



TITLE IX HANDBOOK

American Sentinel University Security, Safety, and Sexual Misconduct Guidelines for Employees, Students and Contractors

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Safety Declaration and Personal Responsibility

American Sentinel University is committed to providing a safe environment for students, employees and contractors. In addition to these policies, students, faculty, and employees of American Sentinel University are encouraged to take personal responsibility for their conduct and safety. The cooperation and involvement of everyone in university safety is essential to minimize criminal activity.

Pursuant to federal law, American Sentinel University will make available to all students, employees and contractors annually the crime statistics for the most current academic year and the two preceding academic years. This information will be posted on the DOE website. An annual Campus Crime Statistics Report will be provided to a prospective learner or prospective employee upon request and can be found here:

[2017 Annual Security Report*](#)

[2018 Annual Security Report*](#)

[2019 Annual Security Report*](#)

**These security reports reflect the university's previous office location in Aurora, Colorado. The University relocated to Denver, Colorado, January 21, 2020. Starting October 2020, annual security reports for the Denver location will be provided.*

Definitions

- **Campus:** As it relates to the operation of American Sentinel University, the Definition of a Campus Cite (34 CFR 668.46(a), a "campus" includes:
 - Any building or property owned or controlled by a school within the same reasonably contiguous geographic area and used by the school in direct support of or in a manner related to its educational purposes.
 - Any building or property owned or controlled by the school that is not within the same reasonable contiguous area, is used in direct support of or in relation to the school's education purpose and is frequently used by the students. This includes during events at extended and focused seminar locations.
 - Public property including thoroughfares, streets, sidewalks and parking facilities that is within the same campus or immediately adjacent to and accessible from the campus.
 - American Sentinel University does not have campus residences and does not maintain its own security personnel.
 - American Sentinel University does not have a campus under the definition provided in 34 CFR 668.46(a) but does meet the definition of having non-campus property in the form of locations utilized for colloquia.

- **Complainant:** An individual who is alleged to be the victim of conduct that could constitute sexual misconduct.
- **Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute sexual misconduct.
- **Witness:** Any individual who has direct knowledge of an incident.
- **Sexual Harassment:** is a form of sex discrimination prohibited by Title VII or Title IX. The U.S. Equal Employment Opportunity Commission defines sexual harassment as "unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment of a sexual nature." It also includes insulting remarks about a person's gender or sexual preference. Persistent degrading blanket statements about men or women is also sexual harassment. Also, a woman can sexually harass another woman and men can sexually harass men. The litmus test is when the harassment is sexual in nature and if it is unwanted.
- **Consent** (in reference to sexual activity): The affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter.
 - An individual who is asleep, or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or who was under duress, threat, coercion, or force, would not be able to consent.
 - One is not able to infer consent when consent is not clear, including but not limited to the absence of "no" or "stop," or the existence of a prior or current relationship or sexual activity.
- **Crime of Violence:** According to Section 16 of title 18 of the United States Code, the term "crime of violence" means
 - An offense that has 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.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
 - The existence of such a relationship shall be determined based on the Reporting Party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - For the purposes of this definition-
 - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - Dating violence does not include acts covered under the definition of domestic violence.
- **Domestic Violence:** A felony or misdemeanor crime of violence committed:
 - By a current or former spouse or intimate partner of the victim;
 - By a person with whom the victim shares a child in common;

- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- 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
- 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.
- **Sexual Assault:** An offense that meets the definition of rape, fondling, or statutory rape as used in the FBI Uniform Crime Reports.
 - **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or respondent.
 - **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
 - **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.
- **Stalking:**
 - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to-
 - Fear for the person's safety or the safety of others; or
 - Suffer substantial emotional distress.
 - For the purposes of this definition-
 - Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person's property.
 - Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- **Formal Complaint:** a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment and states: - At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the school with which the formal complaint is filed.
- **Supportive Measures:** individualized services reasonably available that are nonpunitive, non-disciplinary, and not unreasonably burdensome to the other party while



designed to ensure equal educational access, protect safety, or deter sexual harassment.

- **Violence Against Women Act (VAWA):** (1) enhanced investigations and prosecutions of sex offenses; (2) provided for a number of grant programs to address the issue of violence against women from a variety of angles, including law enforcement, public and private entities and service providers, and victims of crime; and (3) established immigration provisions for abused aliens.
- **Clery Act:** Institutions that receive Title IV funds must disclose accurate and complete crime statistics for incidents that are reported to Campus Security Authorities (CSAs) and local law enforcement as having occurred on or near the campus. Schools must also disclose campus safety policies and procedures that specifically address topic such as sexual assault prevention, drug and alcohol abuse prevention, and emergency response and evacuation.

