Trespass” directive.
 - For authorized volunteers, guests, or visitors: warning, probation, denial of privileges, removal from CCCS property, a “Cease Communications” directive, or a “No Trespass” directive.
- In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation.

In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation. Such protective measures include but are not limited to: cease communications, no contact, and/or no trespass directive, also referred to as a persona non grata, campus bans/emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts, offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations.

Prohibition on Retaliation

Individuals shall not retaliate against any person who opposes sexual misconduct, or participates in any sexual misconduct complaint or investigation process. Retaliation is any adverse employment or educational action taken against a person because of the person's participation, or perceived participation, in a complaint or investigation.

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

Retaliation includes acts to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege provided by applicable sexual misconduct laws, policies and procedures.

Information on Registered Sex Offenders

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

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

Sex offender registry information is available at the local law enforcement agency listed below or at the [website](#) or the URL at: <https://www.colorado.gov/apps/cdps/sor/>, or through Campus Police during normal business hours. The individual making the request will be provided with the list of registered sex offenders.

PUEBLO:	On campus:	PCC Police Department – 719.549.3355 Student Center, Room 103
	Off campus:	Pueblo City Police Department – 719.553.2538 200 South Main Street Pueblo County Sheriff's Office – 719.583.6125 909 Court Street
	CAÑON CITY:	On campus: PCC Police Department – 719.296.6130 Fremont Campus, Room L104 Off campus: Cañon City Police Department – 719.276.5600 161 Justice Center Road
DURANGO:	On or off campus:	Durango Police Department – 970.375.4700 or 911 990 East 2 nd Avenue, Durango, CO
MANCOS:	On or off campus:	Montezuma Sheriff's Department – 970.565.8452 or 911 730 East Driscoll Street, Cortez, CO
BAYFIELD:	On or off campus:	Bayfield Police Department – 970.884.9636 or 911 1199 Bayfield Parkway, Bayfield, CO

APPENDIX C

Victim Assistance and Drug/Alcohol Referral Programs and Resources:

Pueblo Community College provides written notification to students and employees of a variety of resources to include counseling, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to victims, both within PCC and in the community via email sent each semester (after census).

Drug and Alcohol Abuse Prevention Programs

Drugs and Alcohol on Campus or as Part of any College Activity

Standards of Conduct for Students and Employees

In compliance with the Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226), students, staff, or faculty shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as part of any college activity.

Legal Sanctions

Any student, staff, or faculty who are convicted of the unlawful manufacture, distribution, dispensation, possession, use, or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. These penalties range in severity from a fine of \$100 up to \$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and the severity of the individual offense. The possession and/or consumption of alcohol by a minor is addressed in Appendix A, 18-13-122.

College Sanctions

The college will impose penalties against students who violate the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). Violators will be subject to disciplinary action under student disciplinary policies. The sanctions include but are not limited to probation, suspension, or expulsion from the college, termination of student employment, and referral to authorities for prosecution, as appropriate. The Student Handbook can be found on the PCC [website](https://pueblocc.edu/Student_Handbook) or the URL at: https://pueblocc.edu/Student_Handbook.

Employees may be subject to corrective and/or disciplinary action as per State Personnel Rules and Regulations, up to and including termination.

Health Risks

A myriad of health risks is associated with drug and alcohol abuse. Risks include but are not limited to: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions. Personal relationships, family dynamics, ability to work and study are also at risk. Further information on health risks is available in the Human Resource Services Office, Pueblo Community College Health Center, local health department, and local hospital via brochures, videos, and educational programs presented throughout the year. In addition, specific health risks are listed in Appendix B.

Treatment and Referral

Referral for counseling, treatment, rehabilitation and treatment programs can be found at the Human Resource [website](https://pueblocc.edu/TitleIX/Resources) or the URL at: <https://pueblocc.edu/TitleIX/Resources>, the Health Clinic's [website](https://pueblocc.edu/Health_Clinic), or the URL at: https://pueblocc.edu/Health_Clinic or throughout the community. Referral programs and resources can be found in Appendix C below.

PREVENTION PROGRAMS - STUDENTS

Alcohol Abuse

Pueblo Community College provides crisis intervention and referral services for students with issues with alcohol use and abuse. These services are provided through the PCC Health Clinic in partnership with Pueblo Community Health Center located in the Medical Technology Building, Room, 118.

The College will provide education and awareness programs that will address the affects and dangers of alcohol abuse. These programs will be offered on each PCC campus annually and will vary during the academic year.

Campus Survey

Pueblo Community College has conducted student surveys regarding their concerns about drug and alcohol use and abuse, and asking students what the College can do to address their concerns. The small sample of students who responded did not identify any specific concern about either alcohol or drugs that the College would need to address. As a result, the College determined to offer general programs on alcohol and drug abuse awareness.

Drug Abuse

Pueblo Community College provides crisis intervention and referral services for students with issues with drug use and abuse. These services are provided through the PCC Health Clinic in partnership with Pueblo Community Health Center located in the Medical Technology Building, Room, 118.

The College is partnering with the Colorado Department of Social Services, Pueblo Diocese Catholic Charities, and many other referral agencies to provide PCC students with care. Education and awareness programs will address the affects and dangers of drug abuse. The College will focus on alcohol and marijuana, cocaine, and heroin use and abuse annually during academic year. Heroin has been identified as a drug of choice that is being widely used in the Pueblo area. The College has decided to respond to heroin use and abuse in its drug awareness and prevention program. These programs will be offered on each PCC campus.

Use and Possession of Marijuana is Prohibited on Campus

Colorado law may allow certain marijuana related activities, such as limited medical marijuana use and other recreational use and possession; however, using and possessing marijuana in any form remains a crime under federal law. Since PCC receives federal grants and contracts we are required to follow federal laws under provision Title 21 of the United States Code Controlled Substance Act. Also, PCC adheres to the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. As a member of the Community Colleges of Colorado, PCC adheres to the State Board for Community Colleges and Occupational Education **BP 3-24**, or the URL at: <https://cccs.edu/policies-and-procedures/board-policies/bp-3-24-drug-free-workplace/> Drug-Free Workplace Policy. Federal laws require the college to prohibit the use of marijuana on campus.

PCC prohibits the possession, use, or selling of marijuana in any form on campus and during PCC activities. This includes all open areas, buildings, and parking lots. Any employee or student found possessing, using, or selling marijuana on any PCC campus and/or facilities may be charged criminally by the PCC Police Department. Students may also face disciplinary sanctions for Student Code of Conduct Violations.

If you suspect someone of possessing, using, or selling marijuana on campus or at college sponsored events please contact the PCC Police Department at 719.549.3355; visit the PCC [website](#) or the URL at: <https://pueblocc.edu/> scroll down to the bottom of the page to Quick Links, Services and fill out the document entitled "Report a Concern or Incident." You may also report anonymously to Safe2Tell. Safe2Tell is an anonymous reporting method that can alert the college about a concern or threat. To access Safe2Tell you can either call the toll-free number at 1.877.542.7233 or submit an online report tip at the following [website](#) or the URL at: <https://safe2tell.org/>.

Appendix A

For the most up-to-date Colorado Revised Statutes, please visit the [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>.

§ 18-13-122. Illegal Possession or Consumption of Ethyl Alcohol or Marijuana by an Underage Person - Illegal Possession of Marijuana Paraphernalia by an Underage Person - Definitions - Adolescent Substance Abuse Prevention and Treatment Fund - Legislative Declaration.

