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(970) 491-1754
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(970) 491-6053
CSU Health Network
(970) 491-7121
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Law Enforcement
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University Policy

The University prohibits any acts of sexual harassment, sexual misconduct (including sexual assault), relationship violence (including domestic violence and dating violence), or stalking by students, or any retaliation related to acts or reports of any acts. When allegations of this nature are reported, and a student is found to have violated CSU policy, sanctions will result and may include expulsion from CSU. All members of the CSU community are expected to not infringe upon the rights of others. To view the University Policy on Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking, and Retaliation visit www.supportandsafety.colostate.edu/policy

The Law

Sexual harassment and sexual violence is prohibited in the education and employment contexts by Title IX of the Education Amendments of 1972 and in the employment context by Title VII of the Civil Rights Act of 1964, as amended, and Section 304 of the Violence Against Women Reauthorization Act of 2013.

Sexual Harassment, Sexual Misconduct, Relationship Violence, and Stalking Defined

Sexual Harassment is harassment that is of an implicitly or overtly sexual nature, or is based on a person’s actual or perceived sex, gender, sexual orientation, gender identity, or gender expression. Sexual harassment, including sexual assault, can involve persons of the same or opposite sex, and includes any unwelcome sexual advance, request for sexual favors, or other conduct of a sexual nature.

Sexual Misconduct is any conduct that constitutes sexual assault, sexual exploitation, or sexual violence. Sexual assault means an actual or attempted sexual contact with another person without that person’s consent; sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone’s advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses defined herein; and sexual violence is a severe form of sexual harassment, and refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent, including but not limited to rape, sexual assault, sexual battery, sexual coercion, or similar acts in violation of state or federal law.

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 impacted student; and where the existence of such relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or partner of the impacted student, by a person with whom the impacted student shares a child in common, by a person who is cohabitating with or has cohabitated with the impacted student as a spouse or partner, by a person similarly situated to a spouse of the impacted student under the domestic or family violence laws of the State of Colorado or other jurisdiction, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others, or (b) suffer substantial emotional distress.

Consent

Consent to sexual activity is informed, knowing, and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Sexual activity with someone known, or who should be known, to be mentally or physically incapacitated by alcohol or other drug use, unconsciousness, or blackout, or otherwise unable to give consent, is in violation of CSU policy and the laws noted above.

Reporting Sexual Harassment, Sexual Misconduct, Relationship Violence, or Stalking

The University can only respond to allegations of sexual harassment, sexual misconduct, relationship violence, stalking, or retaliation if they are reported. Reporting enables the University to promptly provide support to the impacted student(s), and to take appropriate action against the responding party to prevent a recurrence and protect the campus community. Any student who may be the victim of sexual harassment, sexual misconduct, relationship violence, retaliation, or stalking is encouraged to report to CSU through one or more of the following resources:

Emergency Response 911

Title IX Coordinator/Office of Support and Safety Assessment (970) 491-1350

Colorado State University Police Department (non-emergency) (970) 491-6425

All CSU employees and volunteers including faculty, staff, and students acting in their employment or volunteer roles are designated as responsible employees and are required to report any violations or alleged violations of sexual harassment, sexual misconduct, relationship violence, stalking, and retaliation involving students. Any faculty or staff receiving reports of these incidents regarding a student should contact Support and Safety Assessment at (970) 491-1350. In the event of an emergency, call 911.