



2025 ANNUAL SECURITY REPORT

Containing Information for the 2025-2026 Academic Year

September 26, 2025

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Section 1: Introduction to the Annual Security Report

Introduction

Pikes Peak State College (PPSC or the College) values the safety of its students, employees, and visitors. In compliance with the *Jeanne Clery Campus Safety Act* (also known as the Clery Act), PPSC publishes an Annual Security Report (ASR). The ASR includes current relevant safety and security policies and procedures as well as crime statistics for the three previous calendar years.

The intent of the PPSC ASR is to provide a general description of campus safety and security policies and procedures, which are subject to change following publication of this report. The campus community will be made aware of updates as required.

The Clery Act

Signed into law in 1990, the Clery Act is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. The Clery Act was championed by Howard and Connie Clery after their daughter, Jeanne, was murdered at Lehigh University in 1986. All post-secondary public and private institutions participating in federal student aid programs must adhere to these regulations.

In 2024, the *Stop Campus Hazing Act* (SCHA) amended the Clery Act to require colleges and universities to publicly report hazing incidents, adopt robust hazing prevention policies, and maintain Campus Hazing Transparency Reports to ensure greater accountability.

How the Annual Security Report is Prepared

The ASR is prepared by the PPSC Campus Police Department in coordination with other PPSC departments. Crime statistics are provided by the PPSC Campus Police Department and are also requested from law enforcement agencies that have jurisdiction over PPSC's non-campus sites as well as public property on, or immediately adjacent to, PPSC campuses.

Input for the PPSC ASR is obtained from the following PPSC personnel and departments:

- Dean of Students (policies, procedures, actions, and statistics related to academic referrals and discipline)
- Counseling Center (policies and procedures for counseling and victim assistance)
- Human Resource Services (policies and procedures related to reporting and handling of sexual misconduct as well as subsequent investigation and disciplinary procedures; Title IX information and processes)
- Title IX/EO Coordinator (statistics related to Clery Act crime investigations and referrals)

- Student Experience and Leadership (educational events; status of clubs and student organizations)
- Campus Security Authorities (any Clery Act crimes reported to them or that they have observed)

Availability of the Annual Security Report

The ASR is publicly posted on the PPSC website at: www.pikespeak.edu. A copy of the ASR may be requested from PPSC Human Resource Services by email (hrs@pikespeak.edu), mail (Pikes Peak State College Human Resource Services, 5675 South Academy Blvd., Colorado Springs, Colorado 80906), or by calling 719-502-2600.

Current PPSC employees and students are notified annually of the availability of the [PPSC Annual Security Report](#). Human Resource Services posts the notification of availability on its bulletin board, attaches it to job announcements, and posts it on the [Human Resource Services – Employment](#) web page for prospective employees.

Other Related Federal Laws

Title IX of the Educational Amendments of 1972: [Title IX](#) is a federal civil rights law that prohibits sex-based discrimination in any educational program or activity that receives federal financial assistance. Title IX mandates that institutions of higher education are proactive in handling gender discrimination; address and prevent sexual harassment and assault; have established procedures for handling gender discrimination, harassment, and violence; provide support for survivors; and provide further protection for LGBTQ+ students and parenting and pregnant students, among other provisions.

Federal Education Rights and Privacy Act (FERPA): [FERPA](#) protects the privacy of students' educational records. Public disclosures of statistical data under the Clery Act do not include any personally identifiable information.

Violence Against Women Act (VAWA): Enacted in 1994, [VAWA](#) is a landmark federal law that provides comprehensive provisions to improve the criminal justice response to violence against women, specifically related to sexual and domestic violence. In 2013, section 304 of VAWA amended the Clery Act to add additional reportable crimes.

VAWA amendments to the Clery Act expand the rights afforded to campus survivors of sexual assault, domestic violence, dating violence, and stalking. It also details the role of law enforcement, the types of crime mandated for reporting, and stipulates the need for violence prevention programming.

Drug-Free Schools and Communities Act (DFSCA): The [DFSCA](#) requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs for employees and students. The DFSCA also requires the establishment of drug and alcohol abuse prevention programs for students and employees.

Clery Compliance Officer

The Clery Compliance Officer is an official designated by the College President to coordinate the College's Clery Act compliance program. The Clery Compliance Officer works with the Clery Compliance Team to develop and implement policies and procedures regarding the College's Clery Act obligations.

Clery Compliance Team

PPSC has established a Clery Compliance Team composed of campus officials who meet at least once per year to review the College's Clery Act compliance efforts and make recommendations to the Clery Compliance Officer regarding PPSC's Clery Act obligations.

Clery Act Reportable Crimes

Under the Clery Act, statistics regarding the following crimes must be disclosed in the Annual Security Report if they occurred within Clery Act geography:

- Murder/Non-negligent Manslaughter
- Manslaughter by Negligence
- Rape
- Fondling
- Incest
- Statutory Rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Domestic Violence
- Dating Violence
- Stalking
- Hazing
- Weapons Law Violations (Arrests & Disciplinary Referrals)
- Drug Abuse Violations (Arrests & Disciplinary Referrals)
- Liquor Law Violations (Arrests & Disciplinary Referrals)
- Hate crimes and crimes motivated by bias

Section 18 of this report contains campus statistics for Clery Act reportable crimes.

Clery Act Geography

On-campus and certain other locations defined by the Clery Act are collectively referred to as Clery Act geography. The previously listed Clery Act crimes are reportable if they happen in any of the following locations.

On-Campus Property: Any building or property owned or controlled by PPSC within the same reasonably contiguous geographic area and used by the College in direct support of, or in a manner related to, the institution's educational purposes; that is frequently used by students; and supports institutional purposes.

Non-Campus Property: Any building or property owned or controlled by PPSC that is used by the College in direct support of, or in relation to, the College's educational purposes; is frequently used by students; and is not within the same reasonably contiguous geographic area of the College.

Non-campus property may also refer to or any building or property owned or controlled by a student organization that is officially recognized by the institution. PPSC does not have any recognized student organizations that own or control buildings or property.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the reasonably contiguous geographic area of a campus. Public property includes, for example, city streets and sidewalks located within the campus, or immediately adjacent to and accessible from the campus. This category also includes municipal bus stops.

Pikes Peak State College Campuses and Other Locations

The 2025 Pikes Peak State College Annual Security Report addresses PPSC's campuses and additional locations as shown on the following page.

PPSC CAMPUSES AND LOCATIONS	
Centennial Campus 5675 South Academy Boulevard Colorado Springs, CO 80906	Includes: Community Partnership for Child Development (CPCD) Firing Range/Pikes Peak Law Enforcement Academy Addressed as: 5695 S. Academy Blvd.
Rampart Range Campus 2070 Interquest Parkway Colorado Springs, CO 80921	Includes: Delta Dental Oral Health Career Center Addressed as: 11125 Cross Peak View Rampart Center (aka T-Building) Addressed as: 12201 Cross Peak View
Downtown Campus 100 West Pikes Peak Avenue Colorado Springs, CO 80903	Includes: Studio West Addressed as: 22 N. Sierra Madre Street
Center for Healthcare Education & Simulation (CHES) 1850 Cypress Semi Drive Colorado Springs, CO 80921	

MILITARY BASE LOCATIONS	
Fort Carson Education Center 1675 Long Street, Building 1117 Fort Carson, CO 80913	Fire Training Facility Building 3669 Fort Carson, CO 80913
Peterson Space Force Base Education, Testing, and Training Services Center 301 West Stewart Avenue, Building 1411 Colorado Springs, CO 80914	

ADDITIONAL LOCATIONS	
Cheyenne Mountain Zoo 4250 Cheyenne Mountain Zoo Road Colorado Springs, CO 80906	
Black Forest Fire Rescue 11445 Teachout Road Colorado Springs, CO 80908	Used for PPSC Fire Academy in Spring 2024 and Spring 2025.
Aspen Valley Ranch (no longer used) 1150 South West Road Woodland Park, CO 80863	Note: Aspen Valley Ranch was used through the end of 2023. It no longer hosts PPSC activities but is included here for the purpose of disclosing 2022-2023 crime statistics.

Statement of Nondiscrimination

In compliance with Colorado Community College System (CCCS) Board Policy [BP 19-60 Prohibition of Discrimination, Harassment, or Retaliation](#), individuals affiliated with CCCS (employees, students, volunteers, guests, contractors, and visitors), including its colleges, shall not discriminate or harass on the basis of sex, gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, familial or marital status, veteran or military status, pregnancy status or related conditions, religion, genetic information, sexual orientation, sex characteristics, sex stereotypes, gender identity, gender expression, or any other protected class under applicable local, state, or federal law (also known as “civil rights laws”), in connection with employment practices or educational programs and activities (including in admissions). Individuals affiliated with CCCS shall not retaliate against any person who opposes discrimination, harassment, or retaliation, or participates in any complaint or investigation process.

PPSC has designated its Vice President for Human Resource Services as its Affirmative Action Officer/Equal Opportunity Coordinator/Title IX Coordinator with the responsibility to coordinate its civil rights compliance activities and grievance procedures. For information, contact PPSC’s Vice President for Human Resource Services at 5675 South Academy Blvd, Colorado Springs, Colorado 80906 or at 719-502-2600.

The Office for Civil Rights, U.S. Department of Education can also be contacted at:

Office for Civil Rights (OCR)
U.S. Department of Education
Cesar E. Chavez Memorial Building
1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582
Telephone: 303-844-5695
Email: OCR.Denver@ed.gov
Website: <http://www.ed.gov/ocr>

Section 2: Reporting Crimes and Emergencies

Responsibility to Report

Crimes or emergencies may be reported at any time. [Colorado Revised Statute § 18-8-115](#), *Duty to Report a Crime*, requires all persons who believe a crime has been committed to promptly report the suspected crime to law enforcement authorities. This includes when a suspected crime has occurred and the victim elects not to or is unable to report.

Additionally, PPSC follows CCCS System Procedure [SP 19-20a](#), *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*, which requires employees and students to promptly and accurately report to the PPSC Campus Police Department all suspected Clery Act crimes and significant emergencies or dangerous situations occurring on campus property, non-campus property owned or controlled by PPSC, and public property within or immediately adjacent to PPSC campuses.

Reporting Emergencies

Call 911 to report an emergency at any PPSC campus, non-campus location, or PPSC site at a military base. When calling 911 from any PPSC campus phone, there is no need to first dial “9” to access an outside line – simply dial 911. The 911 dispatcher will notify the PPSC Campus Police Department and/or the appropriate law enforcement agency, as well as any other emergency services (fire department, ambulance provider, etc.) that may be needed.

When on campus during operating hours, follow up with the PPSC Campus Police Department at 719-502-2900 any time that 911 is called.

Reporting Crimes or Non-Emergency Situations

PPSC students, employees, and visitors should report to the PPSC Campus Police Department any crimes or non-emergency situations at PPSC campuses; non-campus locations; or public property on, or immediately adjacent to, a PPSC campus. Contact the PPSC Campus Police Department at 719-502-2900 or in person at a PPSC Campus Police Department office:

- **Centennial Campus:** Room A-100 (first floor at the east end of the Aspen Building, in the entrance vestibule next to Enrollment Services)
- **Rampart Range Campus:** Room N-106 (first floor at the northwest corner, west of the Bookstore and across from the service elevator)
- **Downtown Campus:** Room S-101 (inside the main entrance on Pikes Peak Avenue)
- **Center for Healthcare Education & Simulation (CHES):** Room 105A (to the left of the main entrance lobby)

To report emergency situations at PPSC locations on military installations, call 911. For non-emergency assistance, contact the following:

- Fort Carson Military Police: 719-526-2333
- Peterson Space Force Base Security Forces: 719-556-4000

False Reporting

PPSC does not tolerate false reporting of crimes or emergencies. Any person found to have purposefully reported false information may be subject to disciplinary and/or criminal action.

Preferred Receivers of Crime Reports

Crimes occurring within PPSC's Clery Act geography (see definitions in Section 1 of this report) should be reported as soon as possible to the PPSC Campus Police Department for response, for the purpose of making timely warning notifications, and to capture statistics for the PPSC Annual Security Report.

All crimes should be promptly and accurately reported to the PPSC Campus Police Department and/or appropriate law enforcement agencies when the victim of a crime elects not to, or is unable to, make such a report.

Additional preferred receivers of crime reports include PPSC Campus Security Authorities or other designated individuals at the College.

Reporting Clery Act Crimes to Campus Security Authorities

Clery Act crimes may also be reported to College personnel who are designated as Campus Security Authorities (CSAs), which is a Clery Act-specific term. For Clery Act crime reporting and timely warning purposes, CSAs include:

- Campus police or security personnel;
- College employees with security-related responsibilities;
- Individuals or organizations identified in College security policies as those to which students and employees should report criminal offenses; and
- College employees who have significant responsibility for student and campus activities, including, but not limited to, clubs and student organizations, student activities, and student discipline.

CSAs at PPSC include, but are not limited to:

- PPSC Campus Police Department officers and staff
- President's Office and staff
- Vice Presidents and Associate Vice Presidents
- Dean of Students
- Executive Deans, Associate Deans, and Assistant Deans
- Director of Accessibility Services
- Director of Admissions, Recruitment, and Enrollment Services
- Director of Student Experience
- Director of the Counseling Center
- Title IX/EO Coordinator and Deputy Title IX/EO Coordinator
- Ombuds
- Advisors to Clubs and Student Organizations

CSAs must report to the PPSC Campus Police Department any suspected Clery Act crimes that are brought to their attention or that they personally witness, regardless of whether the victim or alleged suspect are associated with the campus. CSAs are asked to submit reports using the PPSC [Clery CSA Report](#) form under the "Clery Act Information" tab on the "Campus Police" page on the PPSC website.

Reporting a Safety Concern, Threat, or Incident

To report threats or safety concerns, call the PPSC Campus Police Department at 719-502-2900.

The [Report Concern or Incident](#) page on the PPSC website may be used to report:

- Academic Concerns
- Concerns/Complaints about a service department or employee in a service department
- Discrimination/Harassment Complaints
- Facilities Concerns
- Student Conduct Issues or Distressing/Disturbing Student Behavior

This reporting platform can be accessed online at www.pikespeak.edu. Scroll down to the bottom of any PPSC webpage and locate the [Report a Concern](#) hyperlink under the Security & Safety heading. Once on the "Report Concern or Incident" page, select the appropriate option and follow the steps to complete the report.

Reporting Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Any student, employee, or visitor who is the victim of domestic violence, dating violence, sexual assault, or stalking is encouraged to promptly report the incident to the PPSC Campus Police Department, PPSC Human Resource Services/Title IX, or College authorities. Victims of these crimes may choose whether or not to report such incidents to police. However, PPSC strongly encourages reporting these incidents to the appropriate law enforcement agency. When the victim of a crime opts not to report, or is unable to make a report, PPSC encourages individuals with knowledge of the incident to report the crime to the PPSC Campus Police Department or the appropriate law enforcement agency. The PPSC Campus Police Department will take complaints for violations occurring on College property, or will assist any victim with notifying other local law enforcement if they desire to do so.

Additional information about reporting domestic violence, dating violence, sexual assault, and stalking is provided in Section 10 of this report.

Anonymous Reporting

All victims and witnesses are encouraged to report crimes promptly and accurately. Victims and/or witnesses who want to remain anonymous may still contact the PPSC Campus Police Department, although anonymous reporting can make investigation and prosecution highly difficult.

Reports of Clery Act crimes filed through a Campus Security Authority (CSA) will be included in crime statistics published in PPSC's Annual Security Report. These statistics are strictly numerical and do not contain any personally identifiable information. Anyone who makes a report to a designated CSA may remain anonymous and opt to not disclose personal information.

Options for anonymous reporting at PPSC include:

- Any PPSC CSA, who can complete a reporting form if the victim wishes to remain anonymous.
- PPSC Maxient reporting program via the PPSC website: [Report Concern or Incident](#)
- Safe2Tell:
 - <https://safe2tell.org/> or
 - 1-877-542-SAFE (7233) or
 - Text S2TCO to 738477
- Pikes Peak Area Crime Stoppers: <https://www.crimestop.net/> or 719-634-STOP (7867)

Confidential Reporting Options

Confidential Resources: Confidential resources are counselors or victim advocates who can assist victims of sexual assault, domestic violence, dating violence, or stalking. On-campus and off-campus confidential resources and reporting options can be found on the [PPSC Human Resource Services](#) web page under “Civil Rights and Sexual Misconduct”. Confidential resources will not share information about a report without the individual’s express written permission unless there is a continuing threat of serious harm to the Complainant or to others or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor). On-campus confidential resources can also help an individual make a report to the College.

