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effects, and take steps to prevent the recurrence of the prohibited conduct while respecting the rights of all involved.

CSU is required to comply with applicable state and federal statutes, including Title IX of the federal Higher Education Amendment of 1972, which prohibits discrimination on the basis of sex in any education program or activity receiving federal financial aid. Sexual harassment in its various forms is a type of sex discrimination prohibited by Title IX. In the employment context, other federal and state laws and regulations may also apply; see the [CSU Policy on Discrimination and Harassment](#).

The purpose of this policy is to further the University's goals of addressing sexual harassment and providing resources to those impacted by such incidents. The policy will describe the manner in which CSU responds to reports of sexual harassment and the procedures and options for reporting policy violations.

**Consent**: Consent is defined in [Colorado Revised Statutes § 18-3-401](#) as “

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- Giving a negative performance evaluation
- Making adverse decisions relating to one's work assignments, vacation, or promotion or advancement opportunities (whether employment-related or academic)
- Reducing a student's grade
- Removing a person from a student organization, academic program, or lab
- Interfering with one's job search
- Engaging in harassing conduct that is sufficiently severe, pervasive, and/or persistent to create a hostile environment; for this purpose, the existence of a hostile environment is to be judged both objectively (meaning a reasonable person would find the environment hostile) and subjectively (meaning the affected individual felt the environment was hostile) or
- Making threats to engage in any of the actions listed above.

Sexual harassment is defined under Title IX regulations as conduct on the basis of sex that constitutes one or more of the following:

1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct ("dual harassment"); or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity. Depending upon the behaviors, examples of such conduct may include, but are not limited to:
  - a. Gender-based bullying, including towards trans and non-binary people
  - b. Direct propositions of a sexual nature
  - c. Pressure for sexual activity
  - d. A pattern of conduct that includes one or more of the following: (1) unwelcome and unnecessary touching, patting, hugging, or brushing against a person's body; (2) remarks of a sexual nature about a person's clothing or body, whether or not intended to be complimentary; (3) remarks about sexual activity or speculations about previous sexual experience; (4) other comments of a sexual nature, including sexually explicit statements, questions, jokes or anecdotes; or (5) written or digital communications such as emails, texts, live or streaming audio or video, social media posts, etc. containing sexual comments, words or images
  - e. Visual displays of sexually oriented images outside the educational context
3. "Sexual assault", "dating violence", "domestic violence", "stalking" as defined in laws and regulations and set forth below.

a. *Sexual Assault* is defined as:

i. *Non-Consensual Sexual Penetration ( Rape)*: the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. The gender of the victim is irrelevant.

ii. *Non-Consensual Sexual*



- Cyber-stalking--the repeated use of electronic communication to harass or frighten someone through use of online, electronic, or digital technologies, such as:





When the person accused of sexual harassment is not a member of the University community and the University has no authority to impose disciplinary sanctions against that person if found responsible, the University may dismiss the formal complaint while still providing supportive measures to the Impacted Party. For more information on supportive and interim measures, see the procedures described in Section 11 below.

Employees and agents of contractors, visitors to the University, donors, alumni and others over whom the University does not have authority to take corrective or disciplinary action are also expected to comply with this policy when doing business with the University. The University may, among other actions, terminate its contract and relationship with the individual or entity, exclude such persons from campus, and/or refer the matter to law enforcement.

Behavior is subject to this policy when:

- The behavior occurs on university property, including property owned or controlled by a recognized student organization such as a fraternity or sorority;
- The behavior occurs off university property in the context of university employment or any university education program or activity, including, but not limited to, university-sponsored academic, athletic, alumni, fundraising, public relations, extracurricular, study abroad, research, on-line or internship programs or activities; or
- The behavior occurs off university property and outside the context of a university employment or education program or activity but has a continuing adverse effect on students, employees, or third parties in any university employment, living or education program or activity.
- Cyber Harassment

It is the responsibility of every individual to ensure they have the consent of others to engage in sexual act





Deputy Title IX Coordinators provide support for the University and the CSU community on Title IX-related matters and concerns and answer questions about Title IX policy, procedures and resources.

Contact information for the Title IX Coordinator and Deputy Title Coordinators is found below under

Consistent with Section 7.A above, anyone may report an incident of sexual harassment to the Office of Title IX Programs and Gender Equity as follows:

Online: [Title IX Reporting Options and Form](#)

In person: Office of Title IX Programs and Gender Equity 123 Student Services Building Colorado State University Fort Collins, CO 80523

By postal mail: Office of Title IX Programs and Gender Equity 0161 Campus Delivery Fort Collins, CO 80523-0161

By telephone: 970-491-1715

By email: [titleix@colostate.edu](mailto:titleix@colostate.edu)

Reports may also be made online on the Student Conduct Services website under [Create an Incident Report](#).

The University will not impose discipline on a party or witness for other policy violations related to the incident such as possession or consumption of alcohol or drugs. However, participation in an investigation, hearing or appeal does not shield any person from disciplinary action for sexual harassment or sexual misconduct, whether or not such behavior is related to the allegations in the formal complaint.

Phone: (970) 221-6540 (non-emergency)

In-Person: 2221 S. Timberline Road, Fort Collins

Monday through Friday 8 a.m. – 6 p.m.

Saturday and Sunday 8 a.m. – 2 p.m.

Online (NON-emergency): <https://www.fcgov.com/police/coplogic-start-report.php>

#### Larimer County Sheriff's Office

2501 Midpoint Dr, Fort Collins, CO 80525

Phone: (970) 416-1985

If you are concerned about safety or mental health – your own or someone else's, please call (970) 491-1350 or complete the online referral form.

A bias incident is any conduct, speech, or expression, motivated in whole or in part by bias or prejudice that is meant to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or groups actual or perceived identities. To report an incident of bias, call Support and Safety Assessment at (970) 491-7407.

If you have knowledge of a CSU student violating the Student Conduct Code, you are encouraged to notify our office of the incident. If you have any questions regarding filing an incident report, please contact Student Conduct Services at the Student Resolution Center at (970) 491-7165.

Individuals who wish to seek advice or assistance or to discuss options for addressing sexual harassment or other sexual misconduct or discrimination confidentially may do so by speaking with licensed counselors, clergy, medical providers in the context of providing medical treatment, and interpersonal violence advocates and counselors who specialize in



someone on a strictly confidential basis may contact the following confidential resources:

Victim Assistance Team (VAT): Women and Gender Advocacy Center

Confidential Victim Advocates are available to provide crisis intervention and emotional support through the Women and Gender Advocacy Center. Advocates in the office are full time staff members dedicated to working with students of all genders who have experienced trauma as a result of interpersonal/gender-based violence. Advocates provide information about academic, legal, medical, emotional, and student conduct resources available to survivors of sexual assault, relationship violence and stalking. Advocates can also offer support to secondary survivors, such as intimate partners, friends, and family.

All information shared with advocates is confidential unless the person is a danger to themselves, someone is in imminent danger, a child currently under 18 has been abused or if the perpetrator is currently in a position of power over minors (even if the survivor is over the age of 18).

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Website Information to Make an Appointment:

<https://health.colostate.edu/make-a-counseling-appointment/>

Women's Care Services at CSU Health Network

Provides care services, including, but not limited to, women's examinations, birth control counseling, and sexual transmitted infection (STI) testing, counseling, and treatment.

Location for drop-in or appointment:

151 W. Lake St., 2nd Floor

(corner of College Ave. and Pro

Provides advocacy by phone or live online communication.

Phone: [1-800-656-4673](tel:1-800-656-4673) (24-Hour National Crisis Hotline)

[Online Chat](#)

received, the University will offer such supportive measures to the Impacted Party as are appropriate to the circumstances and will not impose disciplinary sanctions on the Responding Party except as warranted after following fair and equitable procedures.

~~Sexual misconduct that does not fall within the definition of sexual harassment under the Title IX regulations is subject to different procedures than those for Title IX matters. Students alleged to have committed such violations are subject to the provisions in the **Student Conduct Code**. Employees alleged to have committed such violations are subject to the **CSU Policy on Discrimination and Harassment**.~~

~~Compliance with this policy is required of every member of the community.~~

outlined in Section E.15, Disciplinary Action for Tenured Faculty, of the Faculty and Administrative Professional Manual. Disciplinary sanctions may include:

