

Annual Security Report 2016

IntelliTec Colleges
Colorado Springs, CO
September 26, 2016

Good for Students.
Good for Employers.
Good for Life!

ntelliTec
COLLEGES

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1 Quick Contact Reference Guide

For Emergencies: Call 9-1-1

Police Department Contact Numbers *(non-emergency)*

Albuquerque	(505) 242-COPS or (505) 242-2677
Colorado Springs	(719) 444-7000
Grand Junction	(970) 549-5000
Pueblo	(719) 553-2538

Campus Contact Numbers

Albuquerque	(505) 508-5225
Colorado Springs	(719) 632-7626
Grand Junction	(970) 245-8101
Pueblo	(719) 542-3181

www.intellitec.edu

LifeWorks (Employee & Student Assistance Program)

Available 24 hours a day, 365 days a year

Phone 1-888-267-8126

en Español 1-888-732-9020

lifeworks.com

TITLE IX QUICK REFERENCE

Know your Title IX Representatives

Corporate Title IX Coordinator

Peter Ristig

Phone: 719.632.8116 x1019

Email: pristig@intellitec.edu

Deputy Title IX Coordinators

Albuquerque

Roxanna Billie

Phone: (505) 508-5225 ext. 4000

Email: rbillie@intellitec.edu

Colorado Springs

Katie Hager

Phone: (719) 632-7626 ext. 1128

Email: khager@intellitec.edu

Grand Junction

Jennifer Berrie

Phone: 970-245-8101 ext. 3009

Email: jberrie@intellitec.edu

Pueblo

Dawn Hawkins

Phone: (719) 542-3181 ext. 2020

Email: dhawkins@intellitec.edu

2 Crime Statistics 2015

Colorado Springs Campus Crime Statistics

Offense	Year	On-Campus Property	Public Property
Murder / Non-negligent Manslaughter	2013	0	0
	2014	0	0
	2015	0	0
Negligent Manslaughter	2013	0	0
	2014	0	0
	2015	0	0
Rape	2013	0	0
	2014	0	0
	2015	0	0
Fondling	2013	0	0
	2014	0	0
	2015	0	0
Incest	2013	0	0
	2014	0	0
	2015	0	0
Statutory Rape	2013	0	0
	2014	0	0
	2015	0	0
Robbery	2013	0	0
	2014	0	0
	2015	0	0
Aggravated Assault	2013	0	0
	2014	0	0
	2015	0	0
Burglary	2013	0	0
	2014	0*	0
	2015	0	0
Motor Vehicle Theft	2013	1*	0
	2014	0*	0
	2015	1	0
Arson	2013	0	0
	2014	0	0
	2015	0	0
VAWA Offense	Year	On-Campus Property	Public Property
Stalking	2013	0	0
	2014	0	0
	2015	0	0
Dating Violence	2013	0	0
	2014	0	0
	2015	0	0
Domestic Violence	2013	1*	0
	2014	0	0
	2015	0	0

Colorado Springs Campus Crime Statistics

Arrests and Disciplinary Referrals	Year	On-Campus Property	Public Property
Arrests: Weapons: Carrying, Possessing, etc.	2013	0	0
	2014	0	0
	2015	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	2013	0	0
	2014	0	0
	2015	0	0
Arrests: Drug Abuse Violations	2013	0	0
	2014	0	0
	2015	0	0
Disciplinary Referrals: Drug Abuse Violations	2013	0	0
	2014	0	0
	2015	0	0
Arrests: Liquor Law Violations	2013	0	0
	2014	0	0
	2015	0	0
Disciplinary Referrals: Liquor Law Violations	2013	0	0
	2014	0	0
	2015	0	0

No hate crimes were reported for the years of 2013, 2014, or 2015. There were no unfounded crimes for 2013, 2014, or 2015.

IntelliTec Colleges does not have on-campus housing or residential facilities or any non-campus buildings that qualify for reporting.

**IntelliTec Colleges amended the following items on 3/29/16: 2013 - motor vehicle theft changed from 0 to 1 to include joyride incident misclassified. 2013 - Domestic Violence change from 0 to 1 to include an incident of domestic violence. 2014 - Burglary changed from 1 to 0 to remove larceny incident misclassified. 2014 - motor vehicle theft changed from 2 to 0 to correct thefts from vehicles misclassified as theft of vehicles.*

3 IntelliTec Policy Statement

IntelliTec Colleges (“IntelliTec”) shall comply with all requirements of the Clery Act. This policy sets forth guidelines and procedures intended to ensure IntelliTec’s ongoing compliance with the Clery Act’s crime reporting and disclosure obligations, and its obligation to make available to the campus community and the public, campus security and safety policy statements as prescribed by the law.

IntelliTec shall:

- Compile and disclose statistics of reports of the types of crimes specified in the Clery Act (“Clery Crimes”) for its campuses, the immediately adjacent public areas and public areas running through the campuses, and remote classroom facilities;
- Collect available information on reports of Clery Crimes made to local law enforcement, school officials, and others associated with IntelliTec who have “significant responsibility for student and campus activities”;
- Submit an annual report to the Department of Education with statistics of Clery Crimes for the last three years and IntelliTec policy statements addressing campus security and safety (“Clery Report”);
- Issue warnings of any Clery Crime that may be an ongoing threat to the campus in a timely manner, so that individuals may take steps to protect themselves and to aid in the prevention of similar crimes;
- Conduct educational programs to promote awareness.

4 Colorado Definitions

Consent in the state of Colorado– *Colorado Revised Statute § 18-3-401*

“Consent” for sexual activity means cooperation in act or attitude pursuant to an exercise of free will and with knowledge of the nature of the act. A current or previous relationship shall not be

Domestic Violence in the State of Colorado – *Colorado Revised Statute § 18-6-800.3 (1)-(2)*

Domestic violence means an act or threatened act of violence upon 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.

Domestic violence also includes any other crime against a person, or against property, including an animal, or any municipal ordinance violation against a person, or against property, including an animal, when used as a method of coercion, control, punishment, intimidation, or revenge directed against a person with whom the actor is or has been involved in an intimate relationship.

(Note that “dating violence” in Colorado is included with the broader definition of domestic violence)

Sexual Assault in the State of Colorado– *Colorado Revised Statute § 18-3-402*

(1) 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 consequences 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, unless incident to a lawful search, to coerce the victim to submit; or
- (g) The actor, while purporting to offer a medical service, 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; or
- (h) The victim is physically helpless and the actor knows the victim is physically helpless and the victim has not consented.

Stalking in the State of Colorado— *Colorado Revised Statute § 18-3-602 (1)(a)-(c)*

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.

