



A Student Resource Guide Related to Sexual Misconduct:
College Policies, Procedures, and Victim Services

Pueblo Community College acknowledges the contribution of ATIXA in the development
of this guide
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Why this Resource Guide?

Colleges are required by law and by a sense of fairness to protect students from gender-based discrimination and from acts of sexual misconduct. Both Title IX of the Education Amendments of 1972 and the Violence Against Women Act (VAWA) legally require colleges to provide these protections.

Pueblo Community College (PCC) is committed to providing a learning environment that promotes personal integrity, civility, and mutual respect free of sex discrimination and sexual misconduct. PCC considers sex discrimination in all its forms to be a serious offense.

To assist students in increasing their awareness and in helping them prevent gender-based discrimination and sexual misconduct, PCC has prepared this document.

Some actions by college students and employees can be a combination of criminal acts and violations of Colorado Community College System (CCCS) Board Policies (BPs), CCCS System Procedures (SPs), or Pueblo Community College's Code of Student Behavioral Expectations and Responsibilities. Alleged criminal acts are investigated by Pueblo Community College's Police Department or by local law enforcement, while the College's Dean of Students conducts alleged violations of the PCC Code of Student Behavioral Expectations and Responsibilities. Alleged Title IX and/or Civil Rights violations are addressed by PCC Human Resources.

Sexual misconduct and Title IX concerns are addressed in [Board Policy 19-60 web page](#), Prohibition of Discrimination, Harassment, or Retaliation or the URL at: <https://cccs.edu/about/governance/policies-procedures/bp-19-60-prohibition-of-discrimination-harassment-or-retaliation/>, [System Procedure SP 19-60a web page](#), 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/>, and [Pueblo Community College Protocol OP-904 web page](#), Prohibition of Discrimination, Harassment, or Retaliation or the URL at: <http://www.pueblocc.edu/cmsinternet/xml/OPP/900/904.pdf>.

PCC will ensure all allegations of gender-based discrimination and acts of sexual misconduct are investigated as prescribed in SP 19-60a. PCC will act fairly to both the alleged victim and the alleged responsible person, with PCC's objective to discover the facts of a case and to determine using the standard of a preponderance of evidence (more likely than not) whether a violation took place. When PCC determines that a violation has taken place, PCC will impose reasonable sanctions that educate the person responsible of the severity of the person's actions as well as protect both the victim and the community from future similar actions.

What is Title IX?

[Title IX of the Education Amendments Act of 1972 web page](https://www.justice.gov/crt/title-ix-education-amendments-1972) or the URL at: <https://www.justice.gov/crt/title-ix-education-amendments-1972> states that: “No person in the United States, shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal assistance.”

This Act includes all forms of sex discrimination, including sexual harassment, sexual assault, and sexual violence by employees, students, or third parties. This Act reaffirms individual rights and responsibilities and provides recourse for those individuals whose rights have been violated.

Sexual Misconduct Procedures and Mandatory Reporting

All College employees, including student employees in certain roles, are mandatory reporters of sexual misconduct and discrimination. Mandatory reporters must ensure that any sexual misconduct or discrimination that they become aware of is reported to the College’s Title IX Coordinator or designee. Reports may also be made to PCC Public Safety at 719.549.3355. This applies to all sexual misconduct, discrimination, or harassment regardless of the gender, gender identity or sexual orientation of the complainant or respondent.

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. For specific procedures and resources, contact the following:

Title IX/EO Coordinator (all campuses)

Dana Moss

Dana.Moss@pueblocc.edu

719-549-3474

Central Administration Building, Human Resources, Room 111
900 W. Orman Avenue, Pueblo, CO 81004

Deputy Coordinator (Pueblo/Fremont)

Diana Barela

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719-549-3221

Central Administration Building, Human Resources, Room 111
900 W. Orman Avenue, Pueblo, CO 81004

Deputy Coordinator (Mancos/Durango)

Lisa Molina

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970-564-6228

33057 Highway 160, Mancos, CO 81328

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.

