

2025 ANNUAL SECURITY REPORT
Reporting on the Calendar Years 2022, 2023, and 2024
Pueblo Campus, Fremont Campus, Southwest Durango Site,
and Southwest Mancos Campus



Published by the Pueblo Community College

Police Department

and

Dean of Students

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2025 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/site: Fremont Campus, Southwest Campus (Mancos), and Southwest Site (Durango), 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.

The Clery Compliance Committee is charged with the primary function of identifying and evaluating processes, procedures, and practices to manage compliance with the Clery Act.

The Committee is also responsible for assigning the development of each policy statement requirement to the appropriate department and for reviewing the policy statements for accuracy prior to publication of the Annual Security and Fire Safety Report.

The Clery Compliance Committee members will receive annual Clery Act Training to remain current of the Clery Act and how it applies to PCC.

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 – 2022, 2023, and 2024. 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 or site 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 online. 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 \(ASR\) web page](https://pueblocc.edu/public-safety) 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

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](https://law.justia.com/codes/colorado/title-16/code-of-criminal-procedure/article-2-5/part-1/section-16-2-5-148/)) web page or the URL at: <https://law.justia.com/codes/colorado/title-16/code-of-criminal-procedure/article-2-5/part-1/section-16-2-5-148/>, which includes the authority to arrest. PCC also employs state security guards that also have the authority to arrest per Colorado Revised Statute ([16-2-5-120](https://law.justia.com/codes/colorado/title-16/code-of-criminal-procedure/article-2-5/part-1/section-16-2-5-120/)) web page or the URL at: <https://law.justia.com/codes/colorado/title-16/code-of-criminal-procedure/article-2-5/part-1/section-16-2-5-120/>. 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 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 in Cañon City and criminal incidents are managed 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, and the Montezuma County Sheriff's Office provides law enforcement services for the PCC Mancos Campus. In addition to working with local law enforcement agencies, PCC works with the Colorado State Patrol.

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 Office, 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

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 web page](#) or the URL at: <https://pueblocc.edu/Title-IX>.

PCC does not employ pastoral counselors at any campus or site. 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 could use outside counseling services.

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

PCC does encourage Pueblo Community Health Clinic counselors (on the Pueblo campus) to inform their clients when they deem it appropriate to inform them of options for reporting voluntarily and confidentially.

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 web page](#) 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 web page](#) or the URL at: <https://www.canoncity.org/247/Crimestoppers>
- **PCC Southwest Site and PCC Southwest Campus:** Please call 970.375.4712 or go to [Durango/La Plata Crime Stoppers web page](#) or the URL at: <https://www.durangogov.org/431/CrimeStoppers>

You also have the option to use **Safe2Tell for all campuses and site** by calling: 1.877.542.SAFE (7233) or the [web page](#) or the URL at: <https://safe2tell.org/>

Alternatively, individuals can submit an anonymous report for **non-emergency concerns by completing a report** on the College's webpage **and excluding** their contact information on the report that formally documents a concern or incident at PCC. To report a concern or incident can be found at [PCC web page](#) or the URL at: <https://pueblocc.edu/Concerns>.

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 collaborate 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 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. 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 web page](#) or the URL at: <https://apps.colorado.gov/apps/dps/sor/>

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

[Pueblo Police Department web page](#) 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 web page](#) 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 web page](#) or the URL at: <https://www.pueblosheriff.com/> 909 Court Street, Pueblo, CO 81003, 719.583.6125

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

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. One of following crimes (Clery crime) is reported:

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 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.

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 issuing 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

The Pueblo Community College is committed to sending its campus community timely, and accurate information in the event of a significant emergency or dangerous situation on campus that poses an immediate threat to the health and safety of campus community members. PCC will without delay notify the campus community upon confirmation of an emergency or dangerous situation.

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 without delay 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. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, some examples of significant emergencies or dangerous situations are:

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

Confirmation of an Emergency or Dangerous Situation Policy Statement

Prior to an emergency notification being sent, the emergency or dangerous situation will be confirmed by one of the following positions:

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

This confirmation process may include but is not limited to visual observation, officer investigations, the assistance of key campus administrators, local or campus first responders, and/or official government reporting through agencies such as the National Weather Service.

Factors that are considered when determining if an emergency or dangerous situation are:

- Potential for injury or loss of life
- Potential for damage to property/facilities
- Interruption of critical services
- What is the urgency of the situation
- Has the situation been confirmed

Once the emergency or dangerous situation is confirmed, the information will be provided to the Marketing and Communications division to draft and send the notification.

The content of the emergency notification will vary depending on the emergency or dangerous situation. At a minimum the initial notification will consist of:

- A description of the emergency
- Location of the emergency
- Relevant safety instructions

PCC also utilizes pre-scribed messages which facilitate a faster dissemination for incidents such as active killer (Lockdown), immediate threat outside a building (Secure), or a building evacuation.

As soon as pertinent information is obtained a follow-up notification will be sent. When the emergency or dangerous situation has been resolved an "all clear" message will be sent.

Emergency notifications are sent using MyPccAlert, which 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 MyPCCAlert app
- Campus computer monitors
- Social media

Local media is included in the alerts and may broadcast the information.

When emergency notifications are sent, they are segmented by the affected campus/site, which are:

- Pueblo Campus – 900 West Orman Ave, Pueblo CO
- Teaching and Learning Center – 1000 Minnequa Ave, Pueblo CO
- PCC Southwest (Mancos Campus and Durango Site are combined)
 - Mancos Campus - 51320 W Highway 50 Canon City, CO
 - Durango Site - 701 Camino del Rio. Durango, CO

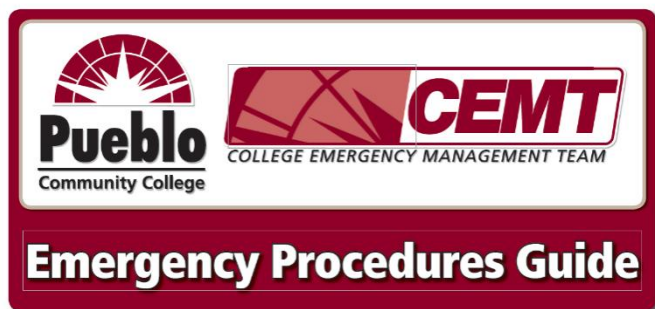
Emergency Drills, Testing, and Evacuation Procedures Policy Statement

Each year the Pueblo Community College Police Department (PCCPD) will conduct at least one (1) announced campus specific emergency drill/exercise. These drills/exercises include, but are not limited to fire alarm evacuations, lockdown and secure procedures, active killer, and stop the bleed training. After each drill/exercise, the Pueblo Community College Police Department personnel will conduct an after-action review. These drills/exercises allow the college to assess and evaluate their emergency plans and capabilities. Information regarding the drills/exercises are available by contacting the Pueblo Community College Police Department. These records are maintained in our records management system.

In addition to drills/exercises the PCCPD works with college departments and divisions on specific “safety plans” for their respective areas. These plans are reviewed on a yearly basis.

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 web page](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, bullet, 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:

IN AN EMERGENCY TAKE ACTION

	HOLD! In your room or area. Clear the halls. STUDENTS Clear the hallways and remain in room or area until the "All Clear" is announced. Do business as usual. ADULTS Close and lock the door. Account for students, visitors and others. Do business as usual.										
	SECURE! Get inside. Lock outside doors. STUDENTS Return to inside of building. Do business as usual. ADULTS Bring everyone indoors. Lock outside doors. Increase situational awareness. Account for students, visitors and others. Do business as usual.										
	LOCKDOWN! Locks, lights, out of sight. STUDENTS Move away from sight. Maintain silence. Do not open the door. Prepare to evade or defend. 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.										
	EVACUATE! (A location may be specified) STUDENTS Leave stuff behind if required to. If possible, bring your phone. Follow instructions. ADULTS Lead evacuation to specified location. Account for students, visitors and others. Notify if missing, extra or injured people.										
	SHELTER! Hazard and safety strategy. STUDENTS Use appropriate safety strategy for the hazard. ADULTS Lead safety strategy. Account for students, visitors and others. Notify if missing, extra or injured students or adults.										
	<table border="0"> <tr> <td>Hazard</td> <td>Safety Strategy</td> </tr> <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>Tsunami</td> <td>Get to high ground</td> </tr> </table>	Hazard	Safety Strategy	Tornado	Evacuate to shelter area	Hazmat	Seal the room	Earthquake	Drop, cover and hold	Tsunami	Get to high ground
Hazard	Safety Strategy										
Tornado	Evacuate to shelter area										
Hazmat	Seal the room										
Earthquake	Drop, cover and hold										
Tsunami	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/site which may include classrooms and offices and available on the staff and student Portals, to include an SRP video. [Public Safety web page](#) or the URL at: <https://pueblocc.edu/public-safety>.