Unlawful Sexual Contact in the State of Colorado – *Colorado Revised Statute § 18-3-404*

(1) 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

(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. (1.5) 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. For the purposes of this subsection (1.5), the term "child" means any person under the age of eighteen years.

5 Other Definitions

Annual Security Report (ASR)- Also known as Clery Reports or Crime Reports. The Clery Act requires IntelliTec to annually submit a report to the Department of Education containing the following: statistics for Clery Crimes by type location and year; campus safety and security related policy statements that address crime reporting and prevention; law enforcement databases of registered sex offenders; drug, alcohol and sex offenses; procedures for issuing timely warning to the campus of potentially dangerous criminal and emergency situations; and campus evacuation procedures.

Arrest – Persons processed by arrest, citation or summons. IntelliTec shall compile statistics for and specifically disclose arrests related to weapons and drug and alcohol abuse. If an individual is both arrested and referred for disciplinary action for an offense, only the arrest will be disclosed.

Referral for Disciplinary Action – IntelliTec Colleges shall compile statistics for and specifically disclose student and employee referrals for disciplinary action related to weapons and drug and alcohol abuse. If an individual is both arrested and referred for disciplinary action for an offense, only the arrest will be disclosed.

Emergency Notification – Requirement to make emergency notifications of emergency events and dangerous conditions occurring on campus or that present an imminent threat to the campus.

Campus Security Authority (CSA) – Used in the Clery Act to identify persons at IntelliTec who, as a result of their job duties, have an obligation under the law to disclose all alleged Clery Crimes that are reported to them which they conclude have been made in good faith. Such persons making the notifications need not be an employee of IntelliTec, such as students and outside volunteers. CSA's are defined by their job duties and function; not by job title. While an individual's ordinary responsibilities and functions at IntelliTec would not classify them as a CSA, the individual may take on a responsibility which would then qualify them as a CSA, for example, if an employee or volunteer organizes or helps lead a student trip or outing.

There are three general categories of CSA:

1. Any individual(s) who is responsible for an aspect of campus security. These individuals are responsible for monitoring access to IntelliTec property.
2. Any individual or organizational unit at IntelliTec to which students and employees should report criminal offenses.
3. IntelliTec officials who have significant responsibility for student and campus activities. The Clery Act broadly defines the term “official” as “any person who has the authority and duty to take action or respond to a particular issue on behalf of the institution.”

For example, the Program Supervisors, Director of Education (DOE), Associate Director of Education (ADOE), and Campus Director are IntelliTec officials who have significant responsibility. There may be other individuals that qualify but these are the most common.

Dating Violence (*used by IntelliTec Colleges*) – Acts of violence including threat or intimidation that harm or injure and are committed by a person who has been or is in a romantic or intimate relationship with the victim. Whether a relationship exists will depend on the length, type, and frequency of interaction. These acts include, but are not limited to, sexual or physical abuse or the threat of such abuse. Dating relationship violence can be a single act or pattern of behavior.

Domestic Violence (*used by IntelliTec Colleges*) – Felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner, current or former cohabitant, a person with whom a victim shares a child in common, a person similarly situated to a spouse under domestic or family violence law, or anyone else protected under domestic or family violence law. A “household” exists when individuals who are married or have an intimate relationship share access to the same private living space or bathroom.

Clery Crimes – IntelliTec must compile statistics of reports made to CSA’s and local law enforcement of the following types of crimes: aggravated assault; arson; burglary, motor vehicle theft, murder and non-negligent manslaughter, negligent manslaughter, robbery, forcible and non-forcible sex offenses, stalking, domestic violence, dating violence, and hate crimes.

Hate Crime – Clery Crimes and any incidents of larceny-theft, simple assault, intimidation, or destruction/damage/vandalism of property that are motivated by bias toward race, gender, religion, sexual orientation, ethnicity/national origin, and disability.

On Campus Property - Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to that described in the first part of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Public Property - All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Reported Crime – IntelliTec shall compile and publish statistics of “reported” Clery Crimes. For purposes of the Clery Act, a crime is reported when it is brought to the attention of a CSA or local law enforcement by a victim, witness, other third party or even the offender. Information about the crime does not need to be explicit. It does not matter whether the persons involved with the crime or making a report are

associated with IntelliTec. If a CSA believes that there is a reasonable basis to conclude the information is not just rumor or hearsay (the information about the crime was provided in “good faith”) he or she should document the reported information pursuant to IntelliTec procedure.

Responsible Employee – A responsible employee refers to all faculty, academic and campus management, and all persons in a position of perceived authority. This means they are required to disclose any complaints including names of those involved to the Title IX Deputy Coordinators and/or IntelliTec’s Title IX Coordinator to ensure proper measures are taken. The responsible employee must notify complainants of their responsibilities to report the incident or suspected Title IX violation to appropriate personnel.

Stalking (used by IntelliTec Colleges)- Stalking is a course of conduct (i.e., more than one act) directed at a specific person which would cause a reasonable person to feel fear, to experience substantial emotional distress, or to fear for their safety or the safety of a third person. Acts that together constitute stalking may be direct actions or may be communicated by a third party, and can include, but are not limited to, threats of harm to self, others, or property; pursuing or following; non-consensual (unwanted) communication by any means; unwanted gifts; trespassing; and surveillance or other related types of observation.

Timely Warning - IntelliTec must timely alert the campus community to Clery Crimes. Even if all of the facts surrounding the criminal incident(s) are not yet available a warning will be issued as soon as pertinent information is available to enable individuals to take precautions to protect themselves and to prevent similar crimes from occurring.

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. The Violence Against Women Act (VAWA) amendments to the Clery Act expand the rights afforded to campus survivors of sexual assault, domestic violence, dating violence, and stalking.

6 Clery Act Reporting & Crime Statistics

IntelliTec compiles statistics of reported crimes from CSA’s and local law enforcement for the ASR. Copies of the prepared reported are provided to the following:

1. Human Resources: For distribution to all new and current employees.
2. Academics: For distribution to all new and current students.
3. Posted on Internet site under Consumer Right-to-Know.

Students and employees are notified via email regarding the availability and exact URL location of the Annual Campus Report data.

6.1 Gathering and Compiling Statistics of Clery Crimes

IntelliTec will collect and compile statistics regarding Clery Crimes. Each campus will coordinate with local law enforcement to gather crime statistics which occur on public property adjacent to, or on the defined Clery geography for each campus. IntelliTec Colleges does not have any on-campus housing or residential facilities or have any non-campus buildings that require reporting. In addition, IntelliTec does not officially recognize any student organizations with off-campus locations.

The statistics are collected from each campus via an incident report and from local law enforcement via annual requests. Data is compiled by the Clery Act Compliance Officer and submitted to the Department of Education as required by no later than October 1st of each year.