Campus Security Authority

The Campus Security Authority personnel includes:

- Denver office – Location Facilities Director through CBRE, or in case of sexual misconduct, harassment the Title IX Coordinator and SVP, University Administration, People & Culture.
- Online Campus and Events, VP Student Engagement.

The appropriate Campus Security Authority will:

- Identify and confirm a significant emergency or dangerous situation exists.
- Notify the building security whenever a crime occurs on the campus property or non-campus property.
- File a report with the local police department when there is a theft of company property that has some type of traceable identification, or if there has been a pattern of thefts.
- Report homicide, rape, robbery, assault, illegal drugs and weapon possession to the local police department.
- American Sentinel University does not have any standing memoranda with local law enforcement agencies.

Crime Prevention Program

American Sentinel University's Crime Prevention program includes:

- All guests are requested to sign in at the 4th floor receptionist when visiting the headquarters office at 10065 E. Harvard Avenue, Suite 450, Denver, CO. 80231.
- An electronic access system is in place at the Denver facility. Access levels are restricted to only American Sentinel University and common entrance floors. The Facilities Department assigns and maintains the University's access card data base.



- Crime alert notices that pertain to the Denver facility are posted electronically by the Building Security operated by CBRE. This information will be reviewed and passed onto American Sentinel University employees.
- Employees are notified by posting notices at the facility when personal safety and/or when criminal patterns are noted in close proximity to our Denver location.
- On occasion we will use video surveillance in selected common areas in the Denver facility.

Crime Log

A crime log will be maintained by the Location Facilities Director, or in the case of sexual misconduct, by the Title IX Coordinator or the SVP, University Administration, People & Culture. These crime logs will:

- Record by date when the crime was reported, the nature, date, time, and general location of each crime, and the disposition of the complaint, if known.
- Allow inspection of the logs, except where prohibited by law or when disclosure would jeopardize the confidentiality of the complainant or investigation of the case.
- Disclose any information withheld once the adverse effect described is no longer likely to occur.
- Have the crime logs open to public inspection during normal business hours for the most recent 60 days. (available upon request to the Location Facilities Director).

Notice of Reporting and Disclosure of Campus Safety Policies

All current and prospective learners and employees will be provided through printed, upon request, or electronic publications, a notice that contains the American Sentinel University's Crime Statistics and the [University Policy CM1.02: Campus Security](#) and [Crime Prevention Information](#).

A paper copy of our security reporting and disclosures will be made available upon request.

Collection and Reporting of Statistical Data

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act [20 U.S.C. § 1092(f)] requires universities to produce and distribute an annual report containing information on their campus crime statistics and campus security policies. In accordance with that requirement, American Sentinel collects and reports statistical data regarding crimes of sexual violence. The University Security Report can be found <https://www.americansentinel.edu/about-us/student-consumer-information/>.

Emergency Response Alerts and Procedures

American Sentinel University will identify and confirm significant emergencies or dangerous situations including but not limited to criminal activity and weather emergencies and will notify appropriate learners, staff, and faculty of potential threats and emergencies through various forms of communication, including e-mails or other media as appropriate. Notifications will be



disseminated, without delay, unless issuing a notification may compromise efforts to assist a victim, or to contain, respond to, or otherwise mitigate the emergency.

Timely Reporting of Criminal Activities

Learners, faculty, and employees of American Sentinel University are strongly encouraged to report any criminal activity that occurs within the university community to the Location Facilities Director, the Title IX Coordinator, and the SVP, University Administration, People & Culture.

Emergency Situations:

In emergency situations, first dial 9-1-1. Thereafter, report the criminal offense to report a crime anonymously: <https://www.metrodenvercrimestoppers.com/> or <https://www.denverda.org/report-a-crime/>.

Non-Emergency Situations: In non-emergency situations, report criminal offenses to one of the following numbers:

Denver Policy Department: 720-913-2000

American Sentinel University Title IX Coordinator: 303-223-4758

Reportable Offenses

The following list of crimes is compiled in accordance with the definitions used in the Uniform Crime Reporting System of the Department of Justice, FBI, as modified by the Hate Crime Statistics Act and outlined by the Title IX Regulations and the Clery Act.