Statute text:

(1)(a) The general assembly finds and declares that it is necessary for the state of Colorado to educate Colorado youth about the dangers of early use of alcohol and marijuana, to actively promote programs that prevent the illegal use of alcohol and marijuana, and to teach Colorado youth about responsible use and the healthy choices available to an adult once he or she is able to legally consume alcohol or marijuana.

(b) The Colorado general assembly finds it is necessary for the state of Colorado to provide more adolescent substance abuse education and treatment in a developmentally, intellectually, and socially appropriate manner. Therefore, it is necessary to create the adolescent substance abuse prevention and treatment fund for that purpose.

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

(a) "Establishment" means a business, firm, enterprise, service or fraternal organization, club, institution, entity, group, or residence; any real property, including buildings and improvements, connected therewith; and any members, employees, and occupants associated therewith.

(b) "Ethyl alcohol" means any substance which is or contains ethyl alcohol.

(c) "Marijuana" has the same meaning as in section 16(2)(f) of article XVIII of the Colorado constitution at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>.

(d) "Marijuana paraphernalia" has the same meaning as marijuana accessories in 16(2)(f) of article XVIII of the Colorado constitution at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>.

(e) "Possession of ethyl alcohol" means that a person has or holds any amount of ethyl alcohol anywhere on his or her person or that a person owns or has custody of ethyl alcohol or has ethyl alcohol within his or her immediate presence and control.

(f) "Possession of marijuana" means that a person has or holds any amount of marijuana anywhere on his or her person or that a person owns or has custody of marijuana or has marijuana within his or her immediate presence and control.

(g) "Private property" means any dwelling and its curtilage which is being used by a natural person or natural persons for habitation and which is not open to the public and privately-owned real property which is not open to the public. "Private property" shall not include:

(I) Any establishment that has or is required to have a license pursuant to article 3, 4, or 5 of title 44;

(II) Any establishment which sells ethyl alcohol or upon which ethyl alcohol is sold; or

(III) Any establishment which leases, rents, or provides accommodations to members of the public generally.

(3)(a) Except as described by [section 18-1-711 and subsection \(6\)](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes> of this section, a person under twenty-one years of age who possesses or consumes ethyl alcohol anywhere in the state of Colorado commits illegal possession or consumption of ethyl alcohol by an underage person. Illegal possession or consumption of ethyl alcohol by an underage person is a strict liability offense.

(b) Except as described by section 14 of article XVIII of the Colorado constitution at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes> and section 18-18-406.3 at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>, a person under twenty-one years of age who possesses two ounces or less of marijuana or consumes marijuana anywhere in the state of Colorado commits illegal possession or consumption of marijuana by an underage person. Illegal possession or consumption of marijuana by an underage person is a strict liability offense.

(c) Except as described by section 14 of article XVIII of the Colorado constitution at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at <https://leg.colorado.gov/colorado-revised-statutes> and section 18-18-406.3 at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes> a person under twenty-one years of age who possesses marijuana paraphernalia anywhere in the state of Colorado and knows or reasonably should know that the drug paraphernalia could be used in circumstances in violation of the laws of this state commits illegal possession of marijuana paraphernalia by an underage person. Illegal possession of marijuana paraphernalia by an underage person is a strict liability offense.

(d) A violation of this subsection (3) is an unclassified petty offense.

(4)(a) Upon conviction of a first offense of subsection (3) of this section, the court shall sentence the underage person to a fine of not more than one hundred dollars, or the court shall order that the underage person complete a substance abuse education program approved by the office of behavioral health in the department of human services, or both.

(b) Upon conviction of a second offense of subsection (3) of this section, the court shall sentence the underage person to a fine of not more than one hundred dollars, and the court shall order the underage person to:

(I) Complete a substance abuse education program approved by the office of behavioral health in the department of human services;

(II) If determined necessary and appropriate, submit to a substance abuse assessment approved by the office of behavioral health in the department of human services and complete any treatment recommended by the assessment; and

(III) Perform up to twenty-four hours of useful public service, subject to the conditions and restrictions specified in section 18-1.3-507 at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at <https://leg.colorado.gov/colorado-revised-statutes>.

(c) Upon conviction of a third or subsequent offense of subsection (3) of this section, the court shall sentence the defendant to a fine of up to two hundred fifty dollars, and the court shall order the underage person to:

(I) Submit to a substance abuse assessment approved by the office of behavioral health in the department of human services and complete any treatment recommended by the assessment; and

(II) Perform up to thirty-six hours of useful public service, subject to the conditions and restrictions specified in section 18-1.3-507 at the following [website](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>.

(d) Nothing in this section prohibits a prosecutor from entering into a diversion or deferred judgment agreement with any underage person for any offense under this section, and prosecutors are encouraged to enter into those agreements when they are consistent with the legislative declaration of this section and in the interests of justice.

(e) A person convicted of a violation of this section is subject to an additional penalty surcharge of twenty-five dollars, which may be waived by the court upon a showing of indigency, that shall be transferred to the adolescent substance abuse prevention and treatment fund created pursuant to subsection (18) of this section.

(5) It is an affirmative defense to the offense described in subsection (3)(a) of this section that the ethyl alcohol was possessed or consumed by a person under twenty-one years of age under the following circumstances:

(a) While such person was legally upon private property with the knowledge and consent of the owner or legal possessor of such private property and the ethyl alcohol was possessed or consumed with the consent of his or her parent or legal guardian who was present during such possession or consumption;

(b) When the existence of ethyl alcohol in a person's body was due solely to the ingestion of a confectionery which contained ethyl alcohol within the limits prescribed by [section 25-5-410\(1\)\(i\)\(II\), C.R.S.](https://leg.colorado.gov/colorado-revised-statutes) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes> or the ingestion of any substance which was manufactured, designed, or intended primarily for a purpose other than oral human ingestion; or the ingestion of any substance which was manufactured, designed, or intended solely for medicinal or hygienic purposes; or solely from the ingestion of a beverage which contained less than one-half of one percent of ethyl alcohol by weight; or

(c) The person is a student who:

(I) Tastes but does not imbibe an alcohol beverage only while under the direct supervision of an instructor who is at least twenty-one years of age and employed by a post-secondary school;

(II) Is enrolled in a university or a post-secondary school accredited or certified by an agency recognized by the United States department of education, a nationally recognized accrediting agency or association, or the "Private Occupational Education Act of 1981", article 64 of title 23;

(III) Is participating in a culinary arts, food service, or restaurant management degree program; and

(IV) Tastes but does not imbibe the alcohol beverage for instructional purposes as a part of a required course in which the alcohol beverage, except the portion the student tastes, remains under the control of the instructor.

(6) The possession or consumption of ethyl alcohol or marijuana shall not constitute a violation of this section if such possession or consumption takes place for religious purposes protected by the first amendment to the United States constitution.

(7)(a) An underage person is immune from arrest and prosecution under this section if he or she establishes the following:

(I) The underage person called 911 and reported in good faith that another underage person was in need of medical assistance due to alcohol or marijuana consumption;

(II) The underage person who called 911 provided his or her name to the 911 operator;

(III) The underage person was the first person to make the 911 report; and

(IV) The underage person who made the 911 call remained on the scene with the underage person in need of medical assistance until assistance arrived and cooperated with medical assistance or law enforcement personnel on the scene.

