

UNC DCP Continued...

Choice of Advisor

At any interview, the party interviewed may have one person of their choosing present as an advisor. There are no restrictions on advisor choice, but the advisor can have no other role, such as witness. The advisor may confer with the party during the interview but may not otherwise participate.

Decision Making Process

The contents of the decision will summarize the complaint and describe the decisionmaker(s) conclusions about whether the complainant has met their burden of proof. If the decision maker concludes discrimination has occurred, reasons in support of those conclusions will be provided.

Written Notifications

A copy of the decision will be provided simultaneously to the complainant and respondent with instructions on how to appeal the decision. If any portion of the decision subject to appeal is not appealed by the written appeal deadline, that portion of the decision is final and binding on all parties. If an appeal is filed, the decision maker will simultaneously provide both parties with the appeal forms filed. The appeal decision maker will simultaneously issue a final written decision not more than 10 days following the appeal submission or appeal meetings, if held.

Interim Protection Orders and Accommodations

These include, but are not limited to: no contact orders, changes to class schedules, changes to housing assignments, PNG orders, interim suspension (students), administrative leave (employees), and information about advocacy, counseling and support.

Possible Sanctions for Students

Loss of privileges, restitution, discretionary sanctions, residence hall suspension, residence hall expulsion, interim suspension, university suspension, expulsion, revocation or admission and/or degree, and/or loss of recognition.

Possible Sanctions for Employees

Reduction in compensation, demotion, administrative leave, and/or termination of employment.

Possible Sanctions for Visitors

PNG (persona non grata) – prohibits individual from being on university property or a defined portion of university property.

Resources

UNC OFFICES TO FILE DISCRIMINATION COMPLAINTS

Title IX Office	970-351-4899
Dean of Students	970-351-2796
Human Resources	970-351-2718

POLICE AND LEGAL SERVICES

UNC Police Department	970-351-2245
UNC Student Legal Services	970-351-2001
Greeley Police Dept	970-350-9600
Evans Police Dept	970-339-2441
Loveland Police Dept	970-667-2151
Aurora Police Dept	303-627-3100
CO Springs Police Dept	719-444-7240

HEALTH SERVICES

UNC Student Health Center	970-351-2412
North Colo Medical Center	970-810-4121
Medical Center of the Rockies	970-624-2500
University of CO Hospital	720-848-0000
Memorial North Hospital	719-365-5000

MENTAL HEALTH SERVICES

UNC Counseling Center	970-351-2496
UNC Psychological Services	970-351-1645
North Range Behavioral Health	970-347-2120
Foundations Counseling, LLC	855-885-3902
Aurora Mental Health Center	303-617-2300
Aspen Pointe	719-672-6100

VICTIM ADVOCATES

Assault Survivors Advocacy Program	970-351-4040
Sexual Assault Victim Advocates	970-472-4200
A Woman's Place Shelter	970-351-0476
Greeley Police Dept Victim Assistance	970-350-9667
Weld County Victim Advocate	970-356-4015
Aurora PD Victim Advocates	303-627-3100
CSPD Victim Advocacy Unit	719-444-7777
Rape, Abuse & Incest Network	800-656-4673
National Domestic Violence Hotline	800-799-7233
Dating Awareness Hotline	866-331-9474

VISA AND IMMIGRATION

Center for International Education	970-351-2396
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FINANCIAL AID

UNC Financial Aid Office	970-351-2502
Federal Financial Aid	800-433-3243



Rights and Options

For victims of sexual assault, domestic violence, dating violence, or stalking



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PROCEDURES VICTIMS SHOULD FOLLOW:

A) Preservation of Evidence

Whether or not a report is made immediately after a crime, it is important to preserve all evidence. This evidence may help in criminal prosecution, the university administrative process (Title IX), or in obtaining a protection order. Essential evidence that the university or law enforcement may request include:

- A forensic sexual assault examination
- Clothing and sheets – place in a clean paper (not plastic) bag.
- Communication – such as text messages, emails, social media posts, voice messages, letters/notes, etc.
- Photographs and/or videos

B) Reporting Options

We strongly encourage that all members of the UNC community report these crimes immediately to law enforcement. Violence that occurs on campus can be reported to the **UNC Police Department by calling 970-351-2245 or in person at Gray Hall**. If the assault occurred off-campus, the report should be made to the local police agency where the crime occurred. You may also elect to report the incident directly to **the Title IX coordinator by calling 970-351-4899 or by email at titleix@unco.edu**. The UNC Police Department will often provide information to Title IX for administrative hearings if a criminal report has been filed. The administrative investigation can move forward without the technical assistance of a police department.

C) Options Regarding Notification of Law Enforcement

Victims have the right to notify proper law enforcement authorities, including campus and local police. Victims may also be assisted by university authorities (Campus Security Authorities, faculty, and/or staff) to guide and/or assist in reporting the incident to law enforcement. While it is recommended to report the crime, victims have the right to decline notifying law enforcement. Under state and federal laws, employees who receive reports that are not confidential resources may be obligated to forward the report to UNC Police for Clery Act compliance and/or the

Title IX Office. It is important to understand that reporting a crime is not the same as prosecuting the crime. The decision to prosecute can be made at a different time.

D) Orders of Protection

Victims can file a Protection Order in the state of Colorado at no charge. More information is available here: <http://bit.ly/2iXMBLT>.

Once a Protection Order has been granted, provide a copy to all police departments where the order should be enforced.

In addition to court orders of protections, the university may impose 'no trespass' orders on subjects accused of sexual assault, domestic violence, dating violence, or stalking. The Dean of Students Office may also issue 'no contact' orders that are enforced through the administrative process.

CONFIDENTIALITY

The university strives to protect the confidentiality of victims and all other necessary parties. In compliance with the Violence Against Women Act, UNC completes Clery public recordkeeping, 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.

AVAILABLE ASSISTANCE

Victims may request changes to their academic, living, transportation, and working situations or protective measures. These requests can be made directly to the Title IX Office (970-351-4899 or titleix@unco.edu). The university will provide accommodations or protective measures if a victim requests and if they are reasonably available, regardless of whether the victim chooses to report the crime to UNC Police or local law enforcement.



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UNC DISCRIMINATION COMPLAINT PROCEDURE (DCP)

The UNC Discrimination Complaint Procedures include a prompt, fair, and impartial process from initial investigation to final result. These processes are conducted by officials who receive annual 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.

Filing a complaint:

Students, employees, and visitors can file a complaint online at <http://bit.ly/2A03PvB>. Complaints can also be made by contacting the Title IX Office, Dean of Students Office (DOS), or Human Resources.

Types of disciplinary proceedings:

The university utilizes both formal and informal proceedings. If the complaint contains allegations that, if true, would constitute a violation of criminal laws, only a formal proceeding may be used.

Anticipated Timeline:

The DCP can take up to 60 days, with more complex cases being addressed within a reasonable time-frame.

Steps

The respondent will be asked to provide a written response that contains his/her position with respect to the allegations of the complaint within 10 days of the date on which the respondent was provided with a copy of the complaint. The written response should provide a response to the allegations, names of persons who have information that would support the respondent, and documents or materials. The investigators will interview persons who may have relevant knowledge and retrieve relevant documents or materials. The investigators/decision makers will access the information gathered in the course of the investigation, including the credibility of the complainant, respondent and of any other person who provides information about the complaint.

Standard of Evidence

The standard of evidence used is a preponderance of evidence, meaning that considering all the evidence, an assertion is more probably true than not true, even to the slightest degree.