- Criminal homicide including murder and non-negligent manslaughter and negligent manslaughter.
- Forcible and non-forcible sex offenses (sexual harassment, sexual violence, domestic violence, dating violence, stalking, sexual exploitation, or indecent exposure).
- Robbery
- Theft
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Hate crimes
- Arrests for drug law violations and illegal weapons possession
- Persons not arrested but referred for campus disciplinary action for liquor, drug and weapons law violations.
- Sexual violence
- Domestic violence
- Dating violence
- Stalking
- Sexual exploitation



- Indecent exposure

Additional reportable offenses include:

- Attempted motor vehicle theft
- Vandalism
- Simple assault
- Intimidation

Monitoring Student Criminal Activity Off-Campus

Given that American Sentinel University is an on-line university, off-campus student criminal activity is not monitored.

Alcohol and Drugs

Policies and Programs Concerning Alcohol and Drugs

It is American Sentinel University's desire to provide a drug-free, healthful, and safe workplace. Employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

American Sentinel University is committed to providing an environment free of the abuse of alcohol and illegal use of alcohol and other drugs. The unlawful possession, use, or distribution of illicit drugs and alcohol by learners on property owned, leased, or rented by American Sentinel University, or as part of any of the activities of the university, is strictly prohibited. University authorities will cooperate fully with local, state and federal law enforcement agencies.

While on American Sentinel University premises and while conducting business-related activities off the premises, no employee may use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs, with the exception of alcohol served at university sanctioned functions. The legal use of prescribed drugs is permitted only if it does not impair an individual's ability to perform effectively and in a safe manner that does not endanger other individuals.

Employees and faculty with questions about this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the SVP University Administration, People & Culture without fear of reprisal.

There are a variety of community organizations available to help individuals who have substance abuse problems. Below is a list of some drug and alcohol prevention, counseling, treatment and rehabilitation, and re-entry programs. Additional programs may be listed in local and other area telephone directories.

Sanctions the University Will Impose for Alcohol and Drug Violations

Employee violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.



Students who violate city, state, or federal laws will be reported to the appropriate law enforcement officials. Students subject to these sanctions will be afforded all due process rights to which they are entitled by law and under existing policies and procedures affecting student grievances. Students can read more about the University's drug and alcohol policies and access resources [here](#).

<https://www.samhsa.gov/find-help/national-helpline>

<https://www.drugabuse.gov/publications/principles-drug-addiction-treatment-research-based-guide-third-edition/resources>

<https://www.addictioncenter.com/community-resources/>

Al-Anon Family Group Headquarters, Inc.
1600 Corporate Landing Parkway, Virginia Beach, VA 23454-5617
Tel: (212) 870.3400
Email: wso@al-anon.org
<http://www.al-anon.org>

A.A. World Services
475 Riverside Drive at West 120th St., New York, NY 10015
Tel: (757) 563.1600
<http://www.aa.org>

United Way
<http://www.unitedway.org>
Mile High United Way, Inc.
2505 18th Street, Denver, CO 80211-3907
Tel: (303) 433.8383
Information and Referral Phone Number: 211
Organization Number: 07050U
<http://www.unitedwaydenver.org>

United Way Central Alabama, Inc.
PO Box 320189, Birmingham, AL 35323-0189
Tel: (205) 251.5131
Information and Referral Phone Number: 211
Organization Number: 01100F

Sexual Misconduct Policy

American Sentinel University prohibits, and will not tolerate, discriminatory practices, sexual misconduct or the harassment/assault of any member of the university community, and pledges to seek out and minimize all forms of misconduct in its activities and programs. American Sentinel University supports federal and state laws which prohibit discrimination against any person because of race, ethnicity, culture, language, color, creed, religion, age, national origin,



gender, sex, disability, sexual orientation, gender identity, veteran status, social economic class, marital status, or status with regard to public assistance.

University faculty, staff, students and contractors are responsible for assuring that the university maintains an environment for work and study free from sexual misconduct. Sexual misconduct violates the dignity of individuals and will not be tolerated. The university seeks to eliminate sexual misconduct through education and by encouraging faculty, staff, students, and contractors to report concerns or complaints. Prompt corrective measures will be taken to stop sexual harassment whenever it occurs.

Sexual Harassment

Sexual harassment of employees is prohibited under Title VII of the Civil Rights Act. Sexual harassment of students is prohibited under Title IX of the Education Amendments of 1972. (prohibiting sex discrimination in federally funded education programs and activities). Sexual harassment prohibited by these laws generally falls within one of two categories.

- **Quid pro quo sexual harassment** is when submission to or rejection of the unwelcome sexual conduct is used as a basis for employment decisions affecting an employee, or when a professor or other employee conditions an educational decision or benefit on a student's submission to unwelcome sexual conduct.