Confidentiality and Mental Health Counselors: Professional mental health counselors may encourage students to voluntarily report crimes, but they are legally bound by confidentiality. Exclusions may include: harm to self or others; abuse of a minor, elder or vulnerable adult; health/medical emergency; or other circumstances required by Colorado law. The purpose of a confidential report is to comply with the student’s wish to keep the matter confidential, while taking steps to ensure the future safety of the student and others. With such information, the College can keep an accurate statistical record of the number of incidents involving students, determine whether there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the College.

Confidentiality and the PPSC Campus Police Department: Reports filed with the PPSC Campus Police Department are open to the public under the Colorado Open Records Act, and cannot be maintained in confidence in most circumstances. The College will protect, to the fullest extent of the law, the identity of persons who report having been victims of sexual assault, domestic violence, dating violence, or stalking. PPSC crime statistics disclosed in the Annual Security Report do not include any personally identifiable information relating to a victim, suspect, or witness.

Pastoral Counselors and Professional Mental Health Counselors: PPSC does not employ or use volunteer pastoral counselors. A pastoral counselor is associated with, and recognized by, a religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

PPSC employs professional mental health counselors who are available to students by appointment. A professional mental health counselor is a person whose official responsibilities include providing mental health counseling to members of PPSC’s community and who is functioning within the scope of their license or certification. This definition applies even to professional counselors who are not employees of the College, but are under contract to provide counseling at the College.

Professional mental health counselors are exempted from certain reporting obligations. The professional counselor exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may have learned about. This is similar to the privilege provided under certain circumstances to doctors, counselors, and attorneys when they may learn of crimes from patients or clients. This exemption is intended to protect the counselor-client role. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are, in fact, under a legal obligation to report a crime.

Confidential Services

Confidential services are available through:

- [PPSC Student Counseling Center](#) (for students)
- [Colorado Employee Assistance Program \(CSEAP\)](#) (for employees)
- [Colorado Crisis Services](#) (for students and employees)

Voluntary Confidential Reporting

PPSC does not have policies or procedures for:

- Reporting crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics; or
- Encouraging pastoral and professional counselors to inform their clients of voluntary, confidential reporting options.

PPSC Response to Crime Reports

PPSC personnel will respond to reports of crimes and other incidents as appropriate for the nature of the situation and how it was reported.

All personally identifiable information of the person reporting a crime will be kept confidential by law enforcement to the extent permitted by law. However, even if crime reports are made confidentially, the statistical information regarding the type of incident and its general location are published in the Annual Security Report consistent with Clery Act requirements.

Reports made to the PPSC Campus Police Department (directly or via 911): PPSC Campus Police Department officers will respond to 911 calls, emergencies, crimes, and non-emergent situations on PPSC campuses. Officers will take appropriate actions to mitigate the situation and ensure the safety of PPSC students, employees, and visitors. Referrals will be made to the Dean of Students or Title IX/EO Coordinator for further action if needed. Crime reports involving employees will be referred to Human Resource Services for review under applicable employee

conduct and discipline policies. Crime reports involving students will be referred to the Dean of Students for review under applicable student code of behavioral expectations and responsibilities (conduct and discipline) policies and procedures.

Reports made to PPSC Campus Security Authorities (CSAs): Upon receiving a report of a Clery Act reportable crime, PPSC CSAs will complete an online report form ([Clery CSA Report](#)) and, if warranted, immediately notify the PPSC Campus Police Department. The PPSC Clery CSA Report form is electronically transmitted to, and reviewed by, the Clery Compliance Coordinator, who will consult with the Clery Compliance Officer and immediately notify the appropriate law enforcement and/or College authority(ies) (PPSC Campus Police Department, local law enforcement, Dean of Students, Title IX/EO Coordinator, PPSC Counseling Center, etc.).

Reports made via the Maxient reporting system ([Report Concern or Incident](#)): Maxient reports are electronically transmitted to the appropriate recipients (for example, PPSC Human Resource Services, Dean of Students, etc.) for the type of report being made. Recipients will evaluate the report and respond as appropriate for the situation.

Section 3: Timely Warning and Emergency Notification Procedures

PPSC has developed procedures to notify College community members about certain criminal incidents and emergency situations on PPSC campuses or adjacent public properties, as well as other non-campus properties within PPSC's Clery geography. These notifications include:

- **Timely warnings** (Clery Act crimes that pose a serious or continuing threat to the campus community)
- **Emergency notifications** (fire, tornado, hazardous materials spill, etc.)

The College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the first responders, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

The content of the notification will include sufficient facts and details, such as relevant locations, descriptions of the emergency or suspect, and type of danger, in order to allow the campus community to take appropriate precautions to protect themselves.

All students and employees are automatically opted in to receive these notification messages via text and email.

Timely Warnings

PPSC will issue a Timely Warning to inform the campus community of Clery Act crimes and other serious incidents that may pose a serious or continuing threat to the campus and surrounding community.

Crimes Subject to a Timely Warning

In general, timely warnings will be issued for all Clery Act crimes occurring within Clery geography that are:

- reported to the PPSC Campus Police Department, PPSC CSAs, or local law enforcement agencies; and
- considered by PPSC officials to represent a serious or continuing threat to students and employees.

Additionally, timely warnings may be issued for any crimes that represent a continued threat to the campus community, even if such crimes typically would not require a timely warning to be issued.

Timely warnings will be issued for crimes that meet the following criteria:

1. One of the following statutorily designated crimes (Clery Act crimes) is reported to the PPSC Campus Police Department, PPSC CSAs, or local law enforcement agencies:

- **Criminal homicide** – Including murder and non-negligent manslaughter, and manslaughter by negligence
- **Sex offenses** – Including rape, fondling, incest, and statutory rape
- **Robbery**
- **Aggravated assault** – The decision to release a timely warning for an aggravated assault depends on the facts of the case and the information known by the PPSC Campus Police Department. For example, if an assault occurs between two students who have a disagreement, there may be no continuing threat to other PPSC community members. As such, a timely warning would not be distributed.
- **Burglary and/or motor vehicle theft** – In general, timely warnings will not be issued for single incidents. A timely warning may be distributed if a series of incidents poses a continuing threat to the PPSC community.
- **Arson**
- **Hate crimes**
- **Hazing**
- **Domestic violence, dating violence, or stalking**
- **Drug, Alcohol, and Weapons law violations.** In general, timely warnings will not be issued for single incidents. A timely warning may be issued if a series of incidents poses a continuing threat to the PPSC community.

Timely warnings may not be issued for the above listed crimes if the perpetrator(s) is/are apprehended and the ongoing threat to members of the PPSC campus community has been mitigated by the apprehension.

2. The reported crime occurred at a Clery-reportable location (within Clery geography) which is defined as:

- On campus;
- On public property within or immediately adjacent to and accessible from the campus boundaries; or
- In non-campus buildings or property that are owned or controlled by PPSC, used for educational purposes, and frequently used by students.

3. The reported crime presents a serious or continuing threat to PPSC students and employees, as determined at PPSC's sole discretion. Factors for determining whether an incident poses a serious or continuing threat include:

- Whether the suspect has been apprehended;
- Timeliness of the reported crime to the PPSC Campus Police Department; and
- Whether a pattern of crimes exists that places PPSC students or employees at risk of becoming victims of a similar crime.

Crimes Exempt from the Timely Warning Requirement

PPSC is not required to provide a timely warning for non-Clery Act crimes or for crimes reported to a pastoral or professional counselor.

Determination of Required Timely Warning

The PPSC Campus Police Department may receive information about an incident requiring a timely warning notification from a number of sources, including individuals involved in the incident, witnesses, its own or other law enforcement officers, or CSAs.

Once an incident that may require a timely warning notification has been reported to the PPSC Campus Police Department, the PPSC Chief of Police (or designee) will determine whether the criteria for issuing a timely warning have been met. This process will consider the nature of the incident and the continuing danger to the campus community, as well as the possible risk of compromising law enforcement efforts, to determine whether a timely warning is warranted. Decisions will be made on a case-by-case basis.

Responsibility for Issuing Timely Warning

Once the PPSC Chief of Police (or designee) determines that a timely warning should be issued, the President, or designee, will approve the decision. The PPSC's Executive Director of Marketing and Communications, and/or designated members of the PPSC Marketing and Communications team, will issue the warning.

In a time-sensitive event, the PPSC Chief of Police (or designee) has the sole discretion and ability to issue timely warning messages. They may decide to immediately send out the timely warning notification via the PPSC Emergency Notification System if it is more efficient to do so, or if the normal notification process via PPSC Marketing and Communications is not available.

Timely Warning Message Content

The PPSC Campus Police Department's Chief of Police (or designee) may consult with other personnel as necessary (including, but not limited to, Clery compliance personnel, the PPSC Policy Group, PPSC Marketing and Communications personnel, and PPSC Behavioral Intervention Team members) to determine the content of the warning and the means of dissemination.

The timely warning message will contain pertinent information about the crime that triggered the warning, along with other relevant information including specific safety precautions that the campus community can take to prevent similar crimes.

Follow-up messages will be issued as appropriate.

Timely Warning Methods

Timely warnings are issued through PPSC's Emergency Notification System at the discretion of the PPSC Chief of Police (or designee). Notifications may take the form of text messages, emails, scrolling messages, public address system announcements, social media, and/or other appropriate means.

PPSC Obligation to Provide a Safe and Nondiscriminatory Environment

If a CSA or other PPSC personnel learn of an incident that may require a timely warning notification, but the reporting person requests no communication or contact with law enforcement, the PPSC Campus Police Department may still be notified of the incident as part of the College's obligation to provide a safe and nondiscriminatory environment.

In making the determination to notify the PPSC Campus Police Department, the following factors should be considered:

- The risk that the alleged perpetrator will commit additional acts of sexual or other violence;
- The seriousness of the alleged conduct, including whether the alleged perpetrator threatened further sexual or other violence against the alleged victim or others, whether the alleged conduct was facilitated by the incapacitation of the alleged victim, or whether the alleged perpetrator has been found responsible in legal or other disciplinary proceedings for acts of sexual or other violence;
- Whether the alleged conduct was perpetrated with a weapon;
- Whether the alleged victim is a minor;

- Whether the College possesses means other than the alleged victim's testimony to obtain relevant evidence of the alleged conduct (e.g., security cameras or personnel, physical evidence); and
- Whether the alleged conduct reveals a pattern of perpetration at a given location or by a particular group.

The Family Educational Rights and Privacy Act (FERPA) and the Timely Warning Requirement

PPSC may, in appropriate circumstances, include personally identifiable information in a timely warning. Although personally identifiable information is generally protected from disclosure under FERPA, such information may be released in an emergency situation. The Department of Education's [FERPA](#) regulations, at 34 CFR 99.36, describe the rule relating to the disclosure of information in health and safety emergencies.

Emergency Notifications

PPSC will issue an emergency notification to inform the campus community of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on, or imminently threatening, a PPSC campus. Examples of circumstances that may warrant an emergency notification include, but are not limited to:

- fire or explosion;
- approaching tornado or other extreme weather conditions;
- gas leak;
- armed intruder;
- civil unrest or rioting; or
- nearby chemical or hazardous waste spill.

PPSC will not issue emergency notifications if doing so will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Confirming an Emergency or Dangerous Situation

The PPSC Campus Police Department is typically the first department on campus to be made aware of threats to the health and safety of the campus community. Upon receipt of information about an emergency or dangerous situation on campus, the PPSC Chief of Police (or designee), and/or any member of the PPSC Policy Group will, without delay, confirm the information.

The PPSC Policy Group consists of:

- President
- President's Chief of Staff
- Vice President for Administrative Services
- Vice President for Instructional Services
- Vice President for Student Services
- Vice President for Student Experience and Equity
- Vice President for Human Resource Services
- Executive Director of Marketing and Communications

“Confirmation” means that a College official (or officials) has verified that a legitimate emergency or dangerous situation exists. Confirmation does not necessarily mean that all of the pertinent details are known or even available.

Methods for confirming an emergency or dangerous situation may vary depending on the circumstances but generally include:

- Firsthand verification of facts by the PPSC Campus Police Department.
- Assessing information received from callers to the PPSC Campus Police Department.
- Assessing information obtained from El Paso County Sheriff's Office emergency dispatchers.
- Obtaining information from PPSC Campus Police Department officers and other first responders on scene.

The PPSC Chief of Police (or designee), or any member of the PPSC Policy Group, may also seek guidance from sources including the PPSC Behavioral Intervention Team, other College personnel, or outside agencies such as El Paso County Health Department, in order to confirm the emergency and/or to better ascertain if an emergency notification is warranted to the campus community and/or the community at large.

Determining Emergency Notification Recipients

Upon confirmation of an emergency or dangerous situation occurring on a PPSC campus, the PPSC Chief of Police (or designee) and/or any member of the PPSC Policy Group will, without delay, determine the appropriate audience to receive emergency notifications and initiate the notification process.

Emergency notification may be issued to the entire campus community or only a portion of it, taking into account the safety of the community as well as the nature and the extent of the situation. The entire PPSC community will be notified when there is at least the potential that a

very large segment of the community will be affected by a situation, or when a situation threatens the operation of the College as a whole.

The PPSC Chief of Police (or designee), and PPSC Policy Group members, in conjunction with other College officials as appropriate, will continually assess the situation and expand emergency notification to additional segments of the campus community as necessary.

Determining the Content of the Emergency Notification

The PPSC Chief of Police (or designee), and/or any member of the PPSC Policy Group, will coordinate with the Executive Director of Marketing and Communications (or designee) to determine, without delay, the content of an emergency notification. Message content will depend on how much information is appropriate to disseminate at a given time, or which segments of the campus community the emergency notification targets. Emergency notification may, as appropriate, contain safety instructions such as whether to evacuate or shelter-in-place.

To expedite the notification process, pre-scripted messages may also be used in emergency notifications. The PPSC Chief of Police will meet annually with appropriate personnel from the PPSC Campus Police Department and PPSC's Marketing and Communications to review and update notification templates, which can be customized for specific situations.

Initiating the Emergency Notification System

The PPSC Chief of Police (or designee) will, without delay, initiate the emergency notification process by approving the appropriate message and sending it to the Executive Director of Marketing and Communications (or designee). The Executive Director of Marketing and Communications (or designee) will immediately transmit the message via the PPSC Emergency Notification System. In the absence of representatives from PPSC's Marketing and Communications, the PPSC Chief Technology Officer (or designee) may also disseminate emergency notifications via the College's Emergency Notification System.

The PPSC Chief of Police (or designee) may decide to immediately send out the emergency notification via the PPSC Emergency Notification System if it is more efficient to do so, or if the normal notification process via PPSC's Marketing and Communications is not available.

Emergency notifications will include appropriate follow-up information as the situation warrants.

Emergency notifications may be issued through one or more of the following methods:

- Text message
- Public address system (available at the Centennial, Rampart Range, and CHES campuses)

- Campus TV monitors in public spaces throughout campus
- Door-to-door notifications
- Email
- Social media
- PPSC website

Disseminating Emergency Information to the Larger Community

The PPSC Chief of Police, in conjunction with the PPSC Policy Group, will also draft informational messages for the PPSC Executive Director of Marketing and Communications to release to local media, individuals, and/or organizations outside of the campus community. The PPSC Marketing and Communications Department posts emergency messages on the PPSC website and may utilize social media to distribute information. It also uses a service called FlashAlert Newswire to automatically distribute information to local TV news stations for broadcast and web display.

Emergency Notification System

It is important to understand that no single system can reach the entire College or the neighboring community. Depending on the situation, PPSC may use multiple methods to notify the campus community of emergencies or other critical incidents.

PPSC's primary method for disseminating emergency alerts is the [Emergency Notification System](#). All PPSC employees and students are automatically enrolled to receive emergency alerts via text message and emails to their personal cell phones and PPSC email accounts, as recorded in the Banner system. College community members and associates who are not automatically enrolled are encouraged to register to receive emergency alerts via text messaging. Enrollment in this program is free and may be done through the link above or the PPSC [website](#).

1. Go to the Emergency Management page.
2. Select the Emergency Notification option from the menu.
3. Follow the instructions.

Note: Standard text messaging costs may be incurred by the user.

Emergency messages are broadcast at the direction of any member of the PPSC Policy Group, the PPSC Chief of Police, or any of their respective representatives. Messages are published and distributed by designated members of the PPSC Campus Police Department, the PPSC Executive Director of Marketing and Communications (or designee), or the PPSC Chief Technology Officer (or designee).

