COLORADO NORTHWESTERN COMMUNITY COLLEGE

ANNUAL CAMPUS SECURITY REPORT
AND FIRE SAFETY REPORT
2026

Report covers 2023, 2024, and 2025

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CAMPUS SECURITY AND SAFETY

The report was prepared by Colorado Northwestern Community College (CNCC) in order to comply with the Jeanne Clery Campus Safety Act (Clery Act). This report covers the calendar years 2023, 2024 and 2025. The report describes safety and security policies and procedures at Colorado Northwestern Community College (CNCC) and contains crime statistics for the most recent calendar year and the two preceding calendar years. The Campus Safety and Security Coordinator (Clery Compliance Officer) works with the Office of the President, Academic Affairs, Student Services, Facilities, Human Resources, Title IX, Campus Security Authorities, and local law enforcement agencies to collect crime statistics from the prior calendar year for inclusion in this report.

Current students and employees are notified of this report's availability each year by email. Prospective students and employees may obtain the report from the same sources. The report is posted at https://cncc.edu/student-life/safety/campus-safety. A paper copy may be requested from the Campus Safety Office, McLaughlin Building, 500 Kennedy Drive, Rangely, CO 81648, (970) 675-3227 or (970) 852-8138, or from Public Information Officer Charlee Chambers at charlee.chambers@cncc.edu.

This publication is intended to provide a general description of campus safety and security policies and procedures. Policies and procedures are subject to change following publication of this report and the campus community will be made aware of updates as required.

CLERY GEOGRAPHY DEFINITIONS

The following definitions are used to describe campus and other property that is covered by this report in accordance with the Clery Act:

Rangely Campus Geography

The following describes the specific on-campus, non-campus, and public property locations that fall within CNCC's Clery geography, based on the definitions outlined previously.

On-Campus Property. The Rangely campus is at 500 Kennedy Drive, Rangely, CO 81648. It includes the main academic buildings, athletic facilities, student services, and on-campus housing (Ross Hall, Nichols Hall, Holland East, and Holland West). On-campus property also includes the gun range south of the main campus used for the National Parks Academy.

Non-Campus Property. CNCC Rangely uses the Rangely Airport, 2248 E. Main St., Rangely, CO 81648 (Aviation Program), and Columbine Park, 2101 E. Main St., Rangely, CO 81648 (Rodeo and Equine Programs and men's baseball field). CNCC does not have recognized student organizations that own or control buildings or property.

Public Property. Public streets, sidewalks, and parking immediately adjacent to and accessible from CNCC-owned or controlled property, including:

- Kennedy Drive along the main campus
- Highway 64 (East Main) between the airport and Columbine Park
- County Roads 132 and 132A through Columbine Park

Craig Campus Geography

On-Campus Property. The Craig campus is at 2801 W. 9th Street, Craig, CO 81625. On-campus property includes the main academic building, the career and technical education building, campus parking lots, and other CNCC-owned or controlled facilities on that site used for educational purposes.

Two undeveloped parcels adjacent to the campus are owned by the Moffat County Affiliated Junior College District (MCAJCD) and available for CNCC use. Those parcels are included as on-campus property.

CNCC did not maintain on or off campus student housing at the Craig Campus during this time period.

Non-Campus Property. CNCC does not have recognized student organizations that own or control buildings or property. For 2023, 2024, and 2025, the College did not have other Craig non-campus property meeting the Clery definition.

Public Property. Public streets, sidewalks, and parking within or immediately adjacent to and accessible from the Craig campus, including portions of West 9th Street and Hospital Loop.

REPORTING CRIMES AND EMERGENCIES

Crime and emergency reports may be made at any time. Colorado Revised Statute 18-8-115 requires a person who believes a crime has been committed to report it promptly to law enforcement. That duty applies even if the victim does not report.

CNCC does not have a campus police department. Campus Safety staff do not have arrest authority. The Campus Safety Office is staffed 8:00 a.m. to 5:00 p.m., Monday through Friday, excluding holidays. During those hours, the Campus Safety and Security Coordinator is the primary on-campus safety contact. After hours, call 911 for an emergency or the Coordinator at (970) 852-8138.To report a crime or emergency on campus:

- Life-threatening emergency: 911
- Campus Safety and Security Coordinator: (970) 675-3227 or (970) 852-8138
- Rangely Police Department: (970) 675-8467
- Craig Police Department: (970) 824-8111
- Online form (anonymous option available): https://www.cncc.edu/report-an-incident-or-concern

When Campus Safety is not on duty, call 911 or the local police department. Local police respond to crimes and emergencies and have arrest authority.

When Campus Safety is not on duty, call 911. The Rangely Police Department and Craig Police Department respond to calls on their campuses. The College works with those departments, and with the Rio Blanco County and Moffat County Sheriff's Offices when needed.

Campus Safety documents reports made to the College and assists local responders. Criminal cases are handled by the city or county. Student or employee conduct may also be reviewed under College procedures.

Anonymous and Confidential Reporting

Students, employees, and visitors may report crimes, concerning behavior, hazards, and other safety issues without giving their name.

CNCC provides the following anonymous or confidential options:

1. Online incident form. Go to https://www.cncc.edu/report-an-incident-or-concern and submit a report. The form allows the reporting party to remain anonymous. Other College forms are available for Title IX, CARE Team concerns, and related matters.

2. Spartan Alert mobile app. Download the official CNCC safety app (Spartan Alert / AppArmor). Use Report a Tip to send an anonymous tip to Campus Safety. The app also includes emergency contacts, Mobile Blue Light, Friend Walk, Virtual Walk Home, campus maps, and emergency-plan information.

3. Safe2Tell Colorado. Anyone may make a fully anonymous report 24 hours a day:

- Call 1-877-542-7233
- Text S2TCO to 738477
- Website or app: https://safe2tell.org

Anonymity is protected by Colorado law (C.R.S. § 24-31-601 et seq.). Safe2Tell routes reports to the College and local law enforcement as appropriate.

Reports received through these channels are reviewed by the Campus Safety and Security Coordinator. Access to the confidential incident database is limited to the Campus Safety and Security Coordinator, Human Resources, the Title IX Coordinator, the Vice President of Student Services, and designated staff. A report may be submitted anonymously; however, the college's ability to investigate and respond may be limited if the reporting party cannot be contacted for follow-up.

