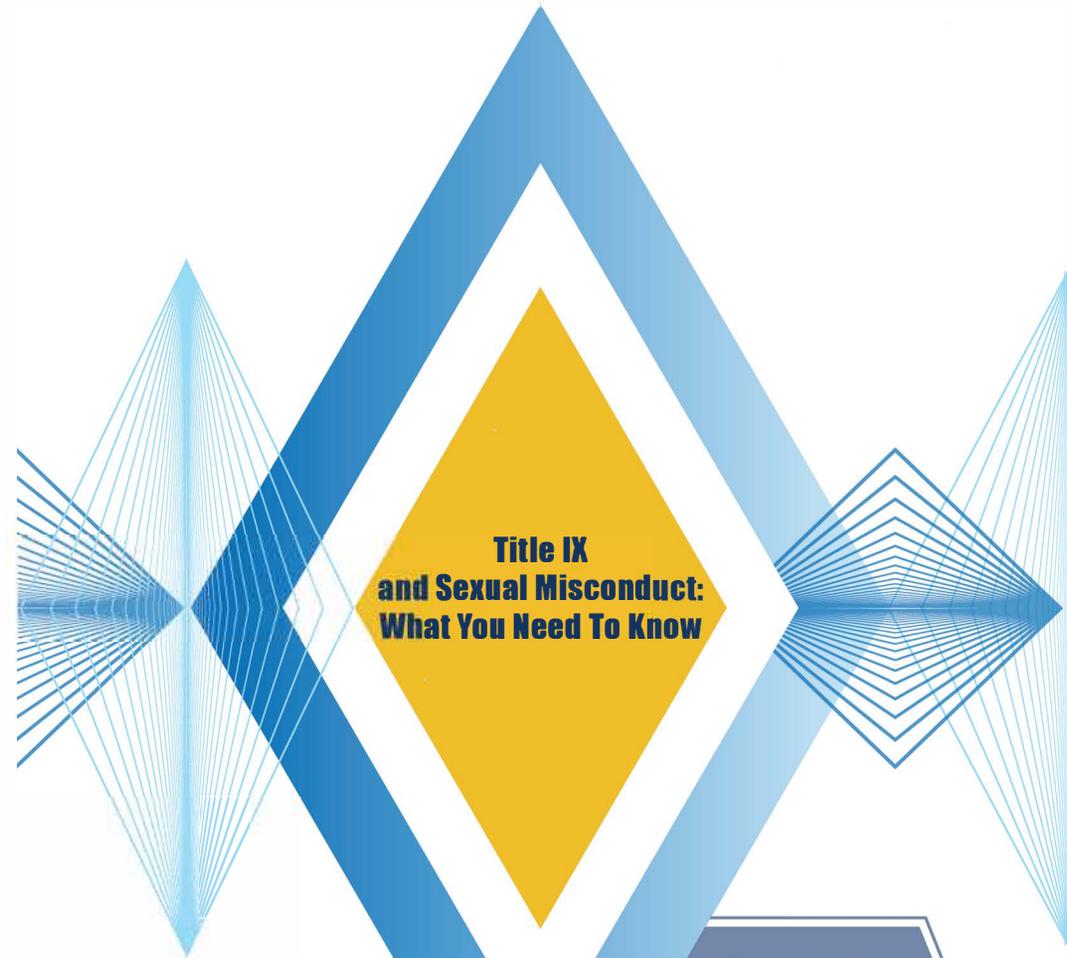


❖ **ON CAMPUS RESOURCES**

- ◆ Director of Human Resources & Title IX Coordinator – Both Campuses  
(719) 846-5538
- ◆ Assistant Director of Human Resources & Title IX Investigator– Both Campuses  
(719) 589-7050
- ◆ Behavioral Intervention Team Chair & Title IX Investigator– Both Campuses  
(719) 589-7003

❖ **OFF CAMPUS RESOURCES**

- ◆ Trinidad Health Solutions  
Mental Health Clinic  
417 Indiana Ave.  
Trinidad, CO 81082  
(719) 846-4416
- ◆ Truth Warrior Counseling  
LLC- Danielle Kolakowski  
135 East Main Street, Suite 6  
Trinidad, CO 81082  
(719) 252-5439
- ◆ Advocates Against Domestic  
Assault (AADA)  
(719) 846-6665 [ 24/7 Hotline ]  
(719) 846-9159
- ◆ San Luis Valley Behavioral Health  
8745 CR 9 South  
Alamosa, CO 81101  
(719) 589-3671
- ◆ Tu Casa  
202 Carson Ave  
Alamosa CO, 81101  
(719) 589-2465 [ 24/7 Hotline ]  
info@slvtucasa.net



**EMERGENCY NUMBERS**

- ◆ Police – Fire – Ambulance – 911
- ◆ Police Non-Emergency Trinidad - (719) 846-4441
- ◆ Police Non-Emergency Alamosa - (719) 589-5807
- ◆ Trinidad Hospital - (719) 846-9213
- ◆ SLV Medical Center - (719) 589-3000



## ❖ **WHAT IS TITLE IX?**

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities. "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 financial assistance."

20 U.S.C. § 1681 & 34 C.F.R. Part 106

## ❖ **WHO NEEDS TO COMPLY WITH TITLE IX?**

### **Faculty, staff and administrators / Students / All members of the College Community**

CCCS employees, unless deemed a confidential resource by law, have an ethical obligation to report any incidences they are aware of concerning civil rights violations. Employees unsure of the scope of this requirement may direct their questions to the Title IX Coordinator. Failure to report will be considered a violation of BP 3-70, Colorado Community College System Code of Ethics.

All CCCS employees receiving reports of potential civil rights violations are expected to promptly contact the Title IX Coordinator within 24 hours of becoming aware of a report or incident. In all cases, the Title IX Coordinator will give consideration to the victim in how the grievance is pursued, but reserves the right, when necessary to protect the community, to investigate and pursue a resolution when an alleged victim chooses not to initiate or participate in the grievance process.

## ❖ **DEFINITIONS WITHIN TITLE IX**

Discrimination is any distinction, preference, advantage, or detriment given to a person based on one or more actual or perceived civil rights classifications.

Discriminatory Harassment is verbal or physical conduct, based on one or more actual or perceived civil rights classifications, that is sufficiently severe, persistent, or pervasive to alter the conditions of a person's employment and/or unreasonably interfere with a person's ability to participate in or benefit from the System or College's educational program and/or activities, from both a subjective and objective viewpoint.

Retaliatory Harassment is any adverse employment or educational action taken against a person because of the person's perceived participation in a complaint or investigation of discrimination and/or harassment.

Sexual Misconduct includes, but is not limited to:

- Sexual Harassment
- Non-Consensual Sexual Contact (or attempts)
- Non-Consensual Sexual Intercourse (or attempts)
- Sexual Exploitation

Consent – clear understanding that someone is willing to do something. Silence is not consent!

Complainant is a person who is subject to alleged inappropriate civil rights behavior.

Respondent is a person whose alleged conduct is the subject of a complaint.

## ❖ **OTHER CIVIL RIGHTS OFFENSES**

Threatening or causing physical harm, extreme verbal abuse or other conduct which threatens or endangers the health or safety of any person.

Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another.

Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the System or College community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity; hazing is also illegal under Colorado law.

Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally.

Stalking, defined as a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to feel fear.

## ❖ **3 IMPORTANT DISTINCTIONS THAT MAKE BEHAVIOR HARASSMENT**

1. The behavior is unwanted or unwelcome
2. The behavior is based on protected class, such as race, gender and others
3. It affects a term or privilege of employment or being a student

## ❖ **REPORTING BEHAVIORS OR CONCERNS**

### **Report any incidents to Title IX Coordinator ASAP**

If you think you heard or saw something, report it! This is not about getting someone in trouble. It is about protecting the college community as a whole.

Keep record - if any text, emails or other documents.

## ❖ **RISK REDUCTION**

Make any personal limits known as early as possible.

Tell the aggressor "NO" clearly and firmly.

Never make assumptions about consent; about someone's sexual availability; about whether they are attracted to you; about how far you can go or about whether they are physically and or mentally able to consent. If there are any questions or ambiguity then you DO NOT have consent.

- Consent one time does not mean consent every time
- Respect your boundaries and others
- Report and help others report when needed!
- Be a part of prevention tactics.

## ❖ **REFERENCES**

For more information on sexual misconduct, please refer to System President's Procedure:

(SP) 4-120a, Sexual Misconduct (if the accused is a student)

(SP) 3-120a, Sexual Misconduct (if the accused is a CCCS employee, authorized volunteer, guest, or visitor)

(SP) 4-31– Civil Rights Grievance and Investigation Process

(SP) 3-50b– Civil Rights Grievance and Investigation Process