To avoid the possibility or appearance of quid pro quo sexual harassment, employees, students, and contractors should avoid dating, romantic, or amorous relationships where a power differential exists. Examples of such relationships include, but are not limited to, a professor involved in a relationship with his or her student, or a supervisor involved in a relationship with a subordinate employee. As a general rule, such relationships should not be entered into or continued while one individual has the power to either reward or penalize the other person.

- **Hostile environment sexual harassment** is when the unwelcome sexual conduct is so severe or pervasive that it alters the conditions of an employee's employment and creates a hostile, intimidating, or abusive working environment or it denies or limits a student's or employee's ability to participate in or benefit from the university's programs or activities. Unwelcome sexual conduct that is mildly offensive and isolated, incidental, or sporadic may not rise to the level of unlawful sexual harassment, even though it may still be disrespectful and inappropriate behavior in violation of this Policy.

The fact that someone did not intend to sexually harass an individual is generally not a defense to a report of sexual harassment. In most cases, determining whether the behavior has created a hostile environment depends on the effect the behavior has on the complainant (including its effect on an employee's job performance or a student's education) and the surrounding circumstances (such as the type, frequency, and duration of the conduct; the relationship between the alleged respondent and complainant; the number of people involved in the conduct; and the location and context of the incidents)

Discrimination

Discrimination is the segregation or separation of individuals based on race, ethnicity, culture, language, color, creed, religion, age, national origin, gender, sex, disability, sexual orientation, gender identity, veteran status, social economic class, marital status, or status regarding public assistance. Discriminatory practices include any instances of differential treatment or behavior that interferes with an individual's full participation in this university community. Examples include discouraging course participation and all other activities designed to inhibit progress in a career or program of study. Note that these examples are for illustration only and do not encompass all cases of discrimination. (See reporting procedures below.)

Harassment

Harassment encompasses any behavior that is unwanted resulting in a hostile environment including conduct that has the purpose or effect of interfering with the individual's academic performance, of causing one to feel intimidated from expressing perspectives, or of unreasonably interfering with an individual's work performance.

Sexual harassment is a form of unlawful discrimination and is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's employment or education.
- Submission to or rejection of such conduct by an individual is used as a basis for employment or educational decisions affecting such individual.
- The conduct interferes with an individual's work or academic performance or creates intimidating, hostile or offensive working or academic environment.
- Some examples of conduct that may be legally actionable sexual harassment include:
 - Unwelcome, unnecessary or coerced touching, kissing, grabbing, hugging, cornering or other physical contact that is of a sexual nature or sexually motivated.
 - Unwanted sexual compliments.
 - Demand for sexual favors accompanied by implied or overt threats concerning employment, grades, compensation, tangible benefits, or recommendations.
 - Unequal academic or employment performance standards, discipline or work regulations because of sex.
 - Deliberate or careless use of offensive or demeaning language that has a sexual connotation.
 - Deliberate or careless dissemination of materials such as cartoons, articles, pictures, graffiti that have a sexual content, which are not necessary for the employment or academic environment, and which are offensive to learners and employees.



Assault

Sexual assault is defined in the Clery Act as rape, fondling, incest, statutory rape, dating violence, domestic violence or stalking is defined in the Violence Against Women Act (VAWA):

- Assault is the commission of an act with the intent to cause fear in another of immediate bodily harm or death, or the intentional infliction or attempt to inflict bodily harm upon another. Sexual assault is forced sexual activity without the expressed consent of both parties. (See reporting procedures below.)

Sexual Violence, Domestic Violence, Dating Violence, and Stalking

Sexual violence is a form of sexual harassment and refers to physical sexual acts perpetrated against a person's will, without the person's consent, or where the person is incapable of giving consent because of the victim's age, disability, unconsciousness, or use of drugs or alcohol. Consent is a voluntary agreement to engage in sexual activity and cannot be given by someone who is incapacitated.

Additionally, consent cannot be implied by silence, the absence of resistance, or past consent with the same person. Consent can be withdrawn at any time and is invalidated where there is coercion, force, or threats.

Examples of sexual violence include, but are not limited to, rape, statutory rape, and fondling. In addition to being criminal offenses, such acts of sexual violence also constitute Sexual Misconduct prohibited under this policy. (For definitions of prohibited acts of sexual violence, see the Definition Section below.)

Domestic violence, dating violence, and stalking are likewise criminal offenses and are also considered Sexual Misconduct prohibited under this Policy, even when the behavior is not specifically sexual in nature. (For definitions of prohibited acts of domestic violence, dating violence, and stalking see the Definition Section below.)