In an emergency, call 911. Non-emergency reports may also be made directly to the Campus Safety and Security Coordinator at (970) 675-3227 or (970) 852-8138.

The College employs licensed professional counselors to serve students on the Rangely and Craig campuses. While professional counselors are functioning within the scope of their

responsibilities to provide mental health counseling to students, they are not required to report certain crimes of which they become aware solely because those crimes were disclosed in a counseling session. Crimes that remain unreported under this limited exemption are not included in the crime statistics in this report.

This exemption has limitations. Professional counselors remain under a legal duty to report when required by law, including situations involving imminent harm, abuse of a child or at-risk adult, or other mandated-reporting obligations.

When a professional counselor is not legally required to report a crime, the counselor is expected to inform the student of available reporting options and to encourage the student, when appropriate, to report the crime to the Campus Safety and Security Coordinator or another Campus Security Authority on a voluntary basis. The counselor may also explain confidential and anonymous reporting options, including the online incident form, the Spartan Alert app, and Safe2Tell.

The College does not employ any pastoral counselors.

Crime reports involving employees will be referred to Human Resources for review under applicable employee conduct and discipline policies. Crime reports involving students will be referred to Student Affairs for review under applicable student code of behavioral expectations and responsibilities (conduct and discipline) policies and procedures. Upon written request, the College will disclose to the alleged victim of a crime of violence or non-forcible sex offense the results of any disciplinary proceeding against a student who is an alleged perpetrator. If the alleged victim is deceased, disclosure will be made to the next of kin upon written request.

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.

Daily Crime Log

The Campus Safety and Security Coordinator maintains a daily crime and fire log. The log records alleged and reported Clery crimes and fires in the College's Clery geography. Each entry includes the date the incident was reported, the date and time it occurred, the nature of the incident, the general location, and the disposition of the complaint.

The most recent 60 days are open for public inspection from 8:00 a.m. to 5:00 p.m., Monday through Friday, excluding holidays, at the Campus Safety Office in the McLaughlin Building on the Rangely Campus. Entries older than 60 days are provided within two business days of a request. The log is updated within two business days after a qualifying crime or fire is reported.

Campus Security Authorities

Crime reports may also be made to college personnel designated as Campus Security Authorities (CSAs). For Clery reporting and Timely Warnings, CSAs include campus safety staff; employees with security-related duties; persons identified in College policy as those to whom students and employees should report crimes; and officials with significant responsibility for student and campus activities, including student housing, student activities, athletics, and student discipline.

- Campus Safety and Security Coordinator
- Vice President of Student Services and staff who handle student conduct
- Director / Coordinator of Student Life or Campus Life (Rangely and Craig)
- Housing and Residence Life staff, including Resident Assistants
- Student Ambassadors and other student leaders designated in College security policy
- Athletic Director and all head and assistant coaches
- Human Resources Director
- Title IX Coordinator and Deputy Title IX Coordinators
- Directors of Student Well-being, when they are not acting solely as professional counselors
- Other officials identified in College policy as persons to whom students and employees should report crimes

CNCC does not have a campus police department. Campus Safety personnel do not have arrest authority. Professional counselors acting in a counseling role are not CSAs for Clery statistical reporting. The College does not employ pastoral counselors.

TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS

A critical part of campus emergency management is getting accurate information to the community quickly. Timely Warnings and Emergency Notifications help people protect themselves, keep people away from a hazard, and reduce rumors.

Timely Warnings

CNCC will issue a Timely Warning for a Clery-reportable crime that occurs on campus, on non-campus property, or on public property immediately adjacent to and accessible from campus when the crime is reported to a Campus Security Authority or local law enforcement and the College determines there is a serious or continuing threat to the campus community.

The Campus Safety and Security Coordinator reviews the report and works with the President or designee to decide whether a warning is needed and what it should say. The warning is issued by the Campus Safety and Security Coordinator or a person designated by the President.

Timely Warnings are issued as soon as pertinent information is available. They describe the nature of the threat and recommend actions. Victim names and other identifying information are withheld. Decisions are made case by case, based on the nature of the crime, whether a continuing danger exists, and whether a warning would compromise efforts to assist a victim or an ongoing investigation.

Warnings are sent through the College alert system (AppArmor / Spartan Alert) by text, phone, and email. Messages are labeled "TIMELY WARNING" in the subject line. Students, faculty, and staff should read these alerts immediately.

Timely Warnings are typically considered for:

- Murder / non-negligent manslaughter and negligent manslaughter
- Sexual assault (rape, fondling, incest, statutory rape)
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Domestic violence, dating violence, and stalking
- Hate crimes that present a serious or continuing threat
- A Timely Warning may also be issued for another crime if the facts show a serious or continuing threat to the campus community.

Emergency Notifications

Members of the College community should report emergencies and dangerous situations immediately by calling 911, (970) 675-3227, or (970) 852-8138. The Campus Safety and Security Coordinator will confirm whether a significant emergency or dangerous situation involving an immediate or impending threat to health or safety is occurring on campus. If confirmed, the Coordinator contacts the President or designee. The College will, without delay and taking into account the safety of the community, determine the content of the notification and send it, unless doing so would, in the professional judgment of responsible officials, compromise efforts to assist a victim or to contain, respond to, or mitigate the emergency.

Notifications may go to the entire campus or only to the affected segment. The entire community is notified when a large part of campus may be affected or campus operations are threatened.

Emergency Notifications are sent through AppArmor / Spartan Alert by text, recorded phone message, email, and, when appropriate, social media. Students provide a cell number at registration or decline to do so. Faculty and staff should keep emergency contact information current.

If the President or designee determines that surrounding communities should be informed, the Campus Safety and Security Coordinator notifies the local dispatch center.

If 911 has already been called, Campus Safety assists local police and emergency responders until the situation is resolved.

The College uses more than one method so the largest possible audience can be reached quickly. The method used depends on the nature of the incident and the judgment of the President or designee, working with the Campus Safety and Security Coordinator.

Current methods for issuing Timely Warnings and Emergency Notifications include:

- AppArmor / Spartan Alert campus alert system (text message, recorded phone call, and email)
- Spartan Alert mobile app push notifications and in-app alerts
- College email to students, faculty, and staff
- Social media, when appropriate
- Direct notice to local law-enforcement dispatch when surrounding communities should be informed
- Building-level fire alarms and posted evacuation instructions when the hazard is location-specific
- Campus-wide Timely Warnings are labeled "TIMELY WARNING" in the subject line. Students, faculty, and staff are expected to read these messages as soon as they are received.