Reporting sexual misconduct may also be done via the [PCC web page](https://pueblocc.edu/) or the URL at: <https://pueblocc.edu/>, on the [Reporting a Concern web page](https://pueblocc.edu/Concerns) or the URL at: <https://pueblocc.edu/Concerns>, or using the [Discrimination / Harassment Complaint web page](https://cm.maxient.com/reportingform.php?PuebloCC&layout_id=12) form or the URL at: https://cm.maxient.com/reportingform.php?PuebloCC&layout_id=12.

Individuals may decide to report the incident or to pursue criminal action by making a report directly to PCC Public Safety and/or other local law enforcement.

Pueblo Campus: Pueblo Community College Public Safety (Student Center, Room 152) at 719.549.3355 or 911. The phones are directly connected to the Pueblo County Sheriff's Office's communication center, which dispatches the PCC police officers.

Fremont Campus: Pueblo Community College Public Safety (FC-L113), at 719.296.6130 or 911.

Southwest Campus (Mancos)/City of Cortez: Montezuma County Sheriff's Department, 601 N. Mildred Road, Cortez, CO 81321, at 970.565.8452 or 911.

Southwest Site (Durango): Durango Police Department, 990 E. 2nd Avenue, Durango, CO 81301 at 970.385.2900 or 911.

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 Public Safety of the incident and 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://coloradocrisiservices.org/) call 1.844.493.8255, text “TALK” to 38255, or the URL at: <https://coloradocrisiservices.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 PCC Public Safety. 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.

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 at [Colorado Crisis Services web page](#) or call 1.844.493.8255, text “TALK” to 38255, or the URL at: <https://coloradocrisiservices.org/>. Except in rare circumstances, such as the existence of an immediate threat of harm, these individuals can offer options and advice without any obligation to report internally or externally unless the complainant has requested information be shared. Other outside confidential resources are available, and the Title IX Coordinator can assist in connecting an individual to these resources.

Confidential Resources

If you are a victim of a sexual assault, you may decide to request a medical forensic exam from a Sexual Assault Nurse Examiner (SANE) to preserve evidence that may be used for the purposes of legal action. While you do not need to decide immediately if you want to report to law enforcement or pursue legal action, the preservation of evidence is most effective when done immediately after an assault. It is ideal to obtain medical treatment as soon as possible before bathing, showering, douching, or changing clothes. There is no cost to the exam. You may go to the following emergency room providers to request a SANE exam: Parkview Medical Center (Pueblo), St. Mary Corwin (Pueblo), St. Thomas Moore Hospital (Cañon City), Mercy Regional Medical Center (Durango), or Southwest Health System (Cortez). If you do not have transportation to the emergency room, you may contact a friend or family member, Pueblo College Police Department (719.549.3355), sexual assault advocates that provide transportation services, taxi service, public transportation, or other providers. Any cost for transportation is the responsibility of the student. Victims who choose to have a medical forensic examination done are not obligated, at any time, to participate in a law enforcement investigation, any criminal justice response along with any administrative proceedings with the College.

Additional confidential support may be obtained from:

- Colorado Crisis Services – 844-493-8255
- Mariposa Center for Safety – 719-542-6904
- Pueblo Rape Crisis Services – 719-549-0549
- Family Crisis Services, Inc. – 3228 Independence Road, Cañon City, CO 81212 – 719-275-2429
- Sexual Assault Services Organization (SASO hotline) Durango, Ignacio – 970-247-5400

Victim’s Bill of Rights brochures located on the [PCC Police web page](#) or the URL at: <https://pueblocc.edu/public-safety>

- [Pueblo web page](#) or the URL at: <https://pueblocc.edu/sites/default/files/Victim-Bill-of-Rights-Brochure-Pueblo.pdf>
- [Fremont web page](#) or the URL at: <https://pueblocc.edu/sites/default/files/2021-06/Victims-bill-of-rights-Fremont.pdf>
- [Mancos web page](#) or the URL at: <https://pueblocc.edu/sites/default/files/Victim-Bill-of-Rights-Brochure-Mancos.pdf>
- [Durango web page](#) or the URL at: <https://pueblocc.edu/sites/default/files/Victim-Bill-of-Rights-Brochure-Durango-Bayfield.pdf>

Any person who reports concerns of sexual misconduct should also be aware that the College must issue immediate emergency notifications and/or timely warnings for incidents reported to them that are confirmed that 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:

- [PCC Title IX and Sexual Misconduct Resources web page](https://pueblocc.edu/TitleIX/Resources) or URL at: <https://pueblocc.edu/TitleIX/Resources>
- [PCC Domestic Violence and Sexual Assault Prevention web page](https://pueblocc.edu/dvp) or the URL at: <https://pueblocc.edu/dvp>
- [PCC Police Victim's Bill of Rights brochures located at the bottom of the PCC web page](https://pueblocc.edu/public-safety) or the URL at: <https://pueblocc.edu/public-safety>

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 bans or emergency removal will be implemented only after a determination that the person poses an imminent and serious threat to the health or safety of another arising from the allegations of discrimination.

Sexual Misconduct Resolution Procedure

Allegations of sexual misconduct will be processed in accordance with System Procedure [SP 19-60a Civil Rights and Sexual Misconduct Resolution Process web page](https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/) or at 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.

Disciplinary Action for Sexual Misconduct

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

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/>.

The [sex offender registry information is available on the web page](https://apps.colorado.gov/apps/dps/sor/) or at the URL at: <https://apps.colorado.gov/apps/dps/sor/>, or contact our PCC Police Department during normal business hours. The individual making the request will be provided with the list of registered sex offenders.

What is VAWA?

VAWA is the Violence Against Women Act, which now requires Colleges to provide ongoing training and activities to all students and staff to increase awareness and prevention of any type of sexual misconduct, including:

Domestic Violence
Sexual Assault
Dating Violence
Stalking

What is the Clery Act?

The Clery Act is a federal law that requires Colleges to publish an annual Safety and Security Report. This report lists specific campus crimes as well as providing comprehensive information on crime prevention. The Clery Act requirements were expanded by the reauthorization of VAWA.

Sexual Misconduct Violations

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

Sexual Harassment

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

Sanctions range from WARNING through EXPULSION.

Hostile Environment

A sexual harassment – hostile environment is created when sexual harassment is sufficiently severe, or persistent or pervasive, and objectively offensive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the institution's educational (and/or employment) and social programs.

Sanctions range from WARNING through EXPULSION.

Non-Consensual Sexual Contact

Non-consensual sexual contact is any intentional sexual touching; however slight, with any object, by a person upon another person that is without consent and/or by force.

Sanctions range from WARNING through EXPULSION.

Non-Consensual Sexual Intercourse

Non-consensual sexual intercourse is any sexual intercourse; however slight, with any object, by a person upon another person that is without consent and/or by force.

Sanctions typically result in SUSPENSION or EXPULSION.

Sexual Exploitation

Sexual exploitation occurs when one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage of anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.

Sanctions range from WARNING through EXPULSION.

Domestic Violence

Domestic violence is physical violence, sexual violence, and/or emotional or psychological abuse between those in an intimate relationship.

Sanctions range from WARNING through EXPULSION.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others or
- Suffering substantial emotional distress

Sanctions typically result in SUSPENSION or EXPULSION.

Retaliation

Retaliation is any adverse action taken against a person participating in a protected activity, because of that person's participation in that activity, subject to limitations imposed by the First Amendment and/or academic freedom

Sanctions range from WARNING through EXPULSION.

Consent

Knowing, voluntary, and clear permission, through words or actions, to engage in mutually agreed upon sexual activity or contact.

Since different people may experience the same interactions differently, each party is responsible for making sure that partners have provided ongoing, clear consent to engaging in any sexual activity or contact.

A person may withdraw consent at any time during sexual activity or contact through words or actions. If that happens, the other party must immediately cease the activity or contact. Pressuring another person into sexual activity can constitute coercion, which is also considered to be sexual misconduct.

Silence or absence of resistance alone does not constitute consent. A victim is not required to resist or say "no" for an offense to be proven.

Consent to some forms of sexual activity (e.g., kissing, fondling, etc.) should not be construed as consent for other kinds of sexual activity (e.g., intercourse).

Being or having been in a dating relationship with the other party does not mean that consent for sexual activity exists.

Previous consent to sexual activity does not imply consent to sexual activity in the future.

To legally give consent in Colorado in most cases, individuals must be at least 17 years old.

Force

Force is defined as direct or indirect use of physical violence and/or imposing physically on someone to gain sexual access. Force, unless part of a mutually permissible kink, is a clear demonstration of a lack of consent.

Incapacitation

Incapacitation is defined as a state in which individuals are unable to make rational, reasonable decisions because they lack the capacity to understand the “who, what, when, where, why, or how” of a situation or interaction. Individuals cannot give sexual consent if they cannot understand what is happening, or if they are disoriented, helpless, asleep, or unconscious for any reason. That applies even if it is because they voluntarily consumed alcohol or drugs. Unless consent is “knowing,” it is not valid.

Those engaging in sexual activity who know or should have known that the other party is incapacitated are engaging in sexual misconduct. The possession, use, distribution, and/or administration of any incapacitating substance is prohibited.

The fact that the responding party was intoxicated and thus did not realize the reporting party was incapacitated, does not excuse sexual misconduct.

Your Rights

PCC strives to provide all our members with fair and equitable resolution processes that include both formal and informal options.

Reporting

- Reporting parties have the right to notify law enforcement of incidents and to receive assistance from campus personnel in doing so. Local law enforcement contact information and the [Victim's Bill of Rights web page](#) or the URL at: <https://pueblocc.edu/public-safety>.
- Reporting parties may decline to report to law enforcement if they wish.
- Reporting parties have the right to have their allegations investigated and resolved internally by PCC. Allegations of sexual misconduct can be reported to PCC Title IX Coordinator or Deputy Coordinators located on the [PCC's Nondiscrimination/Title IX web page](#) or the URL at: <https://pueblocc.edu/Title-IX>.

Confidential Crime Reporting – Pastoral and Professional Counselors

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

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

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

Voluntary Confidential Reporting

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.

Pueblo Campus: Please call 719.542.7867 or go to [Pueblo Crime Stoppers web page](http://www.pueblocrimestoppers.com/sitemenu.aspx?P=index&ID=454) 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](https://www.canoncity.org/247/Crimestoppers) 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 [City of Durango Crimes Stoppers web page](https://www.durangogov.org/431/CrimeStoppers) or the URL at: <https://www.durangogov.org/431/CrimeStoppers>

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

Fairness

- All members of the PCC Community have the right to have reported incidents addressed according to the published PCC procedures.
- All parties have equal opportunities to have a support person of their choosing or offering by PCC present throughout all resolution proceedings (including intake, interviews, hearings, etc.). This person can be an advisor, advocate, attorney, family member, friend, faculty member, etc.
- All parties have the right to written notice of the outcome of sexual misconduct resolution proceedings.
- Reporting parties and witnesses will receive amnesty for minor infractions (e.g., alcohol or drug violations) that are secondary to incidents of sexual misconduct.
- Reporting parties, their supporters, and witnesses have a right to be free from retaliation.

Support

- Students have a right to be notified of their ability to access campus counseling and health services.
- Students and employees have a right to be notified of on-and off-campus supportive resources.
- All parties involved in sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- Reporting parties have the right to seek orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by criminal or civil courts, and may seek the help of PCC Public Safety in requesting and/or enforcing these orders.
- Support resources can be found below in the “Key Contacts” section of this document.

Remedies

PCC may take whatever steps are deemed necessary to appropriately respond to allegations of sexual misconduct, protect students’ rights and keep members of the campus community safe from further harm. Measures include, but are not limited to:

- Issuing interim actions (usually suspension) pending an investigation or hearing
- Reporting incidents to local police and/or prosecutors
- Referring to (CSEAP) Colorado State Employee Assistance Program
- Providing education to the community
- Altering work arrangements for employees
- Providing campus escorts
- Providing transportation assistance
- Implementing contact limitations between the parties
- Offering adjustments to academic deadlines, course schedules, etc.

These measures are available regardless of whether a reporting party seeks formal resolution or makes a crime report.

Procedures

The PCC procedures are detailed fully in the [Student Handbook web page](https://pueblocc.edu/Student_Handbook) or [the URL at: https://pueblocc.edu/Student_Handbook](https://pueblocc.edu/Student_Handbook)

Risk Reduction

Risk reduction for Sexual Harassment, Dating Violence, Domestic Violence, Sexual Assault, and Stalking.

While victim blaming is never appropriate and PCC fully recognizes that only those who commit sexual misconduct are responsible for their actions, PCC provides these suggestions to help individuals reduce their risk of being victimized and their risk of committing acts of sexual misconduct.

Reducing the Risk of Victimization

- ✓ Make known as early as possible, any limits and boundaries you have.
- ✓ Clearly and firmly articulate consent or lack of consent.
- ✓ Remove yourself, if possible, from an aggressor's physical presence.
- ✓ Reach out for help, either from someone who is physically nearby or by calling someone. People around you may be waiting for a signal that you need help.
- ✓ Take affirmative responsibility for your alcohol and/or drug consumption. Alcohol and drugs can increase your vulnerability to sexual victimization.
- ✓ Look out for your friends and ask them to look out for you. Respect them, and ask them to respect you, but be willing to challenge each other about high-risk choices.

Reducing the Risk of Being Accused of Sexual Misconduct

- + Show your potential partner respect if you are in a position of initiating sexual behavior.
- + If a potential partner says, "no," accept it and do not push. If you want a "yes," ask for it; do not proceed without clear permission.
- + Clearly communicate your intentions to your potential sexual partner and give them a chance to share their intentions and/or boundaries with you.
- + Respect personal boundaries. If you are unsure what is OK with any interaction, ASK!
- + Avoid ambiguity. Do not make assumptions about consent, about whether someone is attracted to you, how far you can go with that person, or if the individual is physically and mentally able to consent. If you have questions or are unclear, you DO NOT have consent.

Do not take advantage of someone who may be under the influence of alcohol or drugs, even if that person chose to become that way. Others that lose control DOES NOT put you in control.

- + Be on the lookout for mixed messages. It should be a clear indication to stop and talk about what your potential partner wants or does not want to happen. That person may be undecided about how far to go with you, or you may have misread a previous signal.

- + Respect the timeline for sexual behaviors with which others are comfortable and understand that they are entitled to change their minds.
- + Recognize that even if you do not think you are intimidating in any way, your potential partner may be intimidated by or fearful of you, perhaps because of your gender, physical size, or a position of power or authority you may hold.
- + Do not assume that someone's silence or passivity is an indication of consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- + Understand that consent to one type of sexual behavior DOES NOT automatically grant consent to other types of sexual behaviors. If you are unsure, stop and ask!
- + Understand that exerting power and control over another through sex is unacceptable conduct.

About confidentiality

To make informed choices, all parties should be aware of confidentiality and privacy issues, as well as institutional mandatory reporting requirements.

Confidential Reporting

If reporting students wish that details of an incident be kept confidential, they should speak with campus health services providers. Members of the clergy, chaplains, and off-campus rape crisis center staff can maintain confidentiality. Local resources such as crisis centers are confidential and have no duty to report your information to representatives of PCC.

Mandatory Reporting

All PCC employees who are not designated above as confidential are mandatory reporters for all the details of which they are aware of an incident. They share this information with the Title IX Coordinator. Giving a mandated reporter notice of an incident constitutes official notice to PCC. Incidents of sexual misconduct will be taken seriously when official notice is given to the institution. Such incidents of sexual misconduct will be investigated and resolved in a prompt and equitable manner under the College's resolution procedures, which is discussed in the PROCEDURES section of this publication.

You may request confidentiality and/or that the Title IX Coordinator provides you with remedies and resources without initiating a formal resolution process. The coordinator will weigh requests for confidentiality against the institutional need to address and remedy discrimination under Title IX. Generally, PCC will be able to respect your wishes, unless it believes there is a threat to the community based upon the use of weapons, violence, patterns, predation, or threatening conduct by the person being accused.

In cases where your request for confidentiality is granted, PCC will offer you available resources, support, and remedies. You are not obliged to pursue formal resolutions to access the resources that are available. If PCC decides that it is obligated to pursue a formal resolution based on the notice you have given, you are not obligated to participate in the resolution process; however, the ability of PCC to enforce its policies or provide some remedies may be limited because of your decision not to participate.

Incidents Involving Minors

Please be aware that institutional duties with respect to minors, those under the age of 17, may require reporting sexual misconduct incidents to state agencies and/or local law enforcement. As a result, confidentiality cannot be guaranteed in sexual misconduct incidents involving minors.

Options for Survivors

Option 1: Medical treatment and optional evidence collection at hospital emergency room

- Local police and local sexual assault advocacy agency respond to hospital. Provided options to speak to one or both and receive services

Option 2: Non-confidential reporting

- Referring to PCC's Title IX Coordinator for investigation
- Provided option to receive on-campus support services
- Provided options to seek medical treatment and optional evidence collection at hospital emergency room
- Provided options to receive sexual assault advocacy locally

Option 3: Confidential report at College Health Center

- Provided options of seeking counseling for off-campus support
- Provided option of reporting to local police
- Provided options to seek medical treatment and optional evidence collection at hospital emergency room
- Local police and sexual assault agency respond to hospital. Provided options to speak to one or both and receive services

Option 4: Report at local police department

- Provided option of reporting the incident to local sexual assault advocacy agency and/or PCC Police Department

Option 5: Confidential report through community sexual assault advocacy agency

- Provided option of working with PCC to receive on-campus accommodations
- Provided option of reporting to the local police department

NOTE: Some services may vary by location.

Programs

Bystander Intervention

PCC offers bystander intervention programming to all students to ensure that each member of the PCC community is invested in creating a safe campus environment for themselves and other program participants are instructed on safe options for preventing harm and intervening when a risk of sexual misconduct exists.

VAWA/Clery Training

PCC provides incoming students with education and training on awareness and risk reduction of sexual harassment, sexual assault, dating violence, domestic violence, and stalking, as well as on consent in compliance with the Violence Against Women Act (VAWA) and the Clery Act.

Ongoing Campaigns

PCC offers ongoing awareness and prevention campaigns throughout the academic year to students, faculty, and staff.

PCC Sexual Misconduct/Title and Safety Webpages

Can be found at on [PCC's Nondiscrimination/Title IX web page](https://pueblocc.edu/Title-IX) or the URL at: <https://pueblocc.edu/Title-IX> and [Public Safety's web page](http://www.pueblocc.edu/public-safety) or the URL at: www.pueblocc.edu/public-safety

If you have experienced Sexual Misconduct

1. Go to a safe location as soon as possible.
2. Seek immediate medical attention if you are injured or believe that you may have been exposed to an STI/STD or potential pregnancy.
3. Contact any of the KEY CONTACTS listed below.
4. It is important to preserve physical evidence that may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. You may choose to avoid washing, bathing, urinating, etc., until after being examined at a local medical center. Because evidence of a sexual assault can deteriorate quickly, you may choose to seek a medical exam as soon as possible with a Sexual Assault Nurse Examiner (SANE) at PARKVIEW MEDICAL CENTER or ST. MARY CORWIN (Pueblo), ST. THOMAS MORE HOSPITAL (Cañon City), MERCY REGIONAL MEDICAL CENTER (Durango), SOUTHWEST HEALTH SYSTEM (Cortez). It is best to complete an examination within 120 hours of the assault, yet evidence (such as fluids, hair samples, and DNA) can be collected for a long time thereafter.
5. Choose how to proceed. You have options, and PCC encourages you to contact the local crisis center to discuss your options:
 - a. Do nothing until you are ready,
 - b. Pursue resolution by PCC, and/or
 - c. Initiate criminal proceeding, and/or
 - d. Initiate civil process against the perpetrator.

You may pursue whatever combination of options is best for you. If you wish to have an incident investigated and resolved by PCC, you should contact the following individuals at your campus/site: Pueblo Campus Contact: PCC Police Dept. Student Center, Room 160 – 719.549.3355; Fremont Campus Contact: Cody Dornhecker, Public Safety – Room L104 – 719.296.6130; PCC Southwest Campus and Site Contact: Director of Student Success – Lisa Molina – 970.564.6228. Employees should contact the Human Resources Office, Central Administration, Room 111, 719.549.3220. College procedures will be explained. If you wish to have an incident handled criminally, you should contact the PCC Police Department or local law enforcement where the assault occurred. A campus official is available to accompany you in making such reports, if desired. For further information, please contact any of the individuals listed above at your campus/site.

Key Contacts

<u>Pueblo Campus</u> Title IX Coordinator, Dana Moss, Vice President of Human Resources	Central Administration, Room 111 719.549.3220 Dana.moss@pueblocc.edu
Pueblo Campus Police Department	Student Center, Room 103 719.549.3355 24 hours/7 days a week
<u>Fremont Campus</u> Title IX Coordinator, Dana Moss, Vice President of Human Resources	Central Administration, Room 111 719.549.3220 Dana.moss@pueblocc.edu
Fremont Campus Safety Office	Room L104 719.296.6130 Cody.dornhecker@pueblocc.edu
<u>Southwest Campus - Mancos</u> Title IX Deputy Coordinator, Lisa Molina, Regional Director of Student Services	Mancos Campus – Room 100B 970.564.6228 Lisa.molina@pueblocc.edu
<u>Southwest Campus - Durango</u> Title IX Deputy Coordinator, Lisa Molina, Regional Director of Student Services	Mancos Campus – Room 100B 970.564.6228 Lisa.molina@pueblocc.edu
<u>Crisis Centers</u> Pueblo: Pueblo Rape Crisis Services Fremont: Family Crisis Services Durango: Alternative Horizons Sexual Assault Services Organization Cortez: Renew, Inc. National Domestic Violence Hotline Colorado Domestic Information	719.544.1191 719.275.2429 970.247.9619 970.259.3074 970.565.2100 800.799.7233 Violence Free Colorado web page or the URL at: https://www.violencefreecolorado.org/resources-2/ or 800.799.7233
<u>Medical Centers - SANE</u> Pueblo: Parkview Medical Center Pueblo: St. Mary Corwin Hospital Fremont: St. Thomas More Hospital Durango: Mercy Regional Medical Center Cortez: Southwest Health System	719.584.4445 (available 24/7) 719.557.4000 719.285.2000 970.247.764.2100 970.565.6666
<u>Mental Health & Wellness Support Resources</u> <u>Fremont Campus</u> <ul style="list-style-type: none"> Solvista Upper Arkansas Area Council of Governments (UAACOG) 	Solvista Health web page or the URL at: https://solvistahealth.org/ Upper Arkansas Area Council of Governments web page or the URL at: https://www.uaacog.com/

<ul style="list-style-type: none"> • Caring Connections 	Caring Connections web page or the URL at: http://www.caringconnectionsco.com/
<ul style="list-style-type: none"> • Colorado Crisis Services 	Colorado Crisis Services web page or the URL at: https://coloradocrisiservices.org/ , or call 1.844.493.8255 or Text “Talk” to 38255
<ul style="list-style-type: none"> • 988: The 24/7 Lifeline for Emotional, Mental, or Substance Misuse Support 	988 web page or the URL at: https://988nm.org/ , or Dial 988
<ul style="list-style-type: none"> • 988 Suicide & Crisis Lifeline 	988 Suicide & Crisis Lifeline web page or the URL at: https://988lifeline.org/ or call 988
<ul style="list-style-type: none"> • 211 Colorado: 2-1-1 is a confidential and multilingual service connecting people to vital resources across the state. No matter where you live in Colorado, you can find information about resources in your local community 	211 web page or the URL at: https://www.211colorado.org/ , or call 211
<ul style="list-style-type: none"> • PCC Victim Assistance and Drug/Alcohol Referral Programs and Resources 	PCC Victim Assistance and Drug/Alcohol Referral Programs and Resources web page or the URL at: https://pueblocc.edu/TitleX/Resources
<u>Pueblo Campus</u>	
<ul style="list-style-type: none"> • PCC Health Clinic 	PCC Health Clinic web page or the URL at: www.pueblocc.edu/Health_Clinic , or call 719.549.3315
<ul style="list-style-type: none"> • Health Solutions Crisis Services 	Health Solutions Crisis Services web page or the URL at: https://www.health.solutions/services/emergency-crisis-services/ or call 719.545.2746
<ul style="list-style-type: none"> • CommonSpirit - St. Mary-Corwin Hospital 	CommonSpirit – St. Mary Corwin web page or the URL at: https://www.mountain.commonspirit.org/location/st-mary-corwin-hospital
<ul style="list-style-type: none"> • Colorado Crisis Services 	Colorado Crisis Services web page or the URL at: https://coloradocrisiservices.org/ or call 1.844.493.8255 or Text “Talk” to 38255

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<p><u>Southwest Campus / Site</u></p> <ul style="list-style-type: none"> • Mancos Campus: Cortez Integrated Healthcare 	<p>Cortez Integrated Healthcare web page or the URL at: https://www.axishealthsystem.org/locations/cortez/cortez-integrated-healthcare/</p>
<p>Other local support resources that students may use in the southwest region:</p> <ul style="list-style-type: none"> • Dove Creek Integrated Healthcare 	<p>Dove Creek Integrated Healthcare web page or the URL at: https://www.axishealthsystem.org/locations/dove-creek/dove-creek-integrated-healthcare/</p>
<ul style="list-style-type: none"> • Archuleta Integrated Healthcare 	<p>Archuleta Integrated Healthcare web page or the URL at: https://www.axishealthsystem.org/locations/pagosa-springs/archuleta-integrated-healthcare/</p>
<ul style="list-style-type: none"> • San Juan Regional Medical Center 	<p>San Juan Regional Medical Center web page or the URL at: https://www.sanjuanregional.com/</p>
<ul style="list-style-type: none"> • Colorado Crisis Services 	<p>Colorado Crisis Services web page or the URL at: https://coloradocrisisservices.org/, or call 1.844.493.8255 or Text “Talk” to 38255</p>

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<ul style="list-style-type: none"> • 988 Suicide & Crisis Lifeline 	988 web page or the URL at: https://988lifeline.org/ or call 988
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<ul style="list-style-type: none"> • PCC Victim Assistance and Drug/Alcohol Referral Programs and Resources 	PCC Victim Assistance and Drug/Alcohol Referral Programs and Resources web page or the URL at: https://pueblocc.edu/TitleX/Resources

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.