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SECTION 1: INTRODUCTION AND POLICY

A. Purpose and Scope.
The University of Wyoming is committed to maintaining a respectful, safe, and non-threatening environment for its faculty, staff, students, contractors, and visitors (“University community”), and will address and resolve all complaints of sexual misconduct.

This document sets forth resources available to University community members, describes prohibited conduct, and establishes procedures for responding to incidents of sexual misconduct.

B. Policy.
Pursuant to University Regulations 4-2 (Discrimination and Harassment) and 4-3 (Title IX and Sexual Misconduct), sexual misconduct is expressly prohibited and will not be tolerated. Sexual misconduct incorporates a range of behaviors including dating violence, domestic violence, hostile environment sexual harassment, sexual assault, sexual exploitation, sexual harassment, stalking, and any other conduct of a sexual nature that is nonconsensual.

C. Jurisdiction.
This policy applies to sexual misconduct that is committed by any member of the University community when the misconduct occurs: (1) on University property, or (2) off University property, if in connection with a University or University-recognized program or activity. Additionally, the University may have an obligation to respond to sexual harassment that initially occurred off school grounds, outside a school’s education program or activity, if an individual files a complaint with the school. The University has jurisdiction to pursue an investigation of any alleged misconduct conducted by any University student regardless of the affiliation of the complainant. The University maintains the right to conduct an investigation into the behavior of any Respondent who is considered a student under the definition outlined in the Student Code of Conduct.

This policy is applicable regardless of the sexual orientation and/or gender identity of individuals engaging in sexual activity. Use of alcohol or other drugs will never function to excuse any behavior that violates this policy.

D. Distribution.
This policies and procedures document is available in hard copy (Dean of Students’ Office, Knight Hall Room 128) and electronically (http://www.uwyo.edu/regs-policies/).

E. Notice of Nondiscrimination.
The University does not discriminate on the basis of sex or gender in its education programs and activities, and is required by Title IX not to discriminate in such a manner. Questions regarding Title IX may be referred to the University’s Title IX Coordinator or to the United States Department of Education Office of Civil Rights. Questions concerning Title IX may be referred to the University Title IX Coordinator, Jim Osborn, in person (Bureau of Mines Building, Room 318), by telephone (307-766-5200), or by email (report-it@uwyo.edu).

Updated August 2019
SECTION 2: REPORTING POLICIES AND PROCEDURES

A. Reporting options.
Complainants, Reporters, and Respondents have a number of reporting options on and off campus. Individuals should be aware of confidentiality and reporting requirements when discussing their concerns (as described below).

1. Reporting to the University.
   a. ReportIt Website
   The University encourages all University community members to utilize the online report form to file complaints of discrimination and sexual misconduct (see http://www.uwyo.edu/reportit/make-a-report/index.html)
   
   Equal Opportunity Report and Response responds to reports of suspected violations of (1) Title IX of the Education Amendments of 1972, as amended; (2) Title VII of the Civil Rights Act of 1964, as amended; (3) UW Regulation 4-2 (Discrimination and Harassment); and (4) UW Regulation 4-4 (Violence in the Workplace). Reports can be made:
   i. By telephone (307-766-5200);
   ii. In person (Bureau of Mines Building, Room 318) (subject to University business hours);
   iii. By email (report-it@uwyo.edu); or
   iv. Online (www.uwyo.edu/reportit)
   
   c. Dean of Students Office.
   The Dean of Students Office responds to reports of suspected violations of the Student Code of Conduct, which includes complaints related to sexual misconduct. Reports can be made:
   i. By telephone (307-766-3296);
   ii. In person (Knight Hall, Room 128) (subject to University business hours);
   iii. By email (dos@uwyo.edu); or
   iv. Online (www.uwyo.edu/reportit)
   
   d. Residence Life and Dining Services.
   The Office of Residence Life and Dining Services (RLDS) responds to reports of suspected violations of the RLDS Rights & Responsibilities Handbook. Reports to RLDS will be forwarded to the Dean of Students Office. Reports can be made:
   i. By telephone (307-766-3175);
   ii. In person (lower level of Washakie Center) (subject to University business hours);
   iii. In person to a Residence Coordinator or a Resident Assistant; or
   iv. By email (reslife-dining@uwyo.edu).

2. Reporting to law enforcement.
In addition to reporting incidents to the University, Complainants and Reporters are strongly encouraged (but not required) to report incidents of sexual misconduct to law enforcement. The Stop Violence Coordinator and the SAFE Project Campus Advocate are
available to assist students wishing to report to law enforcement, whether anonymously or not. Individuals who would like to speak with law enforcement without initiating a UW investigation may do so either by contacting UWPD Dispatch or with assistance from SAFE Project or Stop Violence. You have the option to speak with a police officer without initiating an investigation. This type of conversation is referred to as an "information only report." The officer will make notes on any information you would like to share and will take your name and some contact information. However, the police will not take any action on the report unless you request it.

There are four law enforcement agencies in Albany County:

a. **University of Wyoming Police Department (UWPD)**  
   **Phone:** Non-emergency Dispatch: 307-766-5179  
   **Address:** 1426 E. Flint St, Laramie, WY 82071  
   **Website:** [www.uwyo.edu/uwpd](http://www.uwyo.edu/uwpd)  
   **Email:** uwpd@uwyo.edu

b. **City of Laramie Police Department (LPD)**  
   **Phone:** Non-emergency Dispatch: 307-721-2526  
   **Address:** 620 Plaza Court, Laramie, WY 82073  
   **Website:** [https://www.cityoflaramie.org/97/Police](https://www.cityoflaramie.org/97/Police)

c. **Albany County Sheriff’s Office (ACSO)**  
   **Phone:** Non-emergency Dispatch: 307-721-2526  
   **Address:** 525 Grand Ave, Suite 101, Laramie, WY 82070  
   **Website:** [http://www.co.albany.wy.us/sheriff.aspx](http://www.co.albany.wy.us/sheriff.aspx)

d. **Wyoming State Highway Patrol**  
   **Phone:** 307-777-4321  
   **Address:** 5300 Bishop Blvd, Cheyenne, WY 82009  
   **Website:** [http://www.whp.dot.state.wy.us/home.html](http://www.whp.dot.state.wy.us/home.html)

There are three ways to file a report with a law enforcement agency:

- Calling the applicable phone number listed above;
- Walking in to the police department and asking to speak to an officer; or
- Submitting information in writing via email (UWPD only).

Individuals unsure about which law enforcement agency they should contact to make a report are encouraged to report to UWPD. UWPD will assist in referring the individual to another agency, if necessary.

In most cases, when UWPD receives a report of sexual misconduct involving a student, they will notify the following University units: the Division of Student Affairs, the Dean of Students Office, Residence Life and Dining Services, Equal Opportunity Report and Response, the Office of General Counsel, and Athletics (if applicable). The notification to these departments will usually include identifiable information about the Complainant, Respondent, and/or Reporter (if applicable). In most cases, when UWPD receives a report
of sexual misconduct involving an employee or third party, they will notify the Office of General Counsel and Equal Opportunity Report and Response. The notification to these departments will usually include identifiable information about the Complainant, Respondent, and/or Reporter (if applicable).

3. **Anonymous reporting.**

   Individuals may submit anonymous reports to UWPD in one of three ways:
   
   
   b. Confidential Sexual Assault Report Form: [http://www.uwyo.edu/uwpd/crimereporting-info/sexassault-info.html](http://www.uwyo.edu/uwpd/crimereporting-info/sexassault-info.html)
   
   c. Text Tips to UWPD: Text the keyword UWYO and a message to 847411 (Tip411).

   Individuals may also submit anonymous reports to the SAFE Project (766-3434, campus@stopviolence.org), or by completing the online ReportIt form and omitting their name and contact information.

B. **Reporting standard and inquiry.**

   The University encourages all University community members to report any suspected violation of this policy, however minor. Equal Opportunity Report and Response and/or the Dean of Students Office conducts preliminary inquiries for all reports to determine if the report alleges a policy violation and warrants an investigation. Preliminary inquiries generally include a conversation with the Complainant to review the reported facts, as well as a review of any relevant policies to identify possible policy violations. Preliminary inquiries may also include conversations with identified witnesses to the behavior, if such conversations are needed to determine the facts and nature of the reported conduct.

   Reports will not be pursued if, upon inquiry, the reported behavior does not meet any of the prohibited behavior defined in Appendix A., but the Complainant will be offered information on support options available to them.

C. **Reporting obligations and confidentiality.**

   Aside from the exceptions listed below, individuals should assume that information about an incident shared with a UW employee will be reported to the Dean of Students Office, Equal Opportunity Report and Response, and UWPD. While the University will treat information it has received with appropriate sensitivity, the University has certain mandatory reporting obligations under federal and state law, including cases where UW records are subpoenaed by a court or other lawful order:

   1. **Title IX of the Education Amendments Act of 1972.**

      Title IX of the Education Amendments Act of 1972 protects individuals from discrimination based on sex or gender in education programs or activities which receive federal financial assistance. Under Title IX, the University has a responsibility to take immediate and effective steps to respond to sexual violence and/or sexual harassment. Title IX mandatory reporters are required to notify Equal Opportunity Report and Response of any allegation of sexual misconduct. Mandatory reporters at the University include every administrative officer, dean, director, department head, supervisor, and all instructional personnel.
Questions concerning Title IX should be referred to UW’s Title IX Coordinator, Jim Osborn (307-766-5200 or report-it@uwyo.edu) or the U.S. Department of Education, Office for Civil Rights (http://www2.ed.gov/about/offices/list/ocr/index.html).

2. Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Clery Act requires the University to disclose crime statistics for certain crimes that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus, and at certain non-campus facilities including Greek housing and remote classrooms. For purposes of the Clery Act, Campus Security Authorities (CSAs) are required to report suspected violations of this policy to UWPD for statistical purposes. Such reports are confidential and do not include identifying information.

CSAs include the University President, Vice Presidents, Deans of the colleges, Associate Deans of the colleges, Department heads, and UWPD; Dean of Students, DOS Judicial Officer, DOS Victim Advocate, DOS Greek Life Coordinator, Residence Life and Dining Services Director, RLDS Judicial Officers, and Resident Assistants and Area Coordinators; the ASUW President; the University Director of Athletics, Assistant ADs, Head Coaches, and Assistant Coaches; Director and Associate Director of the Wyoming Union; Associate Vice President of Human Resources; Title IX Coordinator/Manager of Investigations, Equal Opportunity Report and Response; Director, Student Educational Opportunity and Associate Director, University Disability Support Services; Director, University Counseling Center; Director, Risk Management and Safety; Associate Dean, International Programs; the Registrar; Director of Admissions; Student Health Services Director (unless acting in a clinical role); Directors of off-campus facilities owned, operated, or controlled by the UW; and faculty advisors to active Registered Student Organizations (RSOs).

Questions concerning the Clery Act should be referred to the UWPD Chief of Police (307-766-5179 or uwpd@uwyo.edu).

a. Timely Warnings.

The Jeanne Clery Act of 1990 requires all colleges and universities that receive federal funding, including UW, to share information about crimes that occur in or around campus and the University’s efforts to improve campus safety. This information is made publicly available through the University's Security and Fire Safety Report, accessible here.

Members of the University community are notified about serious crimes that occur in and around campus so that they are aware and informed and may take precautions regarding their safety. While UW is a safe campus, serious crimes do happen, and dangerous situations can develop.

i. Types of notices.

Timely Warnings are disseminated when serious crimes occur or the threat of ongoing criminal acts may be repeated on campus -- for example, a report of a
sexual assault that occurred on campus when known facts suggest a potential risk to others.

Emergency Notifications are disseminated when a significant emergency or dangerous situation exists on campus -- for example, a severe weather emergency such as a tornado warning.

Both notices provide students with guidance to help protect themselves.

ii. How these notices are issued.

These notices may be received through a UW Alert text message or an email to all members of the university community. Please be certain that you read emails with the subject, “Timely Warning” or “Emergency Notification,” and that you have registered your cellphone.

The investigator will make every reasonable effort to discuss with the complainant the likelihood of a timely warning being issued. Timely warnings do not include any identifying information.

The decision to issue a timely warning will be based on all available information, and will be made by the Chief of Police in consultation with the Vice President for Student Affairs, Title IX Coordinator, General Counsel, and/or other appropriate UW officials.

3. Responsible Employees

All UW employees, except those with statutory privilege (Confidential Campus Resources below) are considered “Responsible Employees” and are obligated to provide any information regarding sexual misconduct involving one or more students to EORR and/or the Dean of Students Office. This includes faculty in areas who might otherwise be a confidential resource when acting in their professional capacity outside the University (counselor education, religious studies, nursing, etc). Reports by Responsible Employees can be made through any of the reporting options outlined above.

UW employees who also volunteer or work for a non-UW entity that provides information and/or services to students who have experienced sexual misconduct are not considered Responsible Employees when they receive information about student-involved sexual misconduct in the explicit context of their volunteer or non-UW work. Employees who are unclear on if and when they are not Responsible Employees should consult with the UW Title IX Coordinator to clarify their role(s).

4. Confidential Campus Resources

Any disclosure of sexual misconduct to the University’s Stop Violence Coordinator, the University’s Counseling Center, the University’s Student Health Services (or other UW-employed mental health counselors, medical professionals, victim advocates, or clergy members), or Student Legal Services is confidential by law and will not be reported to the Title IX Coordinator or other entities unless there is concern for the immediate health and
safety of any individual or when a minor is involved in an incident of abuse or sexual misconduct. Information about an incident of sexual assault, domestic and dating violence, or stalking does not automatically meet the threshold of “immediate health and safety.”

D. Prohibition against retaliation.
The University prohibits retaliating against those who file a complaint or third-party report, or otherwise participate in the investigative and/or disciplinary process. The University will investigate reports of retaliation separately from any other reported discrimination and will take disciplinary action in accordance with University regulations if any retaliation is found to have occurred.

E. Amnesty.
The health and safety of University of Wyoming students is of the utmost priority. The University will not sanction a student under the University’s disciplinary procedures for underage drinking and/or illicit drug use if the alcohol and/or drug use is revealed in a good-faith report of sexual misconduct.

F. Preservation of information and materials.
If an individual is unsure about reporting to the University and/or law enforcement, the University strongly encourages the individual to take certain steps to preserve information and materials. These steps include:

1. Preserving any materials connected to the incident(s), including but not limited to text messages, emails, voicemails, letters, and photos of injuries or property damage.
2. Writing down a complete account of the incident(s). Such accounts can assist in memory recall. This account can be provided as an anonymous or information-only report to law enforcement (see Reporting Options, above).
3. If applicable, obtaining a sexual assault forensic examination. This examination can be obtained at Ivinson Memorial Hospital and the cost of the exam is covered by the State, regardless of whether or not the complainant chooses to report to law enforcement.
SECTION 3: INVESTIGATION POLICIES AND PROCEDURES

In cases of alleged sexual misconduct, the University will review and respond in a prompt and equitable manner, as required by Title IX. For more information about the procedures used by UW when reviewing sexual misconduct, please refer to the investigative guidelines for UW Regulation 4-3 (http://www.uwyo.edu/reportit/_files/documents/investguideur4_2and3.pdf) and the flowchart of the sexual misconduct process for students (http://www.uwyo.edu/reportit/_files/documents/studentprocessflowchart.pdf).

A. Role of the Title IX Coordinator.
The Title IX Coordinator is responsible for coordinating the investigation of complaints related to sexual misconduct. If the Respondent is an employee or third party, the Title IX coordinator (or designee) will conduct the investigation. If the Respondent is a student, the Title IX coordinator (or designee) will review the Dean of Students’ process and final outcome, and make recommendations for additional remedies, if necessary.

B. Students.
In most cases, when the Respondent is a student, the reported violation of this policy will be addressed by the Dean of Students Office according to the Student Code of Conduct, which is available at http://www.uwyo.edu/dos/conduct/.

C. Employees and third parties.
When the Respondent is an employee or third party, the reported violation of this policy will be addressed by Equal Opportunity Report and Response according to University Regulations 4-2 (Discrimination and Harassment) and 4-4 (Violence in the Workplace). For additional information, see http://www.uwyo.edu/reportit.

D. Protection orders, no contact orders, trespass orders, and other similar lawful orders.
The University respects the terms of any lawful order issued by a court, and will support and assist University community members protected by such an order. University community members are encouraged to provide a copy of the order to UWPD and the University Dean of Students (if the individual is a student) or UWPD and the University Human Resources Department (if the individual is an employee).

1. Types of orders.
   a. UW No Contact Order: An order issued by the Dean of Students office or Equal Opportunity Report and Response, directing an individual to not communicate with another specifically-named person. A UW No Contact Order is reciprocal between parties. A violation of this order could result in a policy violation.

   b. UW Trespass Order: An order issued by UWPD and UW, directing an individual that they cannot be on university property. A violation of this order could result in a criminal charge of trespassing.
c. Protection Order: an order issued by a civil or criminal court, for the purpose of preventing certain acts against another person, which can include violence, threats, harassment, and sexual violence, as well as preventing contact or communication with another person. These orders are issued in every state in the U.S., and are enforceable in every state in the U.S. regardless of where they were issued. Violation of a protection order could result in a criminal charge.

d. Criminal Bond/Probation No Contact Order: An order issued by a judge as a term of bond (bail) or probation, directing an individual who has been charged with or convicted of a crime not to have contact with another specifically named person. A violation of this order could result in the revocation of bond or probation, causing the person to go to jail.

e. Law Enforcement Verbal No Contact Order: A verbal warning issued by a law enforcement officer, directing an individual to not have contact with another specifically-named person. Disregard for this warning could result in a citation or arrest for harassment, stalking, or other similar crime.

UW No Contact Orders and UW Trespass Orders may be requested by any member of the University community. UW will not be able to issue either order without a disclosure of misconduct or discrimination, but individuals are not required to participate in an investigation or review to obtain such an order. All requests for UW No Contact Orders should be made verbally or in writing to the investigator, who will forward the request to the appropriate parties.

A UW No Contact Order is often granted when requested, as long as the other person is also an employee or a student over whom DOS has jurisdiction. When the UW No Contact Order is issued as part of a discrimination or sexual misconduct investigation, UW will consult with all individuals to work out schedules when two or more affected individuals have overlapping commitments, campus involvement, or share access to campus resources (e.g., Washakie Dining Hall).

UW Trespass Orders are only granted after consultation with UWPD, and when an imminent and credible threat to the campus community or a specific individual is detected. Trespass orders may span any length of time from 24 hours to one year.

2. Non-UW No Contact Orders.

Individuals may also have access to no-contact orders through Albany County. Anyone wishing to pursue any of these no-contact orders is strongly encouraged to speak with an attorney or a victim advocate. Criminal Bond/Probation No-Contact Orders and Law Enforcement Verbal No-Contact Orders are dependent on making a report to law enforcement. Protection Orders do not require a report to law enforcement, but do require that the incident meet a state definition of family violence, sexual assault, and/or stalking. An attorney or victim advocate can further explain the order of protection application process. Applications (“petitions”) for orders of protection are available for free at the Albany County Circuit Court, the Stop Violence Program, and SAFE Project.
3. **Violations of No-Contact Orders**

Possible violations of any No Contact Order should be reported to the issuing authority. The issuing authority will review the report of a violation and any related evidence, and will enforce the No Contact Order in accordance with the evidentiary standard and enforcement options available, based on the type of order.
SECTION 4: EDUCATION AND TRAINING

The University offers education and training to students, faculty, and staff that promotes the prevention and awareness of sexual misconduct.

A. Types of educational programs for students and employees

1. **Primary Prevention.** Programming, initiatives and strategies intended to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

2. **Awareness Programs.** Community-wide or audience-specific programming, initiatives and strategies that increase audience knowledge, and share information and resources to prevent violence, promote safety and reduce perpetration.

3. **Bystander Intervention Training.** Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking.

4. **Risk Reduction.** Options designed to decrease perpetration and bystander inaction; increase empowerment for victims in order to promote safety; and help individuals and communities address conditions that facilitate violence.

B. Students

Prevention programming for students is primarily provided by the Stop Violence Program in collaboration with UWPD, RLDS, and Equal Opportunity Report and Response, and includes:

1. Online training for all incoming freshmen;
2. Training for new students at new student orientation, the Cowboy Connect transition to college program, and/or within the residence halls during the first half of the fall semester;
3. Ongoing campus-wide awareness programming for the University community, including at least one campus-wide program during the fall and spring semesters;
4. Ongoing small group programs;
5. Step Up! Bystander intervention training
6. Escalation Workshop
7. Green Dot Training
8. Rape Aggression Defense Systems (RADS) Self Defense Training (provided by UWPD);
10. Wellness Ambassadors peer education program
11. Primary prevention workshops by request
12. Safe Zone
13. Sources of Strength
14. NO MORE Awareness Week
15. Take Back the Night (in partnership with Albany County SAFE Project)
16. Outreach workshops discussing reporting and available campus and community resources

Additional prevention programming for students is provided by the Division of Student Affairs and other academic offices, including but not limited to, the Department of Women and Gender Studies, Fraternity and Sorority Life, the University Counseling Center, and the Dean of
Students Office. For more information on student training opportunities, contact the Stop Violence Program at 307-766-3475 or stopviolence@uwyo.edu.

C. Employees
The University provides training in accordance with Title IX of the Education Amendments Act of 1972, as amended and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Campus SaVE Act. For more information on employee training opportunities, contact Equal Opportunity Report and Response at 307-766-5200 or the Human Resources Department at 307-766-5484.
SECTION 5: RESOURCES

A. Immediate assistance.

The following entities are advocates and counselors who can provide an immediate confidential response in a crisis situation:

1. University Counseling Center (on campus)
   a. Phone: 307-766-2187 and 307-766-8989 (after hours emergencies)
   b. Website: http://www.uwyo.edu/ucc/

2. Stop Violence Program (on campus)
   a. Phone: 307-766-3475
   b. Website: http://www.uwyo.edu/stop/

3. Albany County SAFE Project (on and off campus)
   a. Phone: 307-745-3556 (24 hours) or 307-766-3434 (on campus)
   b. Website: http://www.safeproject.org/

4. Ivinson Memorial Hospital Behavioral Health Unit (off campus)
   a. Phone: 307-742-0285 (24 hours)
   b. Website: http://www.ivinsonhospital.org/behavioral-health

The following entities are campus police, community law enforcement, and other first responders, who can provide immediate assistance in a crisis situation:

_In all emergency situations, individuals should call 911 for immediate assistance._

1. University of Wyoming Police Department (UWPD) (on campus)
   a. Phone: Non-emergency Dispatch: 307-766-5179
   b. Website: www.uwyo.edu/uwpd

2. City of Laramie Police Department (LPD) (off campus)
   a. Phone: Non-emergency Dispatch: 307-721-2526
   b. Website: https://www.cityoflaramie.org/97/Police

3. Albany County Sheriff's Office (ACSO) (off campus)
   a. Phone: Non-emergency Dispatch: 307-721-2526
   b. Website: http://www.co.albany.wy.us/sheriff.aspx

4. Wyoming Highway Patrol (off campus)
   a. Phone: 307-777-4321
   b. Website: http://www.whp.dot.state.wy.us/home.html
The following entities are health care options for someone needing immediate medical assistance:

1. **Student Health Service** (on campus)
   a. **Phone:** 307-766-2130
   b. **Address:** 1st Floor, Student Health/Cheney International Center Building
   c. **Website:** [http://www.uwyo.edu/shser/](http://www.uwyo.edu/shser/)
   d. **Email:** studenthealth@uwyo.edu

2. **Ivinson Memorial Hospital** (off campus)
   a. **Phone:** 307-742-2142 ext. 3322 or 307-742-0285 (24 hours)
   b. **Address:** 255 N. 30th Street, Laramie, Wyoming 82072
   c. **Website:** [http://www.ivinsonhospital.org/behavioral-health](http://www.ivinsonhospital.org/behavioral-health)

3. Off-campus walk-in clinics – Individuals can also seek medical treatment at off-campus walk-in clinics such as Stitches Acute Care Center, Grand Avenue Urgent Care, Laramie Reproductive Health, etc. Forensic medical exams can only be performed at Ivinson Memorial Hospital.

B. **Ongoing assistance.**
The following entities can provide ongoing counseling, advocacy and support:

1. **Stop Violence Program** (on campus)
   a. **Phone:** 307-766-3475
   b. **Website:** [http://www.uwyo.edu/stop/](http://www.uwyo.edu/stop/)

2. **Albany County SAFE Project** (on and off-campus)
   a. **Phone:** 307-745-3556 (24 hours) or 307-766-3434 (on-campus)
   b. **Campus Address:** Biological Sciences 313C
   c. **Campus email:** campus@safeproject.org
   d. **Website:** [http://www.safeproject.org](http://www.safeproject.org)

3. **University of Wyoming Counseling Center** (on campus)
   a. **Phone:** 307-766-2187
   b. **Address:** Room 341, Knight Hall
   c. **Email:** uccstaff@uwyo.edu
   d. **Website:** [http://www.uwyo.edu/ucc/](http://www.uwyo.edu/ucc/)

4. **Psychology Clinic** (on campus)
   a. **Phone:** 307-766-2149
   b. **Address:** Room 307, Biological Sciences Building
   c. **Email:** uwpc@uwyo.edu
   d. **Website:** [http://www.uwyo.edu/psychology/clinic.html](http://www.uwyo.edu/psychology/clinic.html)

5. **Wellspring Counseling Clinic** (on campus)
   a. **Phone:** 307-766-6820
   b. **Address:** Room 44, Education Building
   c. **Email:** cetc@uwyo.edu
d. Website: http://www.uwyo.edu/clad/counseling/wellspring-counseling-clinic.html

6. University of Wyoming Law School Family and Child Legal Advocacy Clinic (on campus)
   a. Phone: 307-766-3747
   b. Address: Law School Annex, Laramie Wyoming 82071
   c. Email: famlaw@uwyo.edu
   d. Website: http://www.uwyo.edu/law/experiential/clinics/family-child-adv-clinic.html

7. Student Health Service (on campus)
   a. Phone: 307-766-2130
   b. Address: 1st Floor, Student Health/Cheney International Center Building
   c. Email: studenthealth@uwyo.edu
   d. Website: http://www.uwyo.edu/shser/

8. Peak Wellness Center (off campus)
   a. Phone: 307-745-8915 (24 hours)
   b. Address: 1263 North 15th Street Laramie, WY 82072
   c. Website: http://peakwellnesscenter.org/

9. Legal Aid of Wyoming, Inc. (off campus)
   a. Phone: 877-432-9955
   b. Website: http://www.lawyoming.org/

10. Wyoming Coalition Against Domestic Violence and Sexual Assault Legal Assistance for Victims Program (off campus)
    a. Phone: 307-755-0992
    b. Address: 710 Garfield St., Suite 218, Laramie WY 82073
    c. Email: info@wyomingdvsa.org
    d. Website: http://www.wyomingdvsa.org

Equal Opportunity Report and Response and the Dean of Students Office can assist with implementing interim measures to ensure the safety and wellbeing of individuals, such as academic accommodations or changes in University work schedules. These measures are available to individuals regardless of whether the individual reports to law enforcement and without the need to wait for the outcome of a Student Code of Conduct hearing or Title IX investigation. Students should contact the Dean of Students Office at 307-766-3296. Employees should contact Equal Opportunity Report and Response at 307-766-5200.

C. Additional resources.

Safe Ride
http://www.uwyo.edu/tps/transit/saferide.html

UW Student Code of Conduct
http://www.uwyo.edu/dos/conduct/
UW Regulation 4-2: Discrimination and Harassment

UW Regulation 4-4: Violence in the Workplace

Title II, Americans with Disabilities Act of 1990, as amended

Title VII of the Civil Rights Act of 1964, as amended
http://www.eeoc.gov/laws/statutes/titlevii.cfm

Title IX of the Education Amendments Act of 1972, as amended
http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html
SECTION 6: SANCTIONS

A. When an investigation and/or hearing determines that it is more likely than not that sexual misconduct occurred, the University will take steps reasonably intended to stop the behavior, prevent it from recurring, and to remedy any discriminatory effects of the behavior. This can include disciplinary actions against students or employees. Students will be sanctioned in accordance with the Student Code of Conduct. Employees will be disciplined in accordance with established University employment policies and procedures. For the purposes of sanctioning, sexual assault can generally be categorized as one of the following:

1. **Non-consensual sexual contact** (or attempts to commit same). Any intentional sexual touching (however slight) with any object, by a person upon another person that is without consent and/or by force. This includes intentional contact with the breasts, buttock, groin, or genitals or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts or any other intentional bodily contact in a sexual manner.

2. **Non-consensual sexual intercourse** (or attempts to commit same). Any sexual intercourse (however slight) with any object, by a person upon another person that is without consent and/or by force. This includes vaginal or anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

B. Possible Student Sanctions (listed below and defined in the Student Code of Conduct)
   1. Warning
   2. Probation
   3. Parental Notification
   4. Suspension
   5. Expulsion
   6. Withholding diploma
   7. Revocation of Degree
   8. Transcript Notation
   9. Organizational Sanctions
   10. Other Actions

C. Possible Employee Sanctions (listed below and defined in the Employee Handbook)
   1. Warning – Written or verbal
   2. Performance Improvement Plan
   3. Behavior Improvement Plan
   4. Required Counseling
   5. Required Training or Education
   6. Demotion
   7. Loss of Annual Pay Increase
   8. Suspension without pay
   9. Suspension with pay
   10. Revocation of Tenure
   11. Termination
D. Recommended Sanctioning for Sexual Misconduct

1. Any person found responsible for stalking, dating and domestic violence, or non-consensual sexual contact (where no intercourse has occurred) will likely receive a sanction ranging from probation to expulsion or termination, depending on the severity of the incident, and taking into account any previous disciplinary violations.

2. Any person found responsible for non-consensual sexual intercourse will likely receive a recommended sanction of suspension to expulsion (student) or suspension or termination (employee).

3. Any person found responsible for sexual exploitation or sexual harassment will likely receive a recommended sanction ranging from warning to expulsion or termination, depending on the severity of the incident and taking into account any previous disciplinary violations.

4. The appropriate decision-making authority may broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Decision making authorities, including hearing officers, will not deviate from the range of recommended sanctions unless compelling justification exists to do so.
APPENDIX A: DEFINITIONS

Complainant. The party who brings or initiates a complaint against a member of the University community.

Consent. In order for individuals to engage in sexual activity of any type with each other, there must be clear, affirmative, conscious, and voluntary consent prior to and during sexual activity. Consent is sexual permission. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don’t. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Previous consent does not imply consent to sexual activity in the future. Silence or passivity, without actions demonstrating permission, cannot be assumed to show consent. Consent, once given, can be withdrawn at any time. There must be a clear indication that consent is being withdrawn. Coercing someone into sexual activity violates this policy in the same way as physically forcing someone into sex. Coercion happens when someone is pressured unreasonably for sex. The following people are unable to give consent:

Persons who are asleep or unconscious
Persons who are incapacitated due to the influence of drugs, alcohol, or medication
Persons who are unable to communicate consent due to a mental or physical condition
Persons who are under the legal age of consent.

Domestic and Dating Violence (also known as Intimate Partner Violence). Dating and domestic violence are a pattern of abusive behavior in any current or former relationship that is used by one partner to gain or maintain power and control over another intimate partner. Dating and domestic violence can be physical, sexual, emotional, economic, psychological, or academic actions, or threat of actions against another person. Actions include but are not limited to:

1. Physically abusing, threatening to physically abuse, attempting to cause or causing physical harm or acts which unreasonably restrain the personal liberty of any intimate partner;
2. Placing an intimate partner in reasonable fear of imminent physical harm;
3. Causing an intimate partner to engage involuntarily in sexual activity by force, threat of force or duress; and/or
4. Intentionally interfering with an intimate partner’s ability to meet academic obligations.

The existence of such a relationship shall be determined based on consideration of the following factors: length of relationship, type of relationship, and frequency of inter-action between the persons involved in the relationship. Intimate partners include:

- family members such as a parent, sibling, or child;
- current or former spouse or dating partner of the victim;
- person with whom the victim shares a child in common;
- person who is cohabitating with or has cohabited with the victim as a spouse or dating partner; or
- person similarly situated to a spouse of the victim.

Source: University Student Code of Conduct (http://www.uwyo.edu/dos/conduct/)
**Force.** Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that overcomes free will or resistance or that produces consent.

**Gender-based discrimination.** Any behavior intended to deny or with the direct result being the denial of access to education or employment due to the perceived or actual sex or gender identity of the impacted person(s).

**Gender-based harassment.** Verbal, non-verbal, graphic, cyber, physical, or otherwise hostile conduct directed at an individual based on sex, sex-stereotyping, actual or presumed gender, sexual orientation, or gender identity, even if those acts do not involve conduct of a sexual nature,

**Hostile environment sexual harassment.** Unwelcome conduct of a sexual nature that is sufficiently serious that it affects an individual’s ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment. **Source:** U.S. Department of Education Office for Civil Rights (http://www2.ed.gov/about/offices/list/ocr/qa-sexharass.html ) and UW Regulation 4-2 (http://www.uwyo.edu/regs-policies/_files/docs/regulations-july-2018/uw_reg_4-2_effective_7-1-18.pdf).

**Incapacitation.** A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including by alcohol or other drugs. A person violates this policy if they engage in sexual activity with someone they know to be, or should know to be, physically or mentally incapacitated.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g. to understand the “who, what, when, where, why, or how” of their sexual interaction). Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

**Intimidation.** Intentional behavior that would cause a reasonable person to fear that they are in danger of injury or harm.

**Quid Pro Quo Harassment.** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by a person having power or authority over another when submission to such sexual conduct is made either explicitly or implicitly a term of condition of rating or evaluating an individual’s educational or employment progress, development, or performance. This includes when submission to such conduct would be a condition for access to receiving benefits of any educational or employment program.
**Reporter.** An individual who reports a possible violation of this Policy.

**Respondent.** The party against whom a complaint is brought or initiated.

**Retaliation.** An adverse action or threat made in reprisal against any individual who participates as an actual or potential party, witness or representative relating to a report under this policy. 

*Source: UW Regulation 4-2* ([http://www.uwyo.edu/regs-policies/_files/docs/regulations-july-2018/uw_reg_4-2_effective_7-1-18.pdf](http://www.uwyo.edu/regs-policies/_files/docs/regulations-july-2018/uw_reg_4-2_effective_7-1-18.pdf)).

**Sexual assault.** Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault is sexual activity such as forced sexual intercourse, sodomy, molestation, incest, fondling, and attempted rape. It includes sexual acts against people who are unable to consent either due to age or lack of capacity. *Source: United States Department of Justice ([https://www.justice.gov/file/29836/download](https://www.justice.gov/file/29836/download)).*

**Sexual exploitation of adults.** Occurs when one person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. When a person for any purpose, knowingly:

- Allowing other individuals to observe private sexual activity from a hidden location (ex: a closet) or through electronic means (FaceTime, Snapchat, Skype or live-streaming of images) without consent of the participant(s);
- Engaging in voyeurism (watching private sexual activity without the consent of the participant(s) or viewing another person’s intimate parts including genitalia, groin, breasts, or buttocks) in a place where that person would have a reasonable expectation of privacy;
- Non-consensual digital, video, or audio recording of nudity or sexual activity;
- Unauthorized sharing or distribution of digital, video, or audio recording of nudity or sexual activity;
- Intentionally or recklessly exposing one’s genitals in non-consensual circumstances inducing another to expose their genitals
- Prostituting or trafficking another person

**Sexual exploitation of minors.** When a person for any purpose, knowingly:

1. Causes, induces, entices, coerces or permits a minor to engage in, or be used for, the making of child pornography;
2. Causes, induces, entices or coerces a minor to engage in, or be used for, any explicit sexual conduct;
3. Manufactures, generates, creates, receives, distributes, reproduces, delivers or possesses with the intent to deliver, including through digital or electronic means, whether or not by computer, any child pornography; or
4. Possesses child pornography (except as outlined in Wyoming Statute 6-4-303 (b)(iv)).

*Source: Wyoming Statute 6-4-303 ([http://legisweb.state.wy.us/NXT/gateway.dll?f=templates&fn=default.htm](http://legisweb.state.wy.us/NXT/gateway.dll?f=templates&fn=default.htm)).*

**Sexual harassment.** Unwelcome or coercive sexual advances, requests for sexual favors, or sexual, sex-based, and/or gender-based verbal, written, online, and/or physical conduct. Sexual harassment may be disciplined when it takes the form of Quid Pro Quo harassment, retaliation,
and/or creates a hostile environment. **Source:** UW Regulation 4-2 ([http://www.uwyo.edu/regs-policies/_files/docs/regulations-july-2018/uw_reg_4-2_effective_7-1-18.pdf](http://www.uwyo.edu/regs-policies/_files/docs/regulations-july-2018/uw_reg_4-2_effective_7-1-18.pdf)).

**Sexual misconduct.** Engaging in non-consensual contact or conduct of a sexual nature. Sexual misconduct incorporates a range of behaviors including dating violence, domestic violence, hostile environment sexual harassment, sexual assault, sexual exploitation, sexual harassment, stalking, and any other conduct of a sexual nature that is nonconsensual.

**Stalking.** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
1. Fear for his or her safety or the safety of others; or
2. Suffer substantial emotional distress.

**Source:** Proposed definition in the Violence Against Women Reauthorization Act of 2013 (VAWA) ([http://www.ifap.ed.gov/dpcletters/GEN1413.html](http://www.ifap.ed.gov/dpcletters/GEN1413.html)).

- Course of conduct means two or more acts, including, but not limited to, acts in which the responding party directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person’s property.
- Stalking can include repeated, unwanted, intrusive and/or frightening communications by phone, text, social media, mail or email; following or waiting for a person at their home, school, work, or other locations, and other actions that control, track, or frighten the targeted individual.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

**University community.** Faculty, staff, students, contractors, and visitors of the University.