Emergency response personnel

There will be direct communication from personnel on scene to people in the immediate area. This may be face-to-face or, where available, by building fire-alarm or public-address equipment. While limited in range, this is the fastest way for responders to reach people already in the hazard area.

On-scene personnel may include the Campus Safety and Security Coordinator, Facilities staff, Campus Life / housing staff, and local first responders from the Rangely Police Department, Rangely Fire Department, Craig Police Department, or Craig Fire Department. CNCC campus safety staff do not have arrest authority. When 911 has been called, the Campus Safety and Security Coordinator assists local police and fire personnel until the situation is resolved.

Anyone in the immediate area should follow instructions from on-scene College staff and emergency responders, evacuate or shelter as directed, and not re-enter a building until the Campus Safety and Security Coordinator or emergency personnel say it is safe.

College employees responsible for areas: Emergency responders may also ask employees responsible for a particular building or area to pass on information and take specific measures. What they ask for depends on the incident (active threat, fire, bomb threat,

hazardous-material spill, or other emergency) and may include evacuating the area, moving people to an area of refuge, or sheltering in place.

At CNCC, employees who may be asked to help include Facilities staff, Campus Life and housing staff (including Resident Assistants), academic and office supervisors, and other staff present in the building. Each department is expected to keep a posted emergency plan with emergency contacts and designated meeting places for on-campus and off-campus evacuations. Follow instructions from the Campus Safety and Security Coordinator and local emergency personnel. Do not return to a building until they say it is safe.

Phone/Text alert system: The College alert system (AppArmor / Spartan Alert) is operated by the Campus Safety and Security Coordinator's Office, in coordination with the President or designee. It uses text message, recorded phone call, and email to reach the campus community within minutes for a campus emergency, school closure, Timely Warning, Emergency Notification, or other urgent message.
Students complete a personal information form before registering for classes and must provide a cell phone number or state that they do not wish to provide one. Faculty and staff are encouraged to keep emergency contact information current. Students, faculty, and staff are responsible for keeping their contact information updated.
Students and employees who have provided a cell number are included in the text-alert system. A person who does not wish to receive texts may decline at registration or follow the opt-out instructions in a message. The Spartan Alert mobile app provides the same alerts plus additional safety tools. Download the app from the Apple App Store or Google Play.
In an emergency, also call 911. Non-emergency Campus Safety numbers are (970) 675-3227 and (970) 852-8138.

Email The Public Information Officer also sends campus-wide emails to students, faculty, and staff at their official College email accounts. Students and employees do not have to opt in.
College website In an emergency, the Public Information Officer may post a message on the College home page when the larger community needs the information.
News media The Public Information Officer is the College's official source of information to radio, television, and other news media when the larger community needs to be informed.

No single system reaches everyone. That is why more than one method is used when possible, and why messages ask recipients to pass the information along. Methods are chosen case by case.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

CNCC maintains an Emergency Operations Plan that guides college resources before, during, and after an emergency or disaster. Employees receive emergency-preparedness information, and evacuation diagrams and emergency procedures are posted in campus buildings.

Anyone who becomes aware of an emergency should report it immediately by calling 911 and

then notifying the Campus Safety and Security Coordinator at (970) 675-3227 or (970) 852-8138. The Coordinator confirms the report by checking the location and contacting appropriate campus staff and local responders. The type and location of the emergency determine which college offices and outside agencies are called.

If a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is confirmed on campus, the College activates the emergency notification process described in "Timely Warnings and Emergency Notifications."

When a fire alarm sounds, or when a college official or emergency responder directs an evacuation, occupants leave through the nearest safe exit. Staff who can do so safely may remain briefly to help others or to assist responders. If a route is blocked or a threat is nearby, occupants follow instructions from on-scene staff or from the alert system and use an alternate exit or shelter as directed. Do not re-enter a building until the Campus Safety and Security Coordinator or emergency personnel say it is safe.

The College tests emergency response and evacuation procedures at least once each calendar year through drills or exercises initiated by the Campus Safety and Security Coordinator. Tests may be announced or unannounced. In connection with at least one test each year, the College publicizes emergency response and evacuation procedures to students and employees by email and by posting them on the campus safety webpage. The Campus Safety and Security Coordinator keeps a record of each test, including a description, the date and time, and whether it was announced or unannounced.

CNCC has written agreements with the Rangely Fire Department and the Craig Fire Department to support coordinated fire and emergency response.

CAMPUS POLICE/SECURITY DEPARTMENT JURISDICTION

CNCC does not have a campus police department. The Campus Safety and Security Coordinator's Office is a non-sworn security operation. Campus safety staff do not have arrest authority.

The Rangely Police Department has law-enforcement jurisdiction on the Rangely Campus. The Craig Police Department has law-enforcement jurisdiction on the Craig Campus. CNCC maintains written Memoranda of Understanding with both departments for response to criminal activity, emergencies, and other security issues. The Campus Safety and Security Coordinator is the college's primary contact under those agreements. When an incident occurs on either campus, local police notify the Coordinator.

Campus safety hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, excluding holidays. During those hours, the Campus Safety and Security Coordinator is the primary on-campus safety contact. When campus safety is not on duty, call 911. Non-emergency after-hours contact numbers for the Coordinator is (970) 852-8138.

Services provided by the Campus Safety and Security Coordinator's Office include:

- Responding to reports of crime, fire, medical, and other emergencies and assisting local responders
- Taking incident reports, documenting suspicious activity, and referring victims to appropriate resources
- Coordinating with Rangely Police, Craig Police, and other agencies as needed
- Assisting with non-criminal matters such as motorist assistance and building security
- Providing a security presence at designated college events
- Monitoring campus safety hazards and coordinating repairs with Facilities
- Maintaining the daily crime and fire log and Clery Act reporting

Cases may be handled by city or county authorities, through the College's student or employee conduct processes, or both.

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

CNCC provides the following programs and information to explain campus security procedures, encourage people to look after their own safety, and reduce the chance of becoming a victim:

- New-student orientation and new-employee onboarding include campus safety, how to report a crime or emergency, Timely Warnings, and emergency notifications.
- Students and employees are directed to the campus safety webpage and to this Annual Security Report.
- The Spartan Alert / AppArmor mobile app is promoted to receive alerts, report a tip, and use safety tools such as Friend Walk.
- Resident Assistants and housing staff on the Rangely Campus receive safety and emergency-procedure training.
- Campus Safety offers safety information and presentations on request to classes, departments, athletics, and student groups.
- Periodic campus patrols are conducted during and after regular business hours by the Campus Safety and Security Coordinator.
- Posted evacuation maps and emergency procedures are maintained in campus buildings.

ACCESS TO CAMPUS FACILITIES

Facilities and the Campus Safety and Security Coordinator share responsibility for access to college buildings.

During posted business hours, academic and administrative buildings are generally open to students, employees, and invited visitors. Some buildings, such as the library or gym, may have different public hours. After hours, buildings are locked. Access then requires an authorized key or CNCC ID card, or assistance from Campus Safety or Facilities.

On the Rangely Campus, perimeter doors for student housing and other critical buildings are controlled by an electronic access system. Students, faculty, and staff use the CNCC ID card. Residence halls are not left unlocked for public walk-in access.

The Facilities Department maintains buildings and grounds and corrects safety hazards such as poor lighting, inoperable doors, and broken windows. The card-access system is managed by the Campus Safety and Security Coordinator. Safety repairs are treated as a priority. After-hours hazards should be reported to the Coordinator at (970) 675-3227 or (970) 852-8138, or to 911 in an emergency.

The Craig Campus has no on-campus student housing. Building hours and after-hours access follow the same rules: open during posted hours, locked at other times, access by authorized staff or by arrangement with campus administration and Campus Safety.

ALCOHOL AND DRUG POLICIES

In compliance with applicable federal and state laws, the illegal possession, use, or sale of alcohol (including underage drinking) or illegal drugs on campus is prohibited. The College applies and enforces the following Colorado Community College System 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://cccs.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).

In addition, persons residing in campus residence halls (including those who are 21 years or older) are not permitted to have alcohol in their room or on campus.

CNCC campuses are dry. Possession, use, or sale of alcohol is prohibited on College-owned or College-controlled property and at College-sponsored activities, except as allowed by a valid liquor license and written College approval.

Although possession and use of marijuana consistent with the Colorado Constitution is not a state crime, marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, use or possession of marijuana is prohibited while a student is on College-owned or College-controlled property, at any function authorized or supervised by the College, or in state-owned or leased vehicles.

Students who violate these laws or policies may be referred for discipline, including warning, probation, suspension, expulsion, or another outcome under College procedures. Employees who violate these standards may be subject to sanctions including an appropriate rehabilitation program, reprimand, probation, corrective action, demotion, reassignment with or without salary adjustment, suspension with or without pay, and termination. Sanctions will be consistent with local, state, and federal law and with applicable personnel rules and Board or College 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.

ALCOHOL AND DRUG ABUSE EDUCATION PROGRAMS AND RESOURCES

CNCC provides education, information, and referral related to alcohol and other drugs in accordance with the Drug-Free Schools and Communities Act and CCCS Board Policy and System Procedure 19-30 / 19-30a. Students receive alcohol and drug policy information at orientation, in the Student Handbook, and in this Annual Security Report. Employees receive policy information at onboarding and through required training. Additional information is available on the CNCC website and from Student Services and Human Resources.

Counseling and referral are available to students through CNCC counseling services on the Rangely and Craig campuses. Employees may use the Colorado State Employee Assistance Program (CSEAP). Students and employees may also be referred to community resources in Rangely and Craig, including local health providers and law-enforcement partner agencies.

The College's biennial review of its alcohol and other drug programs, required under BP/SP 19-30, describes prevention efforts and is available upon request from Student Services or the Campus Safety and Security Coordinator.

Violations of alcohol and drug policy may result in college discipline and may be referred to law enforcement, as stated in the Alcohol and Drug Policies section above.

SEXUAL HARASSMENT PREVENTION AND AWARENESS PROGRAMS

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.

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

- **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.
- **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.
- **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.

The College 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 violence, sexual assault, and stalking as those terms are defined in the Definitions for Crime Reporting section of this Annual Security 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**: 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).
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Bystander intervention.

- Preventing sexual harassment and other harmful behavior includes recognizing warning signs and stepping in when it is safe to do so. Bystander options may include:
- Interrupt the behavior
- Publicly support the person being targeted
- Show disapproval through comments, expression, or body language
- Use a brief comment or question to change the tone of the situation
- Encourage others to speak up
- Stay with the person or leave with them so they are not isolated
- Ask a friend to help
- Call Campus Safety, 911, or another person for help
- Risk reduction. These steps do not prevent every incident and do not shift blame to a victim. They are options that may reduce isolation and help someone get to safety:
- Trust your instincts
- Have a code word with a friend

- Give an excuse and leave if you feel unsafe
- Know exits and safe places in advance
- Keep a support network and share your plans with someone you trust
- Do not leave a drink unattended; know what you are drinking
- Notice sudden changes in how your body feels
- Share your location or route with a trusted person when traveling

Programming also covers the reporting options and resolution procedures described later in this report.

Primary prevention and awareness programs
CNCC provides prevention and awareness information to incoming students and new employees, and ongoing information to the campus community. The material covers the College's prohibition of dating violence, domestic violence, sexual assault, and stalking; Colorado definitions of those offenses and of consent; bystander intervention; risk reduction; and how to report to the Title IX Coordinator, Campus Safety, or law enforcement.

Incoming students receive this information at new-student orientation on the Rangely and Craig campuses, each fall and as new students enroll. New faculty and staff receive it at onboarding, including employee reporting duties and Title IX and Human Resources contacts.

Students and employees also receive the information through the Student Handbook, this Annual Security Report, and the annual notice that the report is available. The Title IX Coordinator provides additional information on request, including how to report, supportive measures, and resolution options.

Resident Assistants and other Rangely housing staff receive training before occupancy or when they are hired, covering reporting, emergency response, and student safety in the residence halls. Coaches and student-activity advisors are briefed on Campus Security Authority duties, prohibited conduct, and available resources. Additional sessions may be offered on request to classes, departments, or student groups.

SEXUAL HARASSMENT RESPONSE AND REPORTING PROCEDURES

The College 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. The College 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 College 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.

The College 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):

Mike Rager
Director of Civil Rights and Investigations,
Colorado Community College System
Designated Title IX Coordinator for CNCC
(720) 858-2444
mike.rager@cccs.edu
(mailto:mike.rager@cccs.edu)
Mailing address used by CNCC: 500
Kennedy Drive, Rangely, CO 81648

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.

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 Campus Safety and Security Coordinator at (970) 852 8138 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 member or administrative official should immediately notify the Title IX Coordinator and the Campus Safety and Security Coordinator, and must report the incident in accordance with College policy.

Reports may be made anonymously. 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 may use any of the following options, alone or together with a college or police report:

- Obtain crisis counseling and advocacy.
  CNCC counseling services are available to students on the Rangely and Craig campuses.
  Employees may use the Colorado State Employee Assistance Program (CSEAP).
  Local and statewide resources include:
- Advocates (Northwest Colorado Survivor Services / ACTSS), 24-hour crisis line: (970) 824-2400
- Colorado Crisis Services: 1-844-493-8255 (TALK) or text TALK to 38255
- National Sexual Assault Hotline (RAINN): 1-800-656-HOPE (4673)
- Rangely District Hospital: (970) 675-5011
- Memorial Regional Health, Craig (including SANE / forensic exam services): (970) 824-9411 or SANE line (970) 841-7112

File a civil lawsuit or ask a court for a restraining order. A private attorney may be needed, and the complainant may have to testify.

Seek a restraining order, protective order, no-contact order, or similar court order, and ask the College to help enforce it on campus and at college events. Notify the Campus Safety and Security Coordinator at (970) 675-3227 or (970) 852-8138, or the Title IX Coordinator, Mike Rager, at (720) 858-2444 / mike.rager@cccs.edu.

Students may request changes to academic schedules when reasonably available. Employees may

request changes to work schedules. The Title IX Coordinator handles these requests case by case. Even without a court order, the College may issue a no-contact order or take other protective steps, such as changing class, housing, or work arrangements.

Have an advisor present when reporting or during any college proceeding for support, guidance, or advice.

CONFIDENTIALITY

Professional counselors employed or contracted by the College, when they are providing mental-health counseling, are not required to report crimes disclosed only in that counseling relationship, except when the law requires a report (for example, imminent harm or abuse of a child or at-risk adult).

- Craig Campus: Brittni Turner, MS, LPC, Director of Student Well-being, Student Services Room 150J, (970) 824-1123, brittni.turner@cncc.edu. Hours: Monday–Friday, 8:30 a.m.–5:00 p.m. (Fridays remote).
- Rangely Campus: Students may be connected to counseling or telehealth through Student Well-being / case management in the Johnson Building. Confirm with Student Services whether the person you are seeing is acting as a licensed professional counselor before you assume the conversation is confidential.
- Employees: Colorado State Employee Assistance Program (CSEAP).

Except in rare cases, such as an immediate threat of harm, these confidential sources can discuss options without reporting inside or outside the College unless the person asks them to share information.

Outside confidential resources include Advocates / Northwest Colorado Survivor Services, 24-hour line (970) 824-2400; Colorado Crisis Services, 1-844-493-8255; and the National Sexual Assault Hotline, 1-800-656-HOPE (4673). The Title IX Coordinator can help a person connect to these resources.

Most other CNCC employees—including faculty, Campus Safety, housing staff, coaches, Student Life staff who are not acting as counselors, Human Resources, and administrators—must report sexual harassment and other civil-rights concerns to the Title IX Coordinator.

If the College confirms a serious or continuing threat, it may issue a Timely Warning or Emergency Notification, as described earlier in this report. The College will not include the complainant's name or other identifying information in that notice when it can still give the community enough information to stay safe. Clery Act statistics and public records will not include personally identifying information about the complainant.

The College will also keep accommodation and protective measures confidential to the extent that doing so does not prevent the College from providing them.

SUPPORT AND RESOURCES FOR SEXUAL HARASSMENT COMPLAINANTS

The College will give students and employees who report sexual harassment written information about counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services at CNCC and in the community. Those resources include:

CNCC

- Title IX Coordinator, Mike Rager, (720) 858-2444, mike.rager@cccs.edu
- Campus Safety and Security Coordinator, George Keisel, (970) 675-3227 or (970) 852-8138
- Human Resources, Amanda Smith, Chief HR Officer, (970) 675-3235, angela.miller@cncc.edu
- Student Services / Vice President of Student Services
- Student Well-being / counseling: Brittni Turner, MS, LPC (Craig), (970) 824-1123, brittni.turner@cncc.edu; Rangely Student Well-being / case management, Johnson Building, (970) 675-3221 or (970) 675-3214
- Student Financial Aid, Jessica Wollman, (970) 824-1125, jessica.wollman@cncc.edu
- Employees: Colorado State Employee Assistance Program (CSEAP)

Health and forensic care

- Rangely District Hospital, (970) 675-5011
- Memorial Regional Health, Craig, (970) 824-9411; SANE / forensic exam line (970) 841-7112
- 911 for emergency medical care

Advocacy and crisis support

- Advocates / Northwest Colorado Survivor Services (ACTSS), 24-hour line (970) 824-2400
- Colorado Crisis Services, 1-844-493-8255 or text TALK to 38255
- National Sexual Assault Hotline (RAINN), 1-800-656-HOPE (4673)
- Safe2Tell Colorado, 1-877-542-7233

Law enforcement

- Rangely Police Department, (970) 675-8467 (non-emergency)
- Craig Police Department, (970) 824-8111 (non-emergency)
- 911 in an emergency

Legal, visa, and immigration

- The Title IX Coordinator can help a complainant locate local legal-aid and protection-order information.
- Visa and immigration questions may be referred to Student Services and to outside immigration legal-aid organizations. CNCC does not provide immigration legal representation.

The Title IX Coordinator will help a student or employee connect to these services.

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 Safety and Security Coordinator 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 the 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.

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.

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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 with 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 can 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 from 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 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 waved) 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.

DISCPLINARY 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 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.

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.

INFORMATION ON REGISTERED SEX OFFENDERS

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 Clery Act, and the Family Educational Rights and Privacy Act of 1974, CNCC provides access to the Colorado sex offender registry. Registered sex offenders must notify each institution of higher education in Colorado at which they are employed, carry on a vocation, volunteer, or are enrolled as a student.

In Colorado, convicted sex offenders register with the Colorado Bureau of Investigation (CBI). The public registry is at: https://www.colorado.gov/apps/cdps/sor/ Registry information is also available from local law enforcement:
Rangely Police Department, 209 East Main Street, Rangely, CO 81648, (970) 675-8467
Craig Police Department, (970) 824-8111
During normal business hours, a request may also be made to the Campus Safety and Security Coordinator's Office in the McLaughlin Building on the Rangely Campus, (970) 675-3227 or (970) 852-8138. The person making the request will be directed to the public registry or to local law enforcement for the current list.

OTHER POLICIES

Weapons. As of July 1, 2024, Colorado law prohibits carrying firearms in CNCC buildings and on CNCC grounds, other than parking areas, unless a limited exception applies. The prohibition includes concealed carry with a valid permit. Exceptions include law enforcement and security personnel carrying a firearm while performing official duties. Dangerous weapons are also prohibited. Questions may be directed to the Campus Safety and Security Coordinator. The Student Handbook and CCCS procedure describe the rule in full.

Bullying and violent behavior. CNCC prohibits bullying and violent behavior under CCCS Board Policy 19-10 and applicable student and employee conduct rules. Reports may be made to Campus Safety, Student Services, Human Resources, or through the online incident form at https://www.cncc.edu/report-an-incident-or-concern.

MISSING STUDENT NOTIFICATION

If anyone has reason to believe a CNCC student has been missing for 24 hours, that information must be

reported immediately to the Campus Safety and Security Coordinator at (970) 675-3227 or (970) 852-8138, or to local law enforcement:
Rangely Police Department, (970) 675-8467, or 911
Craig Police Department, (970) 824-8111, or 911

Any college department or employee who receives a missing-student report must refer it at once to Campus Safety or to local law enforcement.

Students who live in CNCC campus housing (Rangely Campus) are advised that:
They may identify a contact person or persons whom the College will notify within 24 hours after Campus Safety or local law enforcement determines the student is missing. That contact information is confidential, available only to authorized college officials, and disclosed to law enforcement only to support a missing-person investigation.

When a missing-student report is received, Campus Safety works with local law enforcement to determine whether the student is missing and for how long. Every effort is made to locate the student as soon as possible.

If a student is determined to have been missing for at least 24 hours, the College will, within 24 hours of that determination:
Notify the contact person(s) the student designated, regardless of the student's age.
If the student is under 18 and not emancipated, also notify a custodial parent or guardian.
Notify local law enforcement, unless law enforcement already made the missing determination.
CNCC does not operate on-campus student housing on the Craig Campus.

A missing-student report for a Craig student should still be made immediately to Campus Safety or the Craig Police Department.

HAZING POLICIES

Hazing Definitions

CNCC prohibits hazing. Under Appendix A of 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 (BP 3-70), 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.

Under the Stop Campus Hazing Act, hazing is defined as:

1. An intentional, knowing, or reckless act
2. committed by a person, whether individually or in concert with other persons,
3. against a student, regardless of that student's willingness to participate, that—
4. was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in, an organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and
5. causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical injury or psychological injury including—
    - **a.** whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
    - **b.** causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
    - **c.** causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
    - **d.** causing, coercing, or otherwise inducing another person to perform sexual acts;
    - **e.** any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
    - **f.** any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
    - **g.** 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.

Colorado statute (C.R.S. 18-9-124(2)) defines the crime of hazing:

(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.

(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.

Reporting Hazing

Any person may report suspected hazing, including a person who was involved, a witness, a parent, or a staff member.

Reports may be made in any of these ways:

- Online incident form: https://www.cncc.edu/report-an-incident-or-concern
- Campus Safety and Security Coordinator, George Keisel, (970) 675-3227 or (970) 852-8138, McLaughlin Building, Rangely Campus
- Vice President of Student Services / Student Affairs
- Title IX Coordinator, Mike Rager, (720) 858-2444, mike.rager@cccs.edu, if the conduct may also be discrimination or sexual harassment
- Human Resources, Amanda Smith, (970) 675-3235, angela.miller@cncc.edu, if the person accused is an employee
- Local law enforcement: Rangely Police Department, (970) 675-8467; Craig Police Department, (970) 824-8111; or 911 in an emergency
- Safe2Tell Colorado (anonymous): 1-877-542-7233, text S2TCO to 738477, or https://safe2tell.org

- A report may be made anonymously through the online form or Safe2Tell. Anonymity may limit the College's ability to investigate. Employees who are not confidential counselors must share hazing information they receive so it can be reviewed.

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 Human Resources/President's designee.
    - 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.

Other Applicable Laws Regarding Hazing

While many acts that constitute hazing may be covered by other crimes, C.R.S. 18-9-124 criminalizes hazing activities that may not be covered by other criminal statutes.

C.R.S. 18-9-124

(1)(a) The general assembly finds that, while some forms of initiation constitute acceptable behavior, hazing sometimes degenerates into a dangerous form of intimidation and degradation. The general assembly also recognizes that although certain criminal statutes cover the more egregious hazing activities, other activities that may not be covered by existing criminal statutes may threaten the health of students or, if not stopped

early enough, may escalate into serious injury.

(b) In enacting this section, it is not the intent of the general assembly to change the penalty for any activity that is covered by any other criminal statute. It is rather the intent of the general assembly to define hazing activities not covered by any other criminal statute.

(2) As used in this section, unless the context otherwise requires:

(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.

(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.

HAZING PREVENTION AND AWARENESS PROGRAMS

CNCC informs students and employees about the hazing prohibition, how to report it, how reports are reviewed, and applicable Colorado and federal definitions.

Incoming students receive this information at new-student orientation on the Rangely and Craig campuses. New employees receive it at onboarding. The Student Handbook, this Annual Security Report, and the annual notice of the report also describe the policy and reporting options, including the online incident form and Safe2Tell.

Resident Assistants and Rangely Housing staff are briefed on prohibited conduct, reporting, and student safety before occupancy or when they are hired. Coaches and student-activity advisors are reminded that they are Campus Security Authorities and must report hazing. Additional information is provided on request to classes, teams, clubs, and departments.

Prevention content includes bystander options, expectations for student organizations and teams, and the message that group membership and team cohesion cannot be built through humiliation, forced activity, or other hazing. Students and employees are encouraged to stop, discourage, and report hazing.

PREPARING THE ANNUAL CRIME STATISTICS

Crime statistics are compiled and published each year by the Campus Safety and Security Coordinator. The totals in the charts at the end of this report are Clery Act crimes reported to local law enforcement or to Campus Security Authorities, including campus safety staff, that occurred on CNCC's Clery geography during 2023, 2024, and 2025. Clery reporting does not require an investigation and does not disclose personally identifiable information about a victim. The statistics in this report do not name the victim or the accused.

The Campus Safety and Security Coordinator collects the data from Campus Safety records, Student

Services, the Title IX office, Human Resources, housing staff, and other Campus Security Authorities. Each year the Coordinator notifies CSAs of their duty to report Clery crimes that are brought to their attention. If a CSA receives crime information and there is no reason to believe the report was not made in good faith, the CSA must report it for inclusion in this report.

The Coordinator also requests statistics from law enforcement agencies with jurisdiction over CNCC on-campus, non-campus, and public property. Those agencies include the Rangely Police Department, the Craig Police Department, the Rio Blanco County Sheriff's Office, the Moffat County Sheriff's Office, and any other agency with jurisdiction over a listed non-campus location. The College includes crimes those agencies share during the year and makes a good-faith written request for annual statistics.

Unfounded crimes. A reported crime may be withheld or later removed from the statistics only when sworn law enforcement have fully investigated it and formally determined that the report is false or baseless. Recovery of stolen property, low value of stolen property, a victim's decision not to prosecute, and the absence of an arrest do not unfound a report. A court, coroner, jury, prosecutor, or other non-campus official cannot unfound a crime for Clery purposes.

DEFINITIONS OF REPORTED CRIMES

The following definitions are crimes utilized for the purposes of collecting and reporting statistics in this report and are in accordance with the applicable provisions of the FBI Uniform Crime Reporting program, the National Incident-Based Reporting System (NIBRS) User Manual, and the Violence Against Women Act, as required by the Clery Act.

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 and probably would result in serious personal injury if the crime were successfully completed.)

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, personal property of another, etc.

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 felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

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

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

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 purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse, and 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.

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.)

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.

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.

Forcible Sex Offenses:

A. 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.

B. 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.

Non-Forcible Sex Offenses:

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

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

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.

For the purposes of reporting arrests and referrals for College discipline, the following definitions apply:

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 driving under the influence and drunkenness.

DEFINITIONS FOR USE WHEN CLASSIFYING HATE CRIME REPORTS

Hate Crimes: 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 opinion or attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features, etc.), 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 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.

CAMPUS MAPS

Maps of the Rangely Campus (500 Kennedy Drive, Rangely, CO 81648) and the Craig Campus (2801 W. 9th Street, Craig, CO 81625) are available from the College website and from the Campus Safety and Security Coordinator's Office. The written Clery geography descriptions earlier in this report control how crimes are counted. Questions about a specific building or boundary may be directed to the Campus Safety and Security Coordinator at (970) 675-3227 or (970) 852-8138.

CRIME STATISTICS FOR 2023, 2024 AND 2025

Note: In counting crimes when more than one offense was committed during a single incident, the College follows the hierarchy rule required by the FBI Uniform Crime Reporting program and Clery Act. The College always counts arson in the statistics regardless of whether or not it occurs in the same incident as another crime. If rape, fondling, incest, or statutory rape occurs in the same incident as murder, the College records both the sex offense and murder in the statistics.

RANGELY CAMPUS

CRIMINAL OFFENSES	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic	0	0	0	0	0	0	0	0	0	0	0	0

Violence												
Dating Violence	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Stalking	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ARRESTS	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0	0	0	0

REFERRALS	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0	0	0	0

HATE CRIMES	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0
Destruction /Damage /Vandalism of Property	0	0	0	0	0	0	0	0	0	0	0	0

HAZING STATISTICS FOR 2023, 2024 AND 2025

	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS			
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	20
Hazing Incidents	0	0	0	0	0	0	0	0	0	0	0	0	

CRAIG CAMPUS CRIME STATISTICS

Craig has no on-campus student housing.

CRIMINAL OFFENSES	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0

Dating Violence	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Stalking	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Unfounded Crimes	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

ARRESTS	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0	0	0	0

REFERRALS	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violations	0	0	0	0	0	0	0	0	0	0	0	0

HATE CRIMES	ON CAMPUS			ON CAMPUS RESIDENTIAL			PUBLIC PROPERTY			NON CAMPUS		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0
Destruction /Damage /Vandalism of Property	0	0	0	0	0	0	0	0	0	0	0	0

HAZING STATISTICS FOR 2023, 2024 AND 2025

YEAR	ON CAMPUS	ON CAMPUS RESIDENTIAL	PUBLIC PROPERTY	NON-CAMPUS
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0

ANNUAL FIRE SAFETY REPORT
FOR ON-CAMPUS HOUSING 2025

CNCC maintains on-campus student housing on the Rangely Campus. This fire safety report contains fire-safety policies and procedures for that housing and fire statistics for those facilities for calendar years 2023, 2024, and 2025. The Craig Campus has no on-campus student housing. Policies may change after publication; the campus community will be notified of required updates.

ON CAMPUS HOUSING FACILITIES

CNCC maintains on-campus student housing only on the Rangely Campus, 500 Kennedy Drive, Rangely, CO 81648. The housing facilities used during 2023, 2024, and 2025 are:

Ross Hall, 500 Kennedy Drive, Rangely, CO 81648
Nichols Hall (Nichols North and Nichols South), 500 Kennedy Drive, Rangely, CO 81648
Holland Hall (Holland East and Holland West), 500 Kennedy Drive, Rangely, CO 81648

The College does not operate on-campus student housing on the Craig Campus. Fire statistics in this report are limited to the Rangely residence halls listed above.

FIRE SAFETY SYSTEMS

Each Rangely residence hall has systems to detect a fire, warn occupants, and support fire control.

Ross Residence Hall. Simplex fire-alarm control system with digital transmission to monitoring. Smoke detection, manual pull stations, audible and visual notification devices, and portable fire extinguishers. Evacuation maps are posted.
Nichols Residence Hall (North and South). Simplex 4100U fire-alarm control system (Node 13) with digital transmission. Smoke detection, manual pull stations, audible and visual notification devices, and portable fire extinguishers. Evacuation maps are posted.
Holland Residence Hall (East and West). Simplex 4100U fire-alarm control system (Node 9) with digital transmission. Smoke detection, manual pull stations, audible and visual notification devices, and portable fire extinguishers. Evacuation maps are posted.
Facilities and Campus Safety treat malfunctioning smoke alarms and other fire-safety defects as priority work. Tampering with alarms, detectors, or extinguishers is prohibited and may result in

discipline and repair costs.

FIRE DRILLS

The College conducts supervised practices of mandatory evacuation of a building for a fire ("fire drills"). These drills involve planning, supervision and evaluation. The number of fire drills held in the previous calendar year for each on campus housing facility is listed below. False alarms are not counted as fire drills.

DRILLS

Holland 3
Nichols 3
Ross 2

Fire Drill Table

Building	Sprinkler System (note if full or partial)	Smoke Detectors	Fire Extinguish-ers	Evacuation Plans & Placards	Fire Alarm Audible	Fire Alarm (strobe light)	# of Fire drills in previous calendar year
Holland	None	X	X	X	X	X	3
Nichols	None	X	X	X	X	X	3
Ross	None	X	X	X	X	X	2

BUILDING FIRE SAFETY POLICIES

The following rules apply in CNCC residence halls. Violations may result in discipline, housing removal, repair charges, and referral to law enforcement when appropriate.

- Hot plates, crock pots, toaster ovens, portable electric heaters, and other unapproved heat-producing appliances are not allowed in student rooms.
- Approved appliances must be plugged into a surge protector. Do not overload outlets or run cords under rugs.
- CNCC is a tobacco-free campus. Smoking, vaping, and other tobacco products are not permitted in residence halls or on campus.
- Open flames are not allowed in residence halls. This includes candles, incense, and similar items, attended or unattended.
- Do not tamper with smoke detectors, fire alarms, extinguishers, sprinklers, or emergency doors. Misuse of fire-safety equipment may require the student to clean up the area, pay for repair or replacement, face conduct probation, and be removed from housing.

- Emergency exits and fire doors are for fire and other emergencies only. Blocking them or using them as routine exits may result in fines and a conduct referral.
- Residents must evacuate when an alarm sounds and may not re-enter until Campus Safety or the fire department says it is safe.

EVACUATION PROCEDURES IN CASE OF FIRE

If you suspect a fire, get to a safe place first. Then call 911 and notify the Campus Safety and Security Coordinator at (970) 675-3227 or (970) 852-8138. If the building alarm has not sounded, pull the nearest red fire-alarm pull station.

Evacuate at once. Use the nearest safe exit or stairwell shown on the posted evacuation map. Do not use elevators. Close doors behind you if you can do so safely. Move at least 150 feet from the building and stay out of driveways that fire apparatus will use.

Housing staff and Resident Assistants who can do so safely help alert occupants and direct people to exits. They gather outside and keep people from going back in until Campus Safety or the fire department says it is safe.

If a door is hot, do not open it. Use another exit. If you cannot leave, close the door, seal cracks if possible, call 911 with your exact location, and signal from a window.

Persons who need help on stairs should wait in the nearest stairwell if they cannot evacuate. Tell Campus Safety or firefighters where they are.

Keep evacuating even if the alarm stops. Do not re-enter until the Campus Safety and Security Coordinator or the fire department gives the all-clear.

Reporting fires for the Annual Fire Safety Report

After the emergency is over, every fire in on-campus housing, including a small fire that is already out, must be reported for Clery fire statistics to:

Campus Safety and Security Coordinator, George Keisel, (970) 675-3227 or (970) 852-8138, McLaughlin Building

Online incident form: https://www.cncc.edu/report-an-incident-or-concern

Housing / Campus Life staff, who will notify Campus Safety

Call 911 first if the fire is still an emergency.

FIRE SAFETY EDUCATION AND TRAINING

CNCC provides fire-safety information to students who live on the Rangely Campus and to employees who work in housing, Campus Life, and related buildings such as the dining hall.

Students in residence halls receive fire-safety and evacuation information at move-in and through housing rules. Evacuation maps and fire procedures are posted in the halls. Fire drills are held in each residence hall so students practice the exit routes.

Resident Assistants and Campus Life staff receive fire-prevention and emergency-procedure training before occupancy or when they are hired. Training includes how to report a fire, how to evacuate, and how to use a fire extinguisher. Staff can discharge a real extinguisher during that training. Extinguishers are only for a small fire (about the size of a small trash can) and only by a person who has been trained. Instruction follows the P.A.S.S. method (Pull, Aim, Squeeze, Sweep) and may be given by local fire personnel or the Campus Safety and Security Coordinator.

Campus Safety coordinates drills and life-safety inspections with Facilities and housing staff. Additional sessions may be offered on request.

FIRE SAFETY IMPROVEMENT PLANS

The College currently has no separate construction project for fire-safety systems. Maintenance and testing continue each year.

Fire-alarm systems and detectors in the residence halls are professionally cleaned, tested, and certified annually. Every fire extinguisher is inspected and certified each year and marked with a color-coded seal, or it is replaced. Facilities and Campus Safety also inspect equipment during the year and repair or replace it as needed. Fire drills in the residence halls are conducted at least twice each year. Further improvements are made when funding allows.

DEFINITIONS APPLICABLE TO FIRE STATISTICS

For the purposes of this fire safety statistics, the following definitions apply:

Fire: Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Cause of Fire: The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

Fire Related Injury: Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term "person" may include students, employees, visitors, firefighters, or any other individuals.

Fire Related Death: Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or dies within one year of injuries sustained as a result of the fire.

Value of Property Damage: Estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water and overhaul; however, it does not include indirect loss, such as business interruption.

COLLEGE HOUSING FIRE STATISTICS

(By building, for three most recent calendar years.)

Building Fire Statistics

Building	Year	Fires	cause	Injuries	Deaths	Damage
Holland	2023	0	N/A	0	0	$0
Holland	2024	0	N/A	0	0	$0
Holland	2025	0	N/A	0	0	$0
Nichols	2023	0	N/A	0	0	$0
Nichols	2024	0	N/A	0	0	$0
Nichols	2025	0	N/A	0	0	$0
Ross	2023	0	N/A	0	0	$0
Ross	2024	0	N/A	0	0	$0
Ross	2025	0	N/A	0	0	$0