Sexual Exploitation

Sexual exploitation is a form of sex discrimination and refers to any situation where a person takes or attempts to take non-consensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit a person other than the one being exploited. Examples of sexual exploitation include, but are not limited to:

- Voyeurism: spying on people engaged in intimate behaviors, such as undressing, sexual activity, or other actions usually considered to be of a private nature.
- Taking pictures, video, or audio recording another in a sexual act or in any other private activity without the consent of all involved in the activity or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent)
- Administering alcohol, drugs (including "date rape" drugs), or other chemicals to another person without his or her knowledge or consent.
- Possessing, distributing, viewing or forcing others to view illegal pornography.



Indecent Exposure

Indecent exposure refers to the deliberate exposure of the private or intimate parts of the body in public or in private premises where there is present another person or persons who are offended or annoyed thereby.

Procedure for Addressing Discrimination, Harassment or Sexual Misconduct

Duty to Report

University employees, students, and contractors who become aware of or reasonably suspect any incidents of Sexual Misconduct must promptly report the information to the Title IX Coordinator. The university must also issue timely warnings about crimes that pose a threat to students and employees. Employees who have reason to believe that a child (anyone under 18 years old) has been subjected to sexual violence or other forms of abuse or neglect, or who observe a child being subjected to conditions or circumstances which would reasonably result in such abuse or neglect, must report the situation to the nearest law enforcement agency.

University employees, students, and contractors with information regarding any incidents of Sexual Misconduct who fail to report information (including but not limited to names, relevant facts, dates, times, and locations) or refuse to cooperate in an investigation may be subject to disciplinary action. The only exceptions to the employee reporting obligation are those situations in which the university employee received the information as part of a confidential communication from another person in the context of a professional or otherwise privileged relationship (i.e., the university employee was the reporting person's doctor, therapist, lawyer, ecclesiastical leader, or spouse).

Any member of the university community who believes that she/he has been discriminated against, harassed, or assaulted may request assistance from a member of university management. Students, employees and faculty may contact the Title IX Coordinator, their immediate supervisor, People & Culture, or a member of university management. This individual will be responsible for informing the complainant of university procedures and legal recourse and provide a reference to the written policy.

Confidentiality, Amnesty, and Leniency for Complainant and Witnesses

The university exists to provide an educational environment consistent with respect and dignity to all staff, students, and contractors. The university will not tolerate Sexual Misconduct. Anyone found to have committed Sexual Misconduct as defined in this policy is not entitled to confidentiality or amnesty.

The university strongly encourages the reporting of all incidents of Sexual Misconduct so that support services can be offered to complainant and Sexual Misconduct can be prevented and stopped.

- **Confidentiality.** The university recognizes that complainants or witnesses of Sexual Misconduct might be hesitant to report an incident to university officials if complainants or witnesses being associated with the misconduct. To help address this concern and to encourage the reporting of Sexual Misconduct, the Title IX Office will not share the identity of a complainant or witness with individuals not associated with the investigative process unless requested by such person or a person's health or safety is at risk.
- **Amnesty.** Anyone, including a complainant, who reports an incident of Sexual Misconduct will not be disciplined by the university for any related code violation occurring at or near the time of the reported Sexual Misconduct unless a person's health or safety is at risk. However, the university may offer and encourage support, counseling, or education efforts to help students and benefit the university community.
- **Leniency.** To encourage the reporting of Sexual Misconduct, the university will also offer leniency to complainants and witnesses for other code violations that are not related to the incident, but which may be discovered as a result of the investigatory process. Such violations will generally be handled so that the student can remain in school while appropriately addressing these concerns.

In applying these principles, the university may consider any applicable facts and circumstances of each case, including the rights, responsibilities, and needs of each of the involved individuals.

Where to Report

Any person may report Sexual Misconduct to the Title IX Coordinator at

TitleIX@americansentinel.edu or at the following link:

<https://form.jotform.com/202033949527154>

The Title IX Coordinator oversees all Title IX reports and investigations, coordinates the university's response to sex discrimination, and provides any person who reports Sexual Misconduct a written explanation of their rights, options, and available services both on and off campus (including counseling, mental health, victim advocacy, legal assistance, and student financial aid). In addition, individuals may submit reports, including anonymous reports, through the link <https://form.jotform.com/202033949527154>.

If a report of Sexual Misconduct involves potentially criminal acts, the complainant should be informed that he or she also has the option of reporting the incident to the nearest local Police Department and the option to be assisted by the Title IX Coordinator or other campus personnel in notifying law enforcement. The complainant should also be informed that he or she has the right to decline to notify law enforcement. In situations where criminal conduct is involved or personal safety is a concern, it is important that complainant preserve evidence as necessary to prove the crime occurred or secure a protective order through the court system. Complainant may elect to seek medical treatment in order to preserve evidence, treat injuries, or prevent sexually transmitted diseases. A sexual assault nurse examination can be coordinated by contacting local hospitals or law enforcement.



