

Annual Security Report 2026



Jeanne Clery Act

**Disclosure of Campus Security Policy
and Campus Crime Statistics**



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Aims Community College

2026

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Introduction

This information is furnished to you as part of the Aims Community College commitment to safety and security on our campuses. This report provides information regarding our compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (generally referred to as the Clery Act). By October 1 of each year, a school that is a Title IV student financial assistance program eligible is required to publish and distribute an annual security report to all current students and employees. In addition to the required annual security report, schools are also required to provide timely warning of the occurrences of certain crimes. The timely warning notification is provided in an appropriate manner that may help prevent similar crimes from occurring and to protect the personal safety of students and employees.

COMPLIANCE WITH TITLE IX [AIMS POLICY 525 AND PROCEDURE 525-01]

Aims Community College is committed to providing a learning and working environment free from discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972. Title IX prohibits sex-based discrimination in all educational programs or activities receiving federal financial assistance, including admissions, financial aid, academic programs, and athletics.

Title IX also prohibits sexual harassment and violence, including sexual assault, dating violence, domestic violence, and stalking. These actions are considered forms of sex discrimination, which Aims strictly prohibits. In compliance with Title IX, Aims provides a comprehensive response system to ensure that incidents of sex discrimination and harassment are promptly reported, investigated, and addressed.

Note: On January 9, 2025, a federal court vacated the 2024 Title IX Final Rule. Aims follows the operative federal Title IX regulations in effect and maintains up-to-date procedures on its Title IX webpage.

Reporting an Incident

Any individual may report sex discrimination or sexual misconduct to Aims Community College, whether the alleged conduct occurred on or off campus. Reports can be made by victims, third parties, or witnesses, and can be filed at any time. All Aims employees (excluding confidential mental health counselors) are mandated to report incidents to the Title IX Coordinator.

How to Report an Incident: Reports of sexual misconduct, harassment, or interpersonal violence can be submitted in the following ways:

- **In-Person or by Mail:** Jill Beck, Title IX Coordinator & Compliance Manager, 5401 W. 20th Street, Aims Community College, Cornerstone 109A, Greeley, CO 80634

- **Email:** jill.beck@aims.edu
- **Phone:** (970) 339-6383
- **Online:** A Title IX Sexual Misconduct Reporting Form is available on the Aims Title IX website.

When submitting a report, the following information should be included:

- Name and contact details of the reporting party
- Name and contact information of the respondent (if known)
- Description of the incident
- Any initial requests or needs from the reporting party

Title IX Sexual Misconduct Reporting Form:

This online form should be used to report incidents of sex-based harassment, sexual assault, dating or domestic violence, stalking, or Title IX retaliation.

Grievance Process and Formal Complaints

Once a report is received, the Title IX Coordinator will contact the complainant to discuss available supportive measures and outline the process for filing a formal complaint. Supportive measures are available with or without the filing of a formal complaint, which can include counseling, class schedule modifications, and other accommodations.

If a formal complaint is filed, Aims will follow a fair and impartial grievance process. This process includes a thorough investigation, interviews with witnesses, and an opportunity for both parties to present evidence. Both the complainant and the respondent are entitled to have an advisor present during all stages of the process.

Training and Educational Programs

All Aims Community College officials involved in handling Title IX complaints, including investigators, decision-makers, and informal resolution facilitators, are trained in impartial investigations, the prohibition of sex-based discrimination, and the proper handling of complaints. The College also provides ongoing training to staff and students on recognizing and preventing sex-based harassment and violence.

Confidential Resources

For those seeking confidential guidance before or after reporting an incident, the following resources are available:

- **Aims Counseling Services:** (970) 339-6255 (Greeley); (970) 339-6425 (Windsor, Fort Lupton & Loveland)
- **SAVA (Sex Assault Victim Advocate Center):** (970) 472-4200

- **North Range Behavioral Health:** (844) 493-8255
- **A Woman's Place Greeley:** (970) 356-4226
- **RAINN (Rape, Abuse, & Incest National Network):** (800) 656-4673

Title IX Process and Investigation Guidelines

Aims has a structured Title IX process that includes:

1. **Initial Report:** Any member of the College community can report sex-based discrimination.
2. **Supportive Measures:** Provided to both complainants and respondents as needed.
3. **Formal Complaint:** Initiates the grievance process, leading to an investigation.
4. **Investigation:** Conducted impartially by trained staff, with equal opportunity for both parties to present evidence and witnesses.
5. **Hearing and Resolution:** A hearing is conducted, and sanctions are imposed based on findings of the investigation.

Frequently Asked Questions about Title IX

1. **What is Title IX?**
 - Title IX is a federal law that prohibits sex-based discrimination in educational programs or activities receiving federal financial assistance.
2. **Who is protected by Title IX?**
 - Title IX protects all students, employees, and participants in Aims Community College programs from sex-based discrimination.
3. **What if I want to remain anonymous?**
 - Anonymous reports can be submitted, but they may limit the College's ability to investigate the claim or provide supportive measures fully.
4. **Can I file criminal charges as well as a Title IX complaint?**
 - Yes, individuals have the right to file criminal charges in addition to a Title IX complaint. Aims Title IX office can assist with connecting individuals to local law enforcement.

SECTION A – OVERVIEW

What is the Clery Act?

The Jeanne Clery Act is a federal law that requires colleges and universities to disclose information about crime on and around their campuses. The act is named in memory of Jeanne Clery, a 19-year-old female who attended school in

Bethlehem, Pennsylvania, at Lehigh University. Jeanne was a freshman who was assaulted and murdered in her residence hall room on April 5, 1986.

The "Clery Bill" was first introduced in Congress on September 6, 1989, and was signed into law on November 8, 1990, by President George Bush as Title 2 of the "Student Right-To-Know and Campus Security Act." It took effect September 1, 1991, and the U.S. Department of Education (DoE) was charged with enforcing the law. The law requires institutions of higher education to comply with certain Campus Safety and Security-related requirements as a condition of participating in the Federal student financial aid programs authorized by Title IV of the Higher Education Act of 1965, as amended. Congress enacted this law, which was originally known as the "Crime Awareness and Campus Security Act of 1990.

The law was amended in 1992 to add a requirement that schools afford the victims of campus sexual assault certain basic rights. Amendments in 1998 added new categories to the crime statistics, an obligation to report statistics for public property in and immediately adjacent to the campus, a geographic breakdown of statistics, and a daily public crime log for schools with a police or security department. The law was also amended to require the DoE to centrally collect the crime statistics and make them publicly available. The 1998 amendment also formally named the law in memory of Jeanne Clery.



Changes to the Clery Act made by the Violence Against Women Reauthorization Act of 2013

Implementation of changes to the Clery Act made by the Violence Against Women Reauthorization Act of 2013 (VAWA). On March 7, 2013, President Obama signed the VAWA, which, among other provisions, amended the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). Notably, VAWA amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports (ASRs). The change required institutions to include this new information in the ASR beginning with the ASR that must be provided to students, employees, and prospective students and employees annually by October 1.

Domestic Violence

(1) A felony or misdemeanor crime of violence committed--

(i) By a current or former spouse or intimate partner of the victim;

(ii) By a person with whom the victim shares a child in common;

(iii) By a person who is cohabiting with or has cohabitated with the victim as a spouse or intimate partner;

(iv) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or

(v) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

(2) For the purposes of complying with the requirements of this section, any incident meeting this definition is considered a crime.

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.

(1) The existence of such a relationship shall be determined by the victim with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(2) For the purpose of this definition--

(i) Dating violence includes sexual or physical abuse or the threat of such abuse.

(ii) Dating violence does not include acts covered under the definition of domestic violence

Sexual Violence

Physical sexual acts perpetrated against a person's will or when a person is incapable of giving consent (for example, due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. Sexual violence can be carried out by school

employees, fellow students, students from other schools, or third parties. Sexual violence is a form of sexual harassment.

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 to suffer substantial emotional distress. A course of conduct means two or more acts, including acts in which the stalker, directly, indirectly, or through third parties, follows, monitors, observes, surveils, threatens, communicates to or about a person, or interferes with a person's property. A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Victims' Rights under the Violence Against Women Act (VAWA)

This section outlines the specific rights and protections provided to victims of domestic violence, dating violence, sexual assault, and stalking under the **Violence Against Women Act (VAWA)**. Aims Community College is committed to ensuring that all victims have access to support services, protective measures, and fair treatment throughout any investigation or disciplinary proceedings.

When a student or employee reports to the institution that they have been a victim of dating violence, domestic violence, sexual assault, or stalking, Aims provides a written explanation of all rights and options. This includes information on reporting options, steps to preserve evidence, available protective measures, supportive services, changes to academic/transportation/working situations, and the institutional disciplinary process and standard of evidence. Victims are also provided information on obtaining civil protective orders and related resources through the Colorado Judicial Branch Self-Help Center.

Confidentiality and Privacy

Victims have the right to confidentiality regarding personally identifiable information. Aims Community College will ensure that any information shared during the reporting or investigation process remains confidential, except where disclosure is required by law or necessary to provide interim protective measures. This includes:

- Information shared with the Department of Campus Safety and Security, law enforcement, or Title IX personnel.

- Protections for victims during legal or disciplinary processes, ensuring privacy to the extent possible under state and federal laws.

Access to Support Services

Victims of domestic violence, dating violence, sexual assault, and stalking are entitled to access a range of supportive services both on-campus and through external resources. These include:

- **Counseling and Mental Health Services:** Aims provides confidential counseling services through its campus mental health center.
- **Crisis Hotlines and Advocacy:** Access to off-campus crisis resources such as local domestic violence shelters and sexual assault advocacy organizations (e.g., SAVA Center, North Range Behavioral Health).
- **Legal Assistance:** Referrals to legal support for victims who wish to pursue protective orders or other legal actions.

VAWA Notification

Aims Community College will provide students and employees who report dating violence, domestic violence, sexual assault, or stalking with written notification regarding existing services for victims, including counseling, health and mental health services, victim advocacy, legal assistance, visa and immigration assistance, student financial aid assistance, and other services available through the College or in the community.

Aims Community College will also provide victims with written notification regarding options for available assistance and how to request changes to academic, living, transportation, and working situations or protective measures. Reasonably available accommodations or protective measures may be provided upon request regardless of whether the victim chooses to report the incident to campus law enforcement or local law enforcement.

Interim Protective Measures

Victims may request and receive interim measures to ensure their safety and well-being during any ongoing investigation or adjudication process. These protective measures can include:

- **No-Contact Orders:** Issued to prevent the accused from contacting or approaching the victim while the investigation is ongoing.
- **Academic Accommodations:** Changes to class schedules, exam arrangements, or assignments to reduce stress and provide a safe learning environment.
- **Workplace or Housing Modifications:** If applicable, adjustments may be made to employment or, in cases of internships or external placements, to housing arrangements to protect the victim from further harm.

Victim Support During Disciplinary or Legal Proceedings

Victims have the right to participate in campus disciplinary processes, receive updates on the status of the investigation, and be informed of any sanctions imposed on the accused. Throughout this process:

- Victims may have an **advisor or advocate** present at all hearings or meetings.
- The College will ensure that victims are informed of their rights at each stage of the disciplinary process.
- Victims are protected from any form of retaliation for reporting incidents of violence or participating in investigations.

Institutional disciplinary process for dating violence, domestic violence, sexual assault, or stalking. Aims uses the preponderance of the evidence standard in applicable institutional disciplinary proceedings. Proceedings are conducted through a prompt, fair, and impartial process by officials who receive applicable training concerning dating violence, domestic violence, sexual assault, stalking, and the conduct of institutional proceedings.

The complainant and respondent are provided the same opportunities to have others present during institutional disciplinary proceedings, including the opportunity to be accompanied by an advisor of their choice, subject to equally applied rules governing participation. Both parties receive simultaneous written notification of the result of the proceeding, applicable sanctions, available appeal procedures, any change to the result, and when the result becomes final.

VAWA Disciplinary Proceedings

Institutional disciplinary proceedings involving allegations of dating violence, domestic violence, sexual assault, or stalking are conducted under the Aims policy and procedure applicable to the reported conduct, including Policy 525, Title IX Sexual Misconduct; Procedure 525-01, Title IX Sexual Misconduct Procedure; Procedure 611-01, Student Code of Conduct Procedure; and Procedure 611-02, Student Disciplinary Process Procedure, as applicable.

Aims uses the preponderance of the evidence standard in applicable institutional disciplinary proceedings. Proceedings are conducted through a prompt, fair, and impartial process by officials who receive applicable annual training concerning dating violence, domestic violence, sexual assault, stalking, and the conduct of investigations and proceedings in a manner that protects safety and promotes accountability.

The complainant and respondent are provided the same opportunities to have others present during institutional disciplinary proceedings, including the opportunity to be accompanied by an advisor of their choice, subject to equally applied rules governing the advisor's participation. Both parties receive simultaneous written notification of the result of the proceeding, applicable sanctions, the rationale for the result, available appeal procedures, any change to the result, and when the result becomes final. Available sanctions and protective measures are determined under the College policy and procedure applicable to the reported conduct.

Clery Act Requirements – (6 General Responsibilities)

Higher Educational institutions must publish an annual report disclosing their campus security policies and procedures, and three years' worth of crime statistics. Crime statistics are also submitted to the Department of Education (DoE), made available on the Aims Public website, and published in a widely available document titled "Annual Security Report" (this document).

1. Report the Types of Crimes

Each Aims campus must distribute annual statistics concerning the types of crimes occurring on campus, in or on non-campus buildings or property, and on public property immediately surrounding the campus.

- a. Reported occurrences for the following offenses:
 - Murder/Non-negligent Manslaughter; Manslaughter by Negligence
 - Sex Offenses: Rape, Fondling, Incest, Statutory Rape

- Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; Arson
- Hate Crimes (as defined for Clery, incl. larceny/theft, simple assault, intimidation, or destruction/damage/vandalism of property when hate-motivated)
- VAWA Offenses: Dating Violence, Domestic Violence, Stalking
- Hazing incidents, beginning with calendar year 2025 statistical reporting
- Arrests & Disciplinary Referrals for liquor law violations, drug law violations, weapons law violations.

b. Crimes described above, plus the crimes of larceny-theft, simple assault, intimidation, and destruction, damage, or vandalism of property, and of other crimes involving bodily injury to any person, in which the victim is intentionally selected because of the actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, or disability of the victim that are reported to campus security authorities or local police agencies, which data shall be collected and reported according to category of prejudice.

c. Domestic violence, dating violence, and stalking incidents [as defined above] that were reported to Aims Public Safety/Security or local police agencies.

