

COLORADO CHINESE MEDICINE UNIVERSITY

1441 YORK ST, SUITE 202 • DENVER • CO 80206-2127 • 303-329-6355 • 303-388-8165 FAX • WWW.CCMU.EDU

Anti-Discrimination & Violence Policy: Title IX & Clery Act

A. Notice of Nondiscrimination

As a recipient of federal funds, Colorado Chinese Medicine University is required to comply with Title IX of the Higher Education Amendments of 1972, 20 U.S.C. § 1681 et seq. (“Title IX”), which prohibits discrimination on the basis of sex in educational programs or activities, admission and employment. Under certain circumstances, sexual misconduct, sexual harassment, and similar conduct constitute sexual discrimination prohibited by Title IX. Inquiries concerning the application of Title IX may be referred to CCMU’s Title IX Coordinator or to the U.S. Department of Education’s Office for Civil Rights. The Colorado Chinese Medicine University’s Title IX Coordinator is Chris Schultze, whose office is located in Room 302, 303-329-6355 Ext. 11, DeanOfStudents@cstcm.edu.

B. Policy

Colorado Chinese Medicine University is committed to providing an environment that is free from harassment and discrimination based on any status protected by law. This institution promotes and maintains educational opportunities without regard to race, color, sex, ethnicity, religion, gender, age (except when age is a bona fide occupational qualification), disability, national origin, or other non-merit factors.

This Policy is not intended to substitute or supersede related criminal or civil law. Individuals should report incidents of sexual and domestic violence, dating violence, and stalking to law enforcement authorities. Criminal and civil remedies are available in addition to the potential remedies that CCMU may provide.

C. Purpose

The purpose of this Policy is to establish that CCMU prohibits discrimination, harassment, sexual assault, domestic violence, dating violence, stalking, and retaliation and to set forth procedures by which such allegations shall be filed, investigated and resolved.

D. Applicability

This Policy applies to all campus community members, including students, faculty, staff and third parties, e.g., vendors, contractors and visitors. Conduct that occurs off campus can be the subject of a complaint or report and will be evaluated to determine whether it violates this Policy, e.g. if off-campus harassment has continuing effects that create a hostile environment on campus.

E. No Guarantee of Confidentiality

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Due to various federal and state laws, it is not always possible to guarantee confidentiality regarding incidents of sexual harassment, sexual assault, sexual misconduct, relationship violence (domestic violence and dating violence), and stalking in addition to retaliation, intimidation, and violation of the School or Court-Ordered directives related to these allegations (to be referred to as Prohibited Conduct in this section). Under those laws, the School's decision to share information with others is subject to a balancing test that requires the School to consider a range of factors when a student's request for confidentiality would preclude a meaningful investigation or potential discipline of the respondent.

These factors include, but are not limited to:

- Multiple reports of Prohibited Conduct relating to a single respondent;
- A report that Prohibited Conduct involved a weapon, physical restraints or battery;
- The age of the student; and
- The availability of other School means to obtain relevant evidence.

F. Understanding Options Before Reporting: Confidential Resources

A Confidential Resource is an individual who by law is exempt from the obligation to report an allegation of Prohibited Conduct to the Title IX Coordinator or to law enforcement. Confidential Resources include the following individuals when acting in the capacity of providing medical care, advice, counseling or comfort:

Adams County: (303) 289-4441 ~ Alternatives to Family Violence

Arapahoe: (303) 343-1851 ~ Gateway

Boulder: (303) 444-2424 ~ Boulder County SafeHouse

Denver - The Blue Bench (24 hour rape crisis line): (303) 322-7273

Denver - Brandon Center: (303) 620-9190

Denver Center for Crime Victims: (303) 894-8000

Denver - SafeHouse: (318) 318-9989

Denver - Servicios de La Raza (Se habla Español): (303) 458-7088

Douglas County: (303) 688-8484 ~ Women's Crisis Center

Jefferson County: (303) 420-6752 ~ Family Tree Women in Crisis

Longmont: (303) 772-4422 ~ "Women in Crisis"

National Hotline: 1-800-799-7233

Unless there is a belief that there is an imminent threat of harm to self or others, reporting a Title IX concern to one of these resources will not lead to a School or police investigation.

CLERY ACT

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Pursuant to the Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Colorado Chinese Medicine University publishes an Annual Report which contains practical information about safety and security practices and statistics about crime on campus. Students may view this report at <http://www.cstcm.edu/campus-safety/> or a physical copy can be requested in Room 302 of the School.