Inquiries concerning Title IX and unlawful sexual misconduct may be referred to the university's Title IX Coordinator. The Office for Civil Rights within the U.S. Department of Education (OCR) investigates claims of unlawful sex discrimination, including sexual harassment and sexual violence, in the university's educational programs and activities.

The OCR may be contacted at <https://www.hhs.gov/civil-rights/index.html>

The U.S. Equal Employment Opportunity Commission (EEOC) investigates claims of unlawful employment discrimination, including sexual harassment and sexual violence, in the workplace.

The EEOC may be contacted at <https://www.eeoc.gov/filing-charge-discrimination>

Safe and Positive Options for Bystander Intervention

Bystanders are people who witness sexual violence, abuse, or stalking, or have reason to believe that such a crime has taken or will take place. Bystanders are, in fact, the largest group of people involved in these crimes, greatly outnumbering both perpetrators and victims. They often have the power to stop assaults from occurring and to get help for people who have been victimized.

Intervening can be difficult, however. Even when a bystander encounters an abuser or a victim of abuse, they may not believe they can do anything to help. Many bystanders ignore the situation because they do not want to get involved or fail to report the situation because they are afraid of retaliation.

- Bystanders can engage in safe and positive actions to prevent harm or intervene when there is a risk of dating violence, sexual assault, or stalking.
- Possible actions include recognizing situations of potential harm, raising awareness for conditions that lead to violence and abuse, overcoming barriers for victims and bystanders and identifying safe and effective intervention options.
- If someone discloses a sexual assault, abusive relationship, or experience with stalking to, you can start by believing them.

Risk Reduction:

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from www.rainn.org)

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.



- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money and/or an on-demand driver app loaded.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know. Access bystander [intervention](#) tips and resources here.

Retaliation

Retaliation or intimidation against an individual who has made a report or provided information in connection with an investigation of sexual misconduct is strictly prohibited. Individuals who participate in a sexual misconduct investigation should be advised that university policy and federal law prohibits retaliation or intimidation against them or against individuals closely associated with them. The university will take steps to prevent retaliation or intimidation and will take disciplinary action against any party engaging in such behavior, up to and including suspension or dismissal from the university. An individual who feels that he or she has been subjected to retaliation or intimidation should report the incident to the Title IX Coordinator.

Complaint Resolution

Complaint Resolution Procedures: Employees

The complaint, upon receiving, will be reviewed and determined if the complaint falls under Title IX or under another University Policy. All complaints, under direction of the Title IX Coordinator, the SVP, University Administration, People & Culture will investigate reported violations of the university's Sexual Misconduct Policy when perpetrated by or against university employees or contractors. This investigation is independent of any civil or criminal proceeding. The Human Resource Investigation Process ("HR Process") is designed to provide a prompt, fair, and equitable resolution of reported behavior(s) which may violate this Policy.

Any employee, student or contractor who witnesses or is subject to sexual misconduct that is inappropriate, unlawful, or may be in violation of policy, tell the harasser firmly, clearly and directly what specific comments or advances are unwelcome.

Keep a record of all dates, times, places, and types of incidents that have occurred and make a note of witnesses. It is important to be accurate and thorough when documenting incidences.

Report sexual misconduct incidents to the Title IX Coordinator, People & Culture, Supervisor or Dean, or the University President.

A complaint may be submitted to the Title IX Coordinator in person, by mail, or by electronic mail (TitleIX@americansentinel.edu) by using <https://form.jotform.com/202033949527154>.

Complaint Resolution Procedures: Students

Under direction of the Title IX Coordinator, a qualified university administrator will investigate reported violations of the university's Sexual Misconduct Policy when perpetrated by or against university students. This investigation is independent of any civil or criminal proceeding. The Title IX Investigation Process ("Title IX Process") is designed to provide a prompt, fair, and



equitable resolution of reported behavior(s) which may violate this Policy. The Title IX Process will be conducted by qualified employees who do not have a conflict of interest or bias for or against the parties and who receive training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation that protects the safety of complainants and promotes accountability.

The University will treat complainants and respondents equitably by offering supportive measures and by following a compliant grievance process before the imposition of any disciplinary sanctions against a respondent.

Keep a record of all dates, times, places, and types of incidents that have occurred and make a note of witnesses. It is important to be accurate and thorough when documenting incidences.

Report sexual misconduct incidents to the Title IX Coordinator, People & Culture, Supervisor or Dean, or the University President.