While IntelliTec collects pertinent personal and crime-related information regarding the crimes and misconduct in order to ensure that crimes are counted correctly and to avoid double counting, no personal information is released or included in this annual security report or statistic disclosure.

6.2 Clery Report

The Annual Security Report (ASR) will be published and distributed by October 1st of each year. The ASR must be distributed to all currently enrolled students and all employees in the following manner:

The Annual Security Report will be published on IntelliTec's Internet website at the following urls:

Albuquerque: http://www.intellitecollege.com/your-right-to-know/healthSafety_AnnualSecurityReport_al.pdf
Colorado Springs: http://www.intellitecollege.com/your-right-to-know/healthSafety_AnnualSecurityReport_cs.pdf
Grand Junction: http://www.intellitecollege.com/your-right-to-know/healthSafety_AnnualSecurityReport_gj.pdf
Pueblo: http://www.intellitecollege.com/your-right-to-know/healthSafety_AnnualSecurityReport_pb.pdf

An email will be sent to the student body and all employees notifying of the release of the Annual Security Report each year by October 1st. The notice will include: a statement of the report's availability; a list and brief description of the information contained in the report; the exact address (URL) of the Internet or Intranet website at which the report is posted; and a statement that the school will provide a paper copy of the annual security report without fee upon request, written or otherwise.

The ASR will be provided to prospective students and prospective employees upon request. If the ASR is provided to prospective students and prospective employees by posting the report on an Internet site, the notice provided to each individual will include: the exact URL where the report is posted; a brief description of the report; and a statement that the institution will provide a paper copy of the report upon request.

6.3 Records Retention

The supporting records used in compiling the report shall be retained for three years from the latest publication of the report to which they apply. Records to be kept include, but are not limited to, copies of crime reports; records for arrests and referrals for disciplinary action; timely warning and emergency notification reports; documentation, such as letters to and from local police having to do with Clery Act compliance; letters to and from Campus Security Authorities; correspondence with the Department of Education regarding Clery Act compliance; and copies of notices to students and employees about the availability of the annual security report. All documentation should be dated.

6.4 Submitting Crime Statistics to the Department of Education (DOE)

IntelliTec is required to submit the crime statistics from the Annual Security Report (ASR). During late summer, the Department of Education (DOE) conducts the annual Campus Safety and Security Survey. This Web-based survey is used to collect the statistical data from the ASR. The data is then posted on the DOE public website for use by higher education consumers. The site is located at <http://www.ope.ed.gov/security>. Each year a few weeks prior to the collection, DOE sends a letter and a

registration certificate to IntelliTec. The certificate contains information necessary to access the survey and enter data.

7 Emergency Responses and Evacuation Procedures

7.1 Fires and Evacuations

1. In the event of a fire or emergency which threatens life or limb, **DIAL 911 IMMEDIATELY**. Employees may make an attempt to extinguish a fire using either a fire extinguisher or other fire control device. In the event the fire is not controllable, take action to evacuate the building as soon as possible after discovery of the fire. In buildings equipped with a fire alarm, trigger the fire alarm. In any event, an Administrator and/or Safety Committee member must be notified as soon as it is safe to do so.
2. **Evacuation:** When the building evacuation/fire alarm is sounded, walk quickly to the nearest EXIT and alert others to do the same. Close all doors to confine the fire. Assist the disabled in exiting the building. Smoke is the greatest danger in a fire, if needed, stay near the floor and crawl to the exit. Once outside, walk with your instructor to the location designated for your respective class. Stay with your class/instructor until you are directed otherwise. Keep streets, fire lanes, hydrants and walkways clear for emergency personnel. **NOTE:** In the event you become trapped in a building during a fire, stay near the floor where the air will be less toxic. Shout at regular intervals to alert emergency crews of your location.
 - Do not use elevators during an evacuation.
 - Do not take any personal items with you during the evacuation. During cold weather bring a jacket if it is immediately accessible.
 - Do not make any stops during your exit; proceed immediately out to your designated Assembly Point.

Instructors are to take their Evacuation packet to their designated area. Check your roster to ensure that all your students are accounted for. When this has been confirmed, the instructor is to raise the Green Card, included in the evacuation packet, to indicate to officials that all students from a given class have been accounted for.

3. **Assembly points:** Outdoor assembly areas shall be designated and shall be located a minimum of 500 feet from the building evacuated so as to avoid interference with fire and emergency department operations. The assembly areas shall be arranged to keep each class separate to provide accountability of all individuals.
4. **Staff and student training:** Employees and students must be trained in fire and crime prevention safety and fire extinguisher training annually.
5. **Fire & Evacuation Exits:** IntelliTec posts building floor plans showing fire and evacuation exit routes and locations of fire extinguishers. Tampering with posted exits plans is prohibited. Fire exits or any emergency egress may not be blocked or tampered with in any fashion. Items, including furniture and bicycles, may not be stored in or near exits or in fire stairwells.
6. **Fire Extinguishers:** All extinguishers shall be checked monthly, by a qualified individual, for readiness and inspected annually by an outside service.

7.2 Fire & Evacuation Drills

1. Fire and evacuation drills will be conducted on a periodic basis occurring no less than once per year. Fire drills will be held for each building. Individual drills will be held for each building and should be conducted in a manner which periodically requires employees to exit by secondary exit routes. Drills should be conducted at different times of the day; however, drills should be

scheduled during times when a majority of the employees are available to respond to the drill. The exception to this rule would be in the case of shift work where it is necessary to determine the actions of employees on a particular shift.

2. Procedure: Emergency evacuation drills shall involve the actual evacuation of all staff, students, and visitors to a selected assembly point and shall provide staff, students, and visitors with experience in exiting through all required exits. All required exits shall be used during emergency evacuation drills.
3. The Emergency Evacuation Coordinator (EEC), Safety & Health Director, or Designated Safety Representative should be notified in advance of any drill. Personnel conducting drills and tests shall make proper coordination with emergency response personnel and their Fire Department (or other reporting agency) as necessary to ensure emergency services are aware of the drill. Employees should not have prior notification of Fire/Evacuation Drills.
4. Upon conclusion of a drill, the effectiveness will be evaluated to include a description of the exercise, the date it was held, when it started and ended, and whether or not the drill was announced or unannounced.

7.3 Emergency Notifications

Campus Directors are responsible for issuing emergency notifications. The Director will evaluate the situation and determine if there is an immediate or imminent threat to life or property. To do so, the Campus Director will evaluate all relevant information, and /or rely on outside expertise such as law enforcement or emergency agencies. In the event that the Campus Director is unavailable, the on-shift manager will take responsibility for the evaluation. In the event that an emergency notification needs to be issued for any portion of our campus, the entire campus will be notified due to the small size of the campus geography.