2. Disclose the Location of Crimes

- On campus property.
- In or on non-campus buildings or property that are owned or controlled by Aims.
- *Residence Halls or other College-owned residences. **Not Applicable to Aims as the institution is a non-residential College.*
- On public property within or immediately adjacent to the campus. Public property could be streets and sidewalks running inside the official campus boundaries and/or areas reasonably contiguous to the campus.

Criminal activities, if any, at off-campus student organizations (those recognized by the campus) are required to be monitored and recorded through local police agencies. It is the policy of Aims Community College to gather statistical data from local police departments on an annual basis. In cases of criminal activities at off-campus student organizations, the local agency will create a police report and case number for each incident, pursuant to their own procedures for recording criminal incident reports and using FBI Uniform Crime Reporting standards.

***Note:** *Institutions must also maintain a written, easily understood fire log that records, by the date reported, any fire that occurs in an on-campus student housing facility. Institutions are not required to record fires that occur anywhere else on campus in this log. Aims does not have or control any on-campus student housing facilities; therefore, there is no fire safety statistical information reported in the Annual Security Report.*

3. Provide Timely Warning and Emergency Notification Measures

Timely warnings are triggered by crimes that have already occurred but represent an ongoing threat. The alerting of the campus community to certain crimes is done in a manner that is timely and will aid in the prevention of similar crimes. The timely warnings are focused on, but not limited to, Clery Act crimes. The Clery Act does not define or clarify the meaning of “timely”; the intent of a warning regarding a criminal incident(s) is to enable people to protect themselves; therefore, the warning should be issued as soon as the pertinent information is available.

Emergency notification is triggered by an event that is currently occurring on or imminently threatening the College or one of its campuses. Initiated immediately upon confirmation that a dangerous situation or emergency exists or threatens. Emergency Notifications are made to students and employees for any significant emergency or dangerous situation occurring on the campus involving an immediate threat to their health or safety. The emergency notification has a wide focus on any significant emergency or dangerous situations, but may include Clery Act crimes.



4. Maintain a Daily Crime Log

The institution's police department, security department, or public safety department is required to maintain a public log of all crimes reported to them, or those of which they are made aware. The log is required to have the most recent 60 days' worth of information. Each entry in the log must contain the nature, date, time, and general location of each crime and disposition of the complaint, if known. Information in the log older than 60 days must be made available within two business days. Crime logs must be kept for seven years.

The Daily Crime Log is maintained by the Campus Safety and Security Department. The log includes any crime or alleged crime that is reported to the Department of Campus Safety and Security. The log states the nature of the crime, date and time the crime occurred, general location of the crime, and disposition of the crime. Entries will be made within two business days of when a report is received, unless disclosure is prohibited by law or would jeopardize an ongoing

investigation or the safety of an individual. The most recent 60 days are open to public inspection during normal business hours, and portions of the log older than 60 days are available within two business days of a request.

Required Crime Log Elements:

a. The Date the Crime Was Reported: Enter a crime into the log by the date it was reported to the campus police or security department. A reported crime must be logged regardless of how much time has passed since it occurred.

b. The Date and Time the Crime Occurred: Enter the date and the time that the crime occurred. If the exact date and time are not known, use a range or indicate that it is unknown.

c. The Nature of the Crime: Enter a description of the reported criminal incident. This can be a brief description, such as "simple assault," or a more detailed description, such as "simple assault- non-student victim involved in domestic encounter with student offender." Use an easy-to-understand text definition as opposed to using a code, "agency assist," or initials for the crime. You can use state crime classifications (i.e., non-UCR classifications) for the crime log

d. The General Location of the Crime: Record any crime that occurs on your Clery geography: on campus, in or on non-campus buildings or property, on public property, or within the patrol jurisdiction of your campus police or security department. Enter the general location of the crime using a description that will mean something to the campus community, such as North Campus Hall rather than "in a dormitory." However, do not use a location that will lead to the identification of the victim, such as Room 407, North Campus Hall. You may also use landmarks in describing a location.

e. The Disposition of the Complaint, if Known: Include the current status of each complaint in the log, if known; for example, "pending," "judicial referral," or "criminal arrest."

Public Access to the Daily Crime Log

The Daily Crime Log is made available for public inspection during normal business hours at the **Campus Safety and Security Department Office** at the following locations:

- **Greeley Campus:** Ed Beaty Hall, Room 127

For satellite locations, contact the Campus Safety and Security Department at (970) 539-2171 to request the log or arrange viewing; entries older than 60 days are available within two business days.

For more information or to request access to archived logs, contact the **Campus Safety and Security Department Office** at (970) 539-2171 or visit the Aims website.

5. Provide Notice of Availability of the Annual Security Report (ASR)

By October 1 each year, Aims distributes a Notice of Availability to all current students and employees and makes the ASR available to prospective students and employees. The NOA states the ASR's purpose and content, provides the exact web location, and explains how to obtain a free paper copy on request from the Campus Safety and Security Department (or by calling the main security line).

6. Hazing Prevention and Reporting

Aims Community College maintains a zero-tolerance stance toward hazing. In December 2024, Congress amended the Clery Act through the Stop Campus Hazing Act (SCHA), adding hazing to Clery statistical disclosures, requiring specific prevention/policy statements, and mandating a Campus Hazing Transparency Report (CHTR). Hazing statistics for calendar year 2025 will first appear in Aims' 2026 Annual Security Report (ASR), and the Stop Campus Hazing Act (SCHA) applies to Aims Community College notwithstanding the College's non-residential setting and absence of intercollegiate athletics. For Clery statistical reporting purposes, hazing may involve a student organization regardless of whether the organization is formally established or recognized by the College. Separately, the Campus Hazing Transparency Report applies to established or recognized student organizations for which Aims has made a finding of responsibility for a violation of the College's hazing standards.

SCHA Compliance

- Clery statistics: Beginning with the 2026 ASR, Aims will disclose hazing incidents that occurred within Clery geography during 2025 and after, using federal SCHA definitions for statistical counting. Student conduct and disciplinary matters involving hazing are addressed under Aims Procedure 611-01, Student Code of Conduct Procedure, and Procedure 611-02, Student Disciplinary Process Procedure, as applicable.
- Campus Hazing Transparency Report (CHTR): When there is a finding of organizational responsibility for hazing, Aims will publish and update a CHTR twice per year (covering Jan–Jun and Jul–Dec). Each entry includes: organization name; general description (indicating whether alcohol/drugs were involved); dates (incident, investigation start, finding, notice of outcome); findings (rationale); and sanctions. Records are retained for at least five (5) years, and the six most recent semiannual CHTRs remain publicly accessible online.
Aims will not include personally identifying information in the CHTR.

Federal Definition of Hazing for Clery Statistical Reporting

For purposes of Clery Act statistical reporting, hazing means any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person or persons, regardless of the willingness of such other person or persons to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization and that causes or creates a risk, above

the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury.

For purposes of federal Clery hazing reporting, a student organization is an organization at an institution of higher education in which two or more members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

Examples include, but are not limited to: forced or coerced consumption of alcohol/drugs/foreign substances; physical brutality or extreme calisthenics; forced exposure to the elements or sleep deprivation; servitude; threats or intimidation; psychological abuse or humiliation; or conduct that violates law or College policy.

Colorado Hazing Law

Colorado law prohibits hazing under C.R.S. § 18-9-124. Under Colorado law, hazing includes 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 a student organization. The statute includes, but is not limited to, forced and prolonged physical activity; forced consumption of food, beverages, medication, controlled substances or other substances; and prolonged deprivation of sleep, food or drink. Colorado law provides specified exceptions for customary athletic events or similar contests or competitions and authorized military training activities. A violation of C.R.S. § 18-9-124 is a class 2 misdemeanor.

Reporting Hazing Incidents

All members of the Aims community, including students, faculty, staff, and visitors, are encouraged to report any incidents of hazing to ensure a safe campus environment. Reports should be submitted to the **Aims Campus Safety and Security Department Office**. Hazing reports can be made in person, via phone, or through the college's **Hazing Reporting Form** on the Aims website.

How to Report Hazing:

Report immediately if anyone is at risk: 911 for imminent danger. Otherwise:

- **Campus Safety and Security Department (24/7):** Greeley (970) 539-2171 | Loveland (970) 518-5137 | Fort Lupton (303) 591-3164 | Windsor (970) 744-0322
- **Online:** Hazing Reporting Form (anonymous reports accepted; anonymity may limit the College's response).
- **In person/by mail:** Aims Campus Safety and Security Department Office, Greeley Campus

Aims prohibits **retaliation** against any person who, in good faith, reports or participates in an investigation. **Good-faith/medical amnesty** may be available for reporters or witnesses seeking help for someone in need.

Investigation, Interim Measures, and Sanctions

Reports are assessed under Aims Procedure 611-01, Student Code of Conduct Procedure, and are addressed through applicable College disciplinary procedures, including Procedure 611-02, Student Disciplinary Process Procedure. The College may implement interim protective measures (e.g., no-contact directives, activity restrictions, or temporary suspension of organizational activity) while reviewing the matter. Findings are made using the preponderance of the evidence standard. Aims may coordinate with law enforcement where criminal conduct is indicated.

Sanctions may include: education and corrective actions; probation; restrictions; loss of recognition for student organizations; suspension/expulsion for individuals; and referral to law enforcement. Findings of organizational responsibility are disclosed in the CHTR; incidents that meet Clery criteria are counted in the ASR.

Alerts: If a hazing incident presents a serious or continuing threat, Aims may issue a Timely Warning or Emergency Notification consistent with Clery procedures.

Hazing Awareness and Prevention Programs

In accordance with the Stop Campus Hazing Act, Aims offers comprehensive, research-based hazing prevention programs designed to educate students, staff, and faculty about the dangers of hazing. These programs include:

- Orientation and onboarding for incoming students and new employees, with bystander strategies and reporting options.
- Mandatory annual training for student organization leaders and advisors on anti-hazing policy, risk recognition, and response.
- Awareness campaigns (e.g., National Hazing Prevention Week) promote respect, inclusion, and help-seeking.

Campus Hazing Transparency Report

Aims Community College maintains its Campus Hazing Transparency Reports (CHTRs) as separate public reports available through the Aims Campus Safety and Security website. The CHTR summarizes findings of responsibility for hazing involving established or recognized student organizations, as applicable under the Stop Campus Hazing Act.

Aims' CHTR covering July 1 through December 31, 2025 reported no findings of responsibility for hazing involving recognized or established student organizations during that reporting period. Aims also maintains prior and subsequent CHTRs on its public website.

The CHTR and Annual Security Report serve different reporting purposes. The CHTR addresses findings of organizational responsibility for hazing, while the Annual Security Report contains Clery Act hazing statistics based on reportable hazing incidents occurring within the College's Clery geography. See Section F of this Annual Security Report for Aims' 2025 Clery hazing statistical disclosure.

Support Resources

Aims Community College provides support for students affected by hazing through the following resources:

- **Aims Counseling Services:** (970) 339-6255 (Greeley Campus), (970) 339-6425 (Other Campuses)
- **SAVA (Sexual Assault Victim Advocate Center):** (970) 472-4200 (24-hour crisis line)
- **North Range Behavioral Health:** (844) 493-8255 (24-hour crisis line)
- **A Woman's Place (Greeley):** (970) 356-4226 (24-hour crisis line)

Confidential and non-confidential resources are available; the Campus Safety and Security Department can help connect reporters to counseling, advocacy, and protective measures upon request.

Aims Community College Campus Locations and Geography

Aims has more than one campus; each campus must comply independently with all of the Clery Act requirements. For Clery reporting purposes, the following definitions are used to report criminal activity properly, hate crimes, and any weapon/drug/or alcohol offenses at Aims Community College. Furthermore, these are also the titles used in the College and Campus statistical reference report used to indicate Clery crime types and locations:

On-Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the campus that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

Non-Campus Building or Property: Any building or property owned or controlled by a student organization that the institution officially recognizes; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. For Clery reporting criteria, the non-campus location is the Early College Academy (old Corporate Education Center) at 5590 W. 11th Street in Greeley.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. No matter where the campus is located, the Clery public property category consists solely of two limited areas:

- The first is public property within the campus. An example is a public road or public bike path that runs through the campus.
- The second area is public property that immediately borders and is accessible from the campus. In many cases, this property consists of a public sidewalk that borders the campus, the public street along the sidewalk, and the public sidewalk on the other side of the street (i.e., sidewalk, street, and sidewalk). Again, only the portions of the sidewalk and street that are adjacent to the campus are included in the public property.

Reportable Campus and Non-Campus Locations:

Aims Greeley Campus - 5401 West 20th Street, Greeley, CO

Incidents on campus are handled by the Weld County Sheriff's Office, College Resource Officers, or Campus Safety and Security Department personnel. Incidents on adjacent roads and sidewalks are in the jurisdiction of the Greeley Police Department.



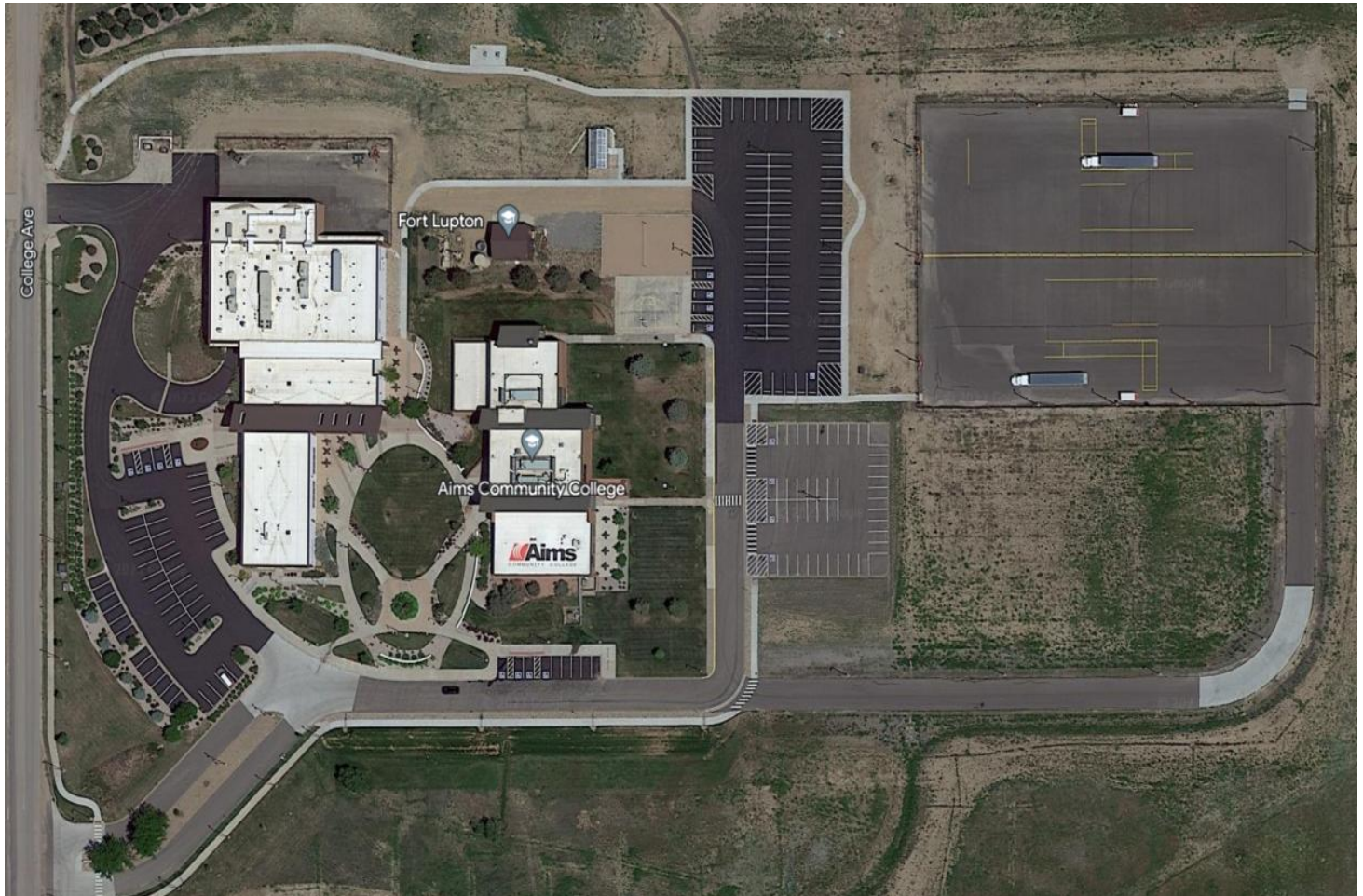
Aims Loveland Campus - 104 East Fourth Street, Loveland, CO

Incidents on campus are handled by the Campus Safety and Security Department in conjunction with the Loveland Police Department. Incidents on adjacent roads and sidewalks are in the jurisdiction of the Loveland Police Department.



Aims Fort Lupton Campus - 260 College Avenue, Fort Lupton, CO

Incidents on campus are handled by the Weld County Sheriff's Office, College Resource Officers, or Campus Safety and Security Department personnel. Incidents on adjacent roads and sidewalks are in the jurisdiction of the Fort Lupton Police Department.



Aims Windsor Automotive and Technology Center and Public Safety Institute - 1120 South Gate Drive, Windsor, CO

Incidents on campus are handled by the Weld County Sheriff's Office, College Resource Officers, or Campus Safety and Security Department personnel. Incidents on adjacent roads and sidewalks are in the jurisdiction of the Weld County Sheriff's Office.



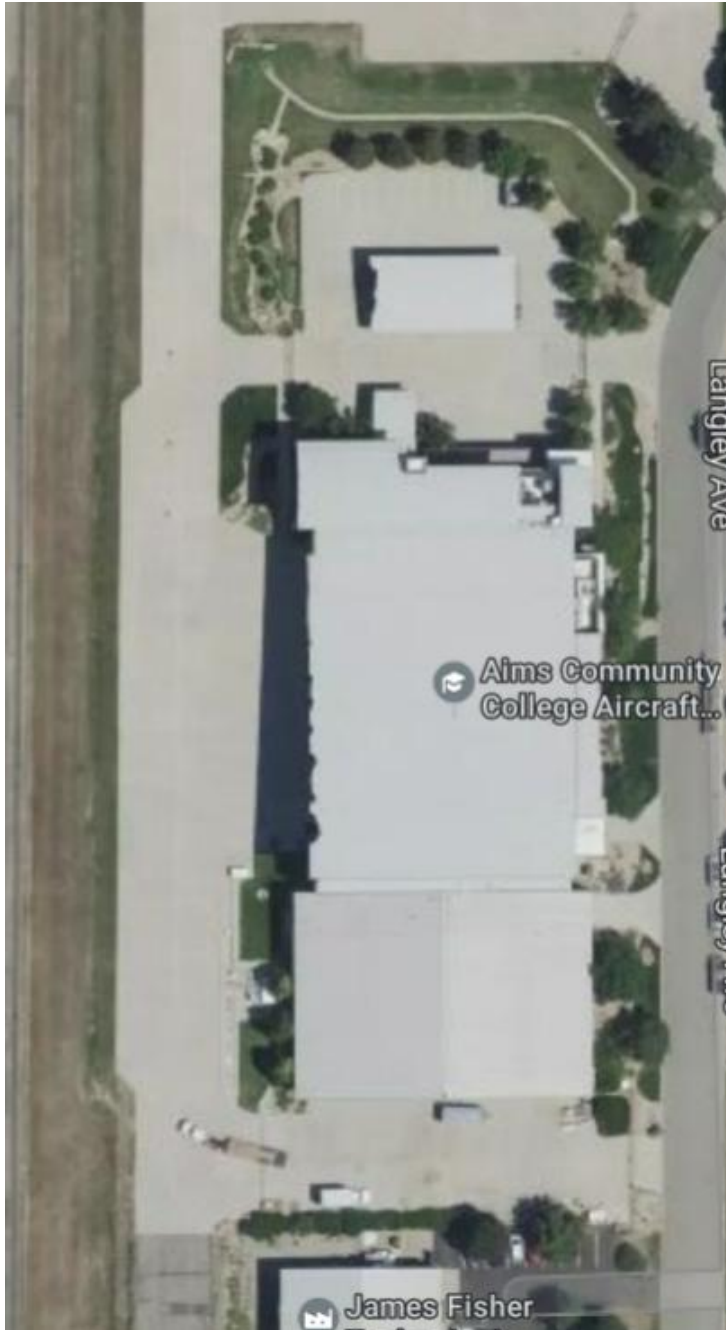
Aims Flight Training Center - Northern Colorado Regional Airport, 6350 Aviation Cir, Loveland, CO

Incidents on campus are handled by the Campus Safety and Security Department in conjunction with the Loveland Police Department. Incidents on adjacent roads and sidewalks are in the jurisdiction of the Loveland Police Department.



Aims Aircraft Maintenance Training Center (AMTC) - Northern Colorado Regional Airport, 5833 Langley Avenue, Loveland, CO

Incidents at the Aircraft Maintenance Training Center are handled by the Campus Safety and Security Department in conjunction with the Loveland Police Department. Incidents on adjacent roads and sidewalks are in the jurisdiction of the Loveland Police Department.



Aims Early College Academy - 5590 West 11th Street, Greeley, CO

Incidents on campus are handled by the Greeley Police Department and the local school district in conjunction with Aims. Incidents on adjacent roads and sidewalks are in the jurisdiction of the Greeley Police Department.



SECTION B – COLLEGE ADMINISTRATIVE RESPONSIBILITIES

Clery Reporting [Aims Procedure 506-09]

The Clery Act requires all colleges and universities that participate in federal financial aid to publish this information on the web portal and on the U.S. Department of Education website. Aims Community College published this information on the web portal and on the U.S. Department of Education website.

The College shall maintain a Daily Crime Log of any criminal activity on campus. This information shall be made available for public view by contacting the Department of Campus Safety and Security. The Annual report required by the U.S. Department of Education shall be completed every fall and shall include statistics from law enforcement agencies where Aims campuses are located. Hard copies of this information shall also be distributed throughout the campuses by October 1st of each year.

Information shall be compiled for applicable Clery-reportable offenses, including criminal homicide; sex offenses; robbery; aggravated assault; burglary; motor vehicle theft; arson; hate crimes; dating violence; domestic violence; stalking; hazing; and arrests or disciplinary referrals for liquor law, drug law, and weapons law violations. As a result of the Violence Against Women Reauthorization Act of 2013, the college will now compile, retain, and report statistics on instances of sexual assault, domestic violence, dating violence, and stalking that are reported to campus security authorities or local police agencies.

Director of the Department of Campus Safety and Security

By virtue of the position, the Director of the Department of Campus Safety and Security is the designated office to coordinate and oversee the Clery Act requirements. It is the appointed Campus Safety and Security Survey Administrator (CSSA). Responsibilities include coordinating everything from identifying the institution's Campus Security Authorities (CSAs) to making sure all crime reports are accounted for, collecting and entering statistical information into the Department of Education website, and coordinating training that will help to ensure Aims carries out its responsibilities properly.

Campus Safety and Security Department

All campuses have armed and uniformed security personnel assigned to patrol duties. To report a crime or an emergency, contact the appropriate Campus Safety and Security Department by phone, by email, or in person. Report criminal actions and emergencies to any uniformed Campus Safety and Security Officer or use any of the emergency telephones located throughout the campuses and in all elevators.

- For all major life-threatening emergencies, please call 911 and the appropriate Campus Safety and Security Department.
- The Department of Campus Safety and Security reviews all violations of law reported to the Campus Safety and Security Department and Officers. The Department also works with local police in the reporting, investigation, and prevention of violations of the law that may occur on College property.

Aims Community College reports crimes to the campus community by using RAVE, a mass notification system that allows notification by phone, email, and/or text. Aims also utilizes campus newspapers, flyers, online communications, and social media.

Campus Safety and Security Department submits announcements and notices to student newspapers and to student and employee email addresses concerning safety and security matters when deemed appropriate. The Campus Safety and Security Department also has the capability to post Timely Warnings on the Aims Public website.

Campus Security Authorities (CSA)

Under the Clery Act, a crime is “reported” when it is brought to the attention of a campus security authority or local law enforcement personnel by a victim, witness, other third party, or even the offender. A CSA is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution. Because of the assigned College positions, the following may be considered a “campus security authority” :

- 1) A campus police, security, or public safety department of an institution.
- 2) Individuals who have the responsibility for campus security, but who do not constitute a campus police department or a Campus Safety and Security Department (e.g., an individual who is responsible for monitoring the entrance into institutional property).
- 3) Any individual or organization specified in an institution’s policy as an individual or organization to which students and employees should report criminal offenses.
- 4) An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to act or respond to particular issues on behalf of the institution.

When a crime is reported to a non-police/security CSA, the report should be forwarded to the Campus Safety and Security Department so that it will be entered in the daily crime log in a timely manner and may be the basis for

determining if there is a serious or continuing threat to the safety of the campus community which would require an alert (i.e., a timely warning).

Aims Designated CSAs

Aims Community College has designated the following individuals as CSAs on the appropriate campus.

Greeley Campus, Flight Center, or Aims Early College Academy

- Campus Safety and Security Department
- College Resource Officers or Security Officers
- Vice President/CHRO, Employee Services
- Vice President of Student Affairs/CSAO
- All members of the Aims CC Threat and Violence Assessment Team

Fort Lupton Campus

- Campus Safety and Security Department
- College Resource Officers or Security Officers
- Executive Director, Fort Lupton Campus
- Or any Campus Security Authority on the Greeley Campus

Loveland Campus

- Campus Safety and Security Department
- College Resource Officers or Security Officers
- Executive Director, Loveland Campus
- Or any Campus Security Authority on the Greeley Campus

Windsor Campus (Automotive and Technology Center & Public Safety Institute)

- Campus Safety and Security Department
- College Resource Officers or Security Officers
- Executive Director, Windsor campus & Automotive and Technology Center
- Or any Campus Security Authority on the Greeley Campus

Aims Flight Training Center

- Campus Safety and Security Department
- College Resource Officers
- Chief Flight Instructor
- Or any Campus Security Authority on the Greeley Campus

CSA Training

Training is provided in a variety of ways, ranging from sending materials via e-mail to face-to-face meetings that include PowerPoint presentations and training manuals.

The training outline includes information on:

1) The role of a CSA - The Clery Act is a federal law that requires the institution to identify individuals and organizations that meet the definition of a campus security authority. CSAs have an important role in complying with the law. CSA crime reports are used by Aims to:

- Fulfill its responsibility to disclose Clery crime statistics annually.
- Issue timely warnings for Clery crimes that pose a serious or continuing threat to the campus community.

2) Providing reporting materials - Good recordkeeping can help minimize the chances of double-reporting crimes.

Materials include:

- Descriptions, a map, or both, of the school's Clery geography.
- A list of Clery crimes and definitions.
- Hard copy or electronic Crime Report forms for documenting criminal incidents.

3) Discuss the importance of documentation - Explain that if CSAs are unsure whether an incident is a Clery crime, or even if it is criminal in nature, they should report it.

- Stress the importance of providing as much information about a criminal incident as possible to aid law enforcement and to categorize the crime.
- Explain that CSA crime reports should include personally identifying information if available. This is important for law enforcement purposes and to avoid double-counting crimes. The Clery statistical disclosures based on those reports, however, must be kept anonymous; no personally identifying information will be disclosed.
- If a victim does not want the report to go any further than the CSA, the CSA should explain that he or she is required to submit the report for statistical purposes. However, it can be submitted without identifying the victim.

4) Emphasize the need for timely report submission - Explain that if a crime is reported to a CSA, but goes no further than that, the school would not have fulfilled its obligation under the law, and the campus community might not have the information they need to stay safe on campus. Instruct CSAs on:

- How to submit their crime reports in a timely manner
- To whom reports should be submitted.



Law Enforcement Authority on Aims Campuses [AIMS PROCEDURE 506-11]

To enhance safety on all Aims Community College campuses, the College provides both sworn law enforcement presence and uniformed armed security personnel.

The Campus Safety and Security Department oversees all contracted security services. Currently, Aims has one Weld County Sheriff's Office College Resource Officer (CRO) assigned full-time to the College. In addition, Aims CC contracts with armed Campus Safety and Security Department personnel who are stationed at each campus during normal academic hours. Sworn law enforcement officers assigned to Aims possess arrest authority consistent with Colorado law and their law enforcement commission. Uniformed security personnel do not possess general law enforcement arrest authority solely by virtue of their security role. Security personnel possess the arrest authority available to private citizens under Colorado law and may participate in an arrest when directed by a law enforcement officer as permitted by law. Campus Safety and Security personnel may also enforce applicable College policies and the Student Code of Conduct.

Jurisdictional authority:

- For Aims properties located in Weld County (Greeley, Windsor, Fort Lupton), law-enforcement services are provided by the Weld County Sheriff's Office, supported by the Campus Safety and Security Department.
- For Aims facilities located in Loveland (including the Northern Colorado Regional Airport Flight Training Center and Aircraft Maintenance Training Center), the primary law-enforcement authority is the City of Loveland Police Department, with mutual-aid support from the Larimer County Sheriff's Office and airport partners as applicable.

Campus Safety and Security Department and law enforcement personnel also have the authority to enforce Aims' policies and procedures. All allegations of misconduct by students, faculty, or staff are reported to the Campus Safety and Security Department for distribution to the appropriate College authority. To further enhance safety, Aims maintains a comprehensive security camera system covering all campuses.

Cooperative Law Enforcement

Aims Community College maintains strong, cooperative relationships with area public-safety agencies. We regularly host K-9 and SWAT training on campus facilities and coordinate joint exercises and responses. For Aims properties located in Weld County (Greeley, Windsor, and Fort Lupton), the College contracts with the Weld County Sheriff's Office as the primary law-enforcement authority (including criminal investigations).

For Aims facilities located at the Northern Colorado Regional Airport in Loveland (Flight Training Center and Aircraft Maintenance Training Center), the primary law-enforcement authority is the City of Loveland Police Department, with mutual-aid support from the Larimer County Sheriff and airport partners as applicable.

Each year, Aims CC requests Clery-reportable crime statistics from Greeley Police Department, Loveland Police Department, Fort Lupton Police Department, Weld County Sheriff's Office, and relevant airport authorities/partners to ensure the completeness of the College's Annual Security Report.

Most emergency incidents on campus are first identified by students, faculty, staff, or visitors. If anyone is involved in or witnesses a life-threatening emergency, call 911 immediately, then notify the Campus Safety and Security Department.

Campus Safety and Security Department Contact Numbers

The Campus Safety and Security Department strives to ensure everyone at Aims Community College can learn and work in a safe and secure environment. This Department oversees Law Enforcement and Security Patrols at all of the Aims Campus locations.

Greeley Campus

Security in the Greeley area can be reached 24 hours/7 days a week at [\(970\) 539-2171](tel:(970)539-2171).

Loveland Campus

Security at the Loveland campus can be reached by calling [\(970\) 518-5137](tel:(970)518-5137) between the hours of 7:00 am and 9:00 pm, Monday through Thursday, and 7:00 am to 5:00 pm on Fridays. After hours, all calls are automatically redirected to the main Greeley campus.

Fort Lupton Campus

Security at the Fort Lupton campus can be reached by calling [\(303\) 591-3164](tel:(303)591-3164) between the hours of 7:00 am and 10:00 pm, Monday through Thursday, and 7:00 am to 5:00 pm on Fridays. After hours, all calls are automatically redirected to the main Greeley campus.

Windsor Campus

Security at the Windsor campus can be reached by calling [\(970\) 744-0322](tel:(970)744-0322) between the hours of 7:00 am and 10:00 pm, Monday through Thursday, 7:00 am to 5:00 pm on Fridays, and weekends during classes. After hours, all calls are automatically redirected to the main Greeley campus.

Aims Flight Training Center, Northern Colorado Regional Airport (Loveland)

Security/safety issues for the Flight Training Center are coordinated by the Campus Safety and Security Department in conjunction with the Loveland Police Department. For assistance after hours, call (970) 539-2171 (Aims 24/7) or 911 for emergencies.

To Report a Crime: For any emergency situation, please call 911.

Crimes or other incidents, including traffic accidents, on any campus should be reported to the appropriate Aims Safety/Security personnel listed above. On-campus crimes or incidents taking place after hours or on weekends can be reported to Aims Safety/Security personnel at the non-emergency phone number listed above. College Resource Officers and Aims Campus Safety and Security Department personnel also file incident reports for non-criminal incidents pertaining to actions of students or staff, such as injuries on campus or disputes between individuals.

Alternatively, on-campus crimes or other incidents may be reported to any Campus Security Authority. These persons must report information on disclosed crimes to the Campus Safety and Security Department for incident reporting and tracking.

On-campus crimes or other incidents may also be reported anonymously by accessing the online report form at <https://publicdocs.maxient.com/incidentreport.php?AimsCC>

This incident report can also be accessed by going to the Aims Community College Web page, selecting the Campus Safety and Security Department link, and then selecting the "[Report a Concern](#)" link.

Fill out the form with the information you wish to report and submit.

Incident Reporting

For nonemergency situations at any of our locations, you can report crimes by calling our security officers at the appropriate location. Reports can be made anonymously.

Title IX Reporting Structure

Aims Community College ensures that all reports of sex discrimination and sexual misconduct, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking, are handled promptly and in compliance with Title IX regulations. The reporting structure allows for incidents to be reported by any member of the college community, including students, staff, and faculty.

How to Report a Title IX Violation

Reports of Title IX violations can be made by anyone, including third parties, and can be submitted to the Title IX Coordinator through multiple channels:

- **In-Person or Mail:** Jill Beck, Title IX Coordinator & Compliance Manager, 5401 W. 20th Street, Aims Community College, Cornerstone 109A, Greeley, CO 80634
- **Phone:** (970) 339-6383
- **Email:** jill.beck@aims.edu
- **Online:** Title IX Sexual Misconduct Reporting Form available on the Aims website

Reports can be submitted 24/7, including during non-business hours. All employees, except for confidential resources such as mental health counselors, are considered responsible employees and must report Title IX violations to the Title IX Coordinator.

Initial Response

Upon receiving a report, the Title IX Coordinator will contact the involved parties to offer supportive measures and explain the available options, including filing a formal complaint if desired. Supportive measures are available to both the complainant and the respondent, even if no formal complaint is filed.

Anonymous Reporting

Anonymous reports are accepted through the Title IX Reporting Form, though anonymity may limit the College's ability to investigate or respond to the complaint fully.

Confidential Resources

For individuals seeking confidential support, Aims provides access to on-campus counseling services as well as external community resources such as:

- **Aims Counseling Services:** (970) 339-6255
- **SAVA (Sexual Assault Victim Advocate Center):** (970) 472-4200 (24-hour crisis line)
- **North Range Behavioral Health:** (844) 493-8255 (24-hour crisis line)

Missing Person Notification Policy

Although Aims Community College does not maintain student housing and is therefore not subject to the Clery Act's specific requirements for a Missing Student Notification Policy, the safety and well-being of all students remain a top

priority. In the event that a member of the Aims community becomes aware that a student is missing, the following procedures will be followed:

Reporting a Missing Student

Any individual who believes that a student is missing should immediately report their concerns to the Campus Safety and Security Department. **If there is an immediate danger, individuals should call 911 first.** After contacting emergency services, individuals can report to the Campus Safety and Security Department via the following channels:

- **Phone:** (970) 539-2171 (Greeley Campus), (970) 518-5137 (Loveland Campus), (303) 591-3164 (Fort Lupton Campus), (970) 744-0322 (Windsor Campus)
- **In-Person:** Aims Campus Safety and Security Department Offices, Greeley Campus
- **Online:** Use the Campus Safety and Security Department Incident Reporting Form available on the Aims website

Immediate Action

Once a report of a missing student is received, the Campus Safety and Security Department will initiate a timely investigation, including but not limited to:

- Attempting to contact the student via all available means (e.g., phone, email, social media)
- Contacting the student's known friends, roommates, or family members
- Checking campus security logs, access records, or footage to track the student's last known location

If initial efforts to locate the student are unsuccessful, the Campus Safety and Security Department will escalate the matter by contacting local law enforcement to assist in the search.

Coordination with Law Enforcement

In cases where a student is confirmed missing, the Campus Safety and Security Department will coordinate with local law enforcement agencies to ensure a thorough investigation. The College will assist law enforcement in gathering information about the student's recent whereabouts and interactions and will cooperate fully with their efforts to locate the missing student.

Notification

While Aims Community College does not maintain a missing person notification procedure due to the lack of student housing, the Campus Safety and Security Department will work with law enforcement to inform the student's

emergency contacts, parents, or guardians if deemed necessary under the circumstances. The College will adhere to federal and state laws regarding privacy and student welfare in all cases involving missing students.

Ongoing Support

Throughout the investigation, Aims will provide appropriate resources to affected students, staff, or family members through the College's counseling services:

- **Aims Counseling Services:** (970) 339-6255 (Greeley Campus), (970) 339-6425 (Other Campuses)



SECTION C – TIMELY WARNING/EMERGENCY NOTIFICATION [AIMS PROCEDURE 506-10]

The Clery Act requires every institution, without exception, to have and disclose emergency response and evacuation procedures in response to a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. The Clery Act also requires alerting the campus community of certain crimes in such a manner that is timely and will aid in the prevention of similar crimes.

In an effort to ensure the safety and protection of all students and employees, Aims Community College shall implement devices to notify the campus community of impending danger or other emergency situations. The system is designed to notify individuals when a threat to their safety is present, as designated by the College President and/or the President's designated representative. These systems include, but are not limited to, emergency text messages, phone calls, email messages, intercom communication, emergency radio communication, and the Alertus computer

network alert message. Once Campus Safety and Security Department personnel are notified of an emergency, the information is verified, and a coordinated effort to notify the campus community is implemented.

Immediate Notification [Emergency Alert]

Aims Community College is required to issue a notification to the campus community when a significant emergency or dangerous situation involving an immediate threat on campus is confirmed. These are meant to provide emergency notification involving an immediate threat to the health or safety of Aims students, faculty, staff, and visitors of any significant emergency or dangerous situation triggered by an event that is currently occurring on or imminently threatening

the campus. These notifications are referred to as “immediate notifications.” If the Aims Security Department receives information regarding an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all of the College community and confirms the information to be true, an immediate notification will be issued.

Timely Warning / Crime Alert

The purpose of a Timely Warning/Crime Alert is to notify the campus community of certain crimes, in a timely manner, that pose a continuing threat to our college community, or to aid in the prevention of similar crimes.

Under the Clery Act and its implementing regulations, Aims Community College, through designated personnel, is responsible for issuing a “timely warning” if a crime has been reported and College leadership determines there is a serious or continuing threat to the campus community.

The decision to issue a “timely warning” will be made on a case-by-case basis in compliance with the Clery Act and after consideration of available facts from the College Resource Officer, Threat and Violence Assessment Team, Campus Security Authorities, local law enforcement, or other appropriate authorities. The issuance of a timely warning may depend on the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts. Clery-reportable crimes considered for Timely Warnings include Murder/Non-negligent Manslaughter; Manslaughter by Negligence; Sex Offenses (Rape, Fondling, Incest, Statutory Rape); Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; Arson; and Hate Crimes. Other crimes may also warrant a warning when needed to protect the community. Other crimes may also warrant the need for a timely warning as deemed necessary for the safety of the campus community.

Aims will, without delay, consider the safety of the community, determine the content of the notification, and initiate the emergency notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Clarifying Emergency Notifications and Timely Warnings

Aims Community College utilizes both **Emergency Notifications** and **Timely Warnings** to keep the campus community informed of potential threats, ensuring the safety of students, faculty, staff, and visitors.

Emergency Notifications

Emergency Notifications are triggered by an immediate or imminent threat to the health or safety of the campus community, such as an active shooter, a fire, hazardous materials, or severe weather. These notifications are sent as soon as a dangerous situation is confirmed and may include:

- **Examples:** Severe weather warnings, chemical spills, and active shooter incidents.
- **Purpose:** To inform the community of a current, significant emergency and provide immediate instructions for safety.

Emergency notifications are communicated through Aims' emergency alert systems, including text messages, phone calls, emails, and on-screen alerts via Alertus. The Department of Campus Safety and Security or other authorities confirm the threat and activate the emergency alert system as quickly as possible to ensure public safety.

Timely Warnings

Timely Warnings are issued for Clery Act crimes that have already occurred but represent an ongoing or continuing threat to the community. These warnings help prevent similar crimes and provide relevant safety information to the campus community.

- **Examples:** A series of burglaries, a robbery near campus, a sexual assault when the suspect remains at large.
- **Purpose:** To notify the community about crimes that may pose a serious or continuing threat to safety, allowing individuals to take preventive measures.

Timely Warnings are typically issued via email and campus-wide bulletins, depending on the situation's urgency and scope. The decision to issue a timely warning is made on a case-by-case basis in coordination with the Campus Safety and Security Department, local law enforcement, and campus administration.

Key Differences

- **Emergency Notifications:** Issued for any significant emergency or threat that is currently happening or imminent, regardless of the type of event.
- **Timely Warnings:** Issued specifically for Clery Act crimes that have already occurred but continue to pose a threat to the campus community.

Testing And Evaluating

The emergency response and evacuation regulations are intended to ensure that our institution has sufficiently prepared for an emergency situation on campus, that we test these procedures to identify and improve weaknesses, and that we have considered how we will inform the campus community of emergency situations.

An emergency response or evacuation drill will be conducted at least once a year for all buildings that are occupied by students and/or employees. Emergency response and evacuation procedures will be tested and evaluated during these drills. The purpose of these drills is to prepare building occupants for an organized evacuation or appropriate shelter-in-place response during an emergency situation.

These drills will also provide the College with opportunities to test the operation of different alerting methods used for emergency notifications and timely warnings. During these drills, occupants will practice basic self-protection actions, familiarize themselves with the locations of exits, and the different announcement methods used for notification.

Aims may also participate in exercises with federal, state, and/or local emergency response agencies in Colorado. If you wish to review the Aims Emergency Operations Plan, it is available on the Public Safety / Security website at:

<http://www.aims.edu/about/departments/safety/>

- Aims publicizes emergency response and evacuation procedures in conjunction with at least one test per calendar year.
- For each test, Aims documents a description of the exercise, the date, time, and whether it was announced or unannounced.

If Aims issues an Emergency Notification for an immediate threat, Aims is not required to issue a Timely Warning for the same situation, but will provide appropriate follow-up information.

SECTION D – PROGRAMS TO PREVENT DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

General Responsibilities for Personal Safety and Security

Personal safety and security are everyone's responsibility. Staying informed is the first step to ensure that our campus facilities will be as safe and secure as possible for all to use and enjoy.

Be familiar with the Definition of “Consent” as contained in Colorado state statute. Under Colorado law (C.R.S. 18-3-401), consent means cooperation in an act or attitude pursuant to the exercise of free will and with knowledge of the nature of the act. A current or previous relationship, by itself, does not constitute consent. Submission under threat, fear, or coercion does not equal consent.

Aims Community College policy expands upon this legal definition to ensure clarity for our community. Consent must always be voluntary, active, informed, and specific. It requires clear words or actions that demonstrate mutual agreement to participate in a particular activity at a particular time. Consent cannot be obtained from someone who is asleep, unconscious, or substantially impaired by alcohol or drugs, and it can be withdrawn at any time.

Certain situations never constitute consent. A past or ongoing relationship does not imply permission for future activity. Submission under the influence of fear, intimidation, or pressure is not consent. Silence, passivity, or lack of resistance should never be interpreted as agreement. Consent is not valid if given under manipulation or while someone lacks the capacity to make a knowing decision.

In simple terms, consent is a clear, enthusiastic, and mutual agreement that is freely given. It must be maintained throughout any interaction and can never be assumed, coerced, or implied.

Safety and security procedures and practices are addressed in Community Standards and Student Conduct, Public Safety/Security tips through Aims Daily, the annual Student Handbook & Planner, and through the Student Success Center. Significant changes to College policies or procedures relating to safety and security will be provided in College publications for distribution at each campus to students and employees.

General Safety Programs

Aims Community College provides a variety of safety programs, workshops, and seminars aimed at promoting personal safety, mental health awareness, and overall well-being for the entire campus community. These programs are designed to equip students, faculty, and staff with the knowledge and skills necessary to handle emergencies, prevent crimes, and maintain a safe campus environment.

Active Shooter Preparedness and Emergency Response

A key component of the Campus Safety and Security Department is **Active Shooter Preparedness Training**, which follows the nationally recognized **Run, Hide, Fight** protocol. This training helps participants recognize potential threats and respond effectively in an active shooter situation. The College also regularly conducts:

- **Standard Response Protocol (SRP) Training**, which provides guidance on actions to take during emergencies, including **Lockout, Lockdown, Evacuate, and Shelter**. These protocols are applied in various emergencies, from severe weather to violent incidents.
- **Emergency Drills and Exercises** are coordinated with local law enforcement to simulate real-life emergencies and prepare the campus community for quick and effective responses.

Stalking Awareness and Violence Prevention

Aims offers workshops and presentations focused on **Stalking Awareness** and the prevention of interpersonal violence.

These programs teach the campus community how to:

- Recognize and report stalking behavior.
- Support victims of interpersonal violence, including sexual assault and domestic violence.
- Handle active situations and respond safely.

Suicide Prevention and Mental Health Awareness

Aims provides comprehensive **QPR (Question, Persuade, Refer) Training**, which equips participants with the skills to recognize the signs of suicidal behavior, offer help, and refer individuals to appropriate mental health resources.

Additionally, **Mental Health Workshops** address stress management, coping strategies, and overall well-being, with particular emphasis on:

- **Men's Mental Health**, encouraging open discussions and providing resources tailored to the needs of male students.
- **Physical and Mental Wellness**, focusing on the connection between physical activity and mental health improvement.

Substance Abuse Awareness and Prevention

Substance abuse prevention is another cornerstone of Aims' safety programs. Workshops and events related to **Alcohol Awareness** provide students with strategies for responsible drinking and harm reduction. Additionally, **NARCAN Training** educates participants on the opioid crisis and teaches them how to use NARCAN to reverse opioid overdoses and save lives.

Identity Theft and Online Safety

Aims regularly holds sessions on **Identity Theft Prevention** to help students and staff protect their personal information and stay safe in the digital world. These workshops cover:

- Recognizing phishing scams and fraudulent activities.
- Best practices for securing online accounts.
- Steps to take if identity theft occurs, including working with law enforcement.

Health and Wellness Initiatives

Aims promotes overall health and well-being through various workshops and free services:

- **Free STI Testing** is made available to students on a regular basis, in partnership with local health organizations.
- **Health and Wellness Programs** focus on the importance of physical activity for mental health, offering practical tips for integrating exercise into daily routines to enhance emotional well-being.

Safety Escort Services

The College provides **Safety Escort Services** for students, faculty, and staff, particularly at night or in areas with low foot traffic. These services are available upon request and help ensure that members of the campus community feel safe when traveling across campus.

Basic Crime Prevention Programs

Because Aims Community College believes crime prevention begins with awareness, the College takes every opportunity to heighten that awareness. The Department of Campus Safety and Security's duties include campus crime prevention to help students, faculty, and staff understand the potential hazards of campus life. The Campus Safety and Security Department webpage shows policies related to Safety, Crime Statistics, and Emergency Plans. This page also includes how to report crimes, safety escorts, key services, lost and found, and sex offender registry links.

Crime prevention tips are routinely published whenever a crime alert is issued. The Department of Campus Safety and Security and Training addresses topics such as Emergency Procedures, Identity Theft, Personal Safety, Suspicious Packages, and Workplace Violence. These programs are conducted regularly during the academic year. Certain safety programs are held on a more frequent basis at the beginning of each academic year. Dates and times for the training programs are published in the Aims Daily.

Aims Community College fields a dedicated and trained security team at each of our campus locations. These team members are armed and available to provide security escorts to and

from the campus parking lots or between buildings. They can also put you in contact with the correct law enforcement agency if you need assistance.

RAVE and Alertus:

Includes emergency text messaging, email, and voicemail notification system called “Rave”. Alert messages can be sent out during a crisis to inform our community. This system sends messages to prepositioned emergency beacons located in most hallways and on any computer on the Aims secure network. The beacon emits an alert tone and also flashes with red LED lights to grab your attention. Additionally, the college’s computer screens will be filled with the emergency message and the action you need to take.

Students and employees should verify and update their emergency contact information in the RAVE portal to ensure delivery of alerts.

Aims Guardian:

Aims Guardian is an application (APP) that works on any smartphone using the Android or iPhone systems. When you use the APP to contact the Department of Campus Safety and Security during an emergency, it shows important information, such as your name and location. This dramatically increases the odds they can find and help you. Aims Guardian can also be used as a virtual campus escort. When you are crossing campus alone, you can set a Guardian timer on your phone day or night. When you arrive at your destination, simply deactivate it. If the safety timer is not deactivated, an alert will be sent to the appropriate Campus Safety and Security Department.

Information about Registered Sexual Offenders and Predators**CAMPUS SEX CRIMES PREVENTION ACT (CSCPA)**

The CSCPA provisions appear in subsection (j) of the Wetterling Act (42 U.S.C. 14071 (j)). As provided in subsection (j), any person required to register under a state sex offender registration program must notify the state concerning each institution of higher education in the state at which the person is a student or works, and of each change in enrollment or employment status of the person at such an institution.

The law requires sex offenders to register with local law enforcement agencies and to indicate if they are either enrolled or employed at an institute of higher education. Aims Community College is required to inform the campus community that a registration list of such offenders will be maintained and available at the Campus Safety and Security Department.

Colorado’s public registry is maintained by the Colorado Bureau of Investigation (CBI): Sex Offender Registration Unit and public search portal (CBI).

Please note that not all registered offenders are included on the public CBI website due to state law restrictions. For a complete list of offenders in your area, contact the appropriate local law enforcement agency (e.g., Weld County Sheriff's Office, Greeley Police Department, Loveland Police Department, Windsor Police Department, or Fort Lupton Police Department).

Aims Community College does not maintain a separate sex offender registry and will not register or release personally identifiable information beyond what is provided under Colorado law and published by the CBI or local law enforcement.

The CSCPA further amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders. This statement is provided in compliance with the Campus Sex Crimes Prevention Act of 2000.

Campus Sexual Assault Programs to Prevent Sex Offenses

Sexual Harassment / Title IX Compliance

Students are held to standards of conduct relating to sexual harassment and sexual violence, as defined by the Office of Civil Rights (OCR), under the Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities and the right of students to receive an education free from sexual harassment and sexual violence, on campus and off campus. Student conduct that may constitute sexual misconduct is addressed under applicable College procedures, including Aims Policy 525, Title IX Sexual Misconduct; Procedure 525-01, Title IX Sexual Misconduct Procedure; and Procedure 611-01, Student Code of Conduct Procedure, as applicable.

Possible sanctions include:

- Warning
- Probation
- Loss of privileges
- Other disciplinary measures such as restitution, assignment to perform services for the benefit of the college community, required meetings with an advisor or other college official, required attendance at programs, or restriction to selected locations.
- Withdrawal from class with consequent loss of tuition and fees.
- Immediate suspension from the college to ensure the safety and well-being of the college community.
- Interim suspension from class if a student is unresponsive to a faculty member's intervention and continues to be disruptive.
- College suspension with consequent loss of tuition and fees

- College expulsion with consequent loss of tuition and fees
- Withholding the awarding of a degree or certificate until the process set forth in the Student Code of Conduct has been completed, including the completion of sanctions imposed.
- Parental notification when a student is under age 18.

The College will make available and distribute to its students and employees information on sexual assault awareness and prevention. In addition, Student Activities, Inclusion, & Leadership coordinates on such programs as Domestic Violence prevention, sex trafficking awareness, sexual harassment prevention, VAWA awareness, stalking awareness, and rape prevention. Local community programs and seminars designed to provide sexual assault awareness and prevention information to the students, employees, parents, and friends may also be offered from time to time at locations to be designated by the sponsoring activity.

An individual engaging in sexual harassment shall be subject to disciplinary action up to and including termination or expulsion. Individuals who knowingly file fraudulent complaints under this policy are subject to disciplinary action. Individuals will not be subject to retaliation for filing legitimate complaints.

Sexual harassment, as defined by the OCR, is:

“...unwelcome conduct of a sexual nature, which can include unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature. Thus, sexual harassment prohibited by Title IX can include conduct such as touching of a sexual nature; making sexual comments, jokes, or gestures; writing graffiti or displaying or distributing sexually explicit drawings, pictures, or written materials; calling students sexually charged names; spreading sexual rumors; rating students on sexual activity or performance; or circulating, showing, or creating e-mails or Web sites of a sexual nature.”

Sexual violence as defined by the OCR:

“...refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to the victim’s use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion. All such acts of sexual violence are forms of sexual harassment.”

Bystander-Focused Prevention of Sexual Violence

Bystanders are people who often witness or learn about a potentially harmful situation and fail to act. “It is not my place to intervene” or “I do not know how to intervene” are often the reasons people give for failing to help. Below are some resources available to help bystanders transform into helpers.

FIVE (5) Decision-Making Steps

(Source: Step Up! Be a Leader, Make a Difference at (www.stepupprogram.org))

1. Notice the event.
2. Interpret the event as a problem - investigate!
3. Assume personal responsibility.
4. Know how to help.
5. Implement the help: Step UP!

Research on the causes of sexual violence and evaluation of prevention efforts indicate that bystanders (also referred to as witnesses, defenders, or upstanders) are a key piece in preventing sexual violence.

Common Components of Bystander Intervention are:

- **Awareness.** A key first step is to heighten awareness so individuals and groups are better able to identify instances of sexual violence.
- **Sense of Responsibility.** A sense of responsibility gives the bystander motivation to step in and take action. Bystanders are much more likely to help friends than strangers, and are more likely to help strangers if they see them as part of a group they identify with (like supporting the same sports team).
- **Perceptions of norms.** Perceptions of peer norms about helping (whether you think your friends are likely to help), and perceptions of authorities' (like teachers') attitudes are related to bystander attitudes. People often mistakenly think others are less supportive of doing something to address sexual violence than they actually are. Studies show links between perceptions of helping, trust, and commitment among community members; trust in campus authorities; and their willingness to take action as a bystander.
- **Weighing pros and cons.** People weigh the costs and benefits of getting involved in a risky situation. These include threats to their own safety, negative consequences for their relationships with others, and the potential to change the outcome of a risky situation or to help a victim.
- **Confidence.** People who feel more confident in their ability to help are more likely to take action. A consistent research finding is that prevention programs, particularly in-person educational and skill workshops, increase individuals' sense that they can take effective action.

- **Building Skills.** People need to know what to do and how to do it. Population survey data show that many people are at a loss for specific ways to help. Survivors tell us that friends and family do not always do things that are useful or supportive, and these negative or unhelpful responses make coping with and recovering from abuse much harder. One of the promises of bystander intervention training is that it can give motivated community members skills to intervene in ways that protect their own safety and are truly supportive to victims.

Hazing Awareness and Prevention Programs

For Aims' hazing policy, definition, reporting, and CHTR, see Section A - 6: Hazing Prevention and Reporting.

General Guidelines Concerning Safety and Access to Campus Facilities

Aims Community College has no student housing or other campus residences. The College is open to authorized members of the campus community and to official visitors and/or individuals who have legitimate business needs during normal operational hours. All buildings are secured each night and during weekends and holidays. Entry after normal hours is only available to faculty, staff, and authorized students, as determined by the appropriate academic or administrative offices. The College also uses an extensive video surveillance system to enhance security measures.

Buildings are patrolled by College Resource Officers or Campus Safety and Security Department personnel. Buildings are also alarmed for the protection of contents and personnel. The alarms are activated when any illegal entry is made. Immediate response to the alarm location is made by campus security personnel or police.

Maintaining Campus Facilities in a Manner that Upholds Safety and Security

Preventive maintenance is conducted on a routine and ongoing basis to provide a safe environment. Maintenance issues that arise and demand corrective attention are prioritized, with those affecting safety and security given priority attention. Lighting conditions are checked and attended to on a routine basis. Landscaping and vegetation are placed and maintained in a manner that is designed to eliminate "hiding spots" and allow a clear field of view for pedestrians and motorists. Campuses also utilize ample outdoor lighting that is maintained on a constant basis.

- Facilities Management regularly monitors the condition of all facilities within the campuses and specifically focuses on issues related to safety.
- All problems are corrected in a timely manner when identified and reported to the appropriate authorities for action.
- All requests for service involving security-related issues are treated as a priority.

- Facilities Management cooperates fully with the Department of Campus Safety and Security to ensure a safer campus community.
- Facilities Management regularly monitors campus lighting, and repairs are made in a timely manner.
- College personnel conduct regular tours of the campuses to evaluate the current lighting situations, identify needs regarding lighting, and inspect current lighting to ensure proper working conditions.

SECTION E – INSTITUTIONAL POLICIES AND PROCEDURES

Student Disciplinary Process [Aims Procedure 611-02]

General: The Aims community includes students who are engaged in both credit and non-credit classes at four principal campuses and additional locations. Each member of the Aims community is expected to uphold the policies and procedures of the College as well as the laws of our community. This procedure applies to the relationship between students and Aims. Students are subject to two sources of authority: civil and criminal authority and Aims authority. Neither is exclusive.

This procedure will be followed when a student is charged with violating the Student Code of Conduct set forth in Procedure 611-01. Aims Community College is committed to respecting the right to privacy of each student involved in our student disciplinary process.

A. Definitions

1. **Appeal Hearing Committee.** The committee designated by the President or designee to hear student disciplinary appeals.
2. **Day.** Refers to a calendar day unless otherwise noted below.
3. **Dean of Students.** The individual responsible for the administration and facilitation of the student conduct process. The Dean or his/her designee serves as the initial hearing officer.
4. **Interim Suspension.** An immediate action taken by the Dean of Students or other designated College official to ensure the safety and well-being of members of the College community or preservation of College property; to ensure the student's own physical or emotional safety and well-being; or if the student poses a definite threat of disruption or interference with the normal operations of the College. In such an event, an interim suspension hearing with the Dean of Students will occur pursuant to the interim suspension process.

5. **Notice.** Notices required by this procedure will be considered served to the student when given by personal delivery, via the assigned College email address, or mailing by certified mail to the address the student has filed with the College's Admissions, Registration, and Records office. If notice is mailed, the student will be given three (3) additional business days to respond.

6. **Preponderance of Evidence.** The term "preponderance of evidence" means that what is alleged to have happened is more likely than not what happened. This will be the standard of proof used in all conduct proceedings under this code unless a different standard is otherwise required by law, rule, or regulation.

7. **Reporting.** Only cases involving disciplinary sanctions will be reported to external agencies upon student request or subpoena. Disciplinary records are maintained for a period of six (6) years from the date of the last disciplinary decision.

8. **Sanction.** A penalty is assessed when there is a finding that a student has violated the College's Student Code of Conduct.

B. Procedures

1. **Class Removal via Faculty Determination:** If a student's behavior has disrupted the learning environment and the student is unresponsive to a faculty member's intervention, it is appropriate

to ask the student to leave for that class session. Immediate notification to the Department Chair and Student Behavioral Officer is required. A follow-up meeting with the faculty member and/or

Department Chair/Student Behavioral Officer is required prior to the student returning to class. At the faculty member's discretion, further action such as mediation or referral to the Dean of Students may be taken in accordance with College procedures.

2. **Report:** Reports of violations of the Student Code of Conduct can be made to the Dean of Students by faculty, staff, and students. Reports must include alleged misconduct, including

location, date, parties involved, and incident details. Reporting parties can remain anonymous; however, investigation and resolution may be difficult without the identification of the reporting party.

3. **Interim Suspension:** Allowed only when a student poses a danger to persons or property. All decisions regarding interim suspensions will be reviewed and affirmed by the Vice President of Student Engagement, Inclusion, and Success prior to notification of the student. The suspended student will be notified by letter delivered in person. A review hearing with the Dean of Students or his/her designee and the Director of the Campus Safety and Security Department

will be conducted within one business day of the notification of the interim suspension. At this time, the student can present information to support discontinuing the interim suspension. A final decision to uphold or void the interim suspension will be made within one business day of the review hearing.

4. Investigation: Upon receipt of a report, the Office of the Dean of Students and/or designee(s) will gather information regarding the alleged incident in order to determine the appropriate means of resolution. Investigations may include interviews, a review of related documents, requests for written statements from any person involved in the alleged incident, and a review of material available electronically. Students and organizations are encouraged to be forthright and cooperative.

5. Referral or Disposition: Cases may be closed or referred to informal resolution through the Student Behavioral Officer, to MAAP (Mediation, Advocacy, and Assistance Program), or for formal conduct action.

6. Notice of Charge: The notice provided to the student will include the incident summary and alleged violation of the Student Code of Conduct. Upon receipt of the notice, the student is required to contact the Office of the Dean of Students within five (5) business days to schedule a conduct hearing. Students who do not comply with this requirement may be cited with additional conduct violations, and a conduct hold will be placed on their record.

7. Conduct Hearing: Conduct hearings are not trials and are not constrained by the same rules of procedure and evidence typically used in a court of law. The College disciplinary process operates under the preponderance of the evidence burden of proof. It is grounded in a standard of fundamental fairness, which includes an opportunity for the student to be heard. Students are permitted to bring one advisor to the conduct hearing. They are responsible for presenting their own case. Therefore, an advisor may not speak for the student nor actively participate during the meeting or hearing. During the conduct hearing, the Dean of Students or his/her designee will discuss the alleged charge(s), policy violations under consideration, and information discovered during the investigation. The student will be given an opportunity to provide additional information regarding the incident and evidence disputing the alleged charge(s).

8. Decision: The Dean of Students or his/her designee will issue a decision that determines whether the alleged conduct occurred; whether the conduct violated the Student Code of Conduct or College policies or procedures; and impose a sanction(s) if appropriate. All sanctions will be issued in writing, and a copy will be placed in the student's confidential file maintained by the Office of the Dean of Students. The probability of more severe disciplinary action increases with subsequent violations of the Student Code of Conduct. Potential sanctions are listed below. The student will receive written notice of the decision (hereinafter Outcome Letter) and sanction, and will be advised of his or her right to appeal. In the case of suspension or expulsion, the sanction will be imposed no earlier than seven (7) days after service of the Outcome Letter unless it is an interim suspension or the sanction is agreed to by the student. If an appeal

is requested, suspension and/or expulsion will not be imposed (excluding interim suspension) until the appeal procedures under #9 have been completed.

Potential Sanctions:

- a. **Warning:** A notice served upon the student advising him or her of a violation of the Student Code of Conduct or some other College rule.
- b. **Probation:** A reprimand for violation of specified regulations for a designated period of time during which the student is required to show appropriate changes in attitude and behavior. Specific restrictions may be imposed as part of this probation, which may include prohibiting the student from representing the College through official events, participating in College clubs, or holding an office in a student organization.
- c. **Loss of Privileges:** Denial of specified privileges such as use of computing resources, electronics/equipment check-out, etc., for a designated period of time.
- d. **Other Disciplinary Sanction:** Fines, restitution, assignment to perform services for the benefit of the College or community; required meetings with an advisor or other College official; administrative restriction to selected parts/locations of campus sites; or other sanction that does not result in the student being denied the right to attend classes.
- e. **Withdrawal from Class:** Administrative withdrawal with consequent loss of tuition and fees from a class or classes.
- f. **Exclusion from College Facilities, Activities, or Academic Programs:** Prohibition from attending one or more classes or courses, participating in an academic program, undertaking College employment, entering a building, participating in some or all extra-curricular activities sponsored by the College, representing the College in an official capacity, or using other services provided by the College. Such exclusion will be: i. for a definite period of time or ii. until certain requirements placed on the student are completed, or iii. indefinitely
- g. **College Suspension:** An involuntary separation of the student from the College with consequent loss of tuition and fees for misconduct for a specified period of time not to exceed two academic terms. Suspension differs from expulsion in that, after the stated time period, the student is eligible for re-admission. While suspended, the student may not attend classes, use College facilities, participate in College activities, or be employed by the College. In some instances, the student must fulfill specified requirements before the College will consider readmission. Special conditions may be

stipulated for reinstatement at the conclusion of the period of suspension. In the case of a student appeal of suspension, the appeal hearing will occur within a reasonable timeframe.

h. **College Expulsion:** A permanent separation of the student from the College with consequent loss of tuition and fees. Disciplinary expulsion is permanently noted on the student's academic transcript and will not be removed. In the case of a student's appeal of expulsion, the appeal hearing will occur within a reasonable timeframe.

i. **Revocation of Admission:** The College may revoke admission for fraud, misrepresentation, or for other serious violations of the Student Code of Conduct and in accordance with state and federal laws prior to matriculation.

j. **Withholding Degree:** The College may withhold awarding a degree or certificate otherwise earned until the completion of the process set forth in the Student Code of Conduct, including the completion of imposed sanctions.

k. **Persona Non Grata (PNG):** A notice served upon a student who has exhibited behavior that has been deemed detrimental to the College community and thus is no longer permitted to be present in any or specified College locations.

9. Appeal: In order to initiate an appeal, the student must notify the Vice President of Student Engagement, Inclusion, and Success in writing within seven (7) days of receiving the Outcome Letter.

a) The appeal must cite at least one of the following criteria as the reason for appeal and provide supporting argument(s) as to why an appeal should be granted on these grounds. Appeal criteria include the following:

- i. The conduct hearing was not conducted in conformity with prescribed procedures, and substantial prejudice to the student resulted.
- ii. New information that could substantially affect the outcome of the conduct hearing has been discovered since the conduct hearing. The information must not have been available at the time of the original hearing. Failure to present available information is not grounds for an appeal under this provision.

The sanction is not appropriate for the violation. This provision is intended to be utilized when a determined sanction is inherently inconsistent with College procedures or precedent. Simple dissatisfaction with a sanction is not grounds for overturning a sanction under this provision.

- b) **Notice of Appeal Hearing.** In the event of an appeal, the Vice President of Student Engagement, Inclusion, and Success will give written notice to the student and the Appeal Hearing Committee describing the conduct violation/decision being appealed and the date, time, and location of the appeal hearing. The notice will be given at least seven (7) days prior to the hearing, unless a shorter time is agreed to by the parties.

- c) Conduct of Appeal Hearing. The Appeal Hearing Committee will determine its own hearing procedures, keeping in mind the following guidelines:
 - i. The student will have the right to be heard by the Appeal Hearing Committee. In the event that the student is under the age of eighteen or incapacitated, he/she may have a guardian present to assist him/her in presenting his/her case.
 - ii. Students do not have the right to be represented by an attorney during these proceedings except in cases where civil or criminal actions concerning the student are pending. In that case, the attorney's role will be advisory only. The student is responsible for presenting his/her own case; and therefore, advisors are not permitted to speak or to participate directly in any hearing except as provided in c.i. Above.
 - iii. The student will have the right to identify documents, witnesses, and other material he/she would like the Appeal Hearing Committee to review before making a final decision.
 - iv. Hearings will be conducted in private unless all parties agree otherwise.
 - v. The Appeal Hearing Committee will maintain a record of the hearing in accordance with disciplinary records requirements.
 - d) Determination by the Appeal Hearing Committee. The Committee will make its findings and determinations in a closed meeting without the presence of either the Dean of Students or the student charged. Separate findings are to be made as to the conduct of the student, and on the sanction(s), if any, to be imposed. The Appeal Hearing Committee can overturn the original sanction(s) if it finds by a preponderance of the evidence that the original conduct hearing was conducted without proper procedure, created substantial prejudice against the student, included sanctions deemed inappropriate for the code violation, or if new information is presented that would change the outcome of the prior hearing. The student and the Dean of Students will be given written notice of the decision. The decision will be issued within five (5) calendar days of the close of the hearing. The Appeal Hearing Committee's decision is final.
3. Miscellaneous:
- a) College disciplinary proceedings may be instituted against a student charged with violation of a law if the violation occurred at the College or College-sanctioned activities or was of such a nature as to impact upon the College, which is also a violation of the College's Student Code of Conduct. Proceedings under this Procedure may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.
 - b) Time limits for scheduling of hearings may be extended at the discretion of the Impartial Decision Maker.
 - c) The student may waive the procedural rights afforded to students above.

Classroom Management Decision-Making Guide

Classroom Management Decision Making Guide

Low-Level Behaviors (Manage)	Disruptive Behaviors (Manage & Consider Reporting)	Threatening/Concerning Behaviors (Report Immediately)
- Talking loudly - Minor interruptions - Asking a lot of questions - Rude in tone - Arriving late or leaving early from class - Crying - Cross talking - Unauthorized use of cell phone/computers - Earphones/earbuds - Monopolizing/interrupting classroom discussion - Inattentiveness during class	- Yelling - Excessively loud tone - Non-compliance - Bullying - Repeated behaviors you've previously discussed w/student - Non-threatening expressions of anger - Cheating/plagiarism - All other violations of the Student Code of Conduct	- Refusing to leave - Aggression; visible agitation - Threats of violence - Preoccupation w/weapons or possession of a weapon - Expressions of suicidal thoughts - Fighting - Incoherent speech - Hostility - Under the influence - Behaviors giving gut-level cues - Frightening writing or artwork that evokes violence - Racist/discriminatory remarks - Title IX concerns
Recommendations Educational conversation with student. Discuss next steps should it occur again. Refer to disciplinary statement in syllabus. Send follow-up email to the student noting concerns. Submit CARE Report for students showing signs of distress. Inform Chair as an FYI.	Recommendations Educational conversation with student. If you decide to report to Dean of Students, discuss with student that you will be reporting the behavior. Refer to disciplinary statement in syllabus. Provide a follow-up in writing to the student via their Aims email. Notify Chair (required).	Recommendations If necessary, dismiss class immediately. Contact Campus Safety (970-888-2582). Push 911 button on phone in classroom or office location. Ask student to leave the class (if you do this, you must also notify Chair and Dean of Students). Notify Chair (required) and complete online incident report at www.aims.edu/conduct . For Title IX concerns, submit report directly to Stephanie Lucero.

This is not an exhaustive listing of challenges in the classroom and each incident must be considered in context before determining appropriate response and action. Call any of the resources below at any time to discuss issues and challenges.

Employee Disciplinary Action

Employee administrative leave and termination matters are addressed under Aims Procedure 510-13, Resignation, Administrative Leave, and Termination Procedure. Termination for cause may occur when an employee's conduct or performance is unacceptable and violates College policies, procedures, or applicable laws. Terminations are coordinated with Employee Relations under Employee Services.

Faculty due-process dismissal is governed by Aims Policy 121, Faculty Due Process Dismissal, and Procedure 121-01, Faculty Due Process Dismissal Procedure.

College Procedure Regarding the Rights of Victims (general options)

In the case of on-campus disciplinary action regarding an alleged violation, the accuser and the accused are entitled to the same opportunities to have others present during a campus disciplinary proceeding. Both the accuser and the accused will be informed of the outcome of any campus disciplinary proceedings brought alleging a violation.

Victim Bill of Rights

Students or employees reporting victimization will be provided with their basic rights to:

- ✓ Reasonable changes to academic or work schedules to avoid a hostile environment.
- ✓ Receive contact information about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available both on campus and in the community.
- ✓ Be assisted by campus authorities if reporting a crime or notifying law enforcement.
- ✓ Have a clear description of their institution's disciplinary process and know the range of possible sanctions.
- ✓ Have the same opportunity as the accused to have others present at the disciplinary hearing.
- ✓ Be unconditionally notified of the outcome of hearings, sanctions, and terms of sanctions in place.
- ✓ Speak, or choose not to speak, to anyone regarding the outcome.
- ✓ Have name and identifying information kept confidential, subject to applicable laws.

The College may disclose to the victim of any crime of violence the results of any disciplinary proceedings conducted against the perpetrator. A crime of violence is defined as:

-An offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or

-Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.

College Policy Regarding the Rights of Sexual Assault Victims

The United States Congress enacted the "Campus Sexual Assault Victims' Bill of Rights" in 1992 as a part of the Higher Education Amendments of 1992 (Public Law: 102-325, section 486(c)). It was signed into law by President George Bush in July 1992.

Aims Community College will act swiftly to protect the rights of all its members. Students, faculty, and staff who have been sexually assaulted have a variety of campus and area resources that are available to them. The College supports the victim's right to choose which avenues of assistance are most appropriate. These resources include: The Department of Campus Safety and Security, to whom all crimes (including sexual assaults) should be reported; the SEIS office; the Dean of Students; the local police agency with jurisdiction; or the emergency department of the local hospital.

Individuals who have been sexually assaulted also have the following rights:

- ✓ To be treated with dignity.
- ✓ To be treated in a confidential manner consistent with applicable legal requirements.
- ✓ To contact local police and/or the district attorney to report the crime. Aims will assist the victim in notifying the proper law enforcement officials, if requested.
- ✓ To be informed of mental health counseling services on campus or in the community.
- ✓ To be free from pressure not to report the crime or to report it as a lesser offense.
- ✓ To be transported to the nearest medical facility approved for the collection of sexual assault evidence.
- ✓ To be informed of any federal or state rights to test sexual assault suspects for communicable diseases.
- ✓ To choose whether or not to have the case adjudicated through the College system, the criminal justice system, or both concurrently.
- ✓ To have the same opportunities for representation as the accused, and to have others present in campus proceedings.
- ✓ To be informed about the outcome of any investigation, including any disciplinary action against the accused.
- ✓ To be afforded an alternative class assignment if requested and reasonably available.
- ✓ To be given a copy of the College's sexual assault policy. Individuals have the right to have any questions about the College policy and the College judicial process answered.

In the event you have been sexually assaulted, follow these recommended procedures:

1. As soon as possible after the assault has occurred, contact your Campus Safety and Security Department. Campus Safety and Security Department personnel will notify local police authorities upon the request of the victim. Victims, of course, may request anonymity to the extent practicable and permitted by law.

2. Because physical evidence is of utmost importance to help establish proof of criminal assault and/or identify a perpetrator:
 - Do not change your clothing.
 - Do not clean your body or clothing.
 - Do not disturb or alter the crime scene or area.
3. You will be advised to go to the rape treatment center at a local hospital for a medical examination and treatment of physical injuries. Emotional counseling is available at the Rape Treatment Center, or you may choose to see a private counselor.
4. Upon request, all victims of sexual assault will be provided the opportunity to change their academic schedule.

College Policy Regarding Orders of Protection, No Contact Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court

Aims will comply with all known orders of protection, no contact orders, restraining orders, or similar lawful orders issued by criminal, civil, or tribal courts. Students, faculty, and employees should notify and provide a copy of such an order to their supervisor, Human Resources, and the Department of Campus Safety and Security.

College Standards Regarding Drugs And Alcohol [Aims Policy 534; Procedure 534-01; Procedure 611-01]

Possession of alcohol by persons under the age of 21 years is prohibited under Colorado law. Law enforcement agencies of the State of Colorado will enforce violations of underage drinking laws. A College employee or student under the influence of alcohol is not to report to work or school.

General: In compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, Aims Community College is committed to providing a safe and healthy environment for employees, students, and visitors to our facilities. To achieve this, Aims provides a drug-free work environment for both certain prescription drugs and illicit substances, where employees and students do not use during working hours and refrain from

reporting to work under the influence of a controlled substance, alcohol, or any other substance that may impair their ability to perform in a safe and efficient environment. Aims expects all members of its community to conduct themselves in accordance with the local, state, and federal laws and Aims rules governing drug and alcohol use. As set

forth in local, State, and Federal laws, and the rules of Aims, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on campus-controlled property is strictly prohibited. Employees with questions regarding the appropriate use of prescription medications while on duty should contact their Cabinet representative or Human Resources.

Serving Alcohol on Aims-Controlled Property: Alcoholic beverages may not be served, consumed, or possessed at any event which is considered a student activity. The College President may permit the serving of alcoholic beverages on Aims-controlled property at non-student events upon prior written application and approval. Those persons or organizations that control the service of alcoholic beverages are responsible for compliance with applicable laws and Aims regulations. The serving of alcoholic beverages shall only be performed by properly licensed individuals or entities.

Prescription Drug Use: Aims recognizes that individuals may be taking prescribed medications. However, to ensure the safety of all Aims employees, students, and visitors, drugs that impair the individual's ability to perform job duties or participate in class activities effectively may be subject to actions described in the Sanctions section of this policy. Possession of prescription drugs without a prescription, abuse of prescription drugs, and the sale or distribution of prescription drugs are strictly prohibited.

Clinical Sites and Affiliate Settings: Faculty members and other employees of Aims who teach at hospitals, clinical sites, and/or work at affiliate locations, settings, or sites shall meet the requirements of those sites, which may include drug testing. Aims employees and students are required to abide by the collaborative agencies' associated policies and procedures when representing the College in an official capacity.

Sanctions: Students, student organizations, and employees who violate this policy shall be subject to disciplinary action by Aims, up to and potentially including separation of employment or expulsion, in addition to any civil or criminal charges by governmental authorities. Additionally, employees or students who violate this policy may be required, at their own expense, to participate satisfactorily in alcohol or drug abuse education, counseling, or rehabilitation programs at the discretion of the College.

Aims Community College Drug and Alcohol Abuse Prevention

Aims is an Alcohol and Drug Free Education Institution. Read on for more information, including Aims policies and procedures, Standard of Conduct, and helpful sources.

Aims distributes an annual notification of its Drug and Alcohol Abuse Prevention Program (DAAPP) to all students and employees, and conducts a biennial review. Copies are available upon request

I. Background

The National Drug Control Strategy, issued in September 1989, proposed that Congress pass legislation requiring schools, colleges, and universities to implement and enforce firm drug prevention and education programs as a condition of eligibility to receive Federal financial assistance. On December 12, 1989, President Bush signed the Drug-Free Schools and Communities Act Amendment of 1989 (PL 101-226), which requires institutions of higher education to implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by their students and employees on school premises or as part of any school activity.

This law, in addition to the Drug-Free Workplace Act (PL 100-690, 5151-5160), which requires applicants for federally funded grants and contracts to certify that they will institute affirmative steps to prohibit the unlawful manufacture, distribution, possession, and use of controlled substances in the workplace, establishes the foundation on which Aims Community College has established its drug and alcohol policy.

II. Standard of Conduct

Aims complies with both the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act. In compliance with these Acts, all students and employees are prohibited from the unlawful manufacturing, possession, use, or distribution of illicit drugs and alcohol on any of the Aims campuses or at any Aims-sponsored activity.

In support of a Drug-Free School and Work Environment, the College has instituted the following policies and procedures:

- Procedure 611-01: Student Code of Conduct Procedure
- Policy 534: Drug-Free Workplace
- Procedure 534-01: Drug-Free Workplace Procedure

III. Legal Sanctions

Students and employees are reminded that local, state, and federal laws provide for a variety of legal sanctions and penalties for the unlawful manufacturing, possession, or distribution of illicit drugs and alcohol. These sanctions include, but are not limited to, incarceration and monetary fines.

The Federal Controlled Substances Act specifies penalties for a first-offense individual involved in the unlawful manufacturing, distribution, or possession with intent to distribute narcotics of not

fewer than 10 years or more than life imprisonment and a fine of up to 4 million dollars, or both. The penalty for simple possession, knowingly or intentionally possessing a controlled substance, is imprisonment of up to one year and a minimum fine of \$1,000, or both. Penalties for unlawful

distribution of a controlled substance to a person under twenty-one (21) years of age are imprisonment or a fine, or both, up to twice that established for distribution offenses.

The Colorado Criminal Code relating to controlled substances (Title 18, Article 18) establishes penalties for the unlawful distribution, manufacturing, dispensing, sale, or possession of a controlled substance ranging from six months imprisonment or a \$500 fine, or both, to 16 years imprisonment and/or \$750,000 in fines, depending on the classification of the substance. Penalties under the Colorado Beer Code (Title 12, Article 47) relating to unlawful manufacturing, distribution, and possession of alcoholic beverages range up to one year imprisonment and/or up to \$5,000 in fines, or both.

Local ordinances for the City of Greeley, relating to illicit drugs and alcohol, coincide with the State of Colorado statutes.

IV. College Sanctions

Students and/or employees (full or part-time) who violate the standards set forth under the applicable Aims drug and alcohol standards, including Procedure 611-01, Student Code of Conduct Procedure, and Policy 534/Procedure 534-01, Drug-Free Workplace, will be subject to disciplinary actions. Sanctions include, but are not limited to, reprimand, probation, suspension, expulsion, or termination, and/or referral to the appropriate authorities for prosecution.

V. Health Risks

Health risks associated with drug and alcohol abuse encompass physical and psychological effects, including but not limited to: malnutrition, brain damage, paranoia, psychosis, hepatitis, convulsions, coma, depression, heart disease, death, pancreatitis, cirrhosis of the liver, damage to the central nervous system, elevated blood pressure, respiratory failure, low birth weight babies, babies with drug/alcohol addictions, and an increased probability of intravenous drug users contracting AIDS. It is recommended that anyone having specific questions relating to their health and drugs/alcohol should consult their physician.

VI. Counseling, Treatment Programs, and Referral Sources

Students who need counseling or treatment for drug or alcohol abuse may request a referral to North Range Behavioral Health. Students should contact the Student Activities, Inclusion, & Leadership office for a referral or more information.

Full-time employees needing counseling or treatment for drug or alcohol abuse issues may take advantage of the Horizon Health Employee Assistance Program (EAP). Employees may pick up an EAP brochure in the Human Resources Office or click on the Employee Assistance Program link under Employee Services on the Employee tab of myAims.



Off-Campus Resources

- Alcoholics Anonymous (Northern Colorado Intergroup): (970) 351-0240, (970) 224-3552 or (970) 586-2471
- Greeley Counseling Center: (970) 356-8482
- Larimer Center for Mental Health: (970) 494-9870 (Loveland – 24 hours)
- Narcotics Anonymous: (970) 346-9249 (Greeley)
- North Range Behavioral Health: (970) 347-2120 (Greeley) or (303) 857-2723 (Fort Lupton)
- North Colorado Medical Center Behavioral Health Services: (970) 352-4121 (Greeley)
- The Institute for Alcohol Awareness: (970) 351-0273 (Greeley)
- 24-hour Rape Crisis Hotline: (970) 472-4200
- 24-hour Alcohol & Drug Treatment Referral: 1-800-662-HELP (4357)
- The Alcohol Treatment and Referral Network: 1-800-ALCOHOL (252-6465)
- National Cocaine Hotline: 1-800-COCAINE (262-2463)

Information on ordinances/statutes, health risks, and referral sources is available in the Office of the Dean for Students, the Student Leadership & Development office, and the Human Resources office.

College Policy Regarding Weapons On Campus [Aims Procedure 506-14 – Violence And Weapons]

Aims Community College has a Zero Tolerance Policy for school and workplace violence, threats of violence, and intimidation on campus. This prohibition includes threatening language, both verbal and written, threatening gestures, and/or actual physical aggression by any person on campus.

Aims Community College shall abide by all Colorado State Laws with regard to weapons, whether concealed or openly carried. Questions or concerns about any individual instance of weapons on campus shall be referred to the College Resource Officer or the Department of Campus Safety and Security immediately.

It is the responsibility of all students and employees to adhere to these policies and report any infraction to the College Administration. Infractions may result in disciplinary action. Anyone bringing a weapon onto campus and causing alarm or behaving in a threatening way, regardless of their status, is subject to immediate removal from the property and/or arrest by local law enforcement officials.

Detailed Reporting and Handling of Weapons Violations

Aims Community College enforces a strict **weapons-free policy** in compliance with **Colorado state laws** and **federal regulations**. The possession, use, or display of weapons on any Aims campus or at Aims-sponsored events is prohibited in order to maintain a safe learning and working environment.

Definition of Weapons

Weapons include, but are not limited to:

- Firearms (loaded or unloaded)
- Knives with blades longer than 3.5 inches
- Explosives or incendiary devices
- Martial arts weapons
- Stun guns or tasers
- Any object used or intended to cause harm or injury

Exceptions to the weapons ban apply to:

- Law enforcement officers performing their duties
- Authorized security personnel
- Special demonstrations or programs authorized by the Campus Safety and Security Department

Reporting Weapons Violations

If anyone becomes aware of a weapons violation or suspects that someone is carrying a weapon on campus, they are strongly encouraged to report the incident immediately. In emergency situations, individuals should:

- **Call 911** immediately for assistance. For non-emergency situations, reports can be made through the following channels:
- **Campus Safety and Security Department:**
 - Greeley Campus: (970) 539-2171
 - Loveland Campus: (970) 518-5137
 - Fort Lupton Campus: (303) 591-3164
 - Windsor Campus: (970) 744-0322
- Anonymous reports can also be submitted via the Campus Safety and Security Department Incident Reporting Form on the Aims website.

Emergency Notifications and Timely Warnings

In the event of an immediate weapons-related threat, Aims will issue an Emergency Notification through its emergency alert systems, including RAVE and Alertus, utilizing text messages, emails, and on-screen alerts. These notifications will provide instructions to protect the safety of the campus community.

If a weapons violation has occurred but does not pose an ongoing threat, Timely Warnings will be issued to inform the community and provide safety guidance.

Investigation and Handling of Incidents

When a weapons violation is reported, the Campus Safety and Security Department will:

1. Assess the threat and take necessary action, including contacting local law enforcement if needed.
2. Conduct an investigation, including reviewing available evidence, interviewing witnesses, and coordinating with law enforcement as appropriate.

Sanctions and Penalties

Individuals found in violation of Aims’ weapons policy may face disciplinary actions, which may include:

- Suspension or expulsion of students
- Termination of employment for faculty or staff
- Additional legal consequences under state and federal law

Aims Community College abides by all applicable Colorado state laws and federal regulations regarding weapons on campus, ensuring a secure environment for the entire community.

Counseling Services & Crisis Response

Counseling Services

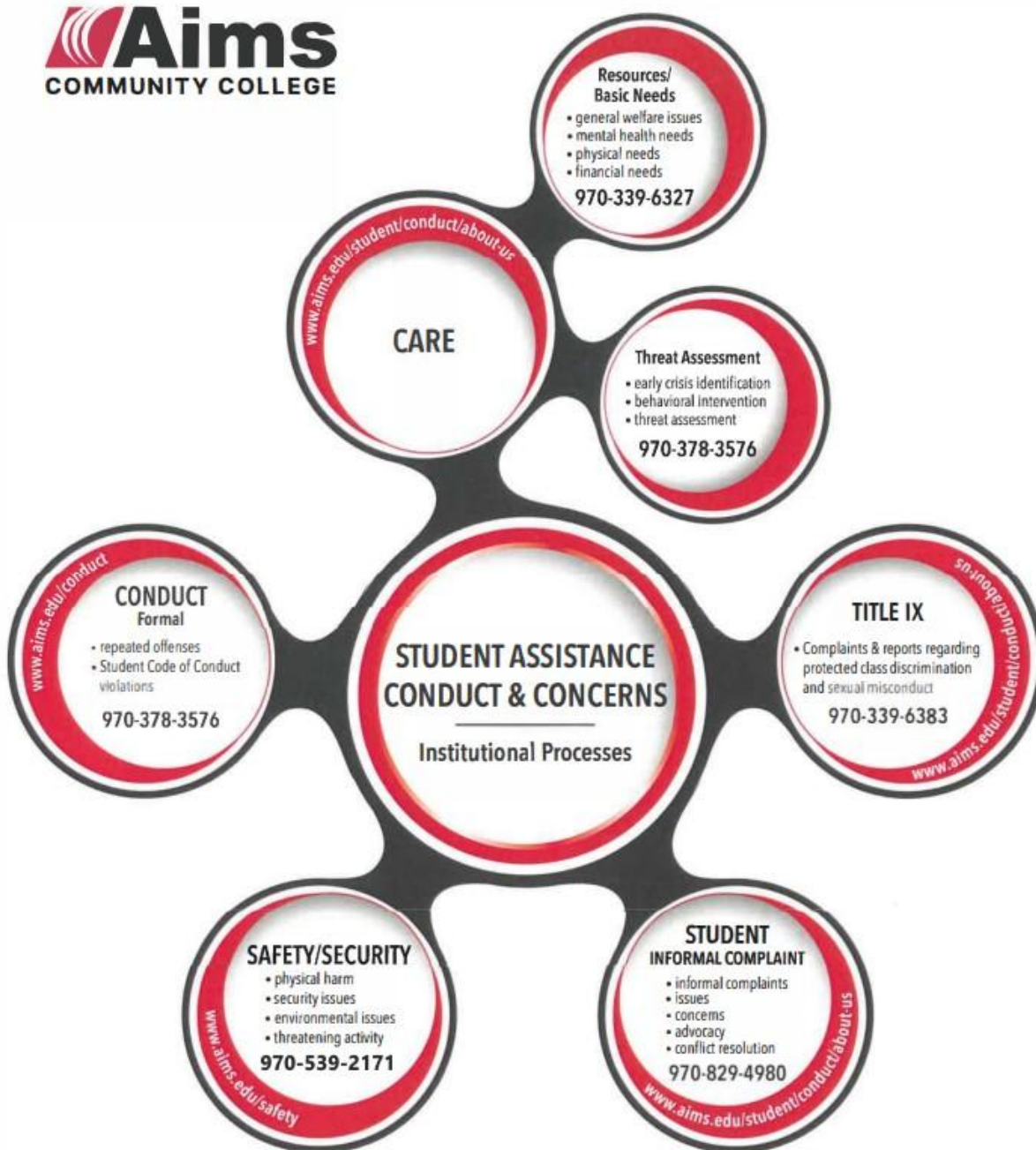
Current students are eligible to receive short-term counseling sessions in private offices with qualified counselors on the Greeley, Ft. Lupton, Windsor, and Loveland Campuses. If you are struggling with **ANY** issues, we encourage you to contact the counselor on your campus to set up an appointment. Potential concerns may include:

- anxiety
- stress management
- grief and loss
- relational conflict
- sexual violence
- depression
- life transitions
- parenting issues
- coping strategies

We are here to help you get back on track so you can focus on completing your educational goal.

Campus	Contact
Greeley Campus	(970) 339-6255 counseling@aims.edu
Windsor, Ft. Lupton & Loveland Campuses	(970) 339-6425 x. 3306

**Please note that all personal information discussed by students in counseling sessions is treated as confidential within the Center, with certain legally mandated exceptions. Counseling files are not a part of the college's records and cannot be accessed by parents, guardians, college personnel, or faculty without the student's written permission.*



To report an incident or concern of any nature:
<https://www.aims.edu/departments/deans-office>

REV: 03/29/2023

Student Assistance Conduct and Concerns Institutional Process Visual

After Hours Emergencies & Crises

- An emergency is a situation that is life-threatening or involves immediate danger or other extreme circumstances. Please call 911 immediately; then, if possible, contact the Department of Campus Safety and Security at (970) 539-2171.
- For psychological crises or urgent concerns, please call the North Range Behavioral Crisis Line at (970) 347-2120, or visit their website at <http://www.northrange.org/>
- Call the 24-hour Rape Crisis Hotline: (970) 472-4200
- Call the 988 Suicide & Crisis Lifeline (call or text 988)

Local Law Enforcement agencies:

Weld County Sheriff's Office (970) 356-4015

Greeley Police Department (970) 350-9605

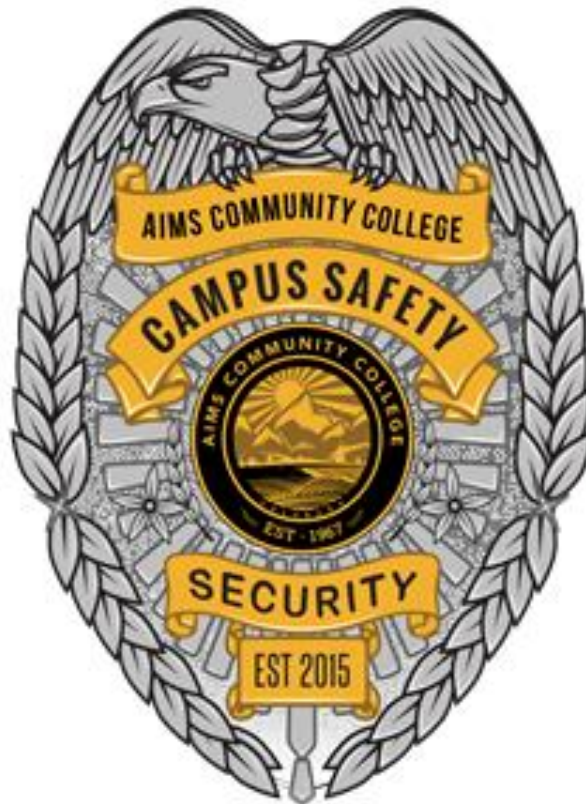
Loveland Police Department (970) 667-2151

Windsor Police Department (970) 674-6400

Ft. Lupton Police Department (720) 652-4222

SECTION F – STATISTICAL CRIME INFORMATION

Reporting for 2023-2025



Greeley Campus
GREELEY CAMPUS

<u>Criminal Offense Reported by Campus Security</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
MURDER/ NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	1
INCEST	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY/THEFT	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	3	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE	0	1	1	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0
<u>Arrests</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
<u>Judicial Referrals</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	1	0	0	0	0	10	2	1
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	1	0	0

Notes: There are no Hate Crime Reports for 2023-2025 / Aim2UNC statistics are reflected for non-campus and are collected in a coordinated effort with the University of Northern CO.
 Crime statistics and information are requested and obtained through the Weld County Sheriff's Office and Greeley Police Dept.

Fort Lupton Campus

FT. LUPTON CAMPUS

<u>Criminal Offense Reported by Campus Security</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
MURDER/ NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY/THEFT	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0
<u>Arrests</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
<u>Judicial Referrals</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0

Notes: There are no Hate Crime Reports for 2023-2025 /Aims CC Ft. Lupton does not have any non-campus buildings; crime statistics and info were requested and obtained through the Weld County Sheriff's Office.

Aims Flight Training Center and Aims Aircraft Maintenance Training Center

AFTC/AMTC CAMPUS

<u>Criminal Offense Reported by Campus Security</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
MURDER/ NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY/THEFT	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0
<u>Arrests</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
<u>Judicial Referrals</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0

Notes: There are no Hate Crime Reports for 2023-2025 /Aims CC FTC Campus does not have any non-campus buildings; crime statistics and info requested and obtained through Loveland Police Dept.

Loveland Campus
LOVELAND CAMPUS

<u>Criminal Offense Reported by Campus Security</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
MURDER/ NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY/THEFT	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0
<u>Arrests</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
<u>Judicial Referrals</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
Notes: There are no Hate Crime Reports for 2023-2025 /Aims CC Loveland Campus does not have any non-campus buildings: crime statistics and info requested and obtained through Loveland Police Dept.									

Windsor Campus
WINDSOR CAMPUS

<u>Criminal Offense Reported by Campus Security</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
MURDER/ NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY/THEFT	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE	0	0	0	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0
<u>Arrests</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
<u>Judicial Referrals</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0

Notes: There are no Hate Crime Reports for 2023-2025 /Aims CC Windsor Campus does not have any non-campus buildings; crime statistics and info requested and obtained through the Weld County Sheriff's Office.

College Wide

COLLEGE WIDE (ALL CAMPUSES)

<u>Criminal Offense Reported by Campus Security</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
MURDER/ NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	1
INCEST	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY/THEFT	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	3	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
DOMESTIC VIOLENCE	0	1	1	0	0	0	0	0	0
DATING VIOLENCE	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0
<u>Arrests</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	0	0	0
<u>Judicial Referrals</u>	<u>On-Campus Building or Property</u>			<u>Public Property</u>			<u>Non-Campus Building or Property</u>		
-	2023	2024	2025	2023	2024	2025	2023	2024	2025
<u>Offense Type</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>	<u>TOTAL</u>
ILLEGAL WEAPONS VIOLATIONS	0	0	0	0	0	0	0	0	0
DRUG LAW VIOLATIONS	0	1	0	0	0	0	10	2	1
LIQUOR LAW VIOLATIONS	0	0	0	0	0	0	1	0	0

Unfounded Crimes

In accordance with federal Clery Act regulations, Aims Community College must disclose the number of crime reports that were determined to be “unfounded” by law enforcement after a full investigation. A report may only be classified as unfounded if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

For calendar years 2023, 2024, and 2025, Aims Community College had zero (0) unfounded crime reports across all campuses and Clery geography.

2025 Hazing Statistics

Federal Clery Act statistical reporting for hazing begins with calendar year 2025. Based on Aims Community College's review of reports received for calendar year 2025 from Campus Security Authorities, Campus Safety and Security, and applicable local law enforcement agencies, Aims identified zero (0) Clery-reportable hazing incidents occurring within Aims Community College's Clery geography during calendar year 2025.

Accordingly, the number of Clery-reportable hazing incidents for calendar year 2025 was zero (0) for Aims Community College's on-campus, public property, and non-campus Clery geography.

This statistical disclosure is separate from the Campus Hazing Transparency Report (CHTR). The ASR reports Clery-reportable hazing incidents occurring within Clery geography, while the CHTR addresses findings of responsibility for hazing involving established or recognized student organizations.