Security of and Access to Campus Facilities Policy Statement

As a public facility, our campuses/site 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 site. For after-hours access or building schedule changes, contact the designated contacts for the applicable campuses/site below as follows:

Fremont Campus – 719.296.6108

Pueblo Campus – 719.549.3355

PCC Southwest Campus and Site:

Durango – 970.385.2020

Mancos – 970.564.6203

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 web page](#), 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 web page](#) 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 web page](#) 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 web page](#) 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 web page](#) 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.
- People under 21 years of age cannot legally possess or consume alcoholic beverages of any kind. The furnishing of alcoholic beverages to under-aged people 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.

The College will impose penalties against students who violate the Drug-Free Schools and Communities Act Amendments of 1989 [Public Law 101-226 web page](#) 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 current [PCC Student Handbook web page](#) 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.

2024 Drug-Free Schools and Communities Act (DFSCA) and Biennial Review Policy Statement

To fulfill compliance with the 2024 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 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 [PCC Public Safety's web page](#) 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 demonstrate 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, 2024, and will repeat again in fall 2026, 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 in April of 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 and will continue to impact future academic years.

The College offered the following **primary prevention and awareness programs for all incoming students** in 2024-2025 and plans to offer the same core programming for the 2025-2026 semester:

<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 Workplace 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 for College	September 2024 – July 2025 (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 for Community College	September 2024 – July 2025 (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 (cancelled for fall 2024) 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

		common display area		
Awareness of Marijuana	Annually throughout the year	PantherFest (cancelled for fall 2024) 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 web page 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 2024-2025:

<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>
2025 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

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 2024-2025 and plans to offer the same core programming for the 2025-2026 semester:

<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 Workplace 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 for College	September 2024 – July 2025 (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 for Community College	September 2024 – July 2025 (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 (cancelled for fall 2024) Spring Fling	Awareness and education opportunity	Alcohol use and abuse; treatment

		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 (cancelled for fall 2024) 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 web page or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX web page 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 2025-2026.

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 was eliminated, and the health focused educational/prevention programming for PCC was negatively impacted by the staffing model.

This elimination of the staff position in the health clinic continues to negatively impact on the institution and continues through the 2025-2026 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 B (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 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 below. Refer to the list of programming below for the completed programming in this ASR's reporting year and anticipated programming for the upcoming ASR reporting year.

- 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 relationships mean a relationship between spouses, former spouses, past or present unmarried couples, or people who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. C.R.S. 18-6-800.3.

- **Sexual assault:**
 - “Sexual assault”: Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if: (a) The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim’s will; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The actor knows that the victim submits erroneously, believing the actor to be the victim’s spouse; or (d) At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or (e) At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or (g) The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or (h) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented. C.R.S. 18-3-402. *Note that subparagraphs (d) and (e) above define the offense in Colorado related to the Clery Act crime of Statutory Rape.
 - “Unlawful sexual contact”: Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if: (a) The actor knows that the victim does not consent; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The victim is physically helpless and the actor knows that the victim is physically helpless and the victim has not consented; or (d) The actor has substantially impaired the victim’s power to appraise or control the victim’s conduct by employing, without the victim’s consent, any drug, intoxicant, or other means for the purpose of causing submission; or (e) Repealed; or (f) The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority, unless incident to a lawful search, to coerce the victim to submit; or (g) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices. Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means set forth in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor’s own sexual gratification, commits unlawful sexual contact. C.R.S. 18-3-404.
- **Stalking:** A person commits stalking if directly, or indirectly through another person, the person knowingly: (a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship; or (b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or (c) Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person’s immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress. For the purposes of this definition: (a) Conduct “in connection with” a credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat. (b) “Credible threat” means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person’s safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person such fear. (c) “Immediate family” includes the person’s spouse and the person’s parent, grandparent, sibling, or child. (d) “Repeated” or “repeatedly” means on more than one occasion. C.R.S. 18-3-602.
- **Consent:** Cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship should not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent. C.R.S. 18-3-401(1.5).

- **Bystander intervention:** A large part of preventing sexual harassment and other inappropriate behavior (such as bullying) involves recognition of warning signs and early intervention efforts. “Bystander intervention” as that term is defined above, can include options such as:
 - Interrupt the behavior
 - Publicly support the victim
 - Show disapproval through comments, facial expressions or body language
 - Use humor to diffuse the situation
 - Encourage communication and open dialogue
 - Gather a group of people as back-up
 - Offer to leave the situation with the victim
 - Invite yourself to tag along to avoid isolation of the victim with the perpetrator
 - Ask questions or make suggestions on appropriate behaviors to the perpetrator as a friend
 - Use the situation as an educational opportunity
 - Call someone for help
- **Risk reduction:** Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims 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 2024-2025 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 encouraged 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 2024 to all students, the spring 2025 semesters to all students that were new to PCC, and summer 2025 to all students that were new to PCC.

Active employees receive mandatory online training annually on sexual harassment terms, prevention, and reporting, hosted by the Colorado Community College System.

For the 2025-2026 academic year, PCC continues to use 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 encouraged 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 for all students, the spring semesters to all students that were new to PCC, and summer to all students that were new to PCC.

Active employees receive mandatory online training annually on sexual harassment terms, prevention, and reporting, hosted by the Colorado Community College System.

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 web page](http://www.pueblocc.edu/dvp) 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 2024-2025 and plans to offer the same core programming for the 2025-2026 semester:

<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 Workplace 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 for Community College	September 2024 – July 2025 (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 for College	September 2024 – July 2025 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Personal Skills for a Diverse Campus (College Students)	September 2024 – July 2025 (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 (cancelled for fall 2024) Spring Fling PCC Social Media posts Resources included in printed campus FYI News Large posters displayed in PCC	Awareness and education opportunity	Alcohol use and abuse; treatment

		Health Clinic common display area		
Awareness of Marijuana	Annually throughout the year	PantherFest (cancelled for fall 2024) 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 2024 - 2025 September 2024 April 2025	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 web page or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX web page 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 2024-2025:

<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>
2025 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
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 2024-2025 and plans to offer the same core programming for the 2025-2026 semester:

<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 Workplace Document, Drug Alcohol and Awareness Policy, Substance Abuse and Prevention Services, How to File a	All drug and alcohol usage, prohibited behavior outlined in the student handbook

			Complaint/Report an Incident	
Sexual Assault Prevention for Community College	September 2024 – July 2025 (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 for College	September 2024 – July 2025 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Personal Skills for a Diverse Campus (College Students)	September 2024 – July 2025 (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 (cancelled for fall 2024) 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 (cancelled for fall 2024) 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 2024 -2025 September 2024 April 2025	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 web page or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX web page 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

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 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), 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/site 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 reported to the PCC Police Department. Finally, Clery reportable crime statistics that were reported to Campus Security Authorities (CSAs) at all campuses/site were included 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)	2022				2023			
	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
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	1	0	0	0	1	0	0	0
Motor Vehicle	2	0	0	0	1	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 & Disciplinary Referrals								
Offense								
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	0	7	0	0	0
Arrests: Liquor Law Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0	0	0	0	0

Offense (Includes attempts)	2024			
	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 & Disciplinary Referrals				
Offense				
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	0
Arrests: Liquor Law Violations	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0

- There are no Clery reportable hate crimes for the 2022, 2023, and 2024 years.
- There are no Clery reportable unfounded crimes for the 2022, 2023, and 2024 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.
- “Non-Campus Property” any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic 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)	2022				2023			
	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	1	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Arrests & Disciplinary Referrals								
Offense								
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	0	0	0	0	0
Arrests: Liquor Law Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0	0	0	0	0

Offense (Includes attempts)	2024			
	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 & Disciplinary Referrals				
Offense				
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	1	0	0	0
Arrests: Liquor Law Violations	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0

- There are no Clery reportable hate crimes for the 2022, 2023, and 2024 years.
- There are no Clery reportable unfounded crimes for the 2022, 2023, and 2024 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.

REPORT OF CRIMINAL OFFENSES
PCC Southwest Site (Durango)

Offense (Includes attempts)	2022				2023			
	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 & Disciplinary Referrals								
Offense								
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	0	0	0	0	0
Arrests: Liquor Law Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0	0	0	0	0

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

Offense (Includes attempts)	2024			
	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 & Disciplinary Referrals				
Offense				
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	1	0	0	
Arrests: Liquor Law Violations	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0

- There are no Clery reportable hate crimes for the 2022, 2023, and 2024 years.
- There are no Clery reportable unfounded crimes for the 2022, 2023, and 2024 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.

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

REPORT OF CRIMINAL OFFENSES
PCC Southwest Campus (Mancos)

Offense (Includes attempts)	2022				2023			
	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 & Disciplinary Referrals								
Offense								
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	0	0	0	0	0
Arrests: Liquor Law Violations	0	0	0	0	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0	0	0	0	0

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

Offense (Includes attempts)	2024			
	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	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 & Disciplinary Referrals				
Offense				
Arrests: Weapons: Carrying, Possessing, etc.	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	
Arrests: Liquor Law Violations	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0

- There are no Clery reportable hate crimes for the 2022, 2023, and 2024 years.
- There are no Clery reportable unfounded crimes for the 2022, 2023, and 2024 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 Campus.
- Data on Referrals for Student Disciplinary Action are obtained through a coordinated effort with the PCC Police Department and Vice President of Student Success.

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

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 web page](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 weapon - unlawful possession of weapons - school, college, or university grounds.

(1)

(a) A person shall not knowingly and unlawfully and without legal authority carry, bring, or have in the person's possession a deadly weapon as defined in section 18-1-901 (3)(e) that is not a firearm in or on the real estate and all improvements erected thereon of any public or private elementary, middle, junior high, high, or vocational school or any public or private college, university, or seminary; except for the purpose of presenting an authorized public demonstration or exhibition pursuant to instruction in conjunction with an organized school or class, for the purpose of carrying out the necessary duties and functions of an employee of an educational institution that require the use of a deadly weapon that is not a firearm, or for the purpose of participation in an authorized extracurricular activity or on an athletic team.

(a.5) A person shall not knowingly carry a firearm, either openly or concealed, in or on the real estate and all improvements erected thereon of any licensed child care center; public or private elementary, middle, junior high, high, or vocational school; or any public or private college, university, or seminary; except for the purpose of presenting an authorized public demonstration or exhibition pursuant to instruction in conjunction with an organized school or class, for the purpose of carrying out the necessary duties and functions of an employee of an educational institution that require the use of a firearm, or for the purpose of participation in an authorized extracurricular activity or on an athletic team.

(b)

(I) A person who violates subsection (1)(a) of this section commits a class 6 felony if the weapon involved is a deadly weapon other than a firearm, as defined in section 18-1-901.

(II) A person who violates subsection (1)(a.5) of this section commits a class 1 misdemeanor.

(2) (Deleted by amendment, L. 2000, p. 709, § 45, effective July 1, 2000.)

(3) It is not an offense under this section if:

(a) The weapon is unloaded and remains inside a motor vehicle while upon the real estate of any public or private college, university, or seminary; or

(b) The person is in that person's own dwelling or place of business or on property owned or under that person's control at the time of the act of carrying; or

(c) The person is in a private automobile or other private means of conveyance and is carrying a weapon for lawful protection of that person's or another's person or property while traveling; or

(d) Repealed.

(d.5) The weapon involved was a handgun, the person held a valid permit to carry a concealed handgun or a temporary emergency permit issued pursuant to part 2 of this article 12, and the person is carrying the concealed handgun:

(I) On the real property, or into any improvements erected thereon, of a public elementary, middle, junior high, or high school in accordance with the authority granted pursuant to section 18-12-214 (3); or

(II) In a parking area of a licensed child care center or a public or private college, university, or seminary; or

(e) The person is a school resource officer, as defined in section 22-32-109.1 (1)(g.5), C.R.S., or 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

(f) and (g) (Deleted by amendment, L. 2003, p. 1626, § 51, effective August 6, 2003.)

(h) The person has possession of the weapon for use in an educational program approved by a school, which program includes, but is not limited to, any course designed for the repair or maintenance of weapons; or

(i) The weapon involved is a firearm; the person carrying the firearm is employed or retained as security personnel by a licensed child care center or a public or private college, university, or seminary; and the person is carrying the firearm while engaged in the person's official duties as security personnel; or

(j) A licensed child care center is on the same real estate as another building or improvement that is not a school and that is open to the public and the person is carrying a firearm on an area of real estate or any improvement thereon that is not designated as a licensed child care center.

(4) As used in this section, unless the context otherwise requires, "licensed child care center" means a child care center, as defined in section 26.5-5-303 (3), that is licensed by the department of early childhood or is exempt from licensing pursuant to section 26.5-5-304 (1)(b), and that operates with stated educational purposes. "Licensed child care center" does not include a family child care home, as defined in section 26.5-5-303 (7).

For the most up-to-date [Colorado Revised Statutes web page](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 - adolescent substance abuse prevention and treatment fund - legislative declaration - definitions.

(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.

(d) "Marijuana paraphernalia" has the same meaning as marijuana accessories in section 16 (2)(g) of article XVIII of the Colorado constitution.

(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) 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 and section 18-18-406.3, 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 and section 18-18-406.3, 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 behavioral health administration 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 behavioral health administration in the department of human services;
- (II) If determined necessary and appropriate, submit to a substance abuse assessment approved by the behavioral health administration 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.

(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 behavioral health administration 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.

(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.; 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. Upon completion of the court-ordered substance abuse education for a first conviction of subsection (3) of this section, the court shall immediately order the case sealed pursuant to section 24-72-704 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.

(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 money 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 behavioral health administration in the department of human services for adolescent substance abuse prevention and treatment programs. The behavioral health administration 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 money 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.

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

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 (VAWA) of 2013 and 2022.

Pueblo Community College does not discriminate based on 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 of Community Colleges and Occupational Education (SBCCOE). For a complete copy of the [SBCCOE Board Policies web page](https://www.cccs.edu/about-cccs/state-board/policies-and-procedures/) or the URL at: <https://www.cccs.edu/about-cccs/state-board/policies-and-procedures/> governing sexual misconduct. [BP 3-120 web page](https://cccs.edu/policies-and-procedures/board-policies/bp-3-120-equal-employment-opportunity-affirmative-action/) or <https://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 web page](https://cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/), or the URL at: <https://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) on Sexual Misconduct. [SP 19-60a web page](https://cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or the URL at: <https://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 web page](https://cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or <https://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 web page](https://cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or the URL at: <https://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 web page](https://cccs.edu/policies-and-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or the URL at: <https://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 web page](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, "Consent" means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent under the provisions of this part 4. Submission under the influence of fear shall not constitute consent. Nothing in this definition shall be construed to affect the admissibility of evidence or the burden of proof regarding the issue of consent under this part 4.

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:

- (1) Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if:
 - (a) The actor causes sexual intrusion or sexual penetration knowing 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 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.

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.

- **"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.

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 consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the people 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 and 2022.

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:

- (1) A person commits stalking if directly, or indirectly through another person, the person knowingly:
 - (a) Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or
 - (b) Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or
 - (c) 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.
- (2) For the purposes of this part 6:
 - (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.
- (3) A person who commits stalking:
- (a) Commits a class 5 felony for a first offense except as otherwise provided in subsection (5) of this section; or
- (b) Commits a class 4 felony for a second or subsequent offense, if the offense occurs within seven years after the date of a prior offense for which the person was convicted.
- (4) Stalking is an extraordinary risk crime that is subject to the modified presumptive sentencing range specified in section 18-1.3-401 (10).
- (5) If, at the time of the offense, there was a temporary or permanent protection order, injunction, or condition of bond, probation, or parole or any other court order in effect against the person, prohibiting the behavior described in this section, the person commits a class 4 felony.
- (6) Nothing in this section shall be construed to alter or diminish the inherent authority of the court to enforce its orders through civil or criminal contempt proceedings; however, before a criminal contempt proceeding is heard before the court, notice of the proceedings shall be provided to the district attorney for the judicial district of the court where the proceedings are to be heard and the district attorney for the judicial district in which the alleged act of criminal contempt occurred. The district attorney for either district shall be allowed to appear and argue for the imposition of contempt sanctions.
- (7) A peace officer shall have a duty to respond as soon as reasonably possible to a report of stalking and to cooperate with the alleged victim in investigating the report.
- (8)
- (a) When a person is arrested for an alleged violation of this section, the fixing of bail for the crime of stalking shall be done in accordance with section 16-4-105 (4), C.R.S., and a protection order shall issue in accordance with section 18-1-1001 (5).
- (b) This subsection (8) shall be known and may be cited as "Vonnie's law".
- (9) When a violation under this section is committed in connection with a violation of a court order, including but not limited to any protection order or any order that sets forth the conditions of a bond, any sentences imposed pursuant to this section and pursuant to section 18-6-803.5 or any sentence imposed in a contempt proceeding for violation of the court order shall be served consecutively and not concurrently.

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.

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](https://www.pueblocc.edu/dvp) (opens in a new window) 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 2024-2025 and plans to offer the same core programming for the 2025-2026 semester:

<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 Workplace 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 for Community College	September 2024 – July 2025 (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 for College	September 2024 – July 2025 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Personal Skills for a Diverse Campus (College Students)	September 2024 – July 2025 (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 (cancelled for fall 2024) 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 (cancelled for fall 2024) 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 2024 - 2025 September 2024 April 2025	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	Fall, Spring, & Summer (Annually)	ONLINE New Student Orientation	References Vector Solutions (formerly EVERFI) AlcoholEdu Ongoing Prevention and Sexual Assault Prevention: Ongoing	PCC Title IX web page or the URL at: https://pueblocc.edu/Title-IX

Some returning students review this resource to “remind” themselves of available PCC resources			Online NSO also includes the link to the PCC Title IX web page or the URL at: https://pueblocc.edu/Title-IX	
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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 **primary prevention and awareness programs for all new and returning employees** in 2024-2025:

Name of Program	Date Held	Location Held	Complied with Program Requirements	Which Prohibited Behavior Covered? *
2025 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
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 2024-2025 and plans to offer the same core programming for the 2025-2026 semester:

<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 Workplace 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 for Community College	September 2024 – July 2025 (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 for College	September 2024 – July 2025 (Annually)	ONLINE (Web-based alcohol/other drug education/prevention training)	Awareness and Prevention Training for All Students	Alcohol, Marijuana, and prescription drug usage
Personal Skills for a Diverse Campus (College Students)	September 2024 – July 2025 (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 (cancelled for fall 2024) 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

		common display area		
Awareness of Marijuana	Annually throughout the year	PantherFest (cancelled for fall 2024) 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 2024 - 2025 September 2024 April 2025	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 web page or the URL at: https://pueblocc.edu/Title-IX	PCC Title IX web page 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

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:

- [BP 19-60 web page](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/>
- [SP 19-60a web page](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 web page](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 <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 web page](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 Site – Deputy Title IX Coordinators

Reporting form at the PCC Website – [Report a crime](https://pueblocc.edu/Concerns) 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. 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. Finally, individuals can decline to notify authorities of the concerns.

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

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 web page](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 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.
- Decline to notify authorities of the concerns.

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 web page](https://coloradocrisiservices.org/) or the URL at: <https://coloradocrisiservices.org/> or call 1.844.493.8255. 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 the College, 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 considering 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 accommodation 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 accommodation 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:

- Health Clinic, Pueblo Campus – MT 118 – 719.549.3315
- Dean of Students, Pueblo Campus – SC-261, 719.549.3035
- PCC Police Department, Pueblo Campus – SC103, 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 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
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, 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 web page](https://www.ccasa.org/) or the URL at: <https://www.ccasa.org/>
- [Colorado Coalition Against Domestic Violence web page](https://www.violencefreecolorado.org/) or the URL at: <https://www.violencefreecolorado.org/>
- [Colorado State Employee Assistance Program web page](https://cseap.colorado.gov/) or the URL at: <https://cseap.colorado.gov/>
- [Rape, Abuse and Incest National Network web page](https://www.rainn.org/) or the URL at: <https://www.rainn.org/>
- [National Sexual Violence Resource Center web page](https://www.nsvrc.org/) or the URL at: <https://www.nsvrc.org/>
- [National Resource Center on Domestic Violence web page](https://www.nrcdv.org/) or the URL at: <https://www.nrcdv.org/>
- [National Domestic Violence Hotline web page](https://www.thehotline.org/) or the URL at: <https://www.thehotline.org/>
- [InterAct Advocates for Intersex Youth web page](https://interactadvocates.org/) or the URL at: <https://interactadvocates.org/>
- [Men Can Stop Rape web page](https://mcsr.org/) or the URL at: <https://mcsr.org/>
- [Make the Connection web page](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 web page](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 web page](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 web page](https://www.justice.gov/ovw/sexual-assault) or the URL at: <https://www.justice.gov/ovw/sexual-assault>
- <https://www.ed.gov/about/ed-offices/ocr> or the URL at: <https://www.ed.gov/about/ed-offices/ocr>
- [Colorado Crisis Services web page](https://coloradocrisiservices.org/) or the URL at: <https://coloradocrisiservices.org/> or call at 1.844.493.8255
- PCC Nondiscrimination/Title IX web page or the URL at: <https://pueblocc.edu/Title-IX> or the URL at: <https://pueblocc.edu/public-safety>
- [PCC Domestic Violence and Sexual Assault Prevention web page](https://pueblocc.edu/dvp) or the URL at: <https://pueblocc.edu/dvp>

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 Harassment Resolution Procedure

Allegations of sexual harassment will be reviewed in accordance with System Procedure (SP) 19-60a Civil Rights and Sexual Harassment Resolution Process. The full procedure can be found at the [web page](https://cccs.edu/about/governance/policies-procedures/sp-19-60a-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 report, including but not limited to fact-finding investigations, formal or informal meetings, and hearings, but not including meetings with complainants concerning accommodations or protective measures), will:

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

Preliminary Steps and Timeline

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

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

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

The Civil Rights/Title IX Coordinator may consider a number of factors when determining whether to initiate a formal investigation without the Complainant's participation.

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

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

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

The Civil Rights/Title IX Coordinator will also evaluate the formal complaint to determine if it alleges Sexual Harassment under Title IX and occurred within one of its programs or activities in the United States. In such cases, the specific procedures applicable to Sexual Harassment (e.g., live hearing) will apply. If not, the complaint will be closed for Title IX purposes and processed under other applicable procedures.

If a Complainant files a formal complaint requesting an investigation into Sexual Harassment under Title IX, and the Civil Rights/Title IX Coordinator determines that the conduct alleged would not constitute Sexual Harassment under Title IX even if proved, the complaint must be dismissed for Title IX Sexual Harassment purposes, but it may be addressed under other civil rights procedures outlined herein. Dismissal of a Title IX Sexual Harassment case is subject to the appeal procedures outlined herein. If a formal complaint involves allegations of Title IX Sexual Harassment within a CCCS program or activity in the United States along with other conduct that is not covered by Title IX, the Civil Rights/Title IX Coordinator in their discretion will either process the entire complaint under Title IX Sexual Harassment procedures or will divide the allegations and process them separately under applicable provisions of this procedure.

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

Rights of Involved Parties

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

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

Informal Resolution

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

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

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

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

Formal Investigation

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

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

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

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

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

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

Preliminary Investigation Report

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

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

Final Investigation Report

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

Live Hearing for Sexual Harassment Cases

Live hearings are subject to the following procedures:

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

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

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

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

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

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

Notice of Findings

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

Appeals

In the event of an appeal, the Civil Rights/Title IX Coordinator shall perform an initial review to determine if the appeal meets the limited grounds listed below and is timely (filed within five (5) calendar days, as noted above). If the appeal is found to meet these criteria, the Civil Rights/Title IX Coordinator shall forward the appeal to a designated appellate officer, who shall give written notice to the opposing party and provide a suitable time frame for the opposing party to submit a

written response to the appeal. The appeal and any responses shall be reviewed by the appellate officer. The party requesting an appeal must show error, as the original finding is presumed to have been decided reasonably and appropriately. The only grounds for appeal are as follows:

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

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

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

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

Disciplinary Action for Sexual Misconduct

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

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

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

- For faculty, disciplinary action will be in compliance with BP 3-20, Due Process for Faculty. Under this policy, notice of disciplinary action may be given by the College president at any time and shall state the grounds and effective date.
- For classified employees, disciplinary action will be taken pursuant to the applicable [State Personnel Rules and Regulations webpage](#) 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 and SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution Procedure. Under this process, the College will give the student notice that the matter has been referred for potential sanctioning and will issue a decision which shall address whether alleged conduct occurred; whether and how the conduct violated the code; and impose an outcome, if appropriate. Notification of the decision in writing will be provided to the respondent and any other involved parties, as appropriate, which includes a complainant in sexual harassment cases. The decision will include information regarding the applicable appeals process. The decision is part of the student's educational record.
- Instructors and Administrative, Professional-Technical (APT) employees are at-will under BP 3-10 and may not be subject to additional procedures when issuing sanctions.

Disciplinary Authorities may consider several 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 College community, re-assignment to another class section (including the option for an on-line section), suspension, expulsion, a "Cease Communications" directive, a "No Trespass" directive, or any other outcome stated in SP 4-30a.
- For College 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 college property, a "Cease Communications" directive, or a "No Trespass" directive.

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

Prohibition on Retaliation

Individuals shall not retaliate against any person who opposes sexual harassment or participates in any sexual harassment complaint or investigation process. Retaliation is any adverse employment or educational action taken against a person because of the person's participation or perceived participation in a complaint or investigation of discrimination and/or harassment. 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 civil rights laws, policies, and procedures.

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

Information on Registered Sex Offenders

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the 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 web page](https://apps.colorado.gov/apps/dps/sor/) or the URL at: <https://apps.colorado.gov/apps/dps/sor/>.

Sex offender registry information is available at the local law enforcement agency listed below or at the [sex offender registry web page](https://apps.colorado.gov/apps/dps/sor/) or the URL at: <https://apps.colorado.gov/apps/dps/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

Hazing Policies

Hazing Definitions

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

an act that endangers the psychological, emotional, intellectual, and/or physical health and/or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group, team, or organization. Additionally, any act that places a student in a subservient role within an organization is considered hazing. Participation or consensual cooperation by the individual(s) being hazed does not excuse the violation. Failing to intervene to prevent, failing to discourage, and failing to report those acts may also violate this code.

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

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

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

- any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

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

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

Reporting Hazing

Any person can report an incident of suspected hazing by completing an incident report on the [College's web page](#) or the URL at: <https://pueblocc.edu/Concerns>

Process for Investigating Allegations of Hazing

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

- For accused students, investigations will follow the process set forth in SP 4-30a, Student Behavioral Expectations and Responsibilities Resolution Procedure.
- For employees, allegations of hazing are investigated and resolved using the process applicable to allegations of any other behavioral misconduct, which includes an investigation by our Human Resources office.
 - For faculty, investigations and any subsequent action will also be in compliance with BP 3-20, Due Process for Faculty.
 - For classified employees, investigations and any subsequent action will also be in compliance with the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>.

Other Applicable Laws Regarding Hazing

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

C.R.S. 18-9-124

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

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

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

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

intended for human consumption;

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

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

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

Hazing Prevention and Awareness Programs

For the 2025-2026 academic year, PCC continues to use 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. PCC is utilizing Vector Solution's training module named Hazing Awareness and Prevention for Students; according to Vector Solutions, the course objectives will:

- Identify the key components in the definition of hazing;
- Recognize who is involved in hazing and why they exhibit certain behaviors;
- Recognize signs and examples of hazing;
- Identify the risks associated with hazing; and
- Identify what students can and should do to protect themselves and their peers from dangerous hazing behaviors.

This course will be co-launched (with other mandated safety course references in this ASR) in the fall to all students, the spring semesters to all students that are new to PCC, and summer to all students that were new to PCC.

Additionally, a campus-wide email will be sent during the fall 2025 semester to all students and employees to make them aware of the new Stop Campus Hazing Act, Hazing Policy (per the Colorado Community System Board Policies and State Policies), and process to report incidents of hazing.

Training for employees

College provides the following prevention and awareness programs (referenced above) related to hazing to inform the campus community about policies, processes, and laws relating to hazing, and to teach primary prevention strategies intended to stop hazing before hazing occurs.

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).

- [Colorado Crisis Services web page](#) or the URL at: <https://coloradocrisisservices.org/> - 1-844-493-8255 or text "TALK" to 38255
- [988 Colorado Mental Health Line web page](#) or the URL at: <https://www.988colorado.com/en> - Text or call 988 OR 800.273.TALK (8255)
- [211 Colorado web page](#) 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 web page](#) or the URL at: <https://addict2athlete.org/>: 2101 E. Evans Avenue, Pueblo, CO 81004 – 719.250.7859
- [Catholic Charities Family Counseling Center web page](#) or the URL at: <https://www.ccsoco.org/>: 429 W. 10th Street, Pueblo, CO 81003 - 719.544.4233
- CO Anti-Violence Program (LGBT). Get more information about [CO Anti-Violence Program \(LGBT\) web page](#) or the URL at: <https://open.media/portfolio/colorado-anti-violence-program/>: 2101 Arapahoe Street, Denver, CO 80205 – 720.222.0159 (may have to leave a message)
- Colorado Child Abuse and Neglect Hotline Reporting System – 844-CO-4-Kids or 844.264.5437
- [Mariposa Center for Safety web page](#) formerly known as the YWCA or the URL at: <https://mariposacenterforsafety.org/>: 801 N. Santa Fe Ave., Pueblo, CO 81003 - Adult & Child Domestic Violence Counseling - 719.542.6904 or the 24 hour hotline at: 719.545.8195
- [Posada web page](#) or the URL at: <https://posadapueblo.org/>: 501 Belmont Avenue, Pueblo, CO 81004 - 719.545.8776
- Alano Club (support & referral): 320 Clark Street, Pueblo, CO 81003 – for Recovery Advocates call – 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 – 719.546.6667, Ext. 120;
Special Women's Services: 3500 Baltimore, Pueblo, CO 81008 – 719.545.1181;
Alcoholism Treatment Program: 1711 E. Evans Avenue, Pueblo, CO 81004 – 719.924.9511
- Parkview Chemical Dependency Programs: 58 Club Manor Drive, Pueblo, CO 81008 – 719.584.4890
- Parkview Medical Center CDU and Adolescent Substance Abuse Program: 56 Club Manor Drive, Suite 104, Pueblo, CO 81008 – 719.584.4000
- [Parkview Medical Center/UCHealth web page](#) or the URL at: <https://www.uchealth.org/locations/uchealth-parkview-medical-center/>: 400 West 16th Street, Pueblo, CO 81003 – 719.584.4000
- HIV/AIDS Hotline: 1.800.232.4636 (National Hotline); 303.692.2700 (Colorado)
- [Health Solutions web page](#) or the URL at: <https://www.health.solutions/>: 41 Montebello Rd., 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 web page](#): or the URL at: <https://safe2tell.org/> - 1.877.542.SAFE (1.877.542.7233)
- [TESSA crisis line web page](#) or the URL at: <https://www.tessacs.org/> - Main office: 719.633.1462 or the emergency line: 719.633.3819
- Pueblo Community Health Center (PCHC):
On Campus at Pueblo Community College: MT 118 – 719.549.3315; [PCC Health Clinic web page](#) or the URL at: https://pueblocc.edu/Health_Clinic
or find more information about [PCHC Main Clinic web page](#) 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 - 719.546.1173; toll free: 800.513.9452
- [Family Crisis Services, Inc. web page](#) or the URL at: <https://www.familycrisisonline.org/>: 3228 Independence Road, Cañon City, CO 81212 – 719.275.2429
- Gateway to Success: 602 Yale Place, Cañon City, CO 81212 – 719.275.0700. [Gateway to Success web page](#) or the URL at: <https://www.gateway2success.us/>
- [Rocky Mountain Behavioral Health web page](#) or the URL at: <https://rmbh.org/>: 3239 Independence Road, Cañon City, CO 81212 – 719.275.7650
- [Solvista Health web page](#) or the URL at: <https://solvistahealth.org/>: Canon City call 719.275.2351; Westcliffe call 719.783.0566
- Common Spirit - St. Thomas More Hospital: 1338 Phay Avenue, Cañon City, CO 81212 – 719.285.2000 or [Solvista Health web page](#) 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 and Durango Site:

- [Al-Anon and Al-Ateen Family Groups SW Colorado web page](#) or the URL at: https://al-anon-co.org/service_centers/district-hotlines/ - 970.259.2982
- A.A. Meetings – [Alcoholic Anonymous \(Southwest\) web page](#) 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 - 970.247.1706
- [Axis 24/7 Crises Line web page](#) or the URL at: <https://www.axishealthsystem.org/> – 970.247.5245
- Century Mercy Hospital, 1010 Three Springs Blvd., Durango, CO 81301 – 720.370.0134, or [Century Mercy Hospital web page](#) 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; non-emergency medical consultation line: 970.247.5245
- Four Corners Child Advocacy Center, Cortez, CO - 970.565.8155
- Pine River Shares, Bayfield, CO - 970.884.6040
- [The Recovery Center/Porch Light Health web page](#) or the URL at: <https://porchlighthealth.com/suboxone-clinics/cortez-colorado/>, Cortez, CO – 970.4091235
- 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 web page](#) or the URL at: <https://www.durangosaso.org/> (SASO hotline) Durango, Ignacio - 970.247.5400
- [Southern Colorado Community Action Agency, Inc., web page](#) or the URL at: <https://sococaa.org/> 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 web page](#) or the URL at: <https://www.swhealth.org/> - 1311 N. Mildred Road, Cortez, CO 81321 – 970.565.6666
- [Trevor Project web page](#) – or [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 web page](#) or the URL at: <https://www.drugrehab.com/>
- [Addiction Help web page](#) or the URL at: <https://www.addictionhelp.com/>
- [Addiction Treatment Resources web page](#) or the URL at: <https://www.rehabcenter.net/>
- [Alcohol Addiction web page](#) or the URL at: <https://alcoholaddictioncenter.org/alcoholism-resources/>
- [Alcohol and Drug Rehab web page](#) or the URL at: <https://www.choicepointhealth.com/alcohol-rehab-nj/>
- [American Addiction Centers web page](#) or the URL at: <https://americanaddictioncenters.org/>
- [American Addiction Recovery Centers web page](#) or the URL at: <https://recovery.org/>
- [Colorado Department of Pueblo Health & Environment \(CDPHE\) web page](#) or the URL at: <https://cdphe.colorado.gov/>

- [Colorado Free Rehab Centers web page](https://www.freerehabcenters.net/colorado/) or the URL at: <https://www.freerehabcenters.net/colorado/>
- [Delphi Behavioral Health Group web page](https://delphihealthgroup.com/) or the URL at: <https://delphihealthgroup.com/>
- [Detox Centers and Drug Rehab web page](https://www.detoxrehab.net/) or the URL at: <https://www.detoxrehab.net/>
- [Detox Local web page](https://www.detoxlocal.com/) or the URL at: <https://www.detoxlocal.com/>
- [Drug Addiction Help web page](https://www.addictioncenter.com/) (opens in a new window) or the URL at: <https://www.addictioncenter.com/>
- [First City Recovery Center web page](https://firstcityrecoverycenter.com/) or the URL at: <https://firstcityrecoverycenter.com/>
- [Granite Recovery Centers web page](https://www.graniterecoverycenters.com/) or the URL at: <https://www.graniterecoverycenters.com/>
- [Live Another Day web page](https://liveanotherday.org/) or the URL at: <https://liveanotherday.org/>
- [Local Addiction Resources web page](https://drugrehabus.org/) or the URL at: <https://drugrehabus.org/>
- [Online Addiction Counseling web page](https://www.onlinetherapy.com/addiction-counseling/) or the URL at: <https://www.onlinetherapy.com/addiction-counseling/>
- [Rehab Spot web page](https://www.rehabspot.com/) or the URL at: <https://www.rehabspot.com/>
- [Start Your Recovery web page](https://startyourrecovery.org/who/college) or the URL at: <https://startyourrecovery.org/who/college>
- [Substance Abuse and Mental Health Services Administration \(SAMHSA\) web page](https://www.samhsa.gov/) or the URL at: <https://www.samhsa.gov/>
- [The Recovery Village web page](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 web page](https://www.stopbullying.gov/) or the URL at: <https://www.stopbullying.gov/>
- [Violence Free Colorado Formerly Colorado Coalition Against Domestic Violence web page](https://www.rmvictimlaw.org/programs-services/linc/resources/violence-free-colorado-formally-colorado-coalition-against) or the URL at: <https://www.rmvictimlaw.org/programs-services/linc/resources/violence-free-colorado-formally-colorado-coalition-against> - 303.831.9632
- [Colorado Coalition Against Sexual Assault \(CCASA\) web page](https://www.ccasa.org/) or the URL at: <https://www.ccasa.org/>
- [National Domestic Violence Hotline web page](https://www.thehotline.org/) or the URL at: <https://www.thehotline.org/> or call 800.799.7233. or Text "LOVEIS" to 22522
- [National Organization for Victim Advocacy web page](https://www.trynova.org/) or the URL at: <https://www.trynova.org/> or call 1.800.879.6682 or 703.535.6682
- [Join One Love web page](https://www.joinonelove.org/) or the URL at: <https://www.joinonelove.org/> - 844.TEAM.1LV
- [Rape, Abuse and Incest National Network \(RAINN\) web page](https://www.rainn.org/) or the URL at: <https://www.rainn.org/> - 800.656.HOPE
- [Domestic Violence Awareness Project web page](https://www.dvawareness.org/) or the URL at: <https://www.dvawareness.org/> - 717.461.3939

Suicide Prevention:

- [988 Colorado Mental Health Line web page](https://www.988colorado.com/en) or the URL at: <https://www.988colorado.com/en> - Text or call 988 OR 800.273.TALK (8255)
- [Colorado Crisis Services web page](https://coloradocrisiservices.org/) or the URL at: <https://coloradocrisiservices.org/> - 1-844-493-8255

Important PCC Public Safety Internet Links

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

Pueblo Community Colleges' Geographic Descriptions

[Pueblo Community College \(PCC\) web page](https://pueblocc.edu/) 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 \(CCCS\) web page](https://cccs.edu/) 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 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/site: 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. 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.

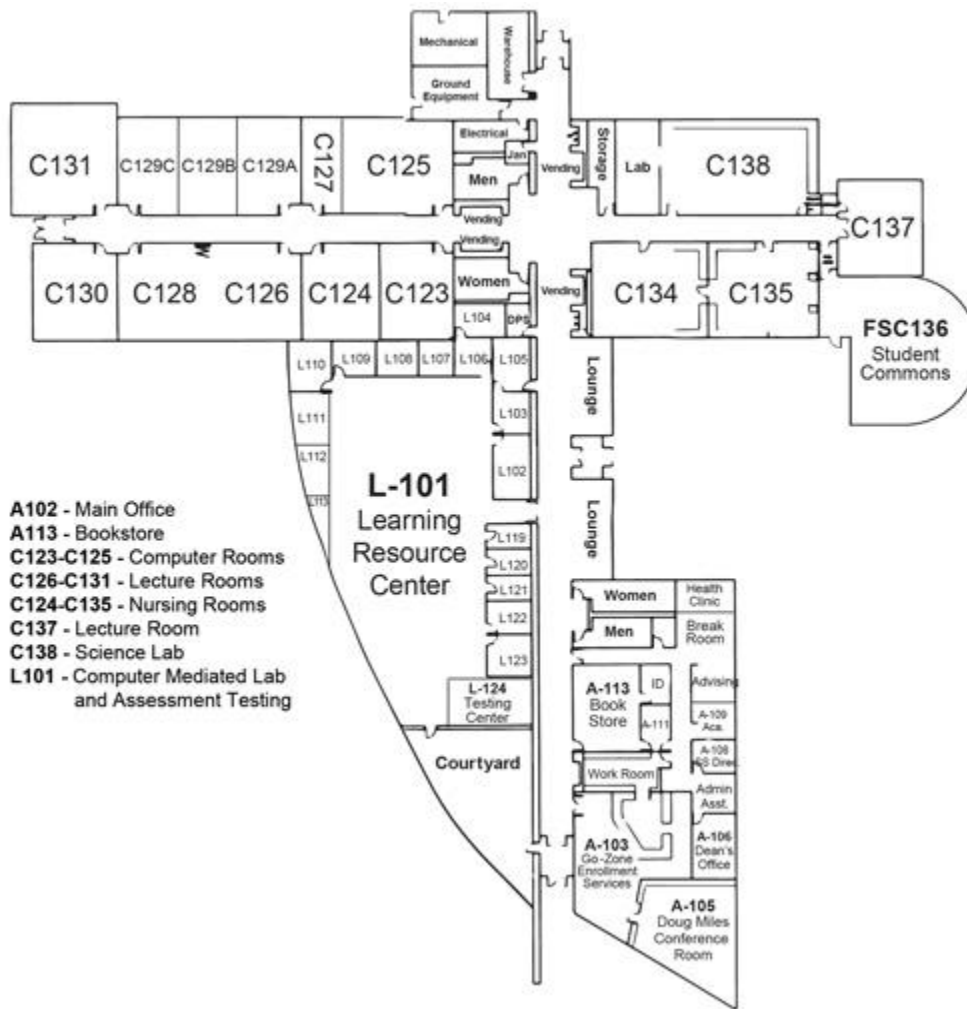
Teaching and Learning Center/St. Mary Corwin Location

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.

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.

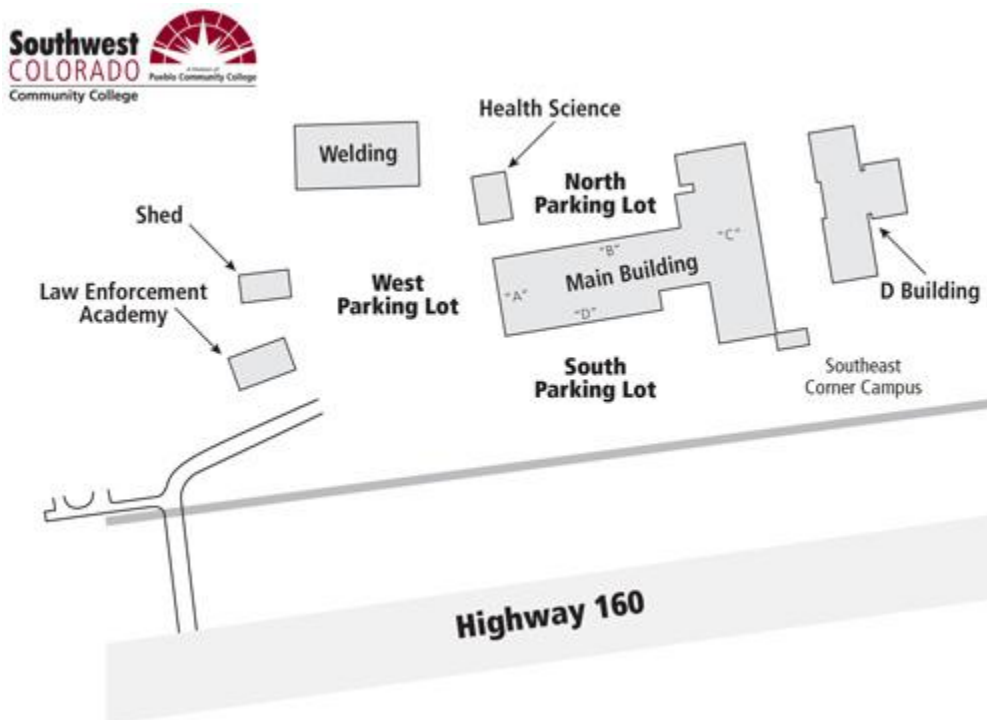




PCC Southwest Community College Campus and Site

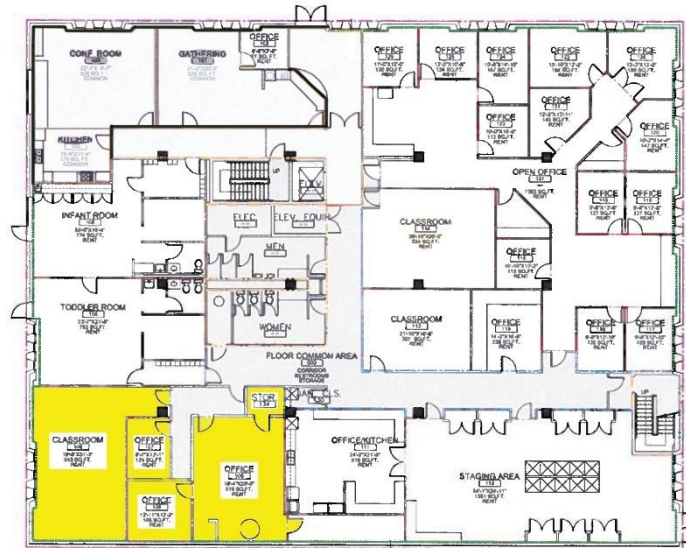
The PCC Southwest is comprised of one campus and one site:

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.

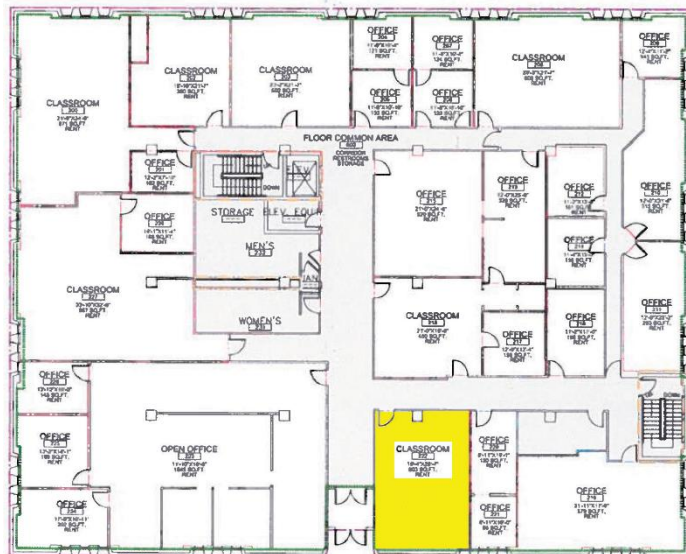


PCC Southwest Site (Durango) – located in The Commons Building at 701 Camino del Rio, Durango, CO 81301 is bordered by commercial businesses in and around the building and parking lots to the south, east, and west. The College occupies office and classroom spaces on the first, second, and third floors of the building.

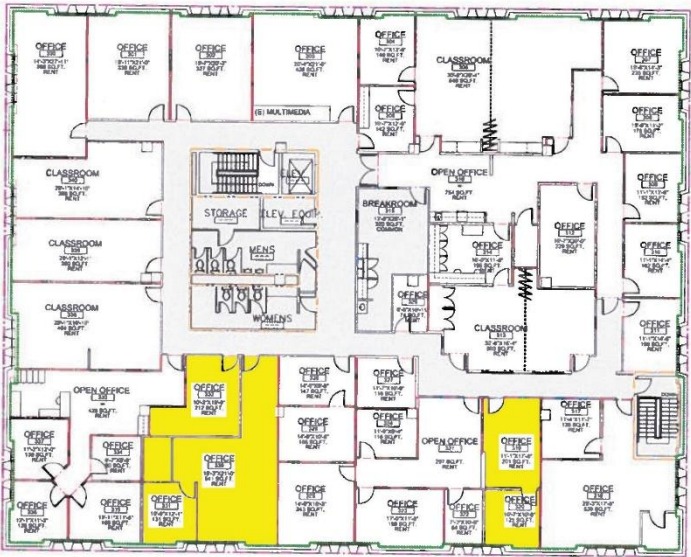
First floor



Second floor



Third floor

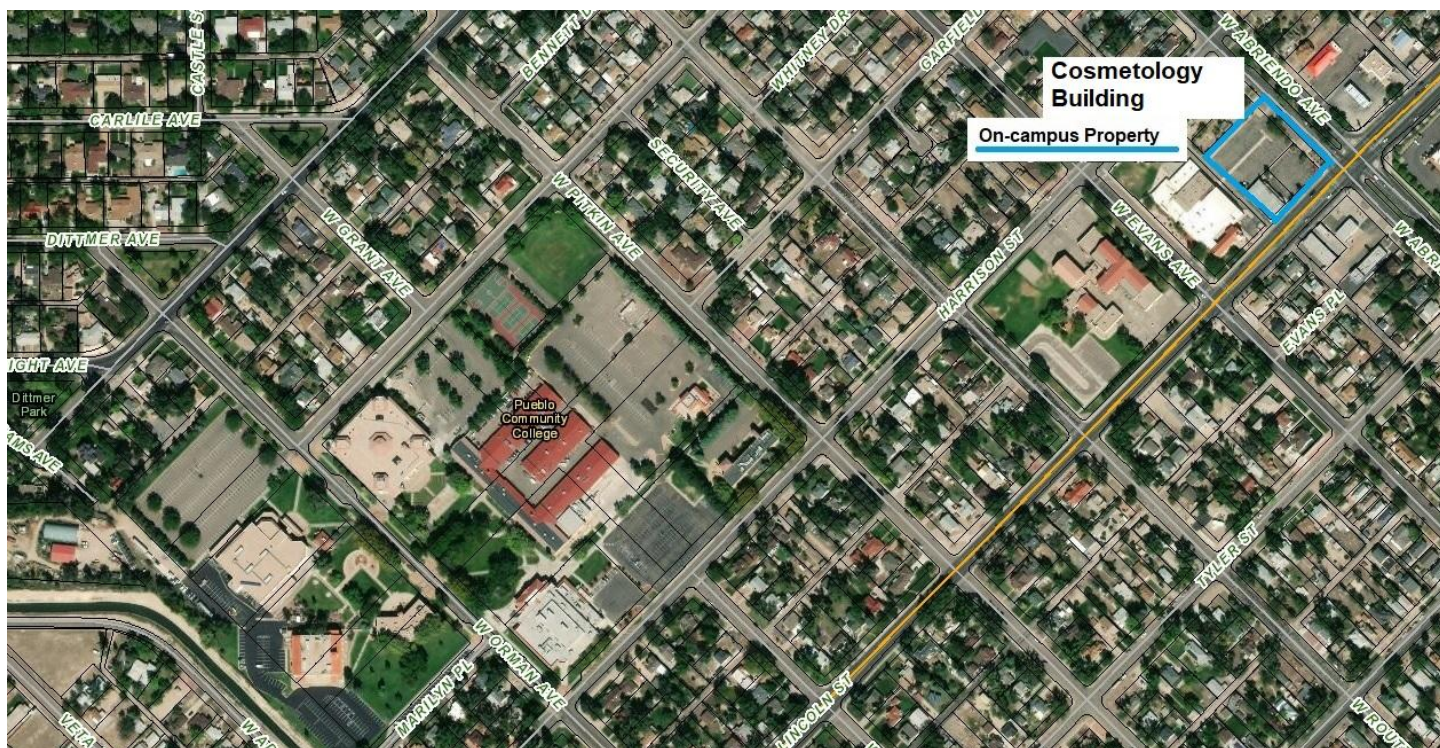


Spring 2025

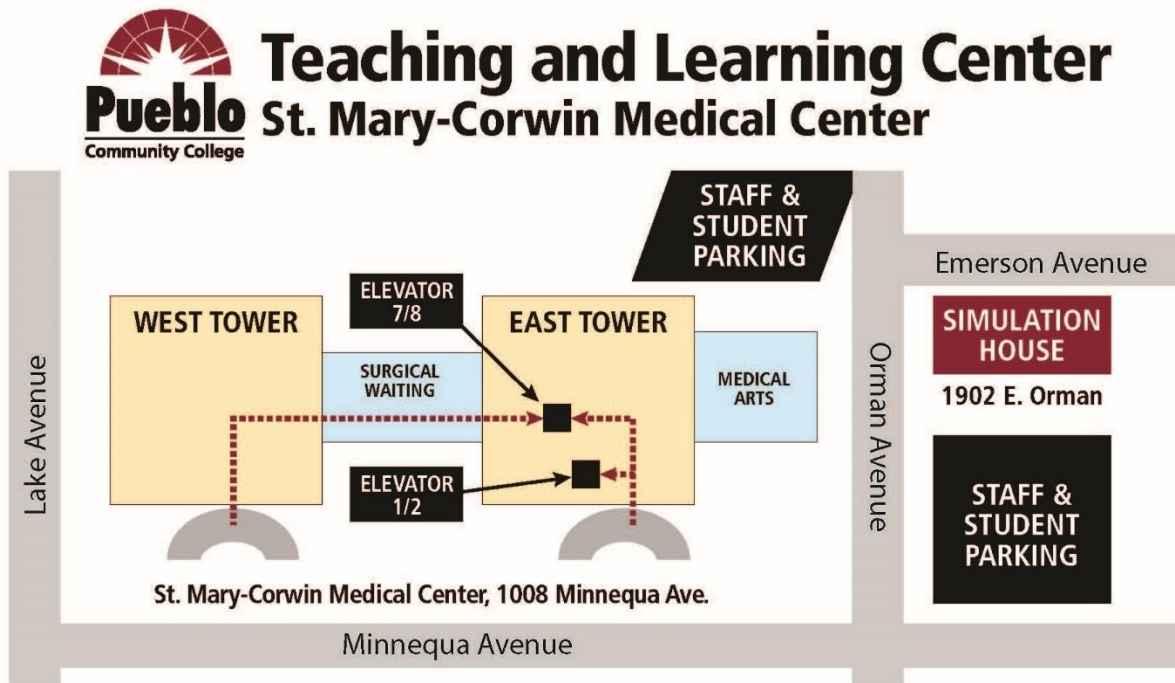
PCC Aerial View of Locations Pueblo Campus

PCC Pueblo Campus,
900 West Orman Ave
Pueblo, CO 81004

 Campus Boundary – State Owned
 Public Property



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



PCC Southwest Site - Durango



PCC Southwest Campus - 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.