In addition to the emergency notification system, alternate communication methods may be used to alert campus occupants to an emergency as necessary. Alternate methods may include, but are not limited to:

Public Address System: Public address systems are installed at the Centennial Campus, Rampart Range Campus, and CHES. They may be used to instruct people to take shelter inside a building; enact lockdown, lockout, or shelter-in-place procedures; or evacuate.

Door-to-Door Notification: If safe to do so, designated College personnel (such as PPSC Campus Police Department or Facilities and Operations personnel) may go to specific rooms and/or wings of the affected campus to alert occupants to an emergency.

Campus TV Monitors: Campus TV monitors are strategically placed within PPSC campuses to disseminate information to the College community. These units are capable of broadcasting both static and scrolling messages. When necessary and appropriate, the PPSC Chief Technology Officer or designee will update the messages to provide information about emergency situations.

Community Partnership for Child Development (CPCD) at Centennial Campus: Emergency messages may be communicated to the CPCD facility by the PPSC Campus Police Department via telephone or in person.

Law Enforcement Firearms Range Training Facility and Grounds Shop at Centennial Campus: Emergency messages may be communicated to these facilities by the PPSC Campus Police Department via telephone or in person.

Rampart Center (T-Building) at Rampart Range Campus: Emergency messages may be communicated to the Rampart Center (T-Building) by the PPSC Campus Police Department via telephone or in person.

Disseminating Information to the Public

The PPSC Marketing and Communications Department posts emergency and weather-related messages on the PPSC website and uses a service called FlashAlert Newswire to automatically distribute them to the local TV news stations for broadcast and web display. In addition, this department regularly distributes press releases to local news outlets on a variety of PPSC-related topics.

Section 4: Emergency Procedures

Emergency Operations Plan

PPSC maintains an all-hazards Emergency Operations Plan (EOP) that defines the College's emergency organizational structure and outlines emergency procedures for employees and students. The PPSC EOP can be viewed on the [PPSC Campus Police Department](#) web page.

Emergency Response Guide

Emergency Response Guides (ERGs) are posted in classrooms and in workspaces. These guides explain the Standard Response Protocol (see next paragraph) and provide specific actions to take during the most common types of emergencies. The ERG also may be viewed on the [PPSC Campus Police Department](#) web page.

Standard Response Protocol

Emergencies or disasters on campus will typically require one of the actions contained within the [Standard Response Protocol \(SRP\)](#). The SRP utilizes an all-hazards approach and clear common language, while providing flexibility in dynamic emergency situations.

The SRP is based on the actions of Hold, Secure, Lockdown, Evacuate, and Shelter.

Hold: Clear the hallways and lock classroom and office doors. Normal activities will continue as usual.

Secured: The building's exterior doors are secured and occupants are expected to remain inside. Normal operations will continue to the greatest extent possible. People are free to move about inside the building but are cautioned to maintain situational awareness.

This action may be taken to minimize exposure to a safety threat outside such as law enforcement activity, civil unrest, or a hostile human threat in the vicinity of campus.

Lockdown: Occupants will close and lock interior doors, turn off lights, hide from view, and maintain silence. Turn mobile devices to Silent mode. Exterior perimeter doors may remain unlocked to allow emergency responders to quickly enter the building. Occupants must be prepared to react or enact a different action (e.g., evacuate, fight off an intruder).

This action may be taken in the event of an imminent threat inside or outside of the building.

Evacuate: All building occupants are required to evacuate a building when a fire alarm sounds and/or when directed to do so by PPSC officials.

Leave belongings behind but bring mobile phones if possible. Exit the building in an orderly manner, move at least 150 feet from the building (300 feet for bomb threats), and await further instruction from emergency personnel. Faculty and instructors should account for all students. Managers and supervisors should account for their employees.

Shelter: Occupants are to remain on the premises and take actions appropriate to the situation (e.g., severe weather, hazardous material spill outside the building, etc.). Be prepared to move to a different location or a designated shelter. Designated weather emergency shelters on campus are marked with a yellow placard.

SRP actions will transition to another phase or end at the direction of the PPSC Campus Police Department once the threat has passed. Emergency situations are, by nature, fluid and dynamic. During an emergency, all students and employees should remain vigilant and monitor information channels for updates.

Emergency Exits

Emergency exits are physically marked by illuminated EXIT signs over each doorway. All students and employees should:

- Be familiar with the locations of emergency exits in buildings that they frequent.
- Identify at least two exit routes out of every area.
- Ensure emergency exits and paths to those exits are kept free of obstructions.

Building Evacuation Procedures

General: When the building fire alarm sounds, or when directed by the PPSC Campus Police Department to evacuate, **all** occupants will leave the building through the nearest exit. Emergency exits are physically marked by illuminated EXIT signs over each doorway. Designated PPSC Campus Police Department or Facilities personnel may remain behind for the purpose of assisting other occupants or emergency responders.

- Treat fire alarms as actual emergencies and not drills.
- Quickly gather personal belongings such as coats and car keys.
- Leave the building immediately in a calm, orderly manner through the nearest exit.
- If there is no one behind you, close but do not lock doors as you leave.
- Listen for and follow instructions from PPSC Campus Police or other emergency responders.
- Do not use elevators when the fire alarm is sounding.

- Provide assistance to individuals with functional impairments who may need help evacuating.
- Stay together in a group with your class or work section if possible. Instructors must account for all students. Supervisors must account for all employees.
- Report missing persons to the PPSC Campus Police Department immediately.
- Move (and remain) at least 150 feet away from the building (300 feet away for a bomb threat), and if possible, to the upwind side.
- Wait to be contacted. Do not return to the building unless told to do so by emergency personnel.
- After the evacuation is over, report damaged or malfunctioning safety systems or backup systems to the PPSC Campus Police Department and PPSC Facilities and Operations.

People may return to the building when directed to so by the PPSC Campus Police Department or emergency responders.

Directed Building Evacuation (other than Fire Emergency): Directed evacuation is used to move occupants out of a building by a specific route designed to avoid contact with a potential threat (e.g., suspicious package, hazardous material spill), or if usual evacuation routes are blocked. Instructions will be provided via the public address system or other appropriate communication.

Reverse Evacuation: A reverse evacuation rapidly and safely moves people into a building when it would be dangerous to remain outside. A reverse evacuation may be ordered in the event of a threat such as severe weather or a hazardous materials spill.

Campus Evacuation: A campus evacuation is used to move people off of PPSC campuses due to a serious emergency in the area. When leaving campus, drive with caution, be courteous, and follow directions from emergency personnel. Do not block access/egress for emergency vehicles.

Assisting People with Disabilities

People with disabilities or mobility impairments should plan for emergencies by developing an evacuation strategy and sharing it in advance with fellow employees and students. People with service animals should practice evacuating so that the service animal becomes familiar with both primary and alternate evacuation routes.

Some individuals with disabilities utilize special equipment while others do not. Always consult with the person prior to assisting them.

To evacuate a person with mobility impairments:

- Assist and accompany the person to the evacuation site if possible.

- Use a sturdy chair (or one with wheels) to move the person.
- Utilize evacuation chairs (stair chairs) where available to navigate stairs.
- If unable to assist a person with mobility impairments, notify the PPSC Campus Police Department or emergency responders.

To evacuate people using wheelchairs:

- Individuals at ground floor locations may be able to exit without help.
- Consult the individual before moving him/her.
- Utilize evacuation chairs (stair chairs) where available to navigate stairs.

To assist people with visual impairment:

- Announce the type of emergency.
- Take directions from the individual about how best to guide him/her.
- Tell the person where you are going and what obstacles you encounter.
- When you reach safety, ask if further help is needed.

To alert people with hearing impairment:

- Turn lights on/off to gain the person's attention.
- Indicate directions with gestures.
- If time permits, write a note with evacuation directions.
- Escort the person out of the building if asked to do so.

Emergency Evacuation Chairs (“Stair Chairs”): Emergency evacuation chairs, also referred to as “stair chairs”, can be used to assist people with disabilities or impaired mobility to exit a building or navigate stairs. They are designed to be guided by one person; however, some situations may require two people for safety. Emergency evacuation chairs are installed at:

- Centennial Campus:
 - North side of the Computer Access Center (CAC) lab near the stairs to the library
 - One at each of the two catwalk towers near B Building
- Downtown Campus:
 - South building, second floor to left of stairs between S214 and S216
 - Studio West: Second floor next to emergency exit stairwell next to Room 210
- Center for Healthcare Education & Simulation:
 - Second floor near the central stairs to the lobby
 - Second floor hallway near the half-flight of stairs across from Room 213

Section 5: Access to Campus Facilities

Physical Security and Access

As a public facility, PPSC's main campuses and locations are open to students, employees, and visitors during normal operational hours and for special events. Hours of operation vary by semester and are posted on the PPSC website under [Locations & Maps](#). Interior doors to classrooms, offices, and other areas are kept locked when not in use. Exterior doors are locked after hours and when facilities are closed. During times when campuses are closed, employees may access campus buildings using key cards issued to them by the College.

Access to PPSC facilities is limited after hours or when the College is closed, and is based on individual department needs and/or direction from PPSC administration. Although the locking and unlocking of campuses is completed through a cooperative effort between the PPSC Facilities and Operations Department and the PPSC Campus Police Department, requests to access the buildings after hours are routed through the PPSC Campus Police Department. During normal operational hours, instructors and employees who need access to classrooms or offices may contact the PPSC Campus Police Department at 719-502-2900. Access to other PPSC non-campus locations is controlled by personnel at those sites.

Although PPSC campuses are open access, there are areas not intended for access by the general public. The Law Enforcement Firearms Range Training Facility at the Centennial Campus is restricted to the PPSC Campus Police Department, the Pikes Peak Regional Law Enforcement Academy during its firearms training, and other law enforcement agencies that have coordinated its use. The Centennial Campus radio tower, grounds shop, fleet maintenance bay, and South 40 access road are also restricted access areas.

PPSC does not have on-campus housing or residence halls.

Maintenance

The PPSC Facilities and Operations Department is responsible for facilities maintenance, monitoring facilities for safety hazards (e.g., lack of lighting), and addressing safety hazards on campus.

Additionally, PPSC Campus Police Department officers patrol the buildings and grounds at each campus. They report safety and other physical security issues to PPSC Facilities and Operations for resolution.

Reporting Facility Maintenance or Security Concerns

Anyone who observes a safety issue or other problem related to the maintenance of PPSC buildings or grounds should report it to PPSC Facilities and Operations at 719-502-2800 during normal hours of operation.

Facilities concerns may also be reported online via the [Report a Concern](#) link under the Security & Safety heading on the [PPSC website](#) home page.

Report urgent safety concerns to PPSC Campus Police at 719-502-2900.

Section 6: PPSC Campus Police Department

Overview

The PPSC Campus Police Department is a full-service police department consisting of full-time and part-time sworn police officers. PPSC Campus Police Department officers patrol the four primary campuses and locations (Centennial Campus, Rampart Range Campus, Downtown Campus, and CHES) when those sites are open. PPSC Campus Police Department supervisors are also on duty during each operational shift. Administrative business hours for PPSC Campus Police Department offices are typically 8:00 a.m. to 5:00 p.m. Monday through Friday.

All PPSC Campus Police Department officers are Colorado Peace Officers and receive their police authority under the Colorado Revised Statute § 16-2.5-101 as well as C.R.S. § 16-3-110. These statutes give PPSC Campus Police Department officers the authority to enforce all Federal and State laws within the scope of their duties.

PPSC Campus Police Department officers come from a variety of backgrounds and must have a minimum of one year of law enforcement experience, typically with other agencies. Every PPSC Campus Police Department officer has been through an accredited Colorado Peace Officer Standards and Training (POST) Academy with specialized instruction in all aspects of law enforcement as well as successful completion of the POST test. Each PPSC Campus Police Department officer completes a Field Training Evaluation Program (FTEP) ranging from four to eight weeks depending on the officer's level of previous experience. This training not only focuses on law enforcement techniques needed for handling crimes in progress, officer safety, etc., but also campus-specific law enforcement challenges. Each PPSC Campus Police Department officer must be Colorado POST certified and complete quarterly training to maintain their POST certification. This training includes, but is not limited to, defensive tactics, firearms qualifications and training, judicial updates, First Aid, cardiopulmonary resuscitation (CPR) and automated external defibrillators (AEDs), as well as other relevant subjects.

PPSC Campus Police Department officers respond to criminal, safety, and medical situations at the three main campuses and CHES. Additionally, the PPSC Campus Police Department provides certain non-law enforcement-related services to the College community, including safety classes for students and employees and motorist assistance.

PPSC Campus Police Department Mission Statement

The mission of the PPSC Campus Police Department is to provide community-oriented solutions, communication, and services at the College.

Additionally, the PPSC Campus Police Department has established the following goals:

- To establish a working relationship with the campus community.
- To establish a working relationship with all surrounding emergency responder agencies to ensure a safer community on and around the campuses.
- To increase proficiency and efficiency of the campus police force, in order to provide the best possible public safety services to the College community.

All members of the PPSC Campus Police Department share as equal partners in their efforts to serve the College community and work cooperatively with others.

PPSC Campus Police Department Jurisdiction

PPSC Campus Police Department officers have patrol jurisdiction on any PPSC owned, leased, rented, or otherwise controlled property, which includes the ability to investigate crimes, conduct searches, and make arrests as authorized by law.

Law enforcement responsibility for PPSC locations at Fort Carson and Peterson SFB resides with the respective military installations.

Law enforcement responsibility for other PPSC non-campus locations resides with the agencies having jurisdiction for those sites.

Interagency Relations

PPSC has developed relationships and maintains Memorandums of Understanding (MOUs) with the Colorado Springs Police Department (CSPD), the El Paso County Sheriff's Office (EPSO), and the Colorado State Patrol (CSP) to provide additional support when needed and for the joint investigation of alleged criminal offenses where applicable. Additionally, PPSC Campus Police Department officers are commissioned deputies with EPSO.

These MOUs establish the working relationships between law enforcement agencies, describe the roles of each agency when one requests assistance from the other, and facilitate interagency cooperation and communications.

PPSC relies on its Campus Security Authorities and other law enforcement agencies to report off-campus criminal activity involving PPSC students engaged in college-sponsored activities.

PPSC Campus Police Department Response

PPSC Campus Police Department officers respond to all reports of crime, suspicious activities, and other emergency incidents that occur on PPSC campuses. PPSC Campus Police Department

officers also respond to criminal incidents, traffic accidents, and other emergency incidents when assistance is requested by EPSO, CSPD, Fountain Police Department, or the Colorado State Patrol (CSP).

PPSC police officers may be the first to respond to medical situations on campus. PPSC Campus Police Department officers are certified in First Aid, cardiopulmonary resuscitation (CPR), and the use of Automated External Defibrillators (AEDs), and they can provide basic medical care until emergency medical personnel arrive. Emergency medical services (EMS) and ambulance transport are provided by local fire departments and EMS agencies.

PPSC Campus Police Department officers are dispatched to calls in the order of priority. The highest priorities are incidents such as disturbances, traffic crashes, medical emergencies, crimes in progress, etc. Lower priority calls, such as entry requests for classrooms, parking complaints, graffiti calls, etc., may have a longer response time, especially if officers are already assigned to another incident. Cold cases, which are crimes that have already occurred, are frequently a lower priority as well.

In response to criminal and other safety issues, officers use Federal and State Laws as guidelines as well as PPSC Campus Police Department General Orders, PPSC Student Behavioral Expectations and Responsibilities (formerly known as the Student Code of Conduct), and CCCS policies and procedures. Based on these guidelines and individual officer discretion, officers detain, warn, cite, summons, or arrest offenders given the nature of the specific incident(s). Reports are taken on all criminal incidents, but they also may be taken on other non-criminal incidents in order to compile statistical data. Anonymous reports that cannot be substantiated are included in the blotter as well as in statistics for the ASR.

PPSC Campus Police officers sometimes consult the District Attorney's Office or the Colorado Attorney General's Office prior to filing charges in criminal cases. These cases are typically complex and/or involve other jurisdictions. Cases involving PPSC employees may be sent to PPSC Human Resource Services for possible administrative action if warranted. Cases involving PPSC students may be sent to the PPSC Dean of Students for review to determine if a violation of the Student Behavioral Expectations and Responsibilities has occurred. Otherwise, all criminal cases that occur on campus property are handled by the PPSC Campus Police Department.

Any criminal or medical incident that occurs at any campus-oriented event, internship, or at a PPSC non-campus location (including military bases) must be promptly reported to the PPSC Campus Police Department to maintain compliance with the State Risk Management Office and the Clery Act.

Daily Crime Log (Crime Blotter)

The PPSC Campus Police Department maintains a log of reported crimes by date that details the date, time, location, and type of reported incidents. This daily crime log, also called a crime blotter or police blotter, is posted on the PPSC Campus Police Department webpage under the [Police Blotter](#) tab. Blotter entries for any time period can be viewed by clicking the Filter button at the top of the page and selecting a date range.