IntelliTec will issue an emergency notification upon the confirmation of a significant emergency or dangerous situation occurring on the campus involving an immediate threat to the health or safety of students or employees. Text based notification systems and IntelliTec's email system will be used to issue the necessary emergency notifications. When appropriate, the same system will be used to issue an all clear notification.

IntelliTec Colleges 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 responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. IntelliTec will notify the campus community as soon as it is confirmed that a significant emergency or dangerous situation exists, and will:

- Take into account the safety of the campus community,
- Determine what information to release about the situation, and
- Begin the notification process.

Depending on the situation, the content of the emergency notification may differ but in general will include the current situation and the immediate steps to be taken in response to the situation. In the event that the emergency requires law enforcement or additional emergency department involvement, the school will notify the required emergency services.

IntelliTec may not immediately issue a notification for a confirmed emergency or dangerous situation if doing so will compromise efforts to:

- Assist a victim,

- Contain the emergency,
- Respond to the emergency, or
- Otherwise mitigate the emergency. An example of not compromising efforts to mitigate the emergency might be agreeing to a request of local law enforcement or fire department officials.

7.4 Timely Warnings

When determining whether or not to issue a timely warning, the Campus Director will make a case by case decision based on the following items:

- The nature of the crime,
- The continuing danger to the campus community,
- And the possible risk of compromising law enforcement efforts.

When issuing a timely warning, IntelliTec will issue sufficient information including:

- Information required for members of the campus community to protect themselves,
- All information that promotes safety,
- Information to aid in the prevention of similar crimes,
- And information about the crime that triggered the warning.

The IntelliTec email system will be used to provide timely warnings for any Clery item that represents an immediate threat to students or staff at IntelliTec.

8 Campus Policies and Procedures

8.1 Access to Campus Facilities

During business hours, IntelliTec will be open to all individuals who require access to the campus for schooling and business related needs. During non-business hours, access is restricted to employees or contractors with prior authorization only. Students are not allowed into IntelliTec facilities outside of business hours or without IntelliTec employee oversight. End of night walk-throughs are conducted and all buildings are locked and secured. IntelliTec Colleges does not have any student housing or residences.

IntelliTec Colleges conducts monthly safety inspections of all facilities to ensure they are properly maintained and secure. Any safety concerns discovered are promptly addressed.

8.2 Security Personnel

IntelliTec does not have any law enforcement personnel; as such, security personnel cannot make any arrests but can contact local law enforcement in the event they feel there is any threat to person or property. Any security personnel contracted by IntelliTec do not have any formal agreements with local law enforcement agencies to include Memorandums of Understanding (MOU) or any other type of written agreement.

Security personnel located on the Colorado Springs campus can be contacted via the front desk at the main campus in the event of a minor incidents, emergencies, or hazardous situations. These security personnel are responsible for roving patrols, handling minor offenses, contacting the Colorado Springs PD when appropriate, and are first responders in emergency situations. Crimes should be reported to the security personnel, Campus Director, and/or any other CSA as defined below as soon as possible.

8.3 Daily Crime Log (*Colorado Springs only*)

IntelliTec Colleges maintains a public crime log at the Colorado Springs campus location. Criminal acts reported to security personnel or an addition to an existing entry in the log will be entered into the crime

log within two business days unless that disclosure is prohibited by law or would jeopardize the confidentiality of the victim. Information that could identify either the victim or the alleged perpetrator is excluded. The logs are available for public inspection during business hours.

8.4 CSA Identification & Reporting Procedures

Because personnel and job positions change, someone who is a CSA one year may not be a CSA the following year. To determine which individuals are CSAs, the function served by that individual must be considered. If someone has significant responsibility for student and campus activities, he or she is considered a CSA.

The Clery Act Compliance Officer works with IntelliTec Colleges offices and individuals to identify individuals whose functions qualify as a CSA and informs IntelliTec and personnel of their Clery Act obligations, and the IntelliTec's procedures for collecting information about Reported Crimes.

We do not employ any confidential resources that meet the exemption for professional and pastoral counselors. As such, any reported crimes cannot be treated as confidential and will be included in Clery Act statistics and may invoke the Title IX or additional procedures including law enforcement contact depending on the nature of the crime. If a student or employee does not want to make a formal report, they may contact LifeWorks, The Student and Employee Assistant Program, for confidential counseling and referral services (*for additional information, please see IntelliTec College's Sexual Misconduct and Discrimination Policy.*) Reports will be handled as confidentially as possible with only those with a need to know being informed.

CSA's must document and report any alleged crimes that they are notified of by students or employees. CSA's who are unsure whether an incident is a Clery Act crime should report it. CSA's are not responsible for determining authoritatively whether a crime took place. CSA's must complete the digital form titled, "Campus Security Reporting Form" available via Google forms.

IntelliTec strongly encourages any victims or anyone who has witnessed a crime to report them to the police and to the school. Any reports given to the police will become a matter of public record.

8.5 Reporting a Crime

Emergency situations should be reported by calling 911. Non-emergency crimes should be reported to a CSA (including but not limited to, Program Supervisor, DOE, ADOE, or Campus Director) immediately. If a crime has occurred, IntelliTec encourages students and staff to report to a law enforcement agency. Internally; the situation or event will be evaluated to determine if a timely and/or emergency warning is needed and the necessary information will be collected for the Clery Act Crime Reporting requirements.

8.6 Reporting Sexual Misconduct: Policies and Protocols

IntelliTec Colleges encourages all individuals to report any alleged or suspected violation of the Sexual Misconduct and Discrimination Policy including domestic violence, dating violence, stalking, and sexual assault to the Title IX Coordinator or Title IX Deputy Coordinators and to report potential criminal conduct to law enforcement. IntelliTec employees who become aware of potential violations of this policy are required to notify the Title IX Coordinator or Deputy Title IX Coordinator. You may notify the following personnel regarding an incident or suspected Title IX violation:

- IntelliTec Title IX Coordinator,
- Deputy Title IX Coordinators,

- Members of management,
- or a Responsible Employee.

IntelliTec strongly encourages that any criminal conduct be reported to law enforcement and will provide any assistance necessary in contacting and notifying appropriate law enforcement if requested. In addition, should the individual decline to notify such authorities, IntelliTec will support that decision.

8.7 Immediate Assistance following an instance of Sexual Misconduct

IntelliTec Colleges prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as defined by the Clery Act. **In the event of an emergency, please contact 911.** Immediate assistance can also be obtained by contacting the Deputy Title IX Coordinator designated for your campus or IntelliTec’s Title IX Coordinator. Additional off-campus confidential assistance may be obtained by contacting LifeWorks, The Employee and Student Assistance Program (ESAP), which provides access to certified counselors immediately over the phone and referrals to local counselors for up to three (3) free visits per incident. LifeWorks may be contacted 24 hours a day, 365 days a year, at 1-888-267-8126 or en Español at 1-888-732-9020. Additional resources may also be accessed on their website at www.lifeworks.com.

