

### Confidential Resources

In addition to the above reporting options, students may seek support and guidance from the following confidential campus resources which are exempt from required reporting:

**Women and Gender Advocacy Center  
Victim Assistance Team**  
(970) 492-4242

**Women's Clinic at CSU Health Network**  
(970) 491-1754

**CSU Counseling Services**  
(970) 491-6053

**CSU Health Network**  
(970) 491-7121

### Confidentiality

Complaints of sexual harassment, sexual misconduct, relationship violence, and stalking are treated with the greatest degree of confidentiality possible. In all situations, confidentiality is maintained on a strict need-to-know basis; however, confidentiality can only be respected insofar as it does not interfere with the University's obligation to investigate allegations of misconduct that require the University to take corrective action.

### Law Enforcement

CSU recognizes the importance of protecting the privacy of impacted persons and takes seriously its obligation to balance that privacy interest with legitimate concerns for the safety of others. When necessary to address the risks to the campus community (or specific persons), information regarding reported incidents may be shared with law enforcement personnel (CSUPD or other agencies, as appropriate). CSU emphasizes the importance of encouraging

victims of crimes to report to law enforcement directly. Assistance with how to make a report to law enforcement may be obtained from any of the offices listed on the Resources page of this brochure.

### Retaliation

CSU prohibits retaliation against individuals who engage in the protected activity of filing complaints of sexual harassment, sexual misconduct, relationship violence, and stalking or who participate in complaint processes. Retaliatory action is regarded as a basis for a separate complaint under the University's procedures and can lead to sanctions.



Learn more at:  
[www.supportandsafety.colostate.edu](http://www.supportandsafety.colostate.edu)  
(970) 491-1350

**Title IX Coordinator/Office of Support  
and Safety Assessment**  
[www.supportandsafety.colostate.edu](http://www.supportandsafety.colostate.edu)  
(970) 491-1350

**Conflict Resolution and  
Student Conduct Services**  
[www.conflictresolution.colostate.edu](http://www.conflictresolution.colostate.edu)  
(970) 491-7165

**Women and Gender Advocacy Center  
Victim Assistance Team**  
[www.wgac.colostate.edu/victim-assistance-team](http://www.wgac.colostate.edu/victim-assistance-team)  
(970) 492-4242

**CSU Health Network**  
[www.health.colostate.edu](http://www.health.colostate.edu)  
Women's Clinic (970) 491-1754  
Counseling Services (970) 491-6053  
On Call Counselor (970) 491-7111

**Student Case Management  
and Referral Coordination**  
[www.studentcasemanagement.colostate.edu](http://www.studentcasemanagement.colostate.edu)  
(970) 491-8051

Colorado State University does not discriminate on the basis of race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity, or pregnancy and will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Equal opportunity of employment and admission shall be extended to all persons.

[www.oeo.colostate.edu](http://www.oeo.colostate.edu)

Student Sexual  
Harassment,  
Sexual Misconduct,  
Relationship Violence,  
and Stalking.



**Colorado State University**

SUPPORT AND SAFETY ASSESSMENT



### University Policy

The University prohibits any acts of sexual harassment, sexual misconduct (including sexual assault), relationship violence (including domestic violence and dating violence), or stalking by students, or any retaliation related to acts or reports of any acts. When allegations of this nature are reported, and a student is found to have violated CSU policy, sanctions will result and may include expulsion from CSU. All members of the CSU community are expected to not infringe upon the rights of others.

To view the University Policy on Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation visit [www.supportandsafety.colostate.edu/policy](http://www.supportandsafety.colostate.edu/policy)

### The Law

Sexual harassment and sexual violence is prohibited in the education and employment contexts by Title IX of the Education Amendments of 1972 and in the employment context by Title VII of the Civil Rights Act of 1964, as amended, and Section 304 of the Violence Against Women Reauthorization Act of 2013.

### Sexual Harassment, Sexual Misconduct, Relationship Violence, and Stalking Defined

**Sexual Harassment** is harassment that is of an implicitly or overtly sexual nature, or is based on a person's actual or perceived sex, gender, sexual orientation, gender identity, or gender expression. Sexual harassment, including sexual assault, can involve persons of the same or opposite sex, and includes any unwelcome sexual advance, request for sexual favors, or other conduct of a sexual nature.

**Sexual Misconduct** is any conduct that constitutes sexual assault, sexual exploitation, or sexual violence. Sexual assault means an actual or attempted sexual contact with another person without that person's consent; sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses defined herein; and sexual violence is a severe form of sexual harassment, and refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent, including but not limited to rape, sexual assault, sexual battery, sexual coercion, or similar acts in violation of state or federal law.

**Dating Violence** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the impacted student; and where the existence of such relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

**Domestic Violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or partner of the impacted student, by a person with whom the impacted student shares a child in common, by a person who is cohabitating with or has cohabitated with the impacted student as a spouse or partner, by a person similarly situated to a spouse of the impacted student under the domestic or family violence laws of the State of Colorado or other jurisdiction, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

**Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others, or (b) suffer substantial emotional distress.

### Consent

Consent to sexual activity is informed, knowing, and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Sexual activity with someone known, or who should be known, to be mentally or physically incapacitated by alcohol or other drug use, unconsciousness, or blackout, or otherwise unable to give consent, is in violation of CSU policy and the laws noted above.

### Reporting Sexual Harassment, Sexual Misconduct, Relationship Violence, or Stalking

The University can only respond to allegations of sexual harassment, sexual misconduct, relationship violence, stalking, or retaliation if they are reported. Reporting enables the University to promptly provide support to the impacted student(s), and to take appropriate action against the responding party to prevent a recurrence and protect the campus community. Any student who may be the victim of sexual harassment, sexual misconduct, relationship violence, retaliation, or stalking is encouraged to report to CSU through one or more of the following resources:

**Emergency Response 911**

**Title IX Coordinator/Office of Support and Safety Assessment** (970) 491-1350

**Colorado State University Police Department** (non-emergency) (970) 491-6425

All CSU employees and volunteers including faculty, staff, and students acting in their employment or volunteer roles are designated as responsible employees and are required to report any violations or alleged violations of sexual harassment, sexual misconduct, relationship violence, stalking, and retaliation involving students. Any faculty or staff receiving reports of these incidents regarding a student should contact Support and Safety Assessment at (970) 491-1350. In the event of an emergency, call 911.