(b) The immunity described in paragraph (a) of this subsection (7) also extends to the underage person who was in need of medical assistance due to alcohol or marijuana consumption if the conditions of said paragraph (a) are satisfied.

(8) Prima facie evidence of a violation of subsection (3) of this section shall consist of:

(a) Evidence that the defendant was under twenty-one years of age and possessed or consumed ethyl alcohol or marijuana or possessed marijuana paraphernalia anywhere in this state; or

(b) Evidence that the defendant was under the age of twenty-one years and manifested any of the characteristics commonly associated with ethyl alcohol intoxication or impairment or marijuana impairment while present anywhere in this state.

(9) During any trial for a violation of subsection (3) of this section, any bottle, can, or any other container with labeling indicating the contents of such bottle, can, or container shall be admissible into evidence, and the information contained on any label on such bottle, can, or other container shall be admissible into evidence and shall not constitute hearsay. A jury or a judge, whichever is appropriate, may consider the information upon such label in determining whether the contents of the bottle, can, or other container were composed in whole or in part of ethyl alcohol or marijuana. A label which identifies the contents of any bottle, can, or other container as "beer", "ale", "malt beverage", "fermented malt beverage", "malt liquor", "wine", "champagne", "whiskey" or "whisky", "gin", "vodka", "tequila", "schnapps", "brandy", "cognac", "liqueur", "cordial", "alcohol", or "liquor" shall constitute prima facie evidence that the contents of the bottle, can, or other container was composed in whole or in part of ethyl alcohol.

(10) A parent or legal guardian of a person under twenty-one years of age or any natural person who has the permission of such parent or legal guardian may give or permit the possession and consumption of ethyl alcohol to or by a person under twenty-one years of age under the conditions described in subsection (5)(a) of this section. This subsection (10) shall not be construed to permit any establishment that is licensed or is required to be licensed pursuant to article 3, 4, or 5 of title 44, or any members, employees, or occupants of any such establishment, to give, provide, make available, or sell ethyl alcohol to a person under twenty-one years of age.

(11) Nothing in this section shall be construed to prohibit any statutory or home rule municipality from enacting any ordinance which prohibits persons under twenty-one years of age from possessing or consuming ethyl alcohol or marijuana or possessing marijuana paraphernalia, which ordinance is at least as restrictive or more restrictive than this section.

(12) Nothing in this section shall be construed to limit or preclude prosecution for any offense pursuant to article 3, 4, or 5 of title 44, except as provided in such articles.

(13) Sealing of record. (a) Upon dismissal of a case pursuant to this section after completion of a deferred judgment or diversion or any other action resulting in dismissal of the case or upon completion of the court-ordered substance abuse education and payment of any fine for a first conviction of subsection (3) of this section, the court shall immediately order the case sealed and provide to the underage person and the prosecutor a copy of the order sealing the case for distribution by the appropriate party to all law enforcement agencies in the case.

(b) Upon the expiration of one year from the date of a second or subsequent conviction for a violation of subsection (3) of this section, the underage person convicted of such violation may petition the court in which the conviction was assigned for an order sealing the record of the conviction. The petitioner shall submit a verified copy of his or her criminal history, current through at least the twentieth day prior to the date of the filing of the petition, along with the petition at the time of filing, but in no event later than the tenth day after the petition is filed. The petitioner shall be responsible for obtaining and paying for his or her criminal history record. The court shall grant the petition if the petitioner has not been arrested for, charged with, or convicted of any felony, misdemeanor, or petty offense during the period of one year following the date of the petitioner's conviction for a violation of subsection (3) of this section.

(14) The qualitative result of an alcohol or marijuana test or tests shall be admissible at the trial of any person charged with a violation of subsection (3) of this section upon a showing that the device or devices used to conduct such test or tests have been approved as accurate in detecting alcohol or marijuana by the executive director of the department of public health and environment.

(15) Official records of the department of public health and environment relating to the certification of breath test instruments, certification of operators and operator instructors of breath test instruments, certification of standard solutions, and certification of laboratories shall be official records of the state. Copies of such records, attested by the executive director of the department of public health and environment or his or her designee and accompanied by a certificate bearing the official seal for said department, which state that the executive director of the department has custody of such records, shall be admissible in all courts of record and shall constitute prima facie evidence of the information contained in such records. The official seal of the department described in this subsection (15) may consist of a watermark of the state seal within the document.

(16) In any judicial proceeding in any court of this state concerning a charge under subsection (3) of this section, the court shall take judicial notice of methods of testing a person's blood, breath, saliva, or urine for the presence of alcohol or marijuana and of the design and operation of devices certified by the department of public health and environment for testing a person's blood, breath, saliva, or urine for the presence of alcohol or marijuana. This subsection (16) shall not prevent the necessity of establishing during a trial that the testing devices were working properly and that such testing devices were properly operated. Nothing in this subsection (16) shall preclude a defendant from offering evidence concerning the accuracy of testing devices.

(17) A law enforcement officer may not enter upon any private property to investigate any violation of this section without probable cause.

(18) Cash fund. The surcharge collected pursuant to subsection (4)(e) of this section must be transmitted to the state treasurer, who shall credit the same to the adolescent substance abuse prevention and treatment fund, which is created and referred to in this section as the "fund". Money in the fund is subject to annual appropriation by the general assembly to the office of behavioral health in the department of human services, established in article 80 of title 27, for adolescent substance abuse prevention and treatment programs. The office of behavioral health is authorized to seek and accept gifts, grants, or donations from private or public sources for the purposes of this section. All private and public money received through gifts, grants, or donations must be transmitted to the state treasurer, who shall credit the same to the fund. Any unexpended money in the fund may be invested by the state treasurer as provided by law. All interest and income derived from the investment and deposit of money in the fund must be credited to the fund. Any unexpended and unencumbered money remaining in the fund at the end of a fiscal year remains in the fund and must not be credited or transferred to the general fund or another fund.

Found at: [Colorado Revised Statutes](#) – Colorado Revised Statutes Title 18. Criminal Code 18-13-122 or the URL at: <https://leg.colorado.gov/colorado-revised-statutes> Illegal possession or consumption of ethyl alcohol or marijuana by an underage person—illegal possession of marijuana paraphernalia by an underage person—definitions—adolescent substance abuse prevention and treatment fund-legislative declaration. Last updated January 01, 2022 at the [website](#) or the URL at: <https://leg.colorado.gov/colorado-revised-statutes>.

Federal Trafficking Penalties

Drug/Schedule	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500-4999 grams mixture	First Offense: Not less than 5 yrs. 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 no an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs. 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.
Cocaine Base (Schedule II)	28-279 grams mixture	Second Offense: Not less than 10 yrs., 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.	280 grams or more mixture	Second Offense: Not less than 15 yrs. and not more than life. If death or serious injury imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	2 or More Prior Offenses: Not less than 25 years. Fine of not more than \$20 million if an individual, \$75 million if no an individual
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	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	Second Offense: 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.
Other Schedule III drugs	Any amount	First Offense: Not more than 10 yrs. 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. Second Offense: 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 no an individual.
All other Schedule IV drugs	Any amount	First Offense: 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	Second Offense: 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	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties - Marijuana

Drug	Quantity	1 st Offense	2 nd Offense*
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 15 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 9999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture	Not less than 20 yrs. if death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5	Not less than 30 yrs. if death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.