Other local community resources may be available at each campus; please see the Campus Director, Director of Education(DOE), Associate Director of Education(ADOE) or the Deputy Title IX Coordinator for additional assistance. If there is no immediate emergency, additional law enforcement assistance may be obtained by contacting:

Albuquerque Police Department	(505) 242-COPS or (505) 242-2677
Colorado Springs Police Department	(719) 444-7000
Grand Junction Police Department	(970) 549-5000
Pueblo Police Department	(719) 553-2538

8.8 Options for Complainants and Other Reporting Parties

Anyone who seeks to make a complaint or report may complete one of the following actions. These options are considered official notifications or complaints and will initiate IntelliTec’s investigation procedures under Title IX.

- File an internal complaint or report with IntelliTec’s Title IX Coordinator or Deputy Title IX Coordinators, thereby invoking IntelliTec’ internal investigation process. This can be completed by:
 - Scheduling an appointment or walk-in and see responsible employees as listed above.
 - Call appropriate personnel to report a potential violation. *See Sections 5.1 and 5.2 for contact information.*
 - Email or submit written complaints to the Deputy Title IX Coordinators or IntelliTec Title IX Coordinator. *See Sections 5.1 and 5.2 for contact information.*
- Request interim measures from IntelliTec’s Title IX Coordinator.
- If on or off campus, contact the local police department (*See Section 3.1*) for assistance in filing a criminal complaint and preserving physical evidence.

An individual may pursue some or all of these steps at the same time (e.g., one may simultaneously pursue an internal complaint and a criminal complaint). When initiating any of the above options, an individual does not need to know whether he/she wishes to request any particular course of action nor how to label what happened.

8.9 Drug & Alcohol Policy

IntelliTec Colleges is a drug and alcohol free campus. Additional details are available in the Drug and Alcohol Abuse Prevention Policy available at the following website url:

http://www.intelliteccollege.com/your-right-to-know/healthSafety_DrugsAlcohol.pdf

Violators of this policy are subject to IntelliTec disciplinary actions, criminal prosecution, and fines and imprisonment. The possession of alcohol by anyone under the age of 21 is illegal. Possession of drugs as defined in the Drug and Alcohol policy, including medicinal and recreational marijuana, regardless of state regulations, is not allowed and is a violation of IntelliTec policy.

Drug and Alcohol Abuse Programs: see IntelliTec's Drug & Alcohol Abuse Prevention Policy

8.10 Sex Offender Registry Database

In accordance with the "Campus Sex Crimes Prevention Act of 2000" which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, IntelliTec Colleges provides the following link to the National Sex Offender Public Website: <http://www.nsopw.gov/> NSOPW is managed by the Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART) as authorized by the Sex Offender Registration and Notification Act (SORNA) and provides links to each states sex offender registry as applicable.

9 Support and Accommodations

9.5 Healthcare Options for Treatment of Sexual Assault

Victims should seek treatment for injuries, preventative treatment for sexually transmitted diseases, and other health services, including but not limited to mental health services for post traumatic event counseling. Rapid medical treatment is often key to preserving key evidence of assault; it is recommended that victims seek treatment as soon as possible following an incident.

9.6 Ongoing Assistance: Counseling, Advocacy, and Support

Resource packets with materials relating to sexual violence, national and local resources, are available from your Deputy Title IX Coordinator. LifeWorks may also be contacted for support, local information, and counseling options for individuals effected by sexual or domestic violence.

Immediately following a report of sexual misconduct, IntelliTec will provide written notification to students and employees regarding counseling options, victim's school and local resources, and other support services that the campus and local community can provide. In addition, options for accommodations and interim measures are provided including who to contact to request such assistance. Student and employees will be informed of their rights and options moving forward after the complaint.

Individuals may also seek ongoing support during institutional disciplinary or criminal processes from the IntelliTec Title IX Coordinator, the campus Deputy Title IX Coordinator, or from others in campus administration such as the Campus Director, DOE, or ADOE. Confidential services are available through LifeWorks.

9.7 Academic Accommodations and Interim Measures

Upon receipt of a complaint or report of a violation of this policy, IntelliTec Colleges will provide reasonable and appropriate interim measures designed to preserve the complainant's educational experience, the safety of all parties, and the broader IntelliTec community. In addition, IntelliTec will maintain the integrity of the investigative and/or resolution process and place a strong emphasis on deterring retaliation. Certain interim measures may be available to the complainant regardless of whether the complainant seeks formal disciplinary action. Interim measures may include but are not limited to:

- Re-scheduling of assignments and/or testing without penalty;
- No penalty for absence or missed professional grades;
- Leave of absence (LOA) process;
- Completion of a Student Support Plan (SSP);
- Special arrangements for completion of labs or hands-on testing;
- Waiving or compensation of re-take test fees;
- Access to counseling services;
- Changes in class schedule, including the ability to transfer course sections or withdraw from a course;
- Change in work schedule or job assignment;
- Ability to re-take courses with no charge or penalty to the student;
- Additional tutoring or open lab time, as needed;
- Enforcement of any court, college, or law enforcement no contact or restraining order;
- Assistance or accommodations with any disabilities that may have occurred according to the IntelliTec College's Accommodation Policy;
- And other remedies that can be used to achieve the goals of this policy and are reasonable in nature.

Any interim measures will not disproportionately impact the complainant. Requests for interim measures may be made by the complainant to IntelliTec's Deputy Title IX Coordinators or the Title IX Coordinator. The Title IX Coordinator or the Deputy Title IX Coordinators are responsible for ensuring the implementation of interim measures and coordinating IntelliTec's response with the appropriate offices on campus. All individuals are encouraged to report concerns about the failure of another to abide by any restrictions imposed through interim measures. IntelliTec will take immediate action to enforce a previously implemented measure, and disciplinary penalties can be imposed for failing to abide by a College-imposed interim measure.

IntelliTec will maintain as much confidentiality as possible when providing accommodations or protective measures for individuals. Only employees who need to know will be informed to ensure the accommodations and/or protective measures can be carried out appropriately.

9.8 Confidentiality

IntelliTec Colleges has independent obligations to report and/or investigate potential misconduct, even if a complainant does not wish to initiate an official process. Therefore, absolute confidentiality cannot be promised with respect to a formal complaint of discrimination, harassment, sexual harassment, violence (i.e., dating violence, domestic violence, sexual assault, or stalking), or retaliation received through IntelliTec's reporting options. IntelliTec wishes, however, to create an environment in which legitimate complaints are encouraged, while also protecting the privacy of all involved in an investigation. Complaints about violations of these policies will therefore be handled in strict confidence, with facts

made available only to those who need to know in order for IntelliTec to promptly and thoroughly investigate and resolve the matter.

9.9 Confidential Resources

While IntelliTec Colleges does not offer on-campus confidential resources, IntelliTec does make LifeWorks available to all students and staff. Any discussions with LifeWorks are considered confidential and will not constitute an official complaint or notification of a responsible employee. This resource is confidential and should be used when a person either does not desire to make an official complaint or is not ready to make an official report.

Information shared with Confidential Resources (including information about whether an individual has received services) will be disclosed to others only with the individual's written permission or, if applicable, ethical or legal obligations compel the professional to reveal such information (e.g., if there is suspected abuse or neglect of a minor).

10 Investigation Procedures & Protocols

In determining whether alleged conduct violates this policy, IntelliTec makes a commitment to consider the totality of the facts and circumstances involved in the incident, including the nature of the alleged conduct and the context in which it occurred. Any of the prohibited conduct defined in this policy can be committed by individuals of any sex, and it can occur between individuals of the same or different sex(es). It can occur between strangers or acquaintances, as well as persons involved in sexual, dating, or family relationships.

The investigation will be overseen by IntelliTec's Title IX Coordinator and/or the Deputy Title IX Coordinators and will entail a thorough review of all evidence, interviews, electronic records, audio, etc. related to the complaint. IntelliTec does not provide any confidential resources on campus; therefore, any complaints will be investigated in accordance with this policy. We will keep the manner as confidential as possible and will include only parties that must be informed. IntelliTec Colleges allows complainants and respondents to have a third party present if they choose.

IntelliTec Colleges will make every effort to conduct and complete an investigation with action within thirty (30) days of the initial complaint. Some situations of a more complex nature may require additional time to ensure that all evidence and claims are thoroughly investigated. All those involved will be notified in writing of any extensions to timeframes needed. The thirty (30) days may also be extended in the event that one of the following occurs:

- Availability or unavailability of a witness or relevant/material documents;
- Recalcitrance of a witness and/or any necessary party;
- Delay or other uncooperative actions of any necessary party;
- Number of witnesses;
- Coordination with law enforcement efforts;
- Holidays and vacation periods; or
- Any other unforeseeable event/circumstance which impacts the investigation.

Once notified of a formal investigation, all parties are required to preserve any and all evidence pertaining to the investigation. IntelliTec will make every effort to fully investigate all aspects of every claim to ensure equitable treatment of all parties during the investigative process. At the conclusion of the

investigation, IntelliTec will create a report summarizing the investigation including evidence reviewed, interviews conducted, and any additional resources consulted during the investigation.

IntelliTec Colleges will fully comply with any investigation efforts conducted by law enforcement and will share all necessary information requested. As there are no confidential resources on campus, anything shared with IntelliTec may be provided to law enforcement.

IntelliTec will take immediate steps to protect complainants pending the final outcome of an investigation, including academic accommodations and other interim measures. These steps may include any of the interim measures listed in this policy.

10.1 Conflicts of Interest

Investigations will be conducted by Deputy Title IX Coordinators and/or by IntelliTec's Title IX Coordinator. If there are any conflicts of interests in the investigation, a different internal or external party will be assigned to the investigation. If the complaint is in regards to the Title IX Coordinator, the complaint will be referred to the President of IntelliTec Colleges.

Based on the outcomes of the investigation, appropriate sanctions, if any, will be determined by the company student disciplinary process and then approved by campus and/or corporate management. Complainants should submit in writing any concerns regarding conflict of interest or impartiality to IntelliTec's Title IX Coordinator or President of the Company.

During the investigation process, both parties may and are encouraged to present any evidence related to the claim. IntelliTec will not allow either party to directly question the other party. Parties may submit questions to the investigator in relation to the claim and IntelliTec will ensure it is included in the investigation, if it is relevant to the case. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

10.2 Preponderance of the Evidence

In making his/her determination, the investigator(s) shall observe a preponderance of the evidence standard. This means reaching a conclusion based upon all available facts and information as to whether one party's evidence outweighs the evidence of the other.

11 Grievance and Adjudication Procedures

IntelliTec is committed to conducting an investigation that is thorough, prompt, and impartial. Mediation is never appropriate in sexual misconduct cases and will not be utilized in the investigation of any related conduct.

11.1 Adjudication Process

Employees, faculty, and students who violate IntelliTec's policies may be subject to disciplinary action. Employees who have violated this policy will be subject to disciplinary action including and up to termination depending on the investigation and determination of wrong-doing. Students will be subject to disciplinary action including and up to expulsion depending on the investigation and determination of wrongdoing. Interim measures may become permanent measures as needed. Additionally, IntelliTec has the ability to bring in a crisis counselor and make them available to our students via LifeWorks as necessary.

The parties will be informed of the results of the adjudication, including:

- Simultaneous written notice to both parties of the outcome of the complaint and the option to appeal, if applicable;
- a statement that the school will not require a party to abide by a nondisclosure agreement, in writing or otherwise, that would prevent the re-disclosure of information related to the outcome of the proceeding.

All parties are strongly encouraged to not discuss the investigation or proceedings with other witnesses to preserve the quality of evidence and the subsequent investigation.

11.2 Sanctions

IntelliTec Colleges takes all reports and incidents of Clery crimes and VAWA offense very seriously. Sanctions can range from written warnings and suspensions to termination or expulsion. Below are specific sanctions as they relate to VAWA offenses.

Domestic and dating violence incidents will result in a written warning for minor offenses that do not involve physical harm. Serious offenses which involve physical harm or repeat offenses of any severity would result in expulsion or termination.

Stalking incidents may result in anything from a written warning to expulsion or termination depending on the severity of the offense. In addition, any protective or restraining orders will be enforced and offenders may be required to change schedules or classes to avoid potential contact. If the stalking incident(s) are combined with additional offenses such as domestic or dating violence, immediate expulsion or termination would result. Refusal to accept class or schedule changes may also result in expulsion or termination.

Sexual Assault (*specifically rape, fondling, incest, or statutory rape*) incidents will result in termination or expulsion.

11.3 Disclosures of Disciplinary Proceedings

IntelliTec Colleges will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary process conducted by IntelliTec against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased, IntelliTec will provide the results of the disciplinary process to the victim's next of kin, if so requested.

11.4 Grievance and Appeals

IntelliTec Colleges provides a grievance procedure to be followed by all students who seek resolution of a grievance, complaint, or concern related to disciplinary action or attendance at IntelliTec.