The complaint must be submitted to the Title IX Coordinator in person, by mail, or by electronic mail (TitleIX@americansentinel.edu) by using <https://form.jotform.com/202033949527154>.

Title IX Complaint of Sexual Misconduct

Preliminary Assessment

Upon receiving a report of Sexual Misconduct, the Title IX Coordinator will promptly perform a preliminary assessment based on the facts reported to determine whether the facts provide clear and convincing evidence to believe a violation of the Sexual Misconduct policy may have occurred. If there is no clear and convincing evidence to believe a violation occurred, no Title IX Investigation will be conducted. The Reporting Party will be informed that his or her report has been considered and will not be investigated under this Process. If clear and convincing evidence is found, an investigation will proceed as provided below under the University outlined due process.

If the submitted report is determined not to be Title IX but falls under Human Resources, the SVP, University Administration, People & Culture will the appropriate response. For legitimate complaints alleging harassment, discrimination and other illegal conduct, the University will immediately conduct a complete and impartial investigation. All complaints will be treated as confidentially as practicable. When the investigation is complete, American Sentinel will take appropriate action.

Reporting of sexual harassment incidents will be considered sensitive and treated as confidential as possible. Dissemination of information relating to incidents will be limited in order to protect the privacy of those involved.

American Sentinel University will not engage in or allow retaliation against any employee who makes a good faith complaint or participates in an investigation. An employee should immediately notify the Human Resources Department if he or she believes that he or she is the



subject of discrimination or other inappropriate conduct as a result of making a complaint or participating in an investigation.

Notice to Complainant

A notice document will be delivered to the Complainant within 10 days of the reported incident. The notice will include information about the investigation process, the allegations at hand, the complainant's and respondent's rights, the policy that alleged behavior violates and contact information for the investigator, and University supportive measures.

Written notice will include sufficient details to provide respondent with fair notice of the allegations, including;

- identities of the parties allegedly involved;
- specific section(s) of the code of conduct allegedly violated;
- precise conduct allegedly constituting the potential violation(s); and
- the date(s) and location(s) of the alleged incident(s).

At the time of the notice is developed, an intake meeting, either in person or via phone, will take place to discuss basic information about the allegations and determine the next steps of the investigation.

Once the Title IX Coordinator decides to open an investigation, under Title IX that may lead to disciplinary action against the responding party, a written notice will be provided to the responding party within hours of the decision.

Sample of University supportive measures might include the following:

- Counseling
- Extensions of deadlines/other course-related accommodations
- Changes of work/course schedules
- Mutual restrictions on contact between parties
- Leaves of absence

Informal Resolution

Whenever it is reasonably possible and safe to do so, any student who believes he or she has been subjected to Sexual Misconduct ("Complainant Party") may attempt to resolve the issue privately and constructively with the person responsible for the alleged misconduct ("Respondent Party"). However, an attempt at informal resolution is not required and is not appropriate, even on a voluntary basis, in instances of sexual violence or other criminal behavior, or when sexual harassment is severe or has become pervasive.

The goal of informal resolution is to conclude the matter to the satisfaction of both parties quickly and confidentially. Either party may enlist the assistance of the Title IX Coordinator in this effort. If satisfactory resolution is not reached after such informal efforts, or if the Respondent Party believes informal resolution is not possible or may be unsafe, he or she may



forego the informal resolution process or discontinue it at any time and address the concern using the formal resolution process described below.

Formal Resolution

The formal Title IX Investigation Process may be initiated by submitting a formal complaint, signed, to the Title IX Coordinator. Additionally, depending on the circumstances and the severity of the reported violation, the university reserves the right to initiate this Process in the absence of a formal report.

Selection of the Title IX Reviewers

The Title IX Coordinator will assign a qualified employee to promptly investigate the allegations in the report ("Investigator"). The Title IX Coordinator will consider any conflicts of interest, time constraints, or other relevant factors in selecting an Investigator.

The Complainant Party and Respondent Party may each raise issues regarding bias or a potential conflict of interest of investigators or others involved in the resolution process by contacting the Title IX Coordinator.

Three separate University officials will work through separate pieces of a single Title IX complaint process;

- The Title IX coordinator, who receives reports of sexual misconduct.
- The investigator, to gather facts, interview parties and witnesses, and prepares the investigative report; and a
- decision maker, to determine sanctions and remedies for parties.

Investigations are conducted by members of the Title IX team or other individuals specifically trained to conduct sexual misconduct and civil rights investigations who report their findings to the Title IX Coordinator.

Investigators are free of actual or reasonably perceived conflicts of interest or biases for or against any party.