Any area underlined is a hyperlink which will direct you to a website.

	More than 1 kg of hashish oil; 50 to 99 marijuana plants	million if other than an individual.	
Marijuana (Schedule I)	Less than 50 kg marijuana (except 50 or more marijuana plants regardless of weight). 1 to 49 marijuana plants.	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Marijuana (Schedule I)	10 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish Oil (Schedule I)	1 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is not less than 25 years imprisonment and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Penalties Which May be Imposed by the College

Students and/or employees who violate the above standard of conduct will be subject to disciplinary action pursuant to the applicable student and employee disciplinary policies and procedures. The sanctions may include, but are not limited to, a requirement to complete an appropriate rehabilitation or re-entry program, discipline up to and including expulsion for students and termination for employees, and/or referral to authorities for prosecution.

Appendix B

Health Risks of Alcohol and Drugs

Tobacco and Nicotine

Smokers are more likely than non-smokers to contract heart disease. Lung, larynx, esophageal, bladder, pancreatic, and kidney cancers also strike smokers at increased rates. Thirty percent of cancer deaths are linked to smoking. Chronic obstructive lung diseases, such as emphysema and chronic bronchitis, are 10 times more likely to occur among smokers than among nonsmokers. Smoking during pregnancy also poses risks, such as spontaneous abortion, pre-term birth, and low birth weights. Fetal and infant deaths are more likely to occur when the pregnant woman is a smoker. Nicotine is both psychologically and physically addictive.

Alcohol

Low doses significantly impair the judgment and coordination needed to operate vehicles. Small amounts can also lower inhibitions. Moderate to high doses cause marked impairments in higher mental functions, and loss of memory and the ability to learn and remember information. High doses cause respiratory depression and death. Long-term consumption, particularly when combined with poor nutrition, can also lead to dependence and permanent damage to vital organs such as the brain and the liver. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation.

Cannabis (Marijuana, Hashish, Hashish Oil, Tetrahydrocannabinol)

Physical effects of cannabis include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite. Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time, reduce ability to perform tasks requiring concentration and coordination, and impair driving ability. Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana, hashish, THC, etc., can also produce paranoia and psychosis. Long-term use may result in possible lung damage, reduced sperm count and sperm motility, and may affect ovulation cycles. Cannabis can also be psychologically addictive.

Inhalants (Nitrous Oxide, Amyl Nitrite, Butyl Nitrite, Chlorohydrocarbons, Hydrocarbons)

Immediate effects of inhalants include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage. Deeply inhaling vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing oxygen in lungs. Long-term use can cause weight loss, fatigue, electrolyte imbalance, muscle fatigue, and permanent damage to the nervous system.

Cocaine (Crack)

Cocaine stimulates the central nervous system. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause nasal irritation; chronic use can ulcerate the mucous membrane of the nose. Crack or freebase rock is extremely addictive. Physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures. The use of cocaine can cause death by cardiac arrest or respiratory failure.

Stimulants (Amphetamines, Methamphetamines, Crank, Ice)

Stimulants cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. Users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse. Amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. In addition to physical effects, feelings of restlessness, anxiety, and moodiness can result. Use of large amounts over a long period of time can cause amphetamine psychosis that includes hallucinations, delusions, and paranoia. The use of amphetamines can cause physical and psychological dependence.

Depressants (Barbituates, Methaqualone, Tranquilizers)

Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma, and death. Combination of depressants and alcohol can multiply effects of the drugs, thereby multiplying risks. Babies born to mothers who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after birth. Birth defects and behavioral problems may also result. The use of depressants can cause both physical and psychological dependence.

Hallucinogens (PCP, LSD, Mescaline, Peyote, Psilocybin)

Phencyclidine (PCP) interrupts the functions of the neocortex, the section of the brain that controls intellect and instinct. PCP blocks pain receptors, and users can have violent PCP episodes resulting in self-inflicted injuries. Lysergic acid diethylamide (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors.

Narcotics (Heroin, Methadone, Codeine, Morphine, Meperidine, Opium)

Narcotics initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes and itching. Overdoses may produce respiratory depression, clammy skin, convulsions, coma and death. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms. Use of narcotics can cause physical and psychological dependence.

Designer Drugs (Analogues of Fenatyl, Analogues of Meperidine, MDMA, Ecstasy Analogues of PCP)

Many "designer drugs" are related to amphetamines and depressants and have mild stimulant and depressant properties. Use can produce severe neurochemical damage to the brain. Narcotic analogues can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage. Analogues of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. Analogues of PCP cause illusions, hallucinations, and impaired perception.

Anabolic Steroids

Steroid users subject themselves to more than 70 side effects, ranging in severity from acne to liver cancer, including psychological as well as physical reactions. The liver and cardio-vascular and reproductive systems are most seriously affected by use. In males, use can cause withered testicles, sterility, and impotence. In females, irreversible masculine traits can develop along with breast reduction and sterility. Psychological effects in both sexes include very aggressive behavior, known as "roid rage", and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years.

Health Risks Associated with Use of Illicit Drugs and Alcohol Abuse

There are numerous health risks associated with drug and alcohol abuse, which may include, but are not limited to:

- Risk of dependence;
- Short-term effects: mild dehydration, vomiting, blackouts/short-term memory loss, sleeplessness, anxiety, restlessness, and inflammation;
- Long-term effects: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions; and/or
- Risk of overdose

More specific information about the health effects of alcohol and commonly used drugs can be found on the National Institutes of Health websites: [National Institute on Alcohol Abuse and Alcoholism](#) or the URL at: www.niaaa.nih.gov or [National Institute on Drug Abuse](#) or the URL at: www.drugabuse.gov.

References

- U.S. Dept. of Education (1989). What Works: Schools Without Drugs. (Rockville, MD: National Clearinghouse for Alcohol and Drug Information, 1989), pp 61-72
- National Institute on Drug Abuse, NIDA Capsules, (Rockville, MD: Press Office of the National Institute on Drug Abuse, 1986)

Appendix C

Victim Assistance and Drug/Alcohol Referral Programs and Resources

- **Colorado Crisis Services** or the URL at: <https://coloradocrisiservices.org/> - 1-844-493-8255
- **The National Suicide Prevention Lifeline**: or the URL at: <https://988lifeline.org/> - 988 OR 800.273.TALK (8255)
- **211 Colorado** or the URL at: <https://www.211colorado.org/> or (Confidential, multilingual resources that provides vital resources statewide to include but not limited to: legal assistance, visa and immigration assistance, financial assistance, etc.)

Pueblo Campus

- Addict2Athlete: 2101 E. Evans Avenue, Pueblo, CO 81004 – 719.250.7859
- Catholic Charities Family Counseling Center: 529 W. 10th Street, Pueblo, CO 81003 - 719.544.4233
- CO Anti-Violence Program (LGBT) - 1.888.557.4441 (May have to leave a message) at their [website](#) or the URL at: <https://open.media/portfolio/colorado-anti-violence-program/>
- **Community Care** or the URL at: <https://www.mycommunitycare.org/> - 719.314.2560
- Colorado Child Abuse and Neglect Hotline Reporting System – 844-CO-4-Kids or 844.264.5437
- Mariposa Center for Center formerly known as the YWCA: 801 N. Santa Fe Ave., Pueblo, CO 81003 - Adult & Child Domestic Violence Counseling - 719.542.6904
- Posada: 501 Belmont Avenue, Pueblo, CO 81004 - 719.545.8776
- Alano Club (support & referral): 320 Clark Street, Pueblo, CO 81003 – 719.480.8419
- Alcoholic Anonymous: 4035 Club Manor Drive, Suite A, Pueblo, CO 81008 – 719.546.1173
- Crossroads Turning Points: 509 E. 13th Street, Pueblo, CO 81001 – 719.546.6666, Ext. 120;
Special Women's Services: 3500 Baltimore, Pueblo, CO 81008 – 719.545.1181;
Alcoholism Treatment Program: 1711 E. Evans Avenue, Pueblo, CO 81004 – 719.543.8751
- Parkview Chemical Dependency Programs: 58 Club Manor Drive, Pueblo, CO 81008 – 719.584.4343
- Parkview Medical Center CDU and Adolescent Substance Abuse Program: 56 Club Manor Drive, Suite 104, Pueblo, CO 81008 – 719.584.4000
- **Parkview Medical Center** or the URL at: <https://www.parkviewmc.com/>: 400 West 16th Street, Pueblo, CO 81003 – 719.584.4000
- HIV/AIDS Hotline: 1.800.342.2437(English); 1.800.344.7432 (Spanish); 1.800.243.7889 (TTY for the deaf)
- **Health Solutions: 1310 Chinook, Pueblo, CO** - 719.545.2746
- Pueblo City/County Health Department: 101 W. 9th Street, Pueblo, CO 81003 - 719.583.4300
- Teen Crisis Line-runaway hotline: 1.800.786.2929
- **Safe2Tell**: or the URL at: <https://safe2tell.org/> - 1.877.542.SAFE (1.877.542.7233)
- **TESSA crisis line**: or the URL at: <https://www.tessacs.org/> - 719-633-3819
- Pueblo Community Health Center:
On Campus at Pueblo Community College: MT 118 – 719.549.3315; [website](#) or the URL at: https://pueblocc.edu/Health_Clinic
[Main Clinic](#) or the URL at: <https://www.pueblochc.org/>: 110 East Routt Avenue, Pueblo, CO 81004 - 719.543.8711

Fremont Campus

- Alcoholics Anonymous: 715 Elm Avenue, Cañon City, CO 81212 - 719.276.9152
- Family Crisis Services, Inc.: 3228 Independence Road, Cañon City, CO 81212 – 719.275.2429
- Gateway to Success: 602 Yale Place, Cañon City, CO 81212 – 719.275.0700, at this [website](#) or the URL at: <https://www.rehab.com/colorado>
- Rocky Mountain Behavioral Health: 3239 Independence Road, Cañon City, CO 81212 – 719.275.7650
- Solvista Health: Canon City call 719.275.2351; Westcliffe call 719.783.9064
- Common Spirit St. Thomas More Hospital: 1338 Phay Avenue, Cañon City, CO 81212 – 719.285.2000, at this [website](#) or the URL at: https://www.mountain.commonspirit.org/location/st-thomas-more-hospital?utm_source=yext&utm_medium=organic&utm_campaign=location&utm_term=ST_THOMAS_MORE_HOSPITAL&utm_content=facilities_landing_page

Mancos Campus, Bayfield, and Durango Sites

- Al-Anon and Al-Ateen Family Groups SW Colorado - 970.259.2982
- A.A. Meetings - [Alcoholic Anonymous \(Southwest\)](#) or the URL at: <https://aadistrict18.org/> - 970.245.9649 or 888.333.9649
- Alcoholics Anonymous, Durango – 970.245.9649
- Alternative Horizons, Durango, CO 24-hour hotline - 970.247.9619
- Axis 24/7 Crises Line – 970.247.5245
- Century Mercy Hospital, 1010 Three Springs Blvd., Durango, CO 81301 – 720.370.0134, at this [website](#) or the URL at: <https://www.healthgrades.com/hospital-directory/colorado-co/centura-mercy-hospital-hgstd9428d46060013>
- Colorado Crises Services – 1.844.493.8255, Text “TALK” to 38255\
- Regional Crisis Center – Durango (Withdrawal Management & Detox) – 970.403.0180 or 970.259.8732
- Four Corners Child Advocacy Center, Cortez, CO - 970.565.8155
- Pine River Shares, Bayfield, CO - 970.884.6040
- The Recovery Center/Porch Light Health, Cortez, CO - 970.565.4109
- Second Wind Fund - 720.962.0706. This is not a crisis hotline. This organization matches youths who face social or financial barriers to crisis counseling with therapists. The service is initiated when a youth, parent, or guardian, or any other youth-serving professional submits an online referral.
- Sexual Assault Services Organization (SASO hotline) Durango, Bayfield, Ignacio - 970.247.5400
- Southern Colorado Community Action Agency, Inc., Ignacio, CO - 970.563.4517
- Southern Ute Health Center, Ignacio, CO - 970.563.4581 (Serving ALL Indian tribes' w/proof of documentation)
- Southwest Memorial Hospital, 1311 N. Mildred Road, Cortez, CO 81321 – 870.565.6666, at this [website](#) or the URL at: <https://www.swhealth.org>
- Trevor Project - Chat [online](#) or the URL at: <https://www.thetrevorproject.org/get-help/>, call 866.488.7386, or text “START” to 678-678. Crisis intervention and suicide prevention for LGBTQ youth via online chat, text, or phone
- Ute Mountain Ute Tribe – 970.565.3751

Addiction Resources

- [Addiction Care and Education](#) or the URL at: <https://www.drugrehab.com/>
- [Addiction Help](#) or the URL at: <https://www.addictionhelp.com/>
- [Addiction Help Today](#) or the URL at: <https://addictionhelp.today/>
- [Addiction Treatment Resources](#) or the URL at: <https://www.rehabcenter.net/>
- [Alcohol Addiction](#) or the URL at: <https://alcoholaddictioncenter.org/alcoholism-resources/>
- [Alcohol and Drug Rehab](#) or the URL at: <https://www.choicepointhealth.com/alcohol-rehab-nj/>
- [American Addiction Centers](#) or the URL at: <https://americanaddictioncenters.org/>
- [American Addiction Recovery Centers](#) or the URL at: <https://recovery.org/>
- [Colorado Department of Pueblo Health & Environment \(CDPHE\)](#) or the URL at: <https://cdphe.colorado.gov/>
- [Colorado Free Rehab Centers](#) or the URL at: <https://www.freerehabcenters.net/colorado/>
- [Delphi Behavioral Health Group](#) or the URL at: <https://delphihealthgroup.com/>
- [Detox Centers and Drug Rehab](#) or the URL at: <https://www.detoxrehab.net/>
- [Detox Local](#) or the URL at: <https://www.detoxlocal.com/>
- [Drug Addiction Help](#) or the URL at: <https://www.addictioncenter.com/>

Any area underlined is a hyperlink which will direct you to a website.

- [First City Recovery Center](https://firstcityrecoverycenter.com/) or the URL at: <https://firstcityrecoverycenter.com/>
- [Granite Recovery Centers](https://www.graniterecoverycenters.com/) or the URL at: <https://www.graniterecoverycenters.com/>
- [Live Another Day](https://liveanotherday.org/) or the URL at: <https://liveanotherday.org/>
- [Local Addiction Resources](https://drugrehabus.org/) or the URL at: <https://drugrehabus.org/>
- [Online Addiction Counseling](https://www.onlinetherapy.com/addiction-counseling/) or the URL at: <https://www.onlinetherapy.com/addiction-counseling/>
- [RehabSpot](https://www.rehabspot.com/) or the URL at: <https://www.rehabspot.com/>
- [Start Your Recovery](https://startyourrecovery.org/who/college) or the URL at: <https://startyourrecovery.org/who/college>
- [Substance Abuse and Mental Health Services Administration \(SAMHSA\)](https://www.samhsa.gov/) or the URL at: <https://www.samhsa.gov/>
- [The Recovery Village](https://www.therecoveryvillage.com/local-rehab-resources/colorado/) or the URL at: <https://www.therecoveryvillage.com/local-rehab-resources/colorado/>

Violence Prevention & Resources

- [Bullying Awareness & Prevention](https://www.psychology.org/resources/) or the URL at: <https://www.psychology.org/resources/>
- [Colorado Anti-Violence Program](http://www.coavp.org/) or the URL at: <http://www.coavp.org/> Building Safety and Justice for LGBTQ Communities
- [Colorado Coalition Against Domestic Violence](https://www.violencefreecolorado.org/) or the URL at: <https://www.violencefreecolorado.org/>
- [Colorado Coalition Against Sexual Assault \(CCASA\)](https://www.ccasa.org/) or the URL at: <https://www.ccasa.org/>
- National Domestic Violence Hotline – 800.799.7233. or Text “LOVEIS” to 22522
- [National Organization for Victim Assistance](https://www.trynova.org/) or the URL at: <https://www.trynova.org/> - 1.800.879.6682
- [Join One Love](https://www.joinonelove.org/) or the URL at: <https://www.joinonelove.org/>
- [Rape, Abuse and Incest National Network \(RAINN\)](https://www.rainn.org/) or the URL at: <https://www.rainn.org/>
- [Violence Awareness & Prevention](https://www.psychology.org/resources/) or the URL at: <https://www.psychology.org/resources/>

Suicide Prevention

- [988 – The National Suicide Prevention Lifeline](https://988lifeline.org/) or the URL at: <https://988lifeline.org/> - 988 OR 800.273.TALK (8255)
- [Colorado Crisis Services](https://coloradocrisisservices.org/) or the URL at: <https://coloradocrisisservices.org/> - 1-844-493-8255

Important PCC Public Safety Internet Links

- [Pueblo Community College](https://pueblocc.edu/) or the URL at: <https://pueblocc.edu/>
- The [PCC Police Department](https://pueblocc.edu/public-safety) or the URL at: <https://pueblocc.edu/public-safety>
- The [Daily Crime Log](https://pueblocc.edu/Crime-Log) or the URL at: <https://pueblocc.edu/Crime-Log>
- The [Crime Statistics](https://pueblocc.edu/public-safety) or the URL at: <https://pueblocc.edu/public-safety> See [Annual Security Reports](#) or the URL at: <https://pueblocc.edu/public-safety>
- [Safety Tips](https://pueblocc.edu/Safety-Tips) or the URL at: <https://pueblocc.edu/Safety-Tips>

Pueblo Community Colleges' Geographic Descriptions

[Pueblo Community College](https://pueblocc.edu/) (PCC) or the URL at: <https://pueblocc.edu/> is a two-year public comprehensive community college, one of thirteen community colleges within the [Colorado Community College System](https://cccs.edu/) (CCCS) or the URL at: <https://cccs.edu/>. PCC has five (5) locations serving students in a widely dispersed eight-county region in Southern Colorado.

The main campus is located in Pueblo, Colorado serving Pueblo County. The Fremont Campus, located approximately 35 miles (56 km) west of Pueblo in Cañon City, CO, serves Fremont and Custer Counties. The PCC Southwest Colorado Community College Campus, 280 miles (450 km) southwest of Pueblo, operates three (3) campuses/sites: The PCC Southwest Campus, located on Highway 160 between Mancos and Cortez CO; the PCC Southwest Site (Durango), located at The Commons, 701 Camino del Rio, Durango, CO, both serve the Montezuma, Dolores, La Plata, San Juan, and Archuleta Counties, and the PCC Southwest Site (Bayfield) located at 110 East South Street. In addition, the College has a Downtown Studio located in the heart of downtown Pueblo.

Pueblo Campus

The Pueblo Campus: located at 900 W. Orman Avenue, Pueblo CO 81004 is the main campus surrounded by a residential area. The campus has eight (8) buildings on 33 acres serving approximately 3,622 students. The campus is bordered by Harrison Street on the east, Marilyn Place on the southeast, Cleveland Street on the west, Adams Street on the south, and Pitkin Avenue on the north. West Orman Avenue, a city owned street, runs east and west through the center of the campus.





Downtown Studio/Small Business Development Center

The Pueblo Community College Downtown Studio and the Small Business Development Center (SBDC) occupy space in a one block area building on the lower level southeast corner located at 150 West City Central Drive and Main Street, Pueblo, CO 81004 in downtown Pueblo. The Studio and SBDC are approximately 2 miles from the PCC main campus. The building is bordered by Santa Fe Street to the east, Main Street to the west, West 2nd Street to the north and City Center Blvd., to the south. Other commercial businesses also occupy space in the same building and other commercial businesses surround the building on the west and north sides.

The Downtown Studio was established as a drop-in location to help PCC fulfill its mission to grow and support the veteran community by reaching out to all generations of veterans and actively helping them transition from military service to college life. Since its opening, the Studio also serves as a drop in one-stop service office for other displaced workers needing to make a transition to college life on PCC's main campus and equally serves new and current students at this location.

The Small Business Development Center provides free business services to new and prospective small business owners in Pueblo, Fremont, and Custer counties.

Cosmetology Location

The Pueblo Community College Cosmetology program rents space and is located at 700 W Abriendo Ave, Pueblo, CO 81004. The building is bordered by Abriendo Ave. on the northeast and Lincoln Ave. on the southeast.

Teaching and Learning Center/St. Mary Corwin Location

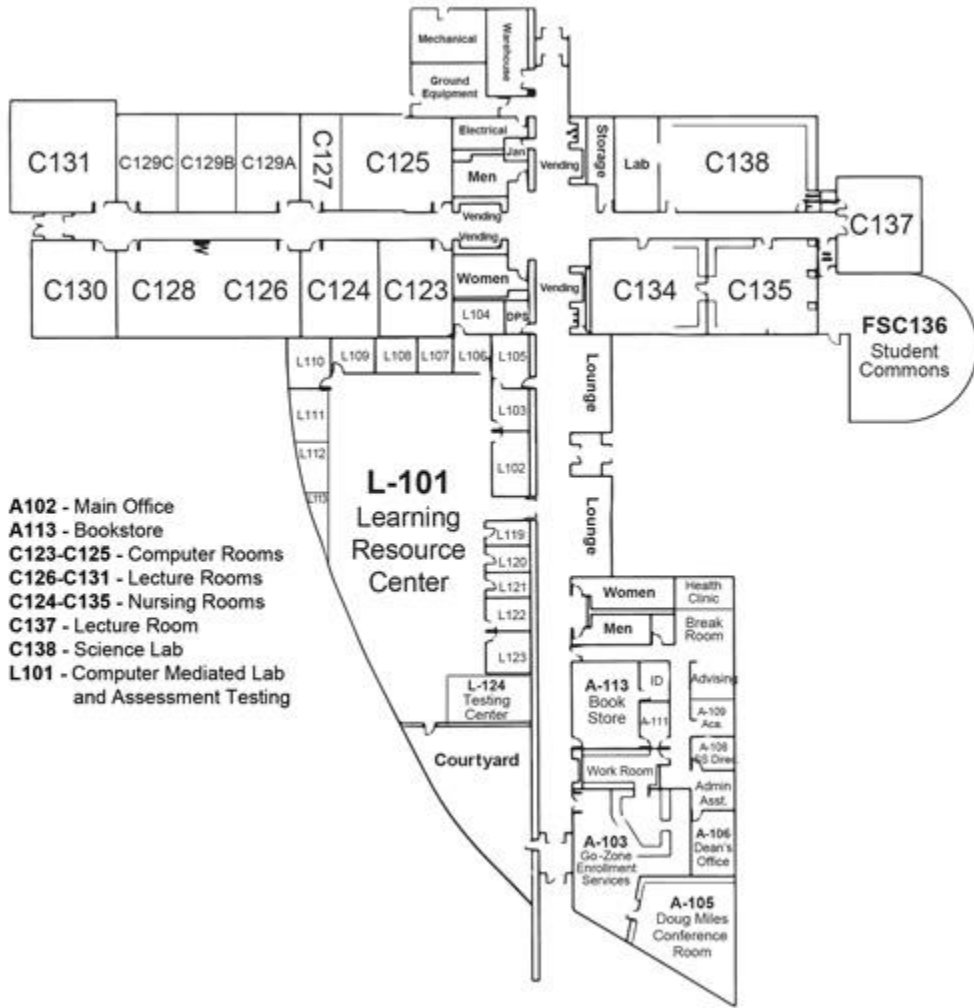
Pueblo Community College occupies the East Tower of the Teaching and Learning Center/St. Mary Corwin Hospital located at 1001 Minnequa Avenue, Pueblo, CO 81004 which consists of the first through the sixth floors. Simulation House is located across the street on Orman Avenue east of the Teaching and Learning Center/St. Mary Corwin Hospital. It also provides PCC designated parking. Refer to the map below.

Any area underlined is a hyperlink which will direct you to a website.

Fremont Campus

The Fremont Campus - located at 51320 West Highway 50, Cañon City, CO 81212. The campus is comprised of a single multipurpose building which accommodates offices and classrooms. The campus faces Highway 50 and is surrounded by vacant land.

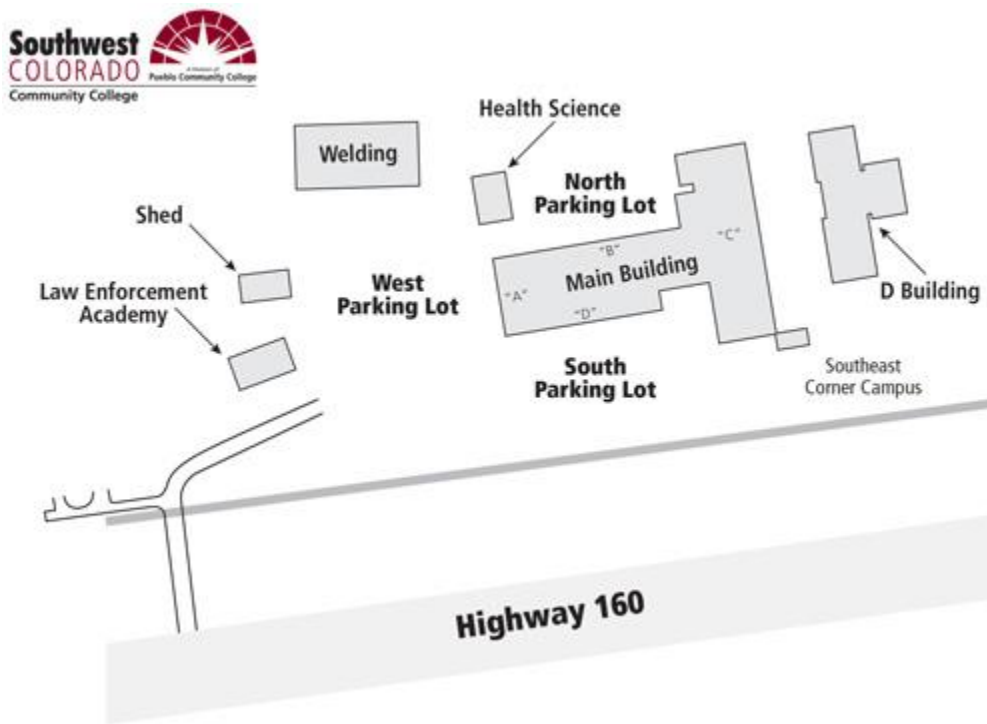




PCC Southwest Community College Campus and Sites

The PCC Southwest is comprised of one campus and two sites:

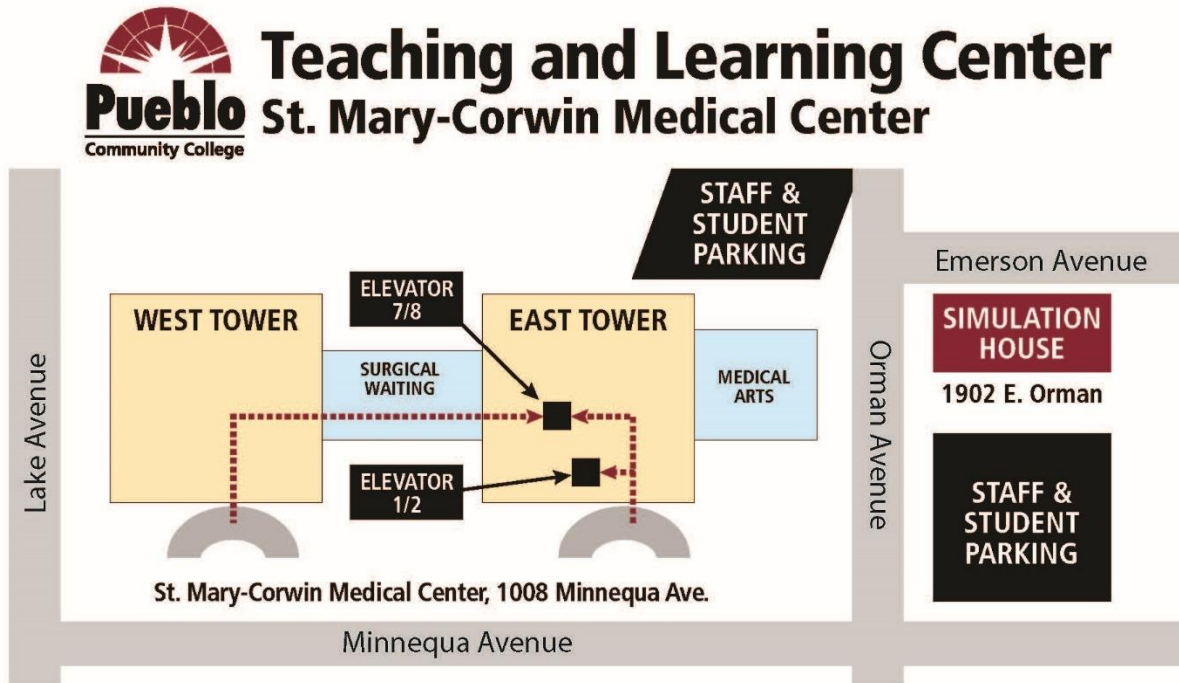
PCC Southwest Campus (Mancos) – located at 33057 Highway 160, Mancos, CO 81328 is situated in between the cities of Mancos and Cortez, CO. The campus has six buildings on the campus property and is surrounded by vacant land.



Southwest Site (Durango) – Through a partnership between Pueblo Community College (PCC) and Durango School District 9-R, PCC Southwest Durango site is located in the West wing of the Durango High School, 2320 Main Ave, Durango, CO 8130. The Durango site will have a separate entrance and designated parking on the DHS campus.

Southwest Site (Bayfield) - Pueblo Community College and the Bayfield School District are partnering to offer college courses to Bayfield High School students and the community. PCC will operate a site at 110 East South Street, the former location of Bayfield Primary School. The campus is comprised of a single multi-purpose building, which accommodates offices and classes. The building is bordered by East South Street and South East Street.

Pueblo Campus Teaching and Learning Center/St. Mary Corwin (SMC)



- Simulation Center and Nursing**
2nd floor, 2100-2300
Access through the East Tower entrance, elevator 1/2 or 7/8
- Faculty Offices**
2nd floor, Suite A200
Access through the East Tower entrance, elevator 1/2
- Surgical Technology and Medical Assisting**
6th floor, 6200-6300
Access through the East Tower entrance, elevator 1/2 or 7/8

- Radiologic Technology Lab – 2nd floor, 2200**
Radiologic Technology Classroom – 3rd floor conference room
Access through the East Tower entrance, elevator 1/2
- Pharmacy Technician – 3rd Floor, 3202**
Innovation Studio – 3rd floor, 3218
Access through the East Tower entrance, elevator 1/2
- Occupational Therapy Assistant**
4th floor
Access through the East Tower entrance, elevator 1/2

Fremont Campus



Any area underlined is a hyperlink which will direct you to a website.

PCC Southwest Site - Bayfield



PCC Southwest Site - Durango

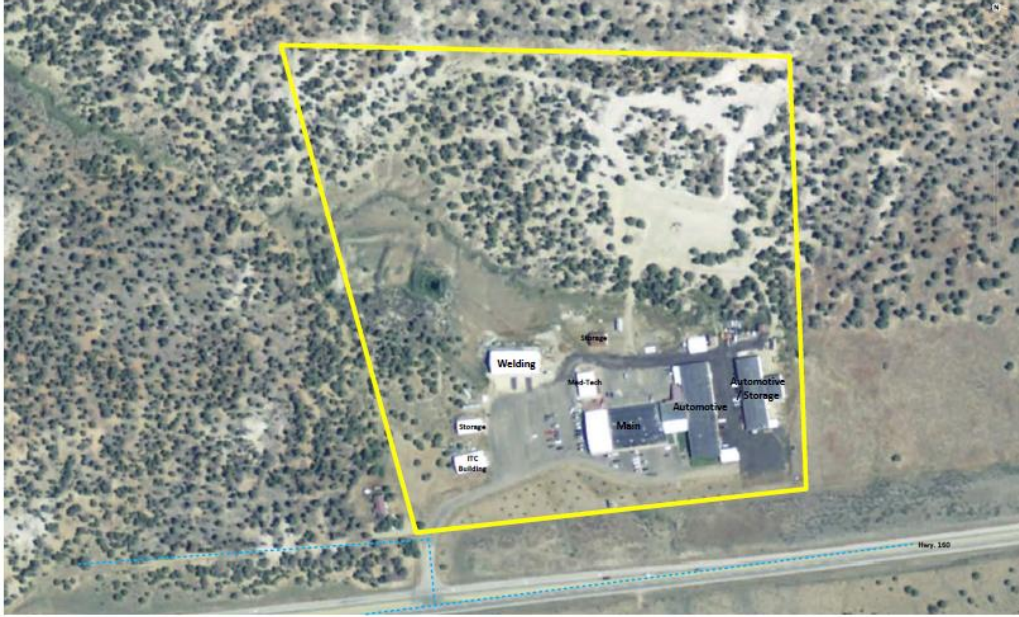


Any area underlined is a hyperlink which will direct you to a website.

PCC Southwest Site - Mancos

PCC SCCC West Campus,
33057 Hwy. 160
Mancos, CO 81328

— Campus Boundary – State Owned
- - - - - Public Property



Statement of Non-Discrimination

Notice of Non-Discrimination

Pueblo Community College prohibits discrimination, harassment, or retaliation on the basis of sex, gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, veteran or military status, pregnancy or related conditions, marital status, religion, genetic information, gender identity, sexual orientation, sex characteristics, sex stereotypes, gender expression, or any other class or category protected under applicable local, state or federal law (also known as “civil rights” laws) in connection with its employment practices or educational programs and activities. Pueblo Community College will take appropriate steps to ensure that the lack of English language skills will not be a barrier to admission and participation in vocational education programs.

The College has designated the Vice President of Human Resources as its AA/EEO and Title IX Coordinator, with the responsibility to coordinate the college’s Civil Rights Compliance Activities and Grievance Procedures. If you have any questions, please contact the Vice President of Human Resources, 900 W. Orman Avenue, Central Administration Building, Room 111, telephone 719.549.3220, email pcchr@pueblocc.edu. You may also contact the Office for Civil Rights, U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Blvd., Suite 310, Denver, CO 80204; phone: 303.844.3417.

Aviso de No Discriminación

Pueblo Community College prohíbe la discriminación, el acoso o las represalias basadas en el sexo, género, raza, color, edad, credo, origen nacional o étnico, ascendencia, discapacidad física o mental, estatus de veterano o militar, embarazo o condiciones relacionadas, estado civil, religión, información genética, identidad de género, orientación sexual, características sexuales, estereotipos de género, expresión de género, o cualquier otra clase o categoría protegida bajo las leyes locales, estatales o federales aplicables (también conocidas como leyes de “derechos civiles”) en relación con sus prácticas laborales o programas y actividades educativas. Pueblo Community College tomará las medidas adecuadas para garantizar que la falta de habilidades en el idioma inglés no sea un obstáculo para la admisión y participación en los programas de educación vocacional.

El Colegio ha designado al Vicepresidente de Recursos Humanos como su Coordinador de AA/EEO y Título IX, con la responsabilidad de coordinar las Actividades de Cumplimiento de los Derechos Civiles y los Procedimientos de Quejas del colegio. Si tiene alguna pregunta, comuníquese con el Vicepresidente de Recursos Humanos, 900 W. Orman Avenue, Edificio de Administración Central, Sala 111, teléfono 719.549.3220, correo electrónico pcchr@pueblocc.edu. También puede comunicarse con la Oficina de Derechos Civiles, Departamento de Educación de EE. UU., Región VIII, Edificio Federal, 1244 North Speer Blvd., Suite 310, Denver, CO 80204; teléfono: 303.844.3417.