Blotter entries and updates are made within two business days of a crime being reported to the PPSC Campus Police Department. Hard copies of the last 60 days of the crime blotter can be obtained at any PPSC Campus Police Department office during business hours Monday through Friday. The daily crime log for entries older than 60 days will be made available within two business days of a request for public inspection.

Reporting of Criminal Activity at Student Organization Non-Campus Locations

PPSC does not have any non-campus locations owned or controlled by student organizations that are officially recognized by the College.

Colorado State Sex Offender Registry

In accordance with the *Campus Sex Crimes Prevention Act* (which amends the *Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act*), the Clery Act, and the *Family Educational Rights and Privacy Act* (FERPA), the College provides 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/>. A link to this website is also provided on the [PPSC Campus Police Department](#) webpage.

Section 7: Crime Prevention and Awareness

Crime Prevention and Awareness Programs

General Campus Security and Safety Briefings: The PPSC Campus Police Department provides general campus security and safety briefings as part of orientations for new employees and new students. These briefings are also provided to PPSC departments, divisions, work groups, and classes upon request.

Ongoing Crime Prevention and Safety Programs:

Safety Escorts: PPSC Campus Police Department officers at every campus provide escorts to and from the parking lots upon request and when available to do so. Students and employees are encouraged to walk with friends or co-workers if a police officer is unavailable.

Surveillance System: Each campus has been outfitted with video surveillance systems to assist in identification of suspects and to obtain footage of criminal acts. Video surveillance is recorded but not continuously monitored.

Security Lighting Assessment: An ongoing assessment of the lighting at each campus is conducted to ensure optimal security for the campus population. Any repairs or deficiencies are submitted to PPSC's Facilities and Operations Maintenance Department for resolution.

Crime Prevention and Safety Programs Provided upon Request:

Crime Prevention Through Environmental Design (CPTED): CPTED training along with enhanced threat and risk assessment at various campuses is conducted as needed in conjunction with other local agencies.

De-escalation Training: This training focuses on the use of verbal de-escalation techniques to prevent a hostile or agitated person from becoming physically violent.

Refuse to Be a Victim: Trained employees present the Refuse to Be a Victim training, which teaches students and employees to prevent criminal confrontation and increase awareness.

Security Surveys: Departments throughout the College may request security surveys by the PPSC Campus Police Department to evaluate facilities and make recommendations for security enhancements.

Surviving an Active Shooter: Students and employees learn basic strategies to survive active shooter incidents.

Ongoing Crime Prevention and Campus Safety Programs

Crime prevention and campus safety efforts occur throughout the year. Examples of the previous years' events are shown in the table below.

2024 CRIME PREVENTION AND CAMPUS SAFETY PRESENTATIONS				
DATE	SUBJECT	LOCATION	AUDIENCE	CATEGORY
1/8/2024	Campus Safety and Security for TPS Division (PDW)	Virtual	Employees	Crime Prevention, Campus Safety
1/17/2024	Campus Safety and Security for Medical Sciences Division	CHES	Employees	Crime Prevention, Campus Safety
2/19/2024	Defusing Hostile People	CHES	Employees, Students	Campus Safety, Violence Prevention
2/26/2024 – 3/29/2024	KnowBe4 Security Awareness Training (annual required training)	Online	Employees, Student Employees	Crime Prevention, Cybersecurity
2/26/2024 – 3/29/2024	Title IX for Higher Education (annual required training)	Online	Employees, Student Employees	Title IX
4/19/2024	Safety for High School Programs	CHES	Employees, HSP Partners	Campus Safety
4/19/2024	Defusing Hostile People	Penrose House	Employees	Campus Safety, Violence Prevention
8/8/2024	Campus Safety/Active Shooter for New Dental Center Students	RRC – Delta Dental	Students	Campus Safety
8/9/2024	TRIO Safety Briefing	Centennial Campus	Employees	Campus Safety
8/27/2024	Coffee with a Cop	Centennial Campus	Students	Campus Safety and Outreach
9/12/2024	Campus Safety for High School Culinary Arts Students	Centennial Campus	Students	Campus Safety

Additionally, general security, safety, and crime prevention information is disseminated to the campus community throughout the year by the following methods:

- Posted on the PPSC Campus Police Department webpage under [Safety Information](#);
- Displayed on informational TV monitors around campus;
- Published in the PPSC *Stall Street Journal* newsletter; and
- By other communications as appropriate.

Section 8: Emergency Drills and Exercises

PPSC Campus Police Department and Emergency Management personnel regularly conduct emergency drills and exercises. These drills and exercises, which are based on actual and probable real-world situations, provide opportunities to:

- Test participant knowledge of emergency procedures.
- Evaluate emergency planning efforts.
- Assess College resources and capabilities.
- Identify planning and resource gaps and develop solutions for them.
- Enhance the College community's awareness of emergency plans and procedures.

PPSC utilizes the Homeland Security Exercise and Evaluation Program (HSEEP) framework in designing and conducting its drills and exercises. Drills test a single function such as evacuation. Discussion-based exercises (workshops, tabletop exercises) allow personnel to discuss hypothetical scenarios in an informal setting. Operations-based exercises (functional, full-scale exercises) are conducted in realistic, real-time environments and require the participation of multiple College resources and/or external agencies.

Past exercise scenarios at PPSC have included communications and notifications during a simulated active shooter incident; shelter-in-place for a tornado; building evacuation for a bomb threat; building evacuation for people with disabilities; and de-escalation of a hostile person.

During winter months, the emergency notification system is regularly evaluated by issuing weather alerts for campus operations or closures.

Drills and exercises are documented to include dates, times, locations, descriptions, whether they were announced or unannounced, and other relevant information. After action reviews are conducted and documented.

Section 9: Sexual Harassment Prevention and Awareness Programs

PPSC is committed to the prevention of sexual harassment, which includes dating violence, domestic violence, sexual assault and stalking. In support of this commitment, the College offers various prevention and education programs that may fit into one or more of the following categories:

- **Awareness programs:** Community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.
- **Bystander intervention:** Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
- **Risk reduction:** Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- **Ongoing prevention and awareness campaigns:** Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.
- **Primary prevention programs:** Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Primary Prevention and Awareness Programs

PPSC offers programs to all incoming students and new employees covering, at minimum, the following information.

- The College's prohibition on crimes of dating violence, domestic violations, sexual assault, and stalking as those terms are defined in Appendix A (Clery Act Crime Definitions) of this report.
- The following state law definitions applicable to those terms and consent:

- **Dating violence:** There is no Colorado state law defining dating violence, so the definition used in the Violence Against Women Reauthorization Act of 2013 (VAWA) is used by the College.
- **Domestic violence:** Any 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 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. Intimate relationship means a relationship between spouses, former spouses, past or present unmarried couples, or persons who are both the parents of the same child regardless of whether the persons have been married or have lived together at any time. C.R.S. 18-6-800.3.
- **Sexual assault:**
 - “Sexual assault”: Any actor who knowingly inflicts sexual intrusion or sexual penetration on a victim commits sexual assault if: (a) The actor causes submission of the victim by means of sufficient consequence reasonably calculated to cause submission against the victim’s will; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The actor knows that the victim submits erroneously, believing the actor to be the victim’s spouse; or (d) 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 (e) 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 (f) 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 (g) 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 (h) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented. C.R.S. 18-3-402.
*Note that subparagraphs (d) and (e) above define the offense in Colorado related to the Clery Act crime of Statutory Rape.
 - “Unlawful sexual contact”: Any actor who knowingly subjects a victim to any sexual contact commits unlawful sexual contact if: (a) The actor knows that the victim does not consent; or (b) The actor knows that the victim is incapable of appraising the nature of the victim’s conduct; or (c) The victim is physically helpless and the actor knows that the victim is physically helpless and the victim has not consented; or (d) The actor has substantially impaired the victim’s power to appraise or control the victim’s conduct by employing, without the victim’s

consent, any drug, intoxicant, or other means for the purpose of causing submission; or (e) Repealed; or (f) 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, unless incident to a lawful search, to coerce the victim to submit; or (g) The actor engages in treatment or examination of a victim for other than bona fide medical purposes or in a manner substantially inconsistent with reasonable medical practices. Any person who knowingly, with or without sexual contact, induces or coerces a child by any of the means set forth in section 18-3-402 to expose intimate parts or to engage in any sexual contact, intrusion, or penetration with another person, for the purpose of the actor's own sexual gratification, commits unlawful sexual contact. C.R.S. 18-3-404.

- **Stalking:** A person commits stalking if directly, or indirectly through another person, the person knowingly: (a) 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 (b) 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 (c) 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. For the purposes of this definition: (a) 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. (b) "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. (c) "Immediate family" includes the person's spouse and the person's parent, grandparent, sibling, or child. (d) "Repeated" or "repeatedly" means on more than one occasion. C.R.S. 18-3-602.
- **Consent:** 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. C.R.S. 18-3-401(1.5).

- **Bystander intervention:** A large part of preventing sexual harassment and other inappropriate behavior (such as bullying) involves recognition of warning signs and early intervention efforts. “Bystander intervention” as that term is defined above, can include options such as:
 - Interrupt the behavior
 - Publicly support the victim
 - Show disapproval through comments, facial expressions or body language
 - Use humor to diffuse the situation
 - Encourage communication and open dialogue
 - Gather a group of people as back-up
 - Offer to leave the situation with the victim
 - Invite yourself to tag along to avoid isolation of the victim with the perpetrator
 - Ask questions or make suggestions on appropriate behaviors to the perpetrator as a friend
 - Use the situation as an educational opportunity
 - Call someone for help
- **Risk reduction:** Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. “Risk reduction” as that term is defined above can include strategies such as:
 - Trust your gut
 - Have a code word
 - Lie or make an excuse to create an exit
 - Plan an escape route in advance
 - Become familiar with safe places
 - Create a support network
 - Change your routine to avoid someone
 - Make an escape to-go bag and plan a route/destination
 - Know what you’re drinking and don’t leave a drink unattended
 - Be aware of sudden changes in the way your body feels
 - Share your travel plans and routes with people (e.g., share your location on your phone with a trusted person to make sure you get home safe)
- Programming also covers the information included in the sections of this report on Sexual Harassment Response and Reporting Procedures and Sexual Harassment Resolution Procedures.

Additionally, PPSC HRS/Title IX provides sexual harassment prevention and awareness information during student internship briefings (excluding nursing programs) and student overnight travel briefings.

Ongoing Prevention and Awareness Campaigns

PPSC offers sexual harassment education, awareness, and prevention events throughout the year to students, staff, and faculty. Examples of these events can be seen in the following table, which highlights the previous years' events.

2024 SEXUAL HARASSMENT EDUCATION, AWARENESS, AND PREVENTION PROGRAMS			
DATE	SUBJECT	AUDIENCE	CATEGORY
2/26/2024 – 3/29/2024	Title IX for Higher Education (annual required training)	Employees, Student Employees	Title IX
4/9/2024 & 4/29/2024	Table event: “Sexual Assault Prevention Through Education: Awareness, Action, Advocacy” – Centennial Campus	Students, Employees	DVSAS, VAWA
9/30/2024	Clothesline Project T-Shirt Making – Centennial Campus	Students, Employees	DVSAS, VAWA
10/2/2024	Clothesline Project T-Shirt Making – Downtown Campus	Students, Employees	DVSAS, VAWA
10/3/2024	Clothesline Project T-Shirt Making – Rampart Range Campus	Students, Employees	DVSAS, VAWA
10/7/2024-11/2/2024	Clothesline Project Display at CC, DTC, and RRC	Students, Employees	DVSAS, VAWA (DV Awareness)
10/15/2024	Domestic Violence Awareness Presentation by Haseya Advocacy Group	Students, Employees	DVSAS, VAWA (DV Awareness)
10/15-17/2024	Purple Ribbon Table Event at each campus	Students, Employees	DVSAS, VAWA (DV Awareness)
10/23/2024	Domestic Violence 101 Presentation by TESSA	Students, Employees	DVSAS, VAWA (DV Awareness)
10/23/2024	In Her Shoes (interactive activity)	Students, Employees	DVSAS, VAWA (DV Awareness)

Section 10: Sexual Harassment Response and Reporting Procedures

Sexual Harassment Response and Reporting Procedures

PPSC prohibits sexual harassment which includes dating violence, domestic violence, sexual assault, and stalking in its programs and activities in accordance with the following Board Policy and System Procedure.

- BP 19-60 Prohibition of Discrimination, Harassment or Retaliation (<https://www.cccs.edu/policies-and-procedures/bp-19-60-prohibition-of-discrimination-harassment-or-retaliation/>)
- SP 19-60a Civil Rights and Sexual Harassment Resolution Process (<https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/>)

Specifically, certain acts of sexual harassment violate the law, and sexual harassment violates College policy and the Student Code of Behavioral Expectations and Responsibilities. PPSC prohibits sexual harassment on property owned or controlled by the College, at institutionally-sponsored or supervised activities, or at functions of recognized student organizations. Sanctions for policy violations by PPSC employees or students are determined by applicable internal policies and procedures. Students may be sanctioned up to and including expulsion. Employees may be sanctioned up to and including termination.

PPSC is committed to responding appropriately to all reports of sexual harassment and to working collaboratively with other law enforcement, government and community agencies. This policy provides general guidelines for responding to individuals who are victims of sexual harassment (also referred to herein as “complainants”) on the College’s campus or during other institutionally-sponsored activities. For specific procedures and resources, contact the following representative(s):

Title IX Coordinator: Kim Hennessy, 719-502-2600, Kim.Hennessy@PikesPeak.edu

Deputy Title IX Coordinator: Amy Lewis, 719-502-2041, Amy.Lewis@pikespeak.edu

What to Do if Sexual Harassment Has Occurred

Individuals who believe they have been the victim of sexual harassment should first ensure that they are in a place that is safe and that they are receiving any necessary medical treatment. It is important to preserve evidence, so victims should not shower, bathe, eat, drink, brush their

teeth, change clothes, or disturb the scene of the incident. This evidence can be important to prove that a criminal offense has occurred and may be helpful in obtaining a protection order.

Reporting Sexual Harassment

Individuals should report any incident of sexual harassment immediately to the College's Title IX Coordinator listed in the section above. The Title IX Coordinators can assist the complainant with: getting help, explaining their rights as a student/employee, investigation processes, accessing resources, and protection options. Title IX Coordinators will provide complainants of sexual harassment with a written explanation of their rights or options with respect to the complaint, regardless of whether the conduct occurred on or off campus. This written information may include a copy of System Procedure (SP) [19-60a](#) and resources.

The report should describe the alleged incident, which may include when and where it occurred, the parties involved, and the desired remedy sought. Any supporting documentation and evidence may be referenced within the body of the report. Complainants may be asked to reduce verbal reports to writing and sign them (in person or electronically) before proceeding through the resolution process.

Individuals may decide to report the incident to the PPSC Campus Police Department and/or other local law enforcement. Title IX Coordinators can assist with the reporting process. If an individual does not wish to pursue a formal criminal action through a police department, they can pursue institutional actions consistent with the System Procedure (SP) [19-60a](#). Alternatively, they can choose not to pursue any institutional action, but pursue criminal action or make a police report by contacting the PPSC Campus Police Department at 719-502-2900 or local law enforcement. Individuals also have the option of not notifying authorities of the incident. Individuals may also report to a faculty member or an administrative official. In the interest of campus safety, the faculty or administrative official should immediately notify the PPSC Campus Police Department of the incident and will also be required to report the incident in accordance with the College's internal policies. Reports may be made anonymously (see Section 2 of this report). The identity of the individual involved in or reporting the incident is not essential for reporting.

Care should be taken to file a report as soon as possible after the incident and to preserve all physical evidence of the crime to aid in the police investigation or to assist in obtaining a protective order. These procedures are particularly important in the case where the assailant is unknown to the complainant and may be a threat to the campus community.

Other Options for Sexual Harassment Complainants

Complainants of sexual harassment may also pursue the following options individually or in combination with reporting options:

- To obtain crisis counseling by contacting the following resources:
 - For students:
 - PPSC Counseling Center: call 719-502-4782 8:00 a.m. to 5:00 p.m. Monday through Friday
 - BetterMynd Telehealth Service crisis hotline (24/7/365): call 844-BTR-MYND (844-287-6063)
 - For additional information and resources, see the [PPSC Student Counseling Center](#) web page.
 - For employees:
 - Colorado Employee Assistance Program (CSEAP): call 800-821-8154 to make an appointment or schedule an appointment through the CSEAP website at <https://cseap.colorado.gov/>.
- To file a civil lawsuit or restraining order request against the accused (also referred to herein as “respondent”). (In this case, the complainant may need a private attorney to assist with these options, and the complainant will likely be required to give testimony in court.)
- To seek a restraining order, protective order, no contact, or other similar order, and to have that order enforced by the College. A restraining order is an order from a court that requires one party to do, or refrain from doing, certain acts. For example, it can help protect someone from being physically abused, threatened, stalked, or harassed. The College can be notified of such court orders by informing the PPSC Campus Police Department. The College can help to enforce the restraining or no-contact order on campus and at College events.
- For students, to request adjustments to their academic schedules after a reported sexual harassment, if such changes are reasonably available, and for employees, to request adjustments to work schedules. Each such request will be handled on a case-by-case basis by the College. Even if there is no court order, the College may issue a no-contact order as part of its investigation and resolution procedures or take further protective action to minimize the interactions of the complainant and the respondent, such as rearranging College schedules or altering College employment arrangements.
- To have an advisor present when reporting or during any College proceedings to provide support, guidance or advice.

Section 11: Confidentiality

College employees, depending on their roles, have varying reporting responsibilities and may not be able to maintain confidentiality of information reported to them. Confidential employees are limited to those individuals whose communications are considered privileged and confidential under federal or state law and who are employed by the College in that capacity. Information regarding potential civil rights violations may only be considered confidential if it is reported to a College confidential employee who is functioning within the scope of that role. Any person who reports concerns of sexual harassment should not assume that confidentiality or anonymity can be protected in connection with making a report.

Except in rare circumstances, such as the existence of an immediate threat of harm, these individuals can offer options and advice without any obligation to report internally or externally unless the complainant has requested information be shared. Other outside confidential resources are available, and the Title IX Coordinator can assist in connecting an individual to these resources.

Any person who reports concerns of sexual harassment should also be aware that the College must issue immediate emergency notifications and/or timely warnings for incidents reported to the College that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community, as described more fully in Section 3 (Timely Warnings and Emergency Notifications) of this report. The College will make every effort to ensure that a complainant's name and other identifying information is not disclosed, while still providing adequate information for community members to make safety decisions in light of the danger. The College will conduct publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the complainant in accordance with applicable laws.

Additionally, the College will maintain as confidential any accommodations or protective measures provided to the complainant, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the accommodations or protective measures.

A current list of confidential resources at the College can be found on the PPSC HRS webpage under [Sexual Misconduct Resolution Process](#). These resources include, but are not limited to:

- **Colorado Coalition Against Sexual Assault:** 303-839-9999, <https://ccasa.org/>, off-campus resource. Location: 1330 Fox Street, Suite 2, Denver, CO 80204. Support and resources for survivors of sexual assault.

- **988 Colorado Mental Health Line** (replaces Colorado Crisis Services): Call/text 988 or live chat at [988Colorado.com](https://988colorado.com), off-campus resource. Walk-in location: 115 S. Parkside Drive, Colorado Springs, 80910. Provides mental health support.
- **National Domestic Violence Hotline**: 800-799-7233 or text “LOVEIS” to 22522, <https://www.thehotline.org/>, off-campus resource. Available 24/7. Support for those impacted by relationship abuse.
- **Rape, Abuse, & Incest National Network (RAINN)**: 800-656-HOPE, <https://rainn.org/>, off-campus resource. Available 24/7. Provides confidential, trauma-informed, 24/7 support services to survivors of sexual violence and their loved ones.
- **TESSA**: Main 719-633-1462, Safe Line 719-633-3819, <https://www.tessacs.org/>, off-campus resource, victim advocates available. Location: 435 Gold Pass Heights, Colorado Springs, CO 80906. Support for victims of partner and sexual violence.
- **WINGS Foundation, Inc.**: 303-238-8660 or Toll Free: 800-373-8671, <https://www.wingsfound.org/>, off-campus resource. Support for adult survivors of childhood sexual abuse.

Section 12: Support and Resources for Sexual Harassment Complainants

PPSC will provide written information to students and employees who report sexual harassment about counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available at the College and in the community. Those resources include but are not limited to the following.

Victim Assistance

PPSC offers a variety of support mechanisms for victims of crime. Regardless of the type of crime, it is important that the PPSC campus community feels comfortable in reporting any criminal offense to include sexual assault and ethnic, racial, or sexual harassment. PPSC Behavioral Intervention Team members have undergone extensive training in dealing with people in crisis situations.

The PPSC Campus Police Department will assist victims through the criminal process as well as dealing with being the victim of a crime by referring to the appropriate personnel or agency.

Numerous resources available throughout the El Paso County area can be called upon to assist when needed, to include victim advocates on campus.

Employees can contact the Human Resource Services office to obtain information on CSEAP. Information is also available online at <https://cseap.colorado.gov/> or by calling CSEAP at 800-821-8154.

Victims of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Medical Forensic Exam

A victim of a sexual assault may request a medical forensic exam. This is important if the victim wishes to seek legal action. It is vital that a victim obtains medical treatment as soon as possible and does not bathe, shower, douche, or change clothes until given permission by medical personnel. The exam can be made without having to report the assault to law enforcement, and victims will not be charged for the cost of the exam.

The College has an agreement with the following provider for the exam:

UCHealth Memorial Hospital

1400 East Boulder Street, Colorado Springs, CO 80909

Telephone: 719-365-8333, or 719-365-8345, or 719-365-1877

Emergency Department: 719-365-5221

Hours of Operation: 24/7

For those who do not have transportation to the facility, contact a friend or family member, taxi service, public transportation, or PPSC Human Resource Services (during normal business hours) at 719-502-2600. Any cost for transportation is the responsibility of the student or employee.

Please contact the Vice President for Human Resource Services or Associate Vice President for Human Resource Services with any questions. They may be reached at 719-502-2600.

Options for Protective Measures

The College will provide written notification to complainants of sexual harassment about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. The College will make such accommodations or provide such protective measures if they are reasonably available, regardless of whether the complainant chooses to report the crime to Campus Police/Security or local law enforcement.

The Title IX Coordinator, in consultation with appropriate administrative personnel, may implement interim actions, including supportive measures, intended to protect the safety and security of the campus community, address the effects of the reported behavior, and prevent further violations, while a report is under review or investigation. These remedies may include, but are not limited to, placing an employee on administrative leave, interim actions outlined in [SP 4-30a](#) Student Behavioral Expectations and Responsibilities Resolution Procedure, campus bans or emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts, implementing contact limitations between the parties (e.g., no contact orders), offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations. Any campus ban or emergency removal will be implemented only after a determination that the person poses an imminent and serious threat to the health or safety of another arising from the allegations of sexual harassment.

Additional Resources for Victims of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

The resources listed below are provided in writing to all victims of dating violence, domestic violence, sexual assault, and stalking. Additional resources can be found in Appendix C of this report.

Law Enforcement Resources		
PPSC Campus Police Department https://www.pikespeak.edu/administration-operations/campus-police/index.php	Centennial Campus: A-100 Rampart Range Campus: N-106 Downtown Campus: S-101 CHES: Room 105A	719-502-2900
Colorado Springs Police Department https://coloradosprings.gov/police-department	705 S. Nevada Avenue Colorado Springs CO 80903	719-444-7000
El Paso County Sheriff www.epcsheriffsoffice.com	27 E. Vermijo Avenue Colorado Springs CO 80903	719-520-7100
Counseling Resources		
PPSC Counseling Center (Students) https://www.pikespeak.edu/student-support/counseling-center/index.php	Centennial Campus: A-141 Rampart Range Campus: N-107c Downtown Campus: S-129	719-502-4782
Colorado State Employees Assistance Program (CSEAP) (Employees) https://cseap.colorado.gov/	1525 Sherman Street, Suite 117 Denver CO 80203	800-821-8154 or 303-866-4314
TESSA (Victim Advocates Available) www.tessacs.org	436 Gold Pass Heights Colorado Springs CO 80906	719-633-1462 24-Hour Safe Line: 719-633-3819
988 Colorado Mental Health line (was Colorado Crisis Services) – walk-in services www.988Colorado.com	115 S. Parkside Drive Colorado Springs CO 80910	Call/text 988 Live chat at: www.988Colorado.com
Diversus Health (Counseling Services) https://www.diversushealth.org/	115 S. Parkside Drive Colorado Springs CO 80910	719-572-6100
The Family Center of Colorado Springs http://www.thefamilycenterco.com/	1751 S. 8th Street Colorado Springs CO 80905	719-471-1816
Protective Measures		
El Paso County Judicial Building	El Paso County Judicial Building	El Paso County Judicial Building
Living Situations		
TESSA (Victim Advocates Available) www.tessacs.org	435 Gold Pass Heights Colorado Springs CO 80906	Main: 719-633-1462 24 Hour Safe Line: 719-633-3819
PPSC Single Stop https://www.pikespeak.edu/student-support/basic-needs-assistance.php	Centennial Campus: A-316c	719-502-3020
Pikes Peak United Way 2-1-1 https://www.ppunitedway.org/	518 N. Nevada Avenue Colorado Springs, CO 80903	2-1-1 719-632-1543

Academic Situations		
PPSC Title IX Office	Centennial Campus: B-200	719-502-2600
Financial Aid		
PPSC Financial Aid Office	Centennial Campus: A-140	719-502-3000
Working Situation (at PPSC)		
PPSC Title IX Office	Centennial Campus: B-200	719-502-2600
Immigration Resources		
USCIS Denver Field Office	12484 E. Weaver Place Centennial CO, 80111	800-375-5283
Catholic Charities of Central Colorado – Family Immigration Services https://www.ccharitiescc.org/	228 N. Cascade Avenue Colorado Springs, CO 80903	719-636-2345
Medical Services		
SANE (Sexual Assault Nurse Examiner) Exam – UCHealth Memorial Hospital	1400 East Boulder Street Colorado Springs, CO 80909	719-365-8333, 719-365-8345, or 719-365-1877

Counseling Services for Students

PPSC has counselors on staff to assist with supporting students who are victims of crime as well as students who are undergoing academic, social, family, work, and financial stress. Counseling services can provide same-day crisis appointments during which an assessment is completed and referrals are made. Meeting with PPSC counselors is free, voluntary, and confidential within the limits of the law. PPSC counselors fully disclose imminent danger reporting requirements which affect confidentiality and discuss appropriate plans of action with students when needed.

The Counseling Center offers services by appointment, walk-in, or phone. Students may call 719-502-4782 to schedule a mental health counseling appointment, or to confirm the current status of on-campus counseling resources. Additional information and resources are posted on the [PPSC Student Counseling Center](#) web page.

PPSC Counseling Center hours are 8:00 a.m. to 5:00 p.m. Monday through Friday. When available for in-person services, Counseling Center offices are located at:

- Centennial Campus – Room A-141
- Rampart Range Campus – Room N-107c
- Downtown Campus – Room S-129

PPSC also utilizes BetterMynd online therapy services. Students can access the BetterMynd Telehealth Service crisis hotline 24/7/365 by calling 844-BTR-MYND (844-287-6063).

Counseling Services for Employees

The Colorado Employee Assistance Program (CSEAP) provides confidential counseling and other services for PPSC employees. Employees are eligible for eight counseling sessions per rolling calendar year. Employees may call 800-821-8154 to make an appointment. Appointments may also be scheduled through the CSEAP website. For more information, go to <https://cseap.colorado.gov/>.

Student Ombuds

The PPSC Student Ombuds is a neutral resource available to assist students seeking resolution to problems or concerns relating to their educational experience at PPSC. The Ombuds can help students navigate college organizational structure, and assist with understanding of policies and procedures. Students, parents, and other parties may contact the Student Ombuds in any matter related to a student's college experience other than one directly related to academics, instruction or advising.

For additional information, call 719-502-2006 or email Kim.Hennessy@pikespeak.edu. Here are some more details regarding the Ombuds.

When to Use an Ombuds:

- Don't know where to go for help
- Need advice on the college process for assistance
- Need clarification about a college policy
- Don't know the proper procedure to resolve a concern
- Facing a life situation that threatens to derail your academic progress and not sure how to get help
- Overwhelmed by the hoops you must go through to get a service from an office at the college
- Lost in college processes and need help to find your way out
- Not satisfied with a decision taken and seeking a sounding board for available options
- Have worked with another office on an issue but don't seem to be finding a solution

What the Student Ombuds Does:

- Guides students through established procedures
- Serves as an information resource
- Helps identify options and alternatives
- Provides referrals for services both on and off-campus

- Gathers facts, conducts informal investigations, and facilitates communication
- Reports trends to college administration
- Recommends changes to college processes and procedures
- Serves as an ad hoc member of the college's Behavioral Intervention Team (BIT)
- Manages the Student Crisis Fund

What the Student Ombuds Does Not Do:

- Does not receive, investigate, or intervene in academic concerns
- Does not follow up a complaint on behalf of a student
- Does not tell students what they must do
- Does not participate in any formal dispute resolution processes
- Does not conduct formal investigations

The Student Ombuds is NOT:

- A legal representative
- A counselor or therapist
- A substitute for formal or already-established processes
- An advocate for either the student or the college
- An office of notice

Why Use an Ombuds?

- Impartial
- Private
- Informal

Section 13: Sexual Harassment Resolution Procedure

Allegations of sexual harassment will be reviewed in accordance with System Procedure (SP) 19-60a Civil Rights and Sexual Harassment Resolution Process. The full procedure can be found at: <https://cccs.edu/about/governance/policies-procedures/sp-19-60a-civil-rights-and-sexual-misconduct-resolution-process/>. All applicable definitions can be found in Appendix A to SP 19-60a.

The resolution process, which encompasses all proceedings (i.e., activities related to non-criminal resolution of a College report, including but not limited to, fact-finding investigations, formal or informal meetings, and hearings, but not including meetings with complainants concerning accommodations or protective measures), will:

- Include a prompt, fair, and impartial process from the initial investigation to the final result;
- Be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
- Provide the complainant and respondent with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice to provide the party with support, guidance or advice;
- Not limit the choice or presence of an advisor for either the complainant or the respondent in any meeting or institutional disciplinary proceeding; however, the College has established restrictions regarding the extent to which the advisor may participate in the proceedings, which apply equally to both parties;
- Provide simultaneous notification, in writing, to both the complainant and respondent of the result of any institutional disciplinary proceeding that arises from an allegation of sexual harassment; the College's procedures for appealing the result of the institutional disciplinary proceeding; any change to the result; and when such results become final (Note: a result means any initial, interim, and final decision by College officials, including sanctions, along with the rationale for the result.);
- Be completed within a reasonably prompt timeframe as outlined in the College's procedures which allow for extension of timeframes for good cause with written notice to the parties of the delay and reason for the delay;
- Be conducted in a manner that is consistent with the College's procedures and transparent to the complainant and respondent, provide timely notice of any meetings at which the parties may be present, and provide timely and equal access to information that will be used during the resolution procedures; and

- Be conducted by officials who do not have a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent.

Preliminary Steps and Timeline

Upon receipt of a formal complaint, the Civil Rights/Title IX Coordinator will review the complaint to determine whether the complaint alleges sufficient information to support that a civil rights violation has occurred (reasonable cause). If the Civil Rights/Title IX Coordinator is unable to make this determination in reviewing the formal complaint alone, the Civil Rights/Title IX Coordinator may, at their discretion, reach out to the Complainant or others, as relevant, for clarification and/or additional information.

If no reasonable cause is found to initiate a formal investigation, the Civil Rights/Title IX Coordinator shall inform the Complainant of this decision and discuss other options for addressing the reported concerns.

If there is reasonable cause and the Complainant wishes to proceed, the Civil Rights/Title IX Coordinator will offer an informal resolution or initiate a formal investigation. If the Complainant does not wish to proceed, the Civil Rights/Title IX Coordinator will give consideration to the Complainant's preference, but reserves the right, when necessary to protect the CCCS community, to initiate formal investigation of the complaint. The Civil Rights/Title IX Coordinator also reserves the right to initiate an investigation and resolve a complaint without a participating Complainant.

The Civil Rights/Title IX Coordinator may consider a number of factors when determining whether to initiate a formal investigation without the Complainant's participation.

These factors may include, but are not limited to, the following:

- Seriousness of the alleged conduct;
- Risk that the Respondent will similarly harm others;
- Previous complaints or allegations involving similar conduct;
- Whether multiple Complainants were involved;
- Whether the conduct was facilitated by incapacitation;
- Whether a weapon or violence was used;
- Whether the Complainant is a minor and/or at-risk;
- Whether the conduct was predatory in nature; and/or
- Any other information deemed relevant by the Civil Rights/Title IX Coordinator.

The informal resolution and formal investigation processes are designed to address the reported concerns, end the inappropriate behavior, and prevent its reoccurrence. This may include

providing a fair and reliable determination about whether policies or procedures have been violated.

The Civil Rights/Title IX Coordinator will also evaluate the formal complaint to determine if it alleges Sexual Harassment under Title IX and occurred within one of its programs or activities in the United States. In such cases, the specific procedures applicable to Sexual Harassment (e.g., live hearing) will apply. If not, the complaint will be closed for Title IX purposes and processed under other applicable procedures.

If a Complainant files a formal complaint requesting an investigation into Sexual Harassment under Title IX, and the Civil Rights/Title IX Coordinator determines that the conduct alleged would not constitute Sexual Harassment under Title IX even if proved, the complaint must be dismissed for Title IX Sexual Harassment purposes, but it may be addressed under other civil rights procedures outlined herein. Dismissal of a Title IX Sexual Harassment case is subject to the appeal procedures outlined herein. If a formal complaint involves allegations of Title IX Sexual Harassment within a CCCS program or activity in the United States along with other conduct that is not covered by Title IX, the Civil Rights/Title IX Coordinator in their discretion will either process the entire complaint under Title IX Sexual Harassment procedures or will divide the allegations and process them separately under applicable provisions of this procedure.

CCCS shall make every effort to complete the resolution or investigation process within approximately 90 calendar days from the date the formal complaint is filed. If CCCS cannot resolve the formal complaint within this timeline, the Civil Rights/Title IX Coordinator may extend the timeline, when necessary, to properly resolve the complaint. Written notice will be provided to the parties regarding the extension.

Rights of Involved Parties

Throughout the civil rights and sexual harassment resolution process, Complainants and Respondents shall be entitled to the following:

- To be treated with respect by CCCS employees.
- A presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the process.
- To take advantage of Supportive Measures and other resources, such as counseling, psychological services, and health services.
- To experience a safe living, educational, and work environment.
- To have an advisor of their choice present at any meeting.
- To have access to a Civil Rights/Title IX Coordinator, investigator(s), hearing officers/decision-maker(s) for Title IX cases, and/or other individuals assisting with the resolution process who do not have a conflict of interest or bias for or against either party.

- To receive amnesty for minor student misconduct (such as alcohol or drug violations) that is ancillary to the incident.
- To be free from retaliation.
- To be informed of the outcome/resolution of the complaint, and the sanctions and rationale for the outcome where permissible.
- To have assistance in contacting law enforcement, if desired.
- To request housing, employment, and/or educational modifications, as deemed appropriate and reasonable.
- To request no further contact with the opposite party, as deemed appropriate, allowable, and reasonable.

Informal Resolution

The Civil Rights/Title IX Coordinator, in consultation with the parties, may determine that an informal resolution is appropriate to resolve the reported concerns after a formal complaint has been filed. The primary focus during an informal resolution remains the welfare of the parties and the safety of the CCCS community, but it does not involve a written investigation report or an opportunity to appeal. An informal resolution may include but is not limited to:

- The provision of interim or long-term remedial measures;
- Referral to other resolution processes;
- Training or educational programming for the parties;
- The Civil Rights/Title IX Coordinator or a designee serving as a facilitator to discuss the reported concerns with the Complainant and Respondent (either separately or together) and to identify possible resolutions and/or appropriate future conduct; and/or
- Referral to a Disciplinary Authority to further address the reported behavior, as deemed appropriate.

Written notice of the allegations and specific informal resolution process will be provided to both parties, and written consent to the informal resolution process will be obtained from both parties.

At any time during the informal resolution process, the Civil Rights/Title IX Coordinator may elect to initiate a formal investigation as deemed appropriate to resolve the matter. The parties can elect to cease the informal resolution process at any time before it concludes and proceed with a formal investigation. The informal resolution process is not available in Sexual Harassment cases involving a student Complainant and an employee Respondent.

Formal Investigation

If a formal investigation is initiated, the Civil Rights/Title IX Coordinator shall provide written notice (Notice of Investigation) to the Complainant and Respondent notifying them of the investigation and will assign one or more impartial investigators to conduct an investigation into the complaint. The investigation will include an objective evaluation of all relevant evidence, both inculpatory (incriminating or tending to show responsibility for a violation) and exculpatory (exonerating or tending to negate responsibility for a violation). The investigator(s) may request an interview with the Complainant, the Respondent, and any witnesses, including expert witnesses for Sexual Harassment cases, deemed relevant by the investigator(s). The parties will be provided with sufficient details of the allegations (such as identity of parties, nature of the conduct, and date/location of the incident, if known). All parties and other witnesses or participants in the investigation process will be provided written notice of the date, time, location, participants, and purpose of any interview or meeting with sufficient time to prepare to participate.

Throughout the investigation, all questions will go through the assigned investigators. The Complainant and Respondent may offer any documentation, witnesses, or other materials in support of their position as it relates to the complaint. There will be a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility has been made at the conclusion of the resolution process. Any credibility determinations made by investigators will not be based upon a person's status as a Complainant, Respondent, or witness.

The Complainant and the Respondent have the opportunity to be advised and accompanied by an advisor of their choice, at their expense, at any stage of the process. In the event of a live hearing, if either party does not have an advisor, the College will provide one to that party at no cost. An advisor may consult and advise their advisee, but may not speak on behalf of their advisee. These procedures are entirely administrative in nature and are not considered legal proceedings. The investigator(s) may end a meeting or remove or dismiss an advisor who becomes disruptive or who does not abide by the restrictions on their participation as explained above.

Should the Complainant or Respondent decide to withdraw from courses or resign employment while a complaint is pending, the process may proceed in that party's absence and sanctions may still be imposed affecting the party's ability to return to CCCS. Additionally, the Civil Rights/Title IX Coordinator may dismiss the formal complaint if the Complainant requests such dismissal in writing, if the Respondent is no longer enrolled/employed at CCCS, or other specific circumstances prevent the investigators from gathering evidence sufficient to reach a determination. Notice regarding the dismissal will be provided in writing simultaneously to the parties.

No unauthorized recording will be allowed, and all parties must request permission to record in advance. CCCS, at its discretion, may grant authorization for recording of an interview, and in that case, CCCS will also record to ensure there is an accurate record.

Throughout the formal investigation process, the Civil Rights/Title IX Coordinator will provide regular written updates on the status of the investigation to the Complainant and the Respondent through the conclusion of the investigation.

Preliminary Investigation Report

Following the fact gathering stage of the formal investigation, the investigator(s) shall issue a Preliminary Investigation Report to the Complainant and Respondent (and their advisors, if applicable) for review. The Preliminary Investigation Report will include access to all relevant and not otherwise impermissible evidence as gathered by the investigators. The Complainant and the Respondent will have five (5) calendar days to review and respond to the Preliminary Investigation Report with any changes, clarifications, or questions.

If a matter involves sex-based harassment with a student as a party, special procedures shall apply. For all other civil rights cases, the investigator shall review the investigation file and make a determination as to whether or not, based on a preponderance of the evidence, the alleged behavior took place and whether that behavior constitutes a civil rights violation. In reaching this determination, the investigator must consider all relevant evidence, except for any privileged information (unless waived) or treatment records (unless specific, written consent is obtained). Evidence of the Complainant's prior sexual predisposition or behavior is not relevant, except to prove that someone other than the Respondent committed the alleged conduct or to prove consent concerning prior specific acts between the parties. The investigator shall issue a Final Investigation Report.

Final Investigation Report

At the conclusion of the fact gathering stage and formal investigation, including any relevant information submitted in response to the Preliminary Investigation Report, the investigator(s) shall issue a Final Investigation Report to the Civil Rights/Title IX Coordinator summarizing the relevant evidence. This Final Investigation Report will not contain any determinations as to whether the conduct is in violation of applicable policies and procedures. The Civil Rights/Title IX Coordinator shall provide a copy of the Final Investigation Report to the parties, their advisors, and the hearing officer, and initiate a live hearing as described below. If a live hearing cannot be held due to refusal of parties to participate, the College reserves the right to proceed directly to a Determination Report.

Live Hearing for Sexual Harassment Cases

Live hearings are subject to the following procedures:

Scheduling – A live hearing must be scheduled no earlier than ten (10) calendar days after issuance of the Final Investigation Report. Written notice of the date, time, location, participants, and purpose for the hearing will be provided to the parties. The parties must notify the Civil Rights/Title IX Coordinator if any other witnesses will be presented so they can be notified of the hearing. Written notice of the date, time, location, participants, and purpose for the hearing will be provided to all individuals who are invited or expected to participate, allowing them reasonably sufficient time to prepare. If a party elects not to attend the hearing, the hearing may continue in their absence.

Hearing Officer(s) – A Hearing Officer is responsible for overseeing the hearing; making determinations as to relevance of evidence/questioning, determining whether evidence will be permitted, and making a final determination regarding the allegations. A Hearing Officer must be a different individual than any investigator or Civil Rights/Title IX Coordinator assigned to the case. A Hearing Officer has discretion regarding the details and order that parties will be permitted to present evidence, provided that both parties are given equal opportunities to present relevant evidence, both inculpatory (incriminating or tending to show responsibility for a violation) and exculpatory (exonerating or tending to negate responsibility for a violation), and details and order of cross-examining witnesses. The Hearing Officer may issue a document to the parties in advance outlining the hearing process that will be followed on the day of the hearing.

Advisors - At the hearing, the Complainant and Respondent must be accompanied by an advisor. If the party does not provide their own, CCCS will provide an advisor at no charge to conduct cross-examination on behalf of the party during the live hearing. The advisor is responsible for questioning the witnesses; the Complainant and Respondent are not permitted to ask questions directly.

Questioning and Cross-Examining Witnesses – Each party's advisor may question the other party and any witnesses with relevant questions and follow-up questions, including those challenging credibility. Questioning will be done directly, orally and live. At the request of a party or at the discretion of CCCS, the parties may be located in separate rooms using technology for live viewing of other participants. After each question is stated, the Hearing Officer will decide whether it is relevant and permissible before the party/witness provides an answer. If it is excluded, the reason for exclusion will be provided. Evidence of the Complainant's prior sexual predisposition or behavior is not relevant except to prove that someone other than the Respondent committed the alleged conduct or to prove consent.

Recording/Transcript – CCCS shall record the hearing and make it available to all parties. Alternatively, CCCS, in its discretion, may elect to transcribe the proceedings as the method of recordkeeping.

Determination Report – Within 21 calendar days following the hearing (unless the parties are notified of a need for an extension), the Hearing Officer will issue a Determination Report to the Civil Rights/Title IX Coordinator as to whether or not, based on a preponderance of the evidence, the alleged behavior took place and whether that behavior constitutes a civil rights violation. In reaching this determination, the Hearing Officer must consider all relevant evidence, except for any privileged information (unless waived) or medical records (unless specific, written consent is obtained). The Hearing Officer may consider statements made by the parties or witnesses that are otherwise permitted, even if those parties or witnesses do not participate in cross-examination at the live hearing. The Determination Report shall include a summary of the allegations; a summary of the procedural steps in the case; findings of fact supporting the determination (which may or may not differ from the Final Investigation Report), conclusions regarding violation of applicable policies with supporting rationale; any disciplinary steps or remedial measures imposed; and the parties' appeal rights.

Notice of Findings

Once a Determination Report is received from the Hearing Officer following a live hearing, the Civil Rights/Title IX Coordinator shall provide written notice (Notice of Findings) simultaneously to the Complainant and Respondent (and their advisors, if applicable) notifying them of the findings. A copy of the Determination Report shall be attached to the Notice of Findings. The Complainant and Respondent shall be advised of their right to appeal, subject to the grounds below, by filing a written appeal with the Civil Rights/Title IX Coordinator within five (5) calendar days of service of the decision.

Appeals for Dismissals or Formal Investigations

In the event of an appeal, the Civil Rights/Title IX Coordinator shall perform an initial review to determine if the appeal meets the limited grounds listed below and is timely (filed within five (5) calendar days, as noted above). If the appeal is found to meet these criteria, the Civil Rights/Title IX Coordinator shall forward the appeal to a designated appellate officer, who shall give written notice to the opposing party and provide a suitable time frame for the opposing party to submit a written response to the appeal. The appeal and any responses shall be reviewed by the appellate officer. The party requesting an appeal must show error, as the original finding is presumed to have been decided reasonably and appropriately. The only grounds for appeal are as follows:

1. A procedural irregularity occurred that would change the outcome. The written appeal shall specify the procedural error and how it impacted the outcome of the decision.
2. The Civil Rights/Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against a party that would change the outcome. The written appeal shall specify the conflict or bias and how it impacted the outcome of the decision.
3. New evidence became available that could change the outcome and that was not reasonably available at the time the decision was made. Any new evidence and its impact must be included in the written appeal.

If the appellate officer determines a procedural irregularity occurred that would change outcome of the decision or there was a conflict of interest or bias that would change the outcome of the decision, the appellate officer shall return the complaint to the Civil Rights/Title IX Coordinator with instructions to convene a new investigation or the appellate officer shall otherwise cure the procedural error, conflict of interest or bias.

If the appellate officer determines there is new evidence that could change the outcome and that was not reasonably available at the time the decision, the appellate officer shall conduct or request appropriate additional steps (such as requesting additional investigation by the investigator(s)), and/or modify the findings accordingly.

Written notice of the outcome of the appeal shall be provided simultaneously to the parties.

Section 14: Disciplinary Action for Sexual Harassment

Once the appeal process has been exhausted, if the Respondent is found not in violation of policies or procedures outlined herein, the complaint shall be closed with no further disciplinary action. If additional concerns, outside the scope of this procedure, are identified during the course of the investigation, the findings may be shared with appropriate administrative personnel to further address, as deemed appropriate.

If the Respondent is found in violation of policies or procedures outlined herein, the findings shall be provided to the Disciplinary Authority to proceed in accordance with applicable policies. Board Policies and System Procedures are available at:
<https://cccs.edu/about/governance/policies-procedures/>.

A finding of sexual harassment will be based upon a preponderance of the evidence standard – whether it is more likely than not that the respondent engaged in sexual harassment. If a report of sexual harassment is processed and the respondent is found in violation of the College’s sexual harassment policies and procedures, the findings shall be provided to the College’s Disciplinary Authority to proceed in accordance with applicable policies:

- For faculty, disciplinary action will be in compliance with [BP 3-20](#), *Due Process for Faculty*. Under this policy, notice of disciplinary action may be given by the College president at any time and shall state the grounds and effective date.
- For classified employees, disciplinary action will be taken pursuant to the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>. As outlined in these rules, the College’s appointing authority is responsible for deciding whether to take disciplinary action. The appointing authority must meet with the classified employee before making a decision, and must give the classified employee at least seven days’ notice of the meeting. The employee also has at least seven days after the meeting to provide additional relevant information. Within five days of the effective date of the decision, the appointing authority will provide a written letter notifying the employee what discipline will be imposed, if any, including the factual basis and any appeal rights.
- For students, disciplinary action will be taken pursuant to [BP 4-30](#) and [SP 4-30a](#), *Student Behavioral Expectations and Responsibilities Resolution Procedure*. Under this process, the College will give the student notice that the matter has been referred for potential sanctioning and will issue a decision which shall address whether alleged conduct occurred; whether and how the conduct violated the code; and impose an outcome, if appropriate. Notification of the decision in writing will be provided to the respondent and any other involved parties, as appropriate, which includes a complainant in sexual harassment cases. The decision will include information regarding the applicable appeals process. The decision is part of the student’s educational record.

- Instructors and Administrative, Professional-Technical (APT) employees are at-will under CCCS Board Policy [BP 3-10](#) and may not be subject to additional procedures when issuing sanctions.

Disciplinary Authorities may consider a number of factors when determining a sanction. These factors may include, but are not limited to, the following:

- The nature, severity of, and circumstances surrounding the violation;
- An individual's disciplinary history;
- Previous complaints or allegations involving similar conduct; and/or
- Any other information deemed relevant by the Disciplinary Authority.

The following sanctions may be imposed:

- For students: warning, probation, fines, restitution, denial of privileges, assignment to perform services for the benefit of the College community, re-assignment to another class section (including the option for an on-line section), suspension, expulsion, a "Cease Communications" directive, a "No Trespass" directive, or any other outcome stated in [SP 4-30a](#).
- For College employees: warning, corrective action, probation, restitution, denial of privileges, suspension, demotion, reduction of pay, termination of employment, a "Cease Communications" directive, or a "No Trespass" directive.
- For authorized volunteers, guests, or visitors: warning, probation, denial of privileges, removal from College property, a "Cease Communications" directive, or a "No Trespass" directive.

In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation.

In addition to sanctions, other action may be taken as deemed appropriate to bring an end to the violation, to prevent future reoccurrence, and to remedy the effects of the violation. Such protective measures include but are not limited to: cease communications, no contact directive, trespass directive, , campus bans/emergency removals, referral to counseling and health services or to the Colorado State Employee Assistance Program (CSEAP), education to the community, altering housing situations, altering work arrangements, providing campus escorts, offering adjustments to academic deadlines or course schedules, and/or suspending privileges such as attendance at College activities or participation in College-sponsored organizations.

Section 15: Prohibition on Retaliation

Individuals shall not retaliate against any person who opposes sexual harassment or participates in any sexual harassment complaint or investigation process. Retaliation is any adverse employment or educational action taken against a person because of the person's participation or perceived participation in a complaint or investigation of discrimination and/or harassment. Retaliation includes acts to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege provided by applicable civil rights laws, policies, and procedures.

The College and its employees and agents shall not retaliate, intimidate, threaten, coerce or otherwise discriminate against any individual for exercising their rights or responsibilities under the Clery Act.

Section 16: Hazing Policies

Hazing is prohibited under federal law, state law, and PPSC and CCCS policy.

Hazing Definitions

Pikes Peak State College prohibits hazing. Under CCCS System Procedure [SP 4-30a](#), *Code of Student Behavioral Expectations and Responsibilities*, hazing is defined as:

...an act that endangers the psychological, emotional, intellectual, and/or physical health and/or safety of a student, or that destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group, team, or organization. Additionally, any act that places a student in a subservient role within an organization is considered hazing. Participation or consensual cooperation by the individual(s) being hazed does not excuse the violation. Failing to intervene to prevent, failing to discourage, and failing to report those acts may also violate this code.

Employees may violate the Code of Conduct (CCCS Board Policy [BP 3-70](#), *Ethics*), the prohibition against bullying and violent behavior ([BP 19-10](#)), or other workplace policies, procedures, or protocols by engaging in acts that constitute hazing under the applicable legal definitions.

The Stop Campus Hazing Act (SCHA) provides the following definitions of Hazing and Student Organization.

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student Organization: An organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

[Colorado Revised Statute 18-9-124](#) defines the crime of hazing:

(2) (a) “Hazing” means any activity by which a person recklessly endangers the health or safety of or causes a risk of bodily injury to an individual for purposes of initiation or admission into or affiliation with any student organization; except that “hazing” does not include customary athletic events or other similar contests or competitions, or authorized training activities conducted by members of the armed forces of the state of Colorado or the United States. ”

(2) (b) “Hazing” includes but is not limited to:

- (I) Forced and prolonged physical activity;
- (II) Forced consumption of any food, beverage, medication or controlled substance, whether or not prescribed, in excess of the usual amounts for human consumption or forced consumption of any substance not generally intended for human consumption;
- (III) Prolonged deprivation of sleep, food, or drink.

(3) It shall be unlawful for any person to engage in hazing.

(4) Any person who violates subsection (3) of this section commits a class 2 misdemeanor.

How to Report Hazing

Any person can report an incident of suspected hazing. If you or someone you know has experienced or witnessed hazing, please report it immediately.

- Call 911 for emergencies requiring an immediate response

- Call the PPSC Campus Police Department at 719-502-2900
- Notify the Dean of Students at 719-502-2367
- Notify PPSC Human Resource Services/Title IX at 719-502-2600
- Report to PPSC online via [Maxient](#).
- Submit an anonymous report via Safe2Tell by calling 1-877-542-SAFE (7233), texting S2TCO to 738477, using the Safe2Tell [mobile app](#), or through the link on the website at <https://safe2tell.org/>.

Process for Investigating Allegations of Hazing

Any allegations of hazing that involve an allegation that the individual has engaged in any discriminatory or harassing behavior based upon a protected class or category listed in BP 19-60 will be investigated using the process set forth in [SP 19-60a](#), *Civil Rights and Sexual Harassment Resolution Procedure*. For allegations of hazing that are not based upon a protected class or category, the applicable process depends upon the status of the individual accused of hazing. Board Policies (BP) and System Procedures (SP) are available at <https://cccs.edu/about/governance/policies-procedures/>.

- For accused students, investigations will follow the process set forth in [SP 4-30a](#), *Student Behavioral Expectations and Responsibilities Resolution Procedure*.
- For employees, allegations of hazing are investigated and resolved using the process applicable to allegations of any other behavioral misconduct, which includes an investigation by PPSC Human Resource Services.
 - For faculty, investigations and any subsequent action will also be in compliance with [BP 3-20](#), *Due Process for Faculty*.
 - For classified employees, investigations and any subsequent action will also be in compliance with the applicable State Personnel Rules and Regulations: <https://www.colorado.gov/spb>.

Hazing Prevention and Awareness Programs

PPSC provides hazing prevention and awareness information during new employee orientations, student internship briefings (excluding nursing programs) and student overnight travel briefings. Hazing is addressed in the Student Behavioral Expectations and Responsibilities, which is covered during new student orientation.

Information presented includes PPSC policies on hazing, how to report hazing, investigation processes and laws related to hazing, and primary prevention strategies intended to stop hazing before hazing occurs. These strategies include, but are not limited to:

- Skill building for bystander intervention;
- Information about ethical leadership; and

- Promotion of strategies for building group cohesion without hazing.

Ongoing Prevention and Awareness Campaigns

PPSC offers hazing prevention and awareness events and activities throughout the year, such as during the annual wellness fair. All events are open to students, staff, and faculty.

Hazing Incidents in the PPSC ASR

The PPSC Campus Police Department began collecting statistics on hazing incidents as part of its Clery Act crime statistics on January 1, 2025. These statistics will be included in the 2026 ASR.

Section 17: Alcohol and Drug Policies

General

In compliance with applicable federal and state laws, the illegal possession, use, or sale of alcohol (including underage drinking) or illegal drugs when on campus is prohibited. PPSC applies and enforces the following Colorado Community College System (CCCS) Board Policies and System Procedures related to alcohol and drugs:

- BP 3-24 Drug-Free Workplace (<https://www.cccs.edu/policies-and-procedures/board-policies/bp-3-24-drug-free-workplace/>)
- SP 3-24 Drug-Free Workplace (<https://www.cccs.edu/policies-and-procedures/system-presidents-procedures/sp-3-24-drug-free-workplace/>)
- BP 19-30 Drug Free Schools (<https://www.cccs.edu/policies-and-procedures/board-policies/bp-19-30-drug-free-schools/>)
- SP 19-30a Drug Free Schools (<https://ccc.edu/about/governance/policies-procedures/sp-19-30a-drug-free-schools/>)

College alcohol and drug policies apply to the College campus and institution-sponsored activities. Administrators, alumni, faculty, guests, staff and students must adhere to all applicable state and local laws and regulations related to the sale and use of alcoholic beverages and drugs. The most common laws related to alcohol use and sales are as follows:

- The sale of alcoholic beverages is prohibited except in areas, at times, and on dates licensed by the Colorado State Department of Revenue.
- Persons under 21 years of age cannot legally possess or consume alcoholic beverages of any kind. The furnishing of alcoholic beverages to under-aged persons is prohibited.
- Alcohol cannot be consumed or carried in open containers on any street, sidewalk, alley, automobile, or public area (except as noted herein).

Students in violation of these laws, policies or procedures are subject to referral for discipline which may include warning, probation, suspension, expulsion or any other disciplinary outcome in the College's disciplinary procedures. Disciplinary sanctions for employees who violate the foregoing standards of conduct shall be subject to disciplinary sanctions which may include, without limitation, completion of an appropriate rehabilitation program, reprimand, probation, corrective action, demotion, reassignment with or without salary adjustment, suspension with or without pay, and termination. Disciplinary sanctions shall be consistent with local, state and federal law and shall be administered in accordance with state personnel system rules, procedures and policies or State Board or College policies and procedures.

In addition to the foregoing disciplinary sanctions, violations may be reported to law enforcement authorities for criminal prosecution. Students, employees and other visitors in violation of these laws, policies or procedures are also subject to referral for criminal prosecution. The College cooperates with local, state and federal authorities in the detection and investigation of alcohol and drug offenses.

The PPSC Campus Police Department has the authority to enforce all federal, state, and local laws and official college policies related to unlawful drug and alcohol incidents.

Recreational and Medical Marijuana

Although possession and use of marijuana consistent with the requirements of the Colorado Constitution are no longer crimes in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while students and employees are on college-owned or college-controlled property, participating in any function authorized or supervised by the college, and/or in state-owned or -leased vehicles.

This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with medical marijuana cards are not permitted to use medical marijuana on campus.

Underage Alcohol and Marijuana Possession and Consumption

In the State of Colorado, it is illegal for any person under the age of twenty-one years to possess or consume any alcoholic beverage or marijuana. Underage possession or consumption of alcohol or marijuana is punishable by fine, court-mandated substance abuse education, and/or public service depending on offense. Additionally, PPSC students or employees found to be in violation of these laws may be subject to disciplinary action in accordance with PPSC's Student Behavioral Expectations and Responsibilities Resolution Procedure, State Personnel Rules and Regulations, and other disciplinary policies.

Reference: C.R.S. § 18-13-122, *Illegal possession or consumption of ethyl alcohol or marijuana by an underage person – illegal possession of marijuana paraphernalia by an underage person*, et. al.

Enforcement of Drug and Alcohol Laws and Policies

The PPSC Campus Police Department has the authority to enforce all federal, state, and local laws and official college policies related to unlawful drug and alcohol incidents.

All reports of unlawful drug and alcohol incidents will be investigated by the PPSC Campus Police Department and PPSC HRS.

The PPSC Campus Police Department will take actions appropriate to any violation of federal or state law that is discovered, including issuing summons or making arrests.

PPSC HRS will initiate disciplinary actions appropriate to the offense and the category of the person(s) involved (e.g., student or employee), and also advise the PPSC Campus Police Department of all drug and alcohol offenses occurring on campus.

Amnesty

In accordance with CCCS System Procedure [SP 4-30a](#), *Student Behavioral Expectations and Responsibilities Resolution Procedure*, assisting an individual by calling for help in an alcohol or drug-related emergency means neither the person who calls for help, nor the person who needs help, will be subject to formal investigation nor receive a formal conduct record for their behavior. Students seeking assistance under these provisions may be required to meet with the Senior Student Affairs Officer (SSAO) and to complete educational, counseling, or other requirements aimed at addressing health and safety concerns. The requirements will be informal or on a deferred basis.

The student must fully comply with reporting to appropriate College officials for amnesty to be considered.

Drug and Alcohol Policy Distributed to Students and Employees

PPSC's policies on use, possession, and abuse of alcohol or other drugs are distributed as required under the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) to all students and employees at new student orientations, new hire (employee) orientations, and via email. These policies are also included in the Student Conduct section of the annual [Course Catalog](#) posted on the PPSC website, on the PPSC Campus Police Department web page under [Drugs and Alcohol](#), and in the Code of Student Behavioral Expectations and Responsibilities described in Appendix A of [SP 4-30a](#), *Student Behavioral Expectations and Responsibilities Resolution Procedure*.

PPSC's Vice President for Human Resource Services sends a campus-wide electronic memo each year to inform staff and faculty of the College's policy on alcohol and other drugs.

A list of drug and alcohol abuse resources is included in Appendix C of this report.

Alcohol and Drug Abuse Education Programs and Resources

PPSC offers education programs to students and employees and provides general information related to alcohol and drug abuse prevention, awareness, and treatment.

Counseling Center:

The Counseling Center makes available to PPSC students “brief intervention” counseling sessions, alcohol and drug educational awareness workshops, and information on community resources pertaining to treatment programs and support groups. The Counseling Center also promotes awareness through social media campaigns. Counseling Center staff place strong emphasis on personal empowerment and greatly respect and value the uniqueness of PPSC’s students.

The Director of the Counseling Center maintains certification in Addiction Counseling, Level III. Additionally, the Counseling Center retains a list of addiction counselors to whom students may be referred when they are in need of long-term counseling services.

New Student Orientation:

New students are advised of the Student Behavioral Expectations and Responsibilities, which covers expectations of alcohol and drug abuse, during an online orientation. The College’s expectations related to the use of alcohol and drugs are articulated within the Student Behavioral Expectations and Responsibilities.

New Employee Orientation:

PPSC’s Human Resource Services personnel provide the following information to new employees during orientation:

- Drug and Alcohol Abuse Prevention Program
 - Includes: standard of conduct; legal sanctions; college penalties; health risks; illegal substances; and referral resources.
- Drug-Free Workplace Statement
 - Describes PPSC and state policy on substance abuse and mandates compliance as a condition of employment.

Drug-Free Schools and Communities Act:

The Drug-Free Schools and Communities Act (DFSCA) requires all institutions of higher education that receive federal funds to conduct a Biennial Review of all alcohol and drug abuse prevention efforts. The Biennial Review includes an evaluation of efforts to prevent the illicit use

of drugs and the abuse of alcohol by students and employees; recommendations to improve those efforts; and a report on the number of violations to alcohol and other drug standards of conduct, resulting disciplinary sanctions, and fatalities due to alcohol and drug use and abuse. If audited, failure to comply with the Drug-Free Schools and Campuses regulations may cause an institution to forfeit eligibility for federal funding.

PPSC's Drug-Free Schools and Communities Act 2022-2024 Biennial Review can be viewed at: <https://www.pikespeak.edu/administration-operations/disclaimers-legal-notice/DFSCA.php>

Summary of Activities Addressing Alcohol and Drug Abuse Prevention and Awareness:

In addition to providing information during new employee and new student orientations, PPSC typically hosts alcohol and drug abuse awareness and prevention events throughout the academic year as shown in the following table.

2024 ACTIVITIES FOR ALCOHOL AND DRUG ABUSE PREVENTION AND AWARENESS			
DATE	SUBJECT/DESCRIPTION	AUDIENCE	HOSTED BY
June 2024	* Peak Experience Fair:	Students	Counseling Center
6/28/2024	Student Government Association Summer Training: Disruptive Behavior - In-person overview of student disciplinary processes, including alcohol and drug expectations and the disciplinary response	Students	Associate VP of Student Services and Dean of Students
July 2024	* Minority Mental Health Event:	Students, Faculty, Staff	Counseling Center
8/14/2024	Professional Development Week – The Importance of Reporting: Knowing How and When to Report Concerning Behavior and Issues - In-person overview of student disciplinary processes, including alcohol and drug expectations and the disciplinary response	Faculty	VP of Human Resource Services and Dean of Students
September 2024	* Suicide Awareness & Prevention Event	Students	Counseling Center
October 2024	* Domestic Violence Awareness Event	Students, Faculty, Staff	Counseling Center
November 2024	* Holiday Tool Kit - Tabling Event	Students, Faculty, Staff	Counseling Center
* These events included information on the following subjects: <ul style="list-style-type: none"> - Facts About Alcohol Poisoning - Tips for Cutting Down on Drinking - Drug Myths & Facts - Drugs Change Your Brain 			

Alcohol and Drug Abuse Prevention and Awareness Information

In addition to previously mentioned education and policies, PPSC shares information related to alcohol and drug abuse awareness and prevention through various means.

Annual Notifications: All students, staff, and faculty receive annual emails about PPSC's alcohol and drug policies, including links to information and resources.

[PPSC Dean of Students](#) webpage: Includes a link to the complete Code of Student Behavioral Expectations and Responsibilities, which includes alcohol and drug abuse policies.

[PPSC Course Catalog](#): The Student Conduct section includes the Code of Student Behavioral Expectations and Responsibilities.

[PPSC Campus Police Department](#) webpage: Contains information regarding drug and alcohol laws, health effects, and sanctions for violations of college policies.

Section 18: Crime Statistics

Overview

Crime statistics are compiled and released annually by PPSC. The statistics in this section cover crimes reportable under the Clery Act that:

- were reported within each calendar year (January 1 to December 31) for the three most recent calendar years; and
- occurred on PPSC's main campuses/locations (Centennial Campus, Rampart Range Campus, Downtown Campus, and the Center for Healthcare Education & Simulation); or
- occurred on other properties within PPSC's Clery geography categories (PPSC non-campus property and public property within or immediately adjacent to campus properties).

The statistics included in this report do not identify the victim(s) or the accused.

Appendix A of this report provides full definitions of reportable crimes under the Clery Act.

How Crime Statistics Are Obtained

Crime statistics are compiled from PPSC Campus Police Department records; information from the PPSC Dean of Students and Title IX/EO Coordinator; and reports from PPSC CSAs. As noted in Section 2 of this report, PPSC CSAs are required to immediately report to the PPSC Campus Police Department any Clery Act crimes that are brought to their attention or that they personally witness.

Crime data is also requested from the following local law enforcement agencies:

Colorado Springs Police Department	705 S. Nevada Avenue Colorado Springs, CO 80903
El Paso County Sheriff's Office	27 E. Vermijo Street Colorado Springs, CO 80903
Fort Carson Police/Provost Marshal Division	7227 Christie Street, Building 2700 Fort Carson, CO 80913
Fountain Police Department	222 North Santa Fe Avenue Fountain, CO 80817
Peterson SFB 21st Security Forces Squadron	50 South Peterson Blvd Peterson SFB, CO 80916
Teller County Sheriff's Office	11400 U.S. Highway 24 Divide, CO 80814

Additional Notes about Crime Statistics

Student Housing: PPSC does not have student housing on any of its campuses or non-campus properties.

Alleged Crimes: Clery crime statistics include allegations as well as substantiated incidents.

Other Law Enforcement Data: Crime statistics include data reported by other law enforcement agencies.

Non-Campus Crimes: For the purposes of reporting, Clery crime statistics for non-campus locations (except for military base sites) are included in the statistics for Centennial Campus.

Referrals for Disciplinary Action: Data on Referrals for Disciplinary Action are obtained through a coordinated effort with the PPSC Campus Police Department, the Dean of Students, and the Title IX/EO Coordinator.

Hazing: The *Stop Campus Hazing Act* (SCHA), which was signed in December 2024, requires colleges and universities to begin collecting hazing statistics in 2025 for reporting in 2026. Therefore, hazing is not included in the crime statistics presented in this report, which covers crimes statistics for calendar years 2022, 2023, and 2024.

Hate Crimes: Hate crimes are criminal offenses that manifest evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. These crimes based on prejudice include race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, and/or disability. For Clery Act purposes, hate crimes include any of the following offenses if they are motivated by bias:

- Murder and Non-negligent Manslaughter
- Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

Unfounded Crimes: PPSC may withhold or subsequently remove a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” The recovery of stolen property, the low value of stolen property, the refusal of a victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report. The College may not withhold or remove a reported crime from its crime statistics based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official.

Crime Reports – Centennial Campus

CENTENNIAL CAMPUS					
CRIMINAL OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Murder / Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	2	0	0	0
Burglary	2024	0	0	0	0
	2023	2	0	0	0
	2022	1	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	2	0	0	0
	2022	1	1	0	0
Arson	2024	4	0	0	0
	2023	1	0	0	0
	2022	0	0	0	0

CENTENNIAL CAMPUS					
VAWA OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	2	0	0	0
	2023	4	0	0	0
	2022	3	0	0	0

ARRESTS & DISCIPLINARY REFERRALS	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Weapon Law Violations - Arrests	2024	1	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Arrests	2024	1	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapon Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

HATE CRIMES	
2022-2024	There were no reports of hate crimes based on any prejudice (race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability).
UNFOUNDED CRIMES	
2022-2024	There were no unfounded crimes.
CRIMES ON NON-CAMPUS PROPERTY (Included in Centennial Campus statistics for reporting purposes)	
2022	One Motor Vehicle Theft at Springs Fab (Non-Campus Property).

Crime Reports – Rampart Range Campus

RAMPART RANGE CAMPUS					
CRIMINAL OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Murder / Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	4	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	1	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

RAMPART RANGE CAMPUS					
VAWA OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	1	0	0	0
	2023	0	0	0	0
	2022	1	0	0	0

ARRESTS & DISCIPLINARY REFERRALS	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Weapon Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapon Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

HATE CRIMES	
2022	One (1) hate crime of Intimidation based on ethnicity and national origin.
2023-2024	There were no reports of hate crimes based on any prejudice (race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability).
UNFOUNDED CRIMES	
2022-2024	There were no unfounded crimes.

Crime Reports – Downtown Campus

DOWNTOWN CAMPUS					
CRIMINAL OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Murder / Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	2	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

DOWNTOWN CAMPUS					
VAWA OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	0	0	0

ARRESTS & DISCIPLINARY REFERRALS	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Weapon Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapon Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

HATE CRIMES	
2022-2023	There were no reports of hate crimes based on any prejudice (race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability).
2024	There was one hate crime of intimidation due to racial bias.
UNFOUNDED CRIMES	
2022-2024	There were no unfounded crimes.

Crime Reports – Center for Healthcare Education & Simulation (CHES)

CENTER FOR HEALTHCARE EDUCATION & SIMULATION (CHES)					
CRIMINAL OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Murder / Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

CENTER FOR HEALTHCARE EDUCATION & SIMULATION (CHES)					
VAWA OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
ARRESTS & DISCIPLINARY REFERRALS	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Weapon Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapon Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
HATE CRIMES					
2022-2024	There were no reports of hate crimes based on any prejudice (race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability).				
UNFOUNDED CRIMES					
2022-2024	There were no unfounded crimes.				

Crime Reports – Fort Carson Education Center

FORT CARSON EDUCATION CENTER					
CRIMINAL OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Murder / Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

FORT CARSON EDUCATION CENTER					
VAWA OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
ARRESTS & DISCIPLINARY REFERRALS	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Weapon Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapon Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
HATE CRIMES					
2022-2024	There were no reports of hate crimes based on any prejudice (race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability).				
UNFOUNDED CRIMES					
2022-2024	There were no unfounded crimes.				

Crime Reports – Peterson Space Force Base Education Center

PETERSON SFB EDUCATION CENTER					
CRIMINAL OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Murder / Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

PETERSON SFB EDUCATION CENTER					
VAWA OFFENSES	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
ARRESTS & DISCIPLINARY REFERRALS	YEAR	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Weapon Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapon Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Abuse Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations - Disciplinary Referrals	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
HATE CRIMES					
2022-2024	There were no reports of hate crimes based on any prejudice (race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability).				
UNFOUNDED CRIMES					
2022-2024	There were no unfounded crimes.				

Appendix A: Clery Act Crime Definitions

Definitions used under the Clery Act may differ from those used in PPSC or CCCS policies and procedures, or those used by Colorado law enforcement agencies. The crime definitions in this section are used for the purpose of collecting and disclosing crime statistics under the Clery Act.

A. Criminal Offenses

Criminal Homicide

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

Sexual Assault (Sex Offenses)

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Includes attempted sexual assaults.

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.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary

that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.)

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts at these offenses.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another, etc.

B. Hate Crimes as Defined by the Clery Act

For the purposes of this report, hate crimes include any of the following offenses if there is evidence that the victim was intentionally selected because of the perpetrator's bias against the victim in one of bias categories listed in this section: murder and non-negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, and arson, as those terms are defined above. In addition, hate crimes include the following offenses if there is evidence that the victim was intentionally selected because of the perpetrator's bias against the victim in one of bias categories listed in this section: larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property as defined below.

Larceny-Theft (Except Motor Vehicle Theft): The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Bias Categories:

Race. A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features), genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, Blacks or African-Americans, Whites).

Gender. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender (e.g., male or female). The term gender is used synonymously with sex to denote whether a newborn is male or female at birth.

Gender Identity. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity (e.g., bias against transgender or gender non-conforming individuals).

Religion. A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual Orientation. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Ethnicity. A preformed negative opinion or attitude toward a group of persons whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion), and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin. A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability. A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or

permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness. Mental disability is any mental impairment or psychological disorder such as organic brain syndrome, emotional or mental illness, and specific learning disabilities. Physical disability is any physical impairment; any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine.

C. Violence Against Women Act (VAWA) Offenses

Domestic Violence, Dating Violence, and Stalking are considered crimes for the purposes of Clery Act reporting. (Note that Sexual Assault is also a VAWA Offense but is included in the Criminal Offenses category for Clery Act reporting purposes).

Dating Violence: 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 the 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.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of Colorado; or 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 in which the crime of violence occurred.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition: "Course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property; "reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim; and "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

D. Arrests and Referrals for Disciplinary Action

Arrest for Clery Act purposes is defined as: persons processed by arrest, citation, or summons.

Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

Drug Law Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Illegal Weapons Possession/Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including under the influence and drunkenness.

Appendix B: Possession of Firearms/Weapons on Campus

PPSC complies with state and federal laws, as well as policies and procedures issued by the Colorado Community College System (CCCS), regarding firearms/weapons on campus.

[Colorado Senate Bill 24-131](#), signed into law and in effect as of July 1, 2024, prohibits a person from knowingly carrying a firearm, both openly and concealed, in a government building including on public college or public university campuses, except for concealed carry permit holders carrying in the parking areas of a college or university. See [Colorado Revised Statute 18-12-105.5](#) for full text.

CCCS System Procedure [SP 4-30a](#), *Student Behavioral Expectations and Responsibilities Resolution Procedure* states:

Possession, use, or distribution of explosives (including fireworks and ammunition), guns (including air, BB, paintball, facsimile weapons, and pellet guns), or other weapons or dangerous objects, such as arrows, axes, machetes, nunchaku, throwing stars, or knives with a blade of longer than three (3) inches. This includes the unauthorized storage of any item that falls within the category of a weapon, including storage in a vehicle parked on College property, other than what is expressly permitted by law.

- Possession of an instrument designed to look like a firearm, explosive, or dangerous weapon is also prohibited by this policy.
- Intentionally or recklessly using and/or possessing a weapon or any other item in such a way that would intimidate, harass, injure, or otherwise interfere with the learning and working environment of the College shall face increased consequences.
- Students are prohibited from carrying firearms on campus, including all buildings and grounds, except under limited exceptions. Those with a valid concealed carry permit may carry concealed firearms only in campus parking areas, in accordance with state law. Students enrolled in academic programs that involve firearms may use and carry them for approved educational purposes. For further information, please consult the campus or local police and refer to the College's housing and residential handbook, if applicable.

CCCS Board Policy [BP 19-10](#), *Bullying/Violence/Firearms on Campus*, states:

“No individuals may have on their person any unauthorized firearm, ammunition, explosive device, or illegal weapon, as defined in Colorado statute, on any System or College owned or leased properties.”

CCCS System Procedure [SP 19-10](#), *Bullying/Violence/Firearms on Campus*, states:

Possession of a weapon is strictly prohibited except where authorized by law. Possession of a weapon is defined in Colorado Revised Statutes [\(C.R.S., Title 18, Article 12\)](#). The only CCCS employees that are authorized to carry firearms are:

1. Persons conducting and participating in an approved program of instruction in College curriculum which requires access to such equipment as an integral part of the instructional program;
2. Certified Peace Officers;
3. Persons granted permission at the discretion of the Chancellor or College President for specific purposes; and,
4. Persons carrying a firearm as authorized by law.

Appendix C: Additional Resources

The following resources are provided as a supplement to those found elsewhere in this document.

Suicide Prevention Resources

- **988 Suicide and Crisis Lifeline:** Dial or text 988. Online chat function, ASL, and translation services available at the website: <https://988lifeline.org/>
- **Pikes Peak Suicide Prevention Partnership:** Phone 719-573-7447. Website: <https://www.pikespeaksuicideprevention.org/>
- **The Trevor Project:** Providing 24/7 crisis care for LGBTQ+ young people. 866-488-7386. Website: www.thetrevorproject.org/
- **Veterans Crisis Line:** 24/7 Confidential crisis support. Dial 988 then press 1, text to 838255, or chat online. Website: <https://www.veteranscrisisline.net/>

Domestic Violence and Sexual Assault Resources

- **National Dating Abuse Helpline:** 1-866-331-9474 (TTY 1-800-787-3224), text “LOVEIS” to 22522, or <https://www.loveisrespect.org/>
- **National Organization for Victim Assistance** (helps connect victims with resources – does not provide counseling): <http://www.trynova.org/>
- **StrongHearts Native Helpline:** 1-844-7NATIVE (762-8483) (call or text) or <https://www.strongheartshelpline.org/>
- **Violence Free Colorado:** <https://www.violencefreecolorado.org/>
- **You Have the Right:** <https://youhavetherightco.org/>

Child Abuse Resources

- **Colorado Child Abuse and Neglect Hotline:** 1-844-CO-4-Kids (1-844-264-5437) or <https://co4kids.org/>
- **National Child Abuse Hotline:** 1-800-422-4453 or <https://childhelpline.org/>
- **El Paso County Department of Human Services**
 - **General Information:** 719-636-0000
 - **Child Protective Services - Information:** <https://humanservices.elpasoco.com/child-protective-services/>

Mental Health Resources

- **BetterMynd Telehealth Service Crisis Hotline** (available 24/7/365): 844-BTR-MYND (844-287-6063); more info at: <https://www.bettermynd.com/>
- **Crisis Text Line:** Text 741741; more info at: <https://www.crisistextline.org/>
- **Depression and Bipolar Support Alliance (DBSA) Colorado Springs:** 719-477-1515 or <https://www.dbsacoloradosprings.org/>
- **Diversus Health Colorado Springs Lighthouse Walk-in Crisis Center:** Office 719-572-6100 or <https://diversushealth.org/locations/lighthouse-acute-services-and-walk-in-center/>
- **Heartbeat (Suicide Bereavement/Survivor Support Group):** <https://www.heartbeaturvivorsaftersuicide.org/>
- **Open Path Psychotherapy Collective:** <https://openpathcollective.org>
- **Peak View Behavioral Health:** Confidential Help Line: 719-444-8484 or 888-235-9475; or <https://peakviewbh.com/>

Substance Abuse and Prevention Resources

- **Alateen and Al-Anon (Pikes Peak Al-Anon/Alateen Service Center):** 719-632-0063 (hours 11:00 a.m. to 2:00 p.m., Monday through Friday, but number is linked to a 24-hour answering service) or <https://al-anon-co.org>
- **Alcoholics Anonymous – Colorado Springs Area Service Office:** 719-573-5020 (24-hour hotline) or <http://www.coloradospringsaa.org/>
- **Cocaine Anonymous of Colorado 24-Hour Hotline:** 866-768-7709 or <https://ca-colorado.org/>
- **Pikes Peak Area of Narcotics Anonymous:** 719-637-1580 or <https://nacolorado.org/cospgs/>
- **Mothers Against Drunk Driving (MADD) Colorado:** 24-Hour Victim Help Line: 1-877-623-3435 or <https://madd.org/colorado/>
- **Partnership to End Addiction:** <https://drugfree.org/get-support/> for info or to schedule a call, or text 55753
- **Pikes Peak Mental Health Center (Outpatient Chemical Dependency Program):** 1-866-720-3784 or <https://www.drug-rehab-headquarters.com/colorado/facility/pikes-peak-mental-health-center-colorado-springs-2/>
- **Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline:** 1-800-662-HELP (4357) (TTY 1-800-487-4889) or <https://www.samhsa.gov/find-help/national-helpline>

Crime Victim Rights and Resources

- **Colorado Division of Criminal Justice:** 303-239-5719 or 1-888-282-1080, or DCJ.Colorado.gov
- **Colorado Organization for Victim Assistance:** 303-861-1160 or 1-800-261-2682, or www.ColoradoCrimeVictims.org
- **VictimConnect Resource Center** (confidential referrals for crime victims): 855-4-VICTIM (855-484-2846) or <https://victimconnect.org/>

Sexual Identity Resources

- **PFLAG Colorado Springs (Parents, Families and Friends of Lesbians and Gays):** 719-425-9567 or <https://pflagcoloradosprings.org/>
- **GLBT National Youth Talkline:** 800-246-7743 or <https://www.lgbthotline.org/youth-talkline>
- **Inside Out Youth Services:** <https://www.insideoutys.org/>

Other Resources

- **AIDS/HIV:**
 - **CDC National Health Information Hotline:** 800-CDC-INFO (800-232-4636) (M–F 8:00 a.m. – 8:00 p.m. ET) or <https://www.cdc.gov/hiv/default.html>
 - **HIVinfo** (National Institutes of Health): 800-HIV-0440 (800-448-0440) (M–F 1:00 p.m. – 4:00 p.m. ET) or <https://hivinfo.nih.gov/>
 - **AIDS Drug Assistance Programs (ADAP)** (Colorado): 303-692-2000 or <https://adap.directory/colorado>
- **El Paso County Public Health:** 719-578-3199 or <https://www.elpasocountyhealth.org/>
- **Make the Connection** (Support for Veterans): <http://maketheconnection.net>
- **The Place (Services for Young People Experiencing Homelessness):** 719-244-3959 (9:00 a.m. – 5:00 p.m.), 719-205-7129 (after hours) or <https://theplacecos.org/>
- **WINGS Foundation** (for adult survivors of childhood sexual abuse): 888-505-4325 (888-505-HEAL) or <https://www.wingsfound.org/>