Interim Measures

Based on any information acquired in the course of the preliminary assessment or investigation, the Title IX Coordinator may recommend that interim measures be taken to protect the Reporting Party or others from further acts of Sexual Misconduct or retaliation while the investigation is pending. The Title IX Coordinator will work with the office(s) or individual(s) within the university authorized to implement the recommendation. The Complainant Party will be informed in writing of the availability of interim measures such as separating the Complainant Party and the Respondent Party by changing academic, employment, or living situations; academic support; on and off-campus counseling, health care providers, and mental health services.

Any request for accommodations or protective measures by the Complainant Party must be reasonably available, but if a requested change is unreasonable, the university is not required to



make the change. A request for accommodations or protective measures can be made regardless of whether a complainant of Sexual Misconduct chooses to report the crime to law enforcement. In situations deemed to be extreme or dangerous, the Title IX Coordinator may take interim disciplinary action against the Responding Party, up to and including a temporary suspension and ban from campus; in such cases both parties will receive simultaneous written notification of this action.

Investigation

Investigations may include interviews with complainant(s), respondent(s), witnesses, and other parties who may have knowledge relevant to the investigation. The complainant and the respondent will receive written notice at least hours in advance when possible of any interview with sufficient time to prepare for meaningful participation. Parties may be interviewed more than once. Investigations also typically include review of any relevant documentation, such as text messages, emails, instant messages, or any other form of communication or documentation.

Investigator will analyze and document the available evidence, objectively evaluate the credibility of parties and witnesses and produce a written report that summarizes the relevant exculpatory and inculpatory evidence. The University decision maker will review the written report and make determination of the investigation, this will be completed within 30 days.

The investigation should be thorough, prompt, reliable, and impartial. The Investigator will, in good faith, attempt to conclude the investigation within sixty (60) days of receiving the report. If, as a result of the complexity of the case or other extenuating facts and circumstances, the investigation cannot reasonably be concluded within the sixty (60) day period, the Complainant Party and the Respondent Party will be provided periodic updates at reasonable intervals regarding the status of the investigation and cause(s) for delay. If either party withdraws from school while the investigation is pending, the Investigator will proceed with the investigation until complete. However, the party that withdraws will not be allowed to request a Title IX Review.

During the investigation, the Investigator will conduct interviews with any person(s) with information concerning the report and review any other documents or evidence submitted by the parties or discovered during the investigation. An investigation under these procedures is an internal university disciplinary matter.

At the conclusion of the investigation, the Investigator will determine, based on the preponderance of the evidence (i.e., whether it is more likely than not), whether the Responding Party has in fact committed Sexual Misconduct in violation of the university's Sexual Misconduct Policy. The Investigator will promptly communicate notice of the outcome of the investigation (including the rationale for the outcome) simultaneously and in writing to the Title IX Coordinator.

The Investigator will analyze and document the available evidence, objectively evaluate the credibility of parties and witnesses and produce a written report that summarizes the relevant exculpatory and inculpatory evidence.



Title IX Hearing

The University will hold a live hearing to occur with the parties located in separate rooms, with technology enabling the adjudicator and parties to simultaneously see and hear the party or the witness answering questions.

Either party may elect to be accompanied to any related meeting by an advisor of their choice, though such is not required. The Investigator will outline the advisor's role prior to the advisor attending any related meeting. While the university will not limit the choice of advisor for either party, the advisor is not an advocate for either party and will be prohibited from speaking to any person other than the party they are accompanying during any related meeting. The university reserves the right to dismiss any advisor who becomes disruptive or fails to abide by restrictions governing their participation. Timely notice of meetings will only be made to the parties involved, and the parties bear the burden of notifying their advisor of the date, time, and location of any related meeting.

The University decision maker will review the written transcript of the hearing, the written document from the investigation, and make determination of the investigation, this will be completed within a reasonable timeframe. The Title IX Coordinator will communicate to both parties the process and timeline for requesting a Title IX Review to appeal the results.

Resolution and Disciplinary Sanctions

Any student found in violation of this Policy may be subject to corrective action including appropriate discipline up to and including mandatory training or education, suspension, expulsion, or a ban from the University, depending on the circumstances and the severity of the violation. After informing both parties of the outcome of the investigation, the Investigator will disclose the discipline imposed by the resolution (including the rationale for any disciplinary sanctions) to the Responding Party. While the Reporting Party will be informed of the resolution, the Investigator will not disclose the discipline imposed on the Responding Party except under one of the following circumstances:

- the discipline directly affects the Reporting Party, such as when the Responding Party is ordered to stay away from the Reporting Party or is suspended or expelled from the university;
- the Reporