



EMILY GRIFFITH TECHNICAL COLLEGE

EMILY GRIFFITH TECHNICAL COLLEGE POLICY STATEMENT FOR ANNUAL SECURITY REPORT

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS
AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013

Emily Griffith Technical College (EGTC) does not discriminate on the basis of sex in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, and stalking. As a result, EGTC issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a College official. In this context, EGTC prohibits the offenses of domestic violence, dating violence, sexual assault and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the College community.

EGTC is an area career/technical school governed by the Denver Public Schools (DPS) Board of Education and by regulations established by the Colorado Community College System. Please refer to [DPS board policies JB-R-1 Procedures for the Investigation of Student Complaints of Discrimination or Harassment](#), [GBA-R1 Procedures for the Investigation of Employee Complaints of Discrimination or Harassment](#) and [CCCS policy \(BP\) 3-120 Sexual Misconduct](#).

A. Definitions

Consent, Unlawful Sexual Behavior-Colorado Revised Statutes (C.R.S.) 18-3-401, means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be sufficient to constitute consent. Submission under the influence of fear shall not constitute consent.

Sexual Assault-C.R.S. 18-3-402, Colorado law defines sexual assault as any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if:

- The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim's will; or
- The actor knows that the victim is incapable of appraising the nature of the victim's conduct; or
- The actor knows that the victim submits erroneously, believing the actor to be the victim's spouse; or
- At the time of the commission of the act, the victim is less than fifteen years of age and the actor is at least four years older than the victim and is not the spouse of the victim; or

- At the time of the commission of the act, the victim is at least fifteen years of age but less than seventeen years of age and the actor is at least ten years older than the victim and is not the spouse of the victim; or
- The victim is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over the victim and uses this position of authority to coerce the victim to submit, unless the act is incident to a lawful search; or
- The actor, while purporting to offer a medical service, engages in treatment or examination of a victim for other than a bona fide medical purpose or in a manner substantially inconsistent with reasonable medical practices; or
- The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented.

Sexual Assault on a Child-C.R.S. 18-3-405, means any actor who knowingly subjects another not his or her spouse to any sexual contact commits sexual assault on a child if the victim is less than fifteen years of age and the actor is at least four years older than the victim.

Domestic Violence-C.R.S. 18-6-800.3 means an act or threatened act of violence upon a person with whom the actor is or has been involved in an intimate relationship. Domestic Violence also includes any other crime against a person, or against property, including an animal or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship.

Dating Violence-*There is no Colorado state law on dating violence; therefore the college abides by the definition used in the Violence Against Women Reauthorization Act (VAWA) of 2013.*

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 victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking-C.R.S. 18-3-602, means a person commits stalking if directly, or indirectly through another person, the person knowingly:

- Makes a credible threat to another person and, in connection with the threat, repeatedly follows, approaches, contacts, or places under surveillance that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship; or
- Makes a credible threat to another person and, in connection with the threat, repeatedly makes any form of communication with that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship, regardless of whether a conversation ensues; or
- Repeatedly follows, approaches, contacts, places under surveillance, or makes any form of communication with another person, a member of that person's immediate family, or someone

with whom that person has or has had a continuing relationship in a manner that would cause a reasonable person to suffer serious emotional distress and does cause that person, a member of that person's immediate family, or someone with whom that person has or has had a continuing relationship to suffer serious emotional distress. For purposes of this paragraph (c), a victim need not show that he or she received professional treatment or counseling to show that he or she suffered serious emotional distress.

Additional definitions as it relates to “Stalking” under Colorado law:

- Conduct "in connection with" a credible threat means acts that further, advance, promote, or have a continuity of purpose, and may occur before, during, or after the credible threat.
- "Credible threat" means a threat, physical action, or repeated conduct that would cause a reasonable person to be in fear for the person's safety or the safety of his or her immediate family or of someone with whom the person has or has had a continuing relationship. The threat need not be directly expressed if the totality of the conduct would cause a reasonable person such fear.
- "Immediate family" includes the person's spouse and the person's parent, grandparent, sibling, or child.
- "Repeated" or "repeatedly" means on more than one occasion.

Bystander Intervention – People assume that the more people there are around, the more likely it is that someone in trouble will receive help. Actually, the more people, the less likely it is that anyone will help. Bystander Intervention is the practice of taking action or intervening, when you see someone in need help. Bystanders should help out when they see someone in trouble; however, if they think doing so could be dangerous, they should call for help right away rather than engaging.

B. Education and Prevention Programs

The College engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Colorado;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander.
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks.
- Provides an overview of information contained in the Annual Security Report (ASR) in compliance with the Clery Act.

Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming

student's first semester. These programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies and/or creating distractions.

Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. Throughout the year, ongoing awareness and prevention campaigns are directed to students and employees, including faculty, often taking the form of emails, guest speakers, posters, flyers and informative meeting that distribute education material.

The College offered the following **primary prevention and awareness programs for Students and Staff in 2015/2016:**

<u>Name of Program</u>	<u>Date Held</u>	<u>Location Held</u>	<u>Which Prohibited Behavior Covered?</u>
Campus SaVE Act Training	ongoing	Student portal	All
Partner Abuse flyers	September 2015	Bulletin boards & rest rooms	Dating and Domestic Violence
Understanding Unwanted Sexual Experiences	October 2015	Student Lounges	Sexual Assault
National Network to End Domestic Violence	November 2015	Student Lounges	Domestic Violence
Take a Stand Against Domestic Violence	December 2015	Student Lounges	Domestic Violence
A New Year to Uplift Yourself Through Change	January 2016	Student Lounges	Physical & Sexual Violence
Defining Love	February 2016	Student Lounges	All
Love Should be Fun	March 2016	Student Lounges	Dating Violence
The Relationship Spectrum	April 2016	Student Lounges	Sexual Assault
NDV Hotline - Personal Safety Plan	May 2016	Student Lounges & Rest Rooms	Domestic & Dating Violence
NDV Hotline - You are not Alone	June 2016	Student Lounges & Rest Rooms	Domestic & Dating Violence
NDV Hotline - Are you Hurting Your Partner	July 2016	Student Lounges & Rest Rooms	Domestic & Dating Violence

C. Procedures for Reporting a Complaint

EGTC has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal

charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. Students and employees should contact Jo Niell, Sr. Human Resources Representative at 720-423-4735 room 618 or Tisha Corbett, Director of Student Services at 720-423-4859 in room 620.

After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible. In Colorado, evidence may be collected even if you choose not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be necessary to the proof of criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to College hearing boards/investigators or police. Although the College strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police. EGTC's Security Department will assist any victim with notifying local police if they so desire. Denver Police Department may also be reached directly by calling (720-913-2800) or 911 or in person at 1566 N. Washington Street, Denver, CO Additional information about the Denver Police department may be found online at:

<http://www.denvergov.org/police/PoliceDepartment/tabid/440727/Default.aspx>

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator at 720-423-4735 located at 1860 Lincoln Street, Denver, CO room 618 and Campus Police/Security (if the victim so desires.)

The Title IX Coordinator is ultimately responsible to assure in all cases that the behavior is brought to an end, and that EGTC acts to reasonably prevent its recurrence and the effects on the victim and the community are remedied. The Coordinator is also responsible to assure that training is conducted annually for all investigators that protects the safety of victims and promotes accountability. Training will focus on sexual misconduct, domestic violence, dating violence, sexual assault, stalking, sexual harassment, retaliation and other behaviors that can be forms of sex or gender discrimination covered by Title IX and Clery Act. Training will help those decision-makers in the process to protect the safety of victims and to promote accountability for those who commit offenses.

The College will provide resources to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she

nevertheless should consider speaking with Campus Security or other law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the College, the below are the procedures that the College will follow as well as a statement of the standard of evidence that will be used during any judicial hearing on campus arising from such a report:

Incident Being Reported	Procedure to Follow	Evidentiary Standard
Sexual Assault	<ol style="list-style-type: none"> 1. Depending on when reported (immediate vs. delayed report), institution will provide complainant with access to medical care. 2. Institution will assess immediate safety needs of complainant and contact Campus Security. 3. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department. 4. Institution will provide information to complainant on how to preserve evidence. Denver Police and Denver Health as well as other Healthcare facilities may advise a victim what they can do to preserve evidence and the use of a "Rape Kit", or similar system of examining, that these facilities should have. 5. Institution will provide complainant with referrals to counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and student financial aid. 6. Institution will assess need to implement interim or long-term protective measures, such as change in class schedule, "No Contact" directive between both parties. 7. Institution will provide a "No trespass" directive to accused party if deemed appropriate. 8. Institution will provide information on how to invoke the court for a Protective Order. Protection Orders are issued by Court decision. 	Sexual assault cases are referred to the Title IX Coordinator and are adjudicated by the institution's Sexual Misconduct Policy and Procedure.

	<ol style="list-style-type: none"> 9. Institution will provide a copy of the Sexual Misconduct Policy and Procedures to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution. 10. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is. EGTC will protect any individual who reports sex discrimination, sexual harassment, or sexual violence against retaliation. 	
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<p>Stalking</p>	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department. 3. Institution will provide information on how to invoke the court for a Protective Order. Protection Orders are issued by Court decision. 4. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate. 	<p>Stalking cases are referred to the Chief Security Officer. If the stalking is sexually based, it may fall under the institution's Sexual Misconduct Procedure and if so, would be referred to the Title IX Coordinator and adjudicated under the institution's Sexual Misconduct Policy and Procedure.</p>
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<p>Dating Violence</p>	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department. 3. Institution will provide information on how to invoke the court for a Protective Order. Protection Orders are issued by Court decision. 4. Institution will provide information to complainant on how to preserve evidence. Denver Police and Denver Health as well as other Healthcare facilities may advise a victim what they can do to preserve evidence and the use of a "Rape Kit", or similar system of examining, that these facilities should have. 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate. 6. Institution will provide a "No trespass" (PNG) directive to accused party if deemed appropriate. 	<p>Dating Violence cases are referred to the Chief Security Officer. If the dating violence incident is sexually based, it may fall under the institution's Sexual Misconduct Policy and Procedure.</p>
<p>Domestic Violence</p>	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department. 3. Institution will provide information on how to invoke the court for a Protective Order. Protection Orders are issued by Court decision. 4. Institution will provide information to complainant on how to preserve evidence. Denver Police and Denver Health as well as other Healthcare facilities may advise a victim what they can do to preserve evidence and the use of a "Rape Kit", or similar system of examining, that these facilities should have. 	<p>Domestic Violence Cases are referred to the Chief Security Officer. If the dating violence incident is sexually based, it may fall under the institution's Sexual Misconduct Policy and Procedure.</p>

	<p>5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate.</p> <p>6. Institution will provide a “No trespass” (PNG) directive to accused party if deemed appropriate.</p>	
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D. Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint, EGTC will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights. When charges are filed and an investigation is launched, Denver Police have a Victim’s Advocate branch and they will follow-up with victims of crime. In Colorado, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

Rights Afforded to Victims-C.R.S. 24-4.1-302.5

In order to preserve and protect a victim's rights to justice and due process, each victim of a crime shall have the following rights:

- The right to be treated with fairness, respect, and dignity, and to be free from intimidation, harassment, or abuse, throughout the criminal justice process;
- The right to be informed of, be present or not present, and without submitting a written request for notification, for all critical stages of the criminal justice process as specified in state statute (C.R.S. 24-4.1-302(2));
- The right to be informed of the filing of a petition by a perpetrator of the offense to terminate sex offender registration pursuant to section 16-22-113(2)(c), C.R.S.;
- The right to be informed, upon request by the victim, when a person who is accused or convicted of a crime against the victim is released or discharged from county jail; and
- The right to be informed, upon written request by the victim, when a person who is accused or convicted of a crime against the victim is released or discharged from custody other than county jail, is paroled, escapes from a secure or non-secure correctional facility or program, or absconds from probation or parole.

Further, EGTC complies with Colorado law in recognizing orders of protection by working with the Title IX Coordinator and Campus Security in developing a Safety Action Plan, which is a plan for the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include but is not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.

Any county or district court shall have the authority to enter an emergency protection order, which may include:

- Restraining a party from contacting, harassing, injuring, intimidating, threatening, molesting, touching, stalking, sexually assaulting or abusing any other party, a minor child of either of the parties, or a minor child who is in danger in the reasonably foreseeable future of being a victim of an unlawful sexual offense or domestic abuse;

- Excluding a party from the family home or from the home of another party upon a showing that physical or emotional harm would otherwise result;
- Awarding temporary care and control of any minor child of a party involved;
- Enjoining an individual from contacting a minor child at school, at work, or wherever he or she may be found;
- Restraining a party from molesting, injuring, killing, taking, transferring, encumbering, concealing, disposing of or threatening harm to an animal owned, possessed, leased, kept, or held by any other party, a minor child of either of the parties, or an elderly or at-risk adult; or
- Specifying arrangements for possession and care of an animal owned, possessed, leased, kept, or held by any other party, a minor child of either of the parties, or an elderly or at-risk adult.

In cases involving a minor child, (under age 18) the juvenile court and the district court shall have the authority to issue emergency protection orders to prevent an unlawful sexual offense, or to prevent domestic abuse, when requested by the local law enforcement agency, the county department of social services, or a responsible person who asserts, in a verified petition supported by affidavit, that there are reasonable grounds to believe that a minor child is in danger in the reasonably foreseeable future of being the victim of an unlawful sexual offense or domestic abuse, based upon an allegation of a recent actual unlawful sexual offense or domestic abuse or threat of the same. Any emergency protection order issued shall be on a standardized form prescribed by the judicial department and a copy shall be provided to the protected person.

A verbal emergency protection order may be issued only if the issuing judge finds that an imminent danger in close proximity exists to the life or health of one or more persons or that a danger exists to the life or health of the minor child in the reasonably foreseeable future.

To the extent of the victim’s cooperation and consent, College offices, including Human Resources or Student Services will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal College investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic or working situations in addition to counseling, health services and assistance in notifying appropriate local law enforcement. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. The College does not publish the name of crime victims nor house identifiable information regarding victims in the Campus Security Daily Crime Log or online. Victims may request that directory information on file be removed from public sources by a request through Human Resources.

Resources for victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking

Community Resources

<u>Agency</u>	<u>Address</u>	<u>Phone</u>
Denver Police /victim Assistance Unit	<u>1331 Cherokee St., Denver, CO</u>	<u>720-913-6035</u>
Rape Assistance Program	<u>7010 Broadway, Denver, CO</u>	<u>303-426-0764</u>
Rape Crisis Center- The Blue Bench	<u>1740 Gaylord St., Denver, CO</u>	<u>303-329-9922</u>
Colorado Coalition Against Sexual Assault	<u>1120 Lincoln Street, # 700, Denver, CO</u>	<u>303-839-9999</u>

Colorado Coalition Against Domestic Violence	<u>1120 Lincoln St., #900, Denver, CO</u>	<u>303-831-9632</u>
SafeHouse Crisis and Info Line	<u>1649 Downing Street, Denver, CO</u>	<u>303-318-9989</u>

Below are website resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

- <http://www.ccasa.org/> - Colorado Coalition Against Sexual Assault
- <http://ccadv.org/> - Colorado Coalition Against Domestic Violence
- <http://coavp.org/>-Colorado Anti-Violence Program, Building Safety and Justice for LGBTQ Communities
- <http://www.rainn.org> – Rape, Abuse and Incest National Network
- <http://www.ovw.usdoj.gov/sexassault.htm> - Department of Justice
- <http://www2.ed.gov/about/offices/list/ocr/index.html> Department of Education, Office of Civil Rights

Confidentiality

The College will protect the identity of persons who report having been victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law.

Sanctions and Protective Measures

In all cases, investigations that result in a finding of more likely than not that a violation(s) has occurred may lead to the initiation of disciplinary procedures against the accused individual. Examples of college sanctions may include, but are not limited to:

- For students-warning, probation, fines, restitution, denial of privileges, assignment to perform services for the benefit of the college or community, suspension, expulsion, or “No trespass” directive.
- For EGTC employees-warning, written warning, corrective actions, probation, restitution, denial of privileges, suspension, termination of employment, or “No trespass” directive (PNG).
- For authorized volunteers, guest(s), or visitors-warning, writing warning, denial of privileges, dismissal from college, or “No trespass” directive.

For students, sexual assault, domestic violence, dating violence, and stalking are violations of the Student Conduct Code. Employees who violate this policy will be subject to discipline, up to and including termination of employment. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law.

The Title IX Coordinator will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: an order of no contact, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator’s directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Human Resources and Campus Security.

Sex Offender Registration

In accordance to 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. All sex offenders are required to register in the state of Colorado and to provide notice of each institution of higher education in Colorado at which the person is employed, carries a vocation or is a student. In Colorado, convicted sex offenders must register with the Colorado Bureau of Investigation (CBI). The Colorado sex offender website is <https://www.colorado.gov/apps/cdps/sor/>.

Prohibition on Retaliation

An institution, or an officer, employee, or agent of an institution, may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under any provision in this policy.

Additional Resources

Denver Mental Health Center Crisis Line 303-504-6500

Colorado Crisis and Support Line 1-800-493-8255

CO Anti-Violence Program (LGBT): 1-888-557-4441 (May have to leave a message)

Domestic Violence and Sexual Assault (24 hours/day): 911 or 800-799-SAFE (7233)

Alateen and Alanon: 303-321-8788 or 888-4AL-ANON (425-2666)

Alcoholics Anonymous: 303-322-4440

Denver Hospice: 303-766-0050

HIV/AIDS Hotline: 1-800-CDC-INFO (1-800-232-4636)

Tri County Health Department: 303-341-9370

Eating Disorders: 866-771-0861

Shelter for Homeless Teens: 720-217-3884

Narcotics Anonymous: <http://www.nacolorado.org>

Connectcare.org: 1-888-845-2881

The National Suicide Prevention Lifeline: 1-800-273-8555 or <http://www.suicidepreventionlifeline.org>

National Organization for Victim Assistance: 1-800-879-6682 or <http://www.trynova.org/>

Safe2Tell: 1-877-542-SAFE or <http://safe2tell.org/>

Crime Stoppers: 720-913-7867

RAINN (Rape, Abuse, Incest National Network) 800-656-HOPE (4673)