- The student should attempt to resolve the grievance at the staff or faculty level nearest the source or cause of the concern; most concerns can be resolved there.
- If the issue cannot be resolved at the source, the student is encouraged to present the concern to the Department/Supervisor.
- If the concern is not resolved at the Department/ Supervisor level the student may contact the Director of Education/Associate Director of Education.
- If, after a timely review with the above management staff, (which may include a report to the student of the findings and decision) the student remains dissatisfied with the decision, the student may submit a written grievance to be considered by the Campus Director.

- The written document must include a clear statement of the grievance, complaint or concern, and request a specific remedy, corrective action, or suggest a resolution for the Campus Director’s consideration.
- The Campus Director will be allowed five working days in which to discuss the matters with all interested parties and provide the student a written determination stating the reasons for the decision.
- When further appeal is desired the student may pursue the matter by contacting:

The Corporate Offices of IntelliTec Colleges
 2504 E. Pikes Peak Avenue, Suite 305
 Colorado Springs, Colorado 80909
 719.632.8116

If you feel your complaint has not been successfully resolved through IntelliTec’s internal processes, there are additional outside sources that may be contacted. Once you have exhausted all complaint and appeals processes available at the school and are still dissatisfied with the results, you may appeal to the below locations as applicable.

For schools located in Colorado:

The Colorado Department of Higher Education
 Division of Private Occupational School Board
 1560 Broadway, Suite 1600,
 Denver, Colorado, 80202
<http://higher.ed.colorado.gov/DPOS/Students>
 303-862-3001

There is a two-year limitation (from the student’s last date of attendance) for the Division to take action on student complaints.

For schools located in New Mexico:

The New Mexico Higher Education Department,
 2044 Galisteo Street, Suite #4, Santa Fe, NM 87505
<http://www.hed.state.nm.us/students>
 505-476-8400

There is a three-year limitation (from the student’s last date of attendance) for the Division to take action on student complaints.

Schools accredited by the Accrediting Commission of Career Schools and Colleges must have a published procedure and operational plan for handling student complaints. If a student does not feel that the school has adequately addressed a complaint or concern, the student may consider contacting the Commission. All complaints considered by the Commission must be in written form, with permission from the complainant(s) for the Commission to forward a copy of the complaint to the school for a response. The complainant(s) will be kept informed as to the status of the complaint as well as the final resolution by the Commission.

Please direct all inquiries to:

Accrediting Commission of Career Schools and Colleges
 2101 Wilson Blvd., Ste. 302

Arlington, VA 22201

(703) 247-4212

Website: www.accsc.org

A copy of the Commission's Complaint Form is available at the school and may be obtained by contacting the Campus Director.

12 Prevention, Education and Training

12.1 Bystander Intervention & Risk Reduction

Bystander intervention refers to the safe and positive options that an individual or individuals do to prevent harm or intervene in situations of potential harm when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the individual. The best model for preventing sexual assault as a bystander is to first, notice the event as a potentially harmful situation. If you do identify it as an emergency, take responsibility to provide help. If the situation is not too dangerous, decide how to help and act to intervene. In cases of emergency, dial 9-1-1.

Additional steps that can be taken include:

- Step in and ask if the person needs help
- Don't leave
- Have a buddy system, and let your friends know if you're worried about them
- Ask directly, "Do you need a ride?"
- Find their friends or call 911
- Distract the perpetrator so there's time to intervene

Remember, safety starts with you. Ensure that you are aware of your surroundings at all times and do not leave personal belongings unattended in public areas including classrooms and lounge facilities. Always lock your car and remove any valuables from sight. Campus staff and faculty are available at any time for assistance.

12.2 Student and Employee Training

During orientation, students and employees are notified of general campus security policies and sexual assault and violence policies. IntelliTec strives to encourage students and staff to be aware of their responsibility for their own security and the security of others. Additional training includes who is considered a CSA, how to report a crime, and policies regarding evacuation, emergency notifications, and timely warnings.

Mandatory student and employee education includes:

- New Student Orientation outlining Campus Security and Prevention, presented at the beginning of each term for all new incoming students;
- Annual Student Training and Education regarding school policy & prevention offered to all students
- New Employee Orientation outlining the Clery Act and Campus Security, presented to each new employee as part of the onboarding process;
- Annual Employee Training regarding school policy and prevention offered to all employees.

In addition, potential student and staff training may include:

- Guest speakers and Community advocates,

- Participation in Community events,
- Participation in Awareness Month events (Sexual Assault, Domestic Violence, etc.),
- And other on-site resources as needed.

Awareness months are observed a minimum of twice a year to encourage students and staff to be aware of issues that affect many of the students and staff on campus. IntelliTec coordinates availability of appropriate literature and events to support the outreach including occasional fundraisers, observance days, and other campus events.

IntelliTec also strives to provide consistent and accurate prevention and educational tools to students and employees. IntelliTec College’s environment encourages students and staff to report any violations or perceived violations to their Deputy Title IX Coordinator, IntelliTec’s Title IX Coordinator, or other responsible employees who may be able to assist.

Mandatory student and employee education includes:

- New Student Orientation Outlining the Title IX Policy and VAWA offenses including stalking, domestic violence, dating violence, and sexual assault;
- Annual Student Training and Education regarding school policy & prevention including additional information on consent and bystander intervention;
- New Employee Orientation Outlining the Title IX Policy and VAWA offenses;
- Annual Employee Training regarding school policy and prevention including ways to support other staff and students in regards to sexual misconduct and Clery crimes.

In addition, potential student and staff training may include:

- Guest speakers and Community advocates,
- Participation in Community events,
- Participation in Sexual Assault Awareness Month,
- And other on-site resources as needed.

The training specifically includes a complete review of IntelliTec Colleges’ Title IX Policy including what constitutes sexual violence, the definition of consent, investigation procedures, reporting options, grievance procedures, and disciplinary actions. In addition, training will include information on the effects of trauma, bystander intervention, alcohol and drug roles in sexual violence incidents, retaliation policies, and education on who to contact and how to report incidents of sexual violence.

12.3 CSA Training

CSAs shall receive Clery Act training on an annual basis. Training will include a summary of CSA duties and responsibilities, a review of the Clery Act Compliance Policy, reporting requirements, how to report, and other topics of relevance. Additional training will include gathering and compiling internal and external sources, the definition of “Clery geography,” and other information including prevention and education.

12.4 Additional Employee Training

12.4.1.1 Title IX, Clery Act, and VAWA

IntelliTec Colleges seeks to ensure that all employees and staff are well-educated and trained on the IntelliTec’s Title IX Policy and federal regulations involving Title IX, the Clery Act, and VAWA. IntelliTec provides initial training through the New Employee Orientation and on-boarding process and will provide follow-up annual training for all responsible employees. Additionally, the Deputy Title IX Coordinators receive initial training regarding their roles and investigative processes and receive additional follow-up annual training to ensure compliance and understanding of IntelliTec’s policies and procedures.

IntelliTec's Title IX Coordinator receives annual outside training to ensure the campus is meeting all requirements and keeping policies and procedures up-to-date.

Employees will be specifically trained on:

- the scope of the policy,
- options for assistance regarding a notification,
- The role of the Title IX & Title IX Deputy Coordinators
- Definitions,
- Reporting, Investigating, and Grievance Policies,
- Education and prevention,
- The role of a responsible employee,
- And confidentiality requirements and notifications to students.

In addition, any employees that may conduct an investigation will be trained on:

- Scope of investigation,
- Investigation planning,
- Communication with witnesses,
- Confidentiality/privacy,
- Evidence gathering and retention,
- Interviews,
- Investigation documentation,
- And investigation finding and reporting.

12.4.1.2 Workplace Violence Training

IntelliTec Colleges' provides periodic Workplace Violence and Active Shooter response training to all employees and typically integrates the information with other trainings provided. The training discusses IntelliTec's policy, promoting a safe workplace, dealing with anger, supporting employees and students who are experiencing stress, and how to handle a threatening situation. Additional information is provided on sexual and domestic violence response and emergency procedures for Active Shooter situations.

13 Conclusion

IntelliTec Colleges strives to provide an environment that is safe and to provide the necessary information to students and staff to maintain that safety. If you have questions regarding content, reporting, the Title IX Policy, or your role, please contact IntelliTec's Title IX Coordinator, Peter Ristig, at 719-632-8116. Please contact the Title IX Deputy Coordinators or the Title IX Coordinator if you suspect a student or colleague may have been affected by sexual violence. If there is any doubts or concerns, report.

In addition, Clery crimes should be reported to and discussed with the Director of Education, Associate Director of Education, and/or Campus Director at the respective campus or can be reported to any CSA as defined above. Help can also be obtained by contacting the Corporate Clery Act Compliance Officer regarding specific Clery crime or reporting questions.

14 Off-Campus Resources

Listed below are local resources for each campus that can be contacted for a variety of support services. In addition, national resources are listed below with basic contact information for ongoing support and assistance for students and employees.

RAPE CRISIS CENTER OF CENTRAL NEW MEXICO (ALBUQUERQUE)

Address: 9741 Candelaria NE
Albuquerque, New Mexico, 87112
Phone: (505) 266-7712
24 Hour Hotline: (505) 266-7711 or Toll Free (888) 811-8282
Web Address: <http://rapecrisiscnm.org>

The Rape Crisis Center of Central New Mexico provides advocacy, support, and counseling for teens (ages 13 years and older) and adult victims of sexual violence. The Rape Crisis Center of Central New Mexico serves victims of harassment, sexual assault, and sexual abuse. Services include: legal assistance and advocacy, counseling with trained victim advocates and professional counselors, 24-hour hotline, and support groups for those experiencing post-traumatic stress. **All services are offered free of charge. Walk-ins are welcome and appointments can also be scheduled.**

AGORA CRISIS CENTER, (ALBUQUERQUE)

Address: University of New Mexico
Albuquerque, New Mexico, 87131
24 Hour Helpline: (505) 277-3013 or (855) 505-4505
Website: <http://www.agoracares.org>
Email: agora@unm.edu

The Agora Crisis Center provides counseling and supportive services for anyone who has experienced a crisis. The Agora Crisis Center services are also provided to victims of harassment, sexual assault, and sexual abuse. Online emotional support (chat), information and referrals (including referrals to local support groups), volunteer opportunities, and community education and training workshops. **All services are offered free of charge and are available to anyone in need (university students, teens, adults, etc.).**

TESSA (COLORADO SPRINGS)

Address: Myron Stratton Campus 435 Gold Pass Heights
Colorado Springs, CO, 80906
Phone: (719) 633-1462 (719) 632-2342
24 Hour Crisis Hotline: (719) 633-3819
Email: info@tessacs.org
Web Address: www.tessacs.org

TESSA is a full service domestic violence resource agency serving victims of domestic violence and sexual assault in El Paso and Teller counties. TESSA services are also provided to victims of harassment and sexual abuse. TESSA advocates provide crisis intervention, safety planning, counseling, and community referral services. Individual psychotherapy and therapeutic support groups are available for domestic violence and sexual assault victims. **All services are offered free of charge and are available to anyone in need (university students, teens, adults, etc.).**

LATIMER HOUSE (GRAND JUNCTION)

Address: 1003 Main Street
Grand Junction, Colorado, 81501
Phone: (970) 241-0324
24 Hour Hotline: (970) 241-6704
Web Address: <http://www.htop.org/adult/lh/services>

The Latimer House provides advocacy, support, and counseling for pre-teens (ages 12 years and older), teens, and adult victims of sexual violence and domestic violence. The Latimer House also serves victims of harassment and sexual abuse. Services include: crisis intervention, case management, legal assistance and advocacy, counseling, 24-hour hotline, information & referrals, and support groups. Most services are offered free of charge. Counseling is either free for those who qualify or charged a rate based on a sliding fee scale. ***Walk-ins are welcome and appointments can also be scheduled.***

PUEBLO RAPE CRISIS SERVICES (PUEBLO)

Address: 503 North Main Street, Suite 526
Pueblo, Colorado, 81003
Phone: (719) 544-1191
24/7 Confidential Crisis Hotline: (719) 549-0549
Email: admin@rapecrisiservices.org
Web Address: <http://www.rapecrisiservices.org>

Pueblo Rape Crisis Services is a non-profit agency that provides services and support for victims of sexual violence in Southeastern Colorado. Pueblo Rape Crisis Services provides education, case management, support groups, advocacy, and referrals to other local services for victims of harassment, sexual assault, and sexual abuse. The Adult Female Survivors of Sexual Violence support group meets on Tuesdays, from 5:30 PM to 7:00 PM. ***All services are offered at no charge.***

NATIONAL RESOURCES

Rape, Abuse & Incest National Network (RAINN)

- <https://rainn.org/>
- National Sexual Assault Hotline: 1-800-656-HOPE (4673)

National Center for Victims of Crime

- <https://victimsofcrime.org/>
- Victim Connect (Referral Service) 1-855-4-VICTIM

Colorado Coalition Against Domestic Violence

- <http://ccadv.org/>

New Mexico Coalition of Sexual Assault Programs, Inc.

- <http://nmcsap.org/>

Not Alone (Together Against Sexual Assault)

- <https://www.notalone.gov/>

The National Domestic Violence Hotline

- <http://www.thehotline.org/>
- 1-800-799-SAFE (7233)

Veterans Crisis Line

- <https://www.veteranscrisisline.net/>
- 1-800-273-8255 or text 838255

