

Rights and Options for Victims of Interpersonal Violence

Including sexual assault,
domestic violence, dating
violence and/or stalking



COLORADO STATE UNIVERSITY

Preservation of Evidence

Whether or not a report is made after a crime, it is helpful to preserve as much evidence as possible after an incident. This evidence may help in criminal prosecution, the university process (Title IX), or in obtaining a protection order. Victims of sexual assault and/or domestic violence have the option to have evidence collected by a trained nurse through a Sexual Assault Nurse Examination (SANE).

- SANE Exams are available at: Poudre Valley Hospital (1024 S. Lemay Ave., Fort Collins); UC Health Emergency Room – Harmony Campus (4630 Snow Mesa Dr., Fort Collins); Medical Center of the Rockies (2500 Rocky Mountain Ave., Loveland); Banner Health Network (608 E. Harmony Rd., Fort Collins and 2000 N. Boise Ave., Loveland)
- SANE exams can be done up to 7 days after the incident, however the earlier they are done will optimize evidence preservation.
- Victim Assistance Team advocates are available to accompany a survivor to these locations for these exams.
- This exam can be done anonymously, meaning the evidence collected can be held should the victim choose to report at a future date.

Preserved evidence could include:

- Clothing, bedding, or towels – place in a clean paper bag or pillowcase. Plastic bags can destroy evidence.
- Communication – such as text messages, emails, social media posts, voice messages, letters, or notes, etc.
- Photographs, videos, or both
- Evidence is typically not returned to the survivor.



Reporting Options

Victims have the right to notify proper law enforcement authorities, including university and local police. Victims may also be assisted by university authorities to guide and assist in reporting the incident to law enforcement. In fact, victim advocates like the Victim Assistance Team are specially trained at providing this type of support to the CSU community. While it is recommended to report the crime, victims have the right to decline notifying law enforcement. Impacted parties have the right to choose to report what happened to them or not. However, under state and federal laws, employees who are not confidential resources who receive reports may be obligated to report some details of what they know to the university. Contact the Clery Compliance Office at (970) 491-6379 if you have questions about these situations. It is important to understand that reporting a crime is not the same as prosecuting the crime. For reports of sexual assault, the decision to prosecute can be made at a later time.

Reporting sexual misconduct or relationship violence is a very personal and complex decision. Reporting to law enforcement or the university are protected rights, even if you do not have evidence preserved. Crimes that occur on University property can be reported to CSU Police Department online, in person at Green hall, or by calling (970) 491-6425. If the crime is in progress call or text 911. To make an official report to the university, contact the Title IX Coordinator by: calling (970) 491-1715; filing a report online at [Titleix.colostate.edu](https://titleix.colostate.edu); visiting in person (Student Services building in room 123); or by email at Titleix@colostate.edu. The Office of Title IX Programs can also assist in reporting to police if you chose to do so.

Interpersonal violence can be reported to the following CSU Offices:

- Office of Title IX Programs and Gender Equity, (970) 491-1715
- Office of Equal Opportunity, (970) 491-2690
- Colorado State University Police Department, (970) 491-6425

Orders of Protection

Victims can file for a protection order in the state of Colorado. Advocates are available to explain this process and accompany you to the courthouse in these cases. Contact the CSU's Victim Assistance Team at (970) 491-6384. If a protection order has been granted, victims should provide a copy to all police departments where the order should be enforced. The Office of Title IX Programs and Student Conduct Services may also implement and issue no-contact orders that are enforced through the university process or criminally by CSUPD. Other options for campus safety can be discussed with the Office of Title IX Programs.

Confidentiality and Privacy

The University strives to protect the confidentiality of victims and all other necessary parties. Reporting offices (police and Title IX) are considered private, meaning they will only share identifying information with other offices or individuals on a need-to-know basis. In compliance with the Violence Against Women Act, CSU completes Clery public record keeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim. The university also

maintains as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. The confidential resources and offices on campus and in the community are listed in this booklet on the inside of the back cover.

Available Assistance

Victims may request changes to their academic, living, transportation, and working situations, as well as protective or supportive measures. These requests should be made directly to the Office of Title IX Programs at (970) 491-1715 or titleix@colostate.edu. Supportive measures may include, but are not limited to counseling, extensions of deadlines or other course-related adjustments (subject to faculty approval), modifications of work or class schedules, university escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campuses, and other similar measures. The university will provide protective or supportive measures if a victim requests and if they are reasonably available, regardless of whether the victim chooses to report the crime to the CSU Police Department or local law enforcement. If you need additional conversations about possible support options, advocates are available to help with safety planning, grounding skills, and navigating external systems (among other things) to help manage the aftermath of experiencing interpersonal violence. You can contact the Victim Assistance Team at (970) 491-6384.

CSU Procedures for Institutional Disciplinary Action in Cases of Reported Interpersonal Violence

CSU disciplinary proceedings include a prompt, fair, and impartial process from initial investigation to final resolution. These processes are conducted by officials who receive training on the issues related to sexual assault, domestic violence, dating violence, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Both formal and informal proceedings are utilized, depending on the situation.

FILING A REPORT:

Students, employees, and visitors can file a report with the Office of Title IX Programs by: emailing titleix@colostate.edu; visiting their website at <https://titleix.colostate.edu>; or visiting them in person at 123 Student Services (corner of University Ave and Libbie Coy Way, Fort Collins, CO 80523).

INTERIM SUPPORTIVE MEASURES AND ACCOMMODATIONS:

Once a report is filed, supportive measures may be enacted. These include, but are not limited to: no contact orders, changes to class schedules, changes to housing assignments, exclusionary orders, emergency removal (students) from the university, administrative leave (employees), and information about advocacy, counseling and support.

ANTICIPATED TIMELINE:

The university strives to complete each investigation, hearing, and appeal process in a timely manner. While delays can occur for reasons beyond the control of the university, the anticipated timeline for an investigation, adjudication and appeal proceeding in cases involving students, employees or both is approximately 120-210 days from the filing of the initial report.

STEPS:

When a report is received, it is reviewed by the Office of Title IX Programs and an initial assessment is performed, which includes outreach to an identified Impacted Party to discuss resolution options. When applicable, informal resolution may be available at any point until a determination is rendered in a case.

If the University opens a formal investigation into reports of interpersonal violence a formal Notice of Investigation will be issued to both parties simultaneously. If disciplinary proceedings are the next step following the investigation, written notice will be provided to both parties and a hearing will be scheduled.

In cases that fall under federal Title IX jurisdiction, when a formal investigation is concluded, an investigative report is drafted and shared with parties simultaneously. Parties have 10 days to review and respond to the investigative report before it becomes final. A hearing officer will conduct a live hearing (virtually) and parties will have the opportunity to cross examine involved parties and witnesses through an advisor. At no time may involved parties directly conduct cross examination. The hearing officer will render a determination based on the totality of the evidence, both inculpatory and exculpatory, made available throughout the investigative process and at the time of the hearing. The parties involved are given 10 days to file appeals and once any appeals are filed an appeal panel has 21 days to consider the appeal and decide.

For matters that fall outside of the federal Title IX jurisdiction, at the conclusion of the investigation, the investigative report is forwarded to relevant offices for potential disciplinary action. In matters where a student reportedly engaged in misconduct, Student Conduct Services reviews investigative reports to determine if disciplinary action is appropriate under the Student Conduct Code. In matters where an employee reportedly engaged in misconduct, Human Resources reviews investigation reports to



determine if further action is warranted under applicable employment policies. Matters involving faculty discipline may also be addressed under the terms of the Faculty Manual.

STANDARD OF EVIDENCE:

Determinations are made by the hearing officer using the “Preponderance of the Evidence” standard, which means that a responding party is found responsible for violating the policy if it is more likely than not that the alleged misconduct occurred. This standard of evidence is used for all interpersonal violence allegations.

CHOICE OF ADVISOR:

In all proceedings, including any related meetings or hearings, both the impacted party and responding party are entitled to have an advisor of their choice, and/or a support person present. Advisors can be an attorney but do not have to be. CSU can provide advisors to involved parties upon request.

WRITTEN NOTIFICATIONS:

The decision maker’s determination regarding responsibility will be issued in writing. The decision letter will summarize the complaint and describe the decision makers’ conclusions about whether the complainant has met the standard of evidence. If the decision maker concludes a policy violation has occurred, reasons that support those conclusions will be provided. Both parties are informed simultaneously in writing of: the outcome of the hearing; procedures for and time frame in which to file an appeal of the outcome; any changes to the outcome that occur because of the appeal; and when an outcome becomes final.

POSSIBLE SANCTIONS FOR STUDENTS, INCLUDING BUT NOT LIMITED TO:

Disciplinary probation, loss of good standing, disciplinary suspension, deferred disciplinary suspension, disciplinary expulsion, loss of student organization recognition, educational sanctions, restorative sanctions, temporary or permanent university housing modification including removal from university housing, withholding or revocation of a degree, and parent/guardian notification (if student is under 21).

Possible sanctions for employees including but not limited to: coaching, verbal reprimand, documented conversation, pay reduction, suspension without pay, demotion, facilitation or mediation, change in job responsibilities, letter of expectation, termination.

POSSIBLE SANCTIONS FOR VISITORS:

Exclusionary order, which prohibits individuals from being on university property or a defined portion of university property.

Reporting Resources

NON-CONFIDENTIAL REPORTING RESOURCES

POLICE SERVICES

Police jurisdictions are based on geographical location. For example, if the crime happened on CSU campus, it would be reported to CSU Police. Conversely, if it happened in Old Town that would be Fort Collins Police.

- Colorado State University Police Department, (970) 491-6425
- Fort Collins Police Services, (970) 221-6540
- Larimer County Sheriff's Office, (970) 498-5100
- Loveland Police Department, (970) 667-2151

CONFIDENTIAL RESOURCES

VICTIM ADVOCATES

These free and confidential resources can help you navigate the aftermath of experiencing trauma. Advocates can provide information about reporting processes, accompany you to various incident specific meetings, help you build coping skills, and get you connected to various financial resources like housing and food assistance.

- CSU's Victim Advocate Team serves all forms of interpersonal violence 24/7 Crisis Hotline: (970) 492-4242
- SAVA – Sexual Assault Victim Advocate Center, (970) 472-4204
- Crossroads Safehouse, Domestic Violence specific support, (970) 530-2353
- Alternatives to Violence, call: (970) 669-5150, text: (970) 669-5157

HEALTH SERVICES

- CSU Health Network, (970) 491-7121
- UC Health Poudre Valley Hospital, (970) 495-7000
- Banner Fort Collins Medical Center, (970) 821-4000

MENTAL HEALTH SERVICES AND REFERRALS TO SERVICES

- CSU Health Network – Counseling & Psychological Services, (970) 491-6053
- Employee Assistance Program, (970) 491-3437
- Summit Stone Crisis Line, (970) 494-4200
- Connections, (970) 221-5551 (Adult Team), (970) 221-3308 (Young Adult Team)

LEGAL SUPPORT SERVICES

- Student Legal Services, (970) 491-1482
- Employee Assistance Program, (970) 491-6947
- Rocky Mountain Victim Law Center, (303) 295-2001

Reporting Resources continued on the back cover

Reporting Resources continued from the inside back cover

NON-CONFIDENTIAL RESOURCES

NON-CONFIDENTIAL ADVOCACY, RESOURCES, AND REFERRALS

Student Case Management provides crisis prevention and intervention services in the form of wrap around advocacy and resource connections.

- Student Case Management, (970) 491-8051

VISA AND IMMIGRATION

- Office of International Programs/ISSS, (970) 491-5917
- Student Legal Services, (970) 491-1482

FINANCIAL AID

- Office of Financial Aid, (970) 491-6321
- Office of the Registrar, (970) 491-4860
- Women and Gender Advocacy Center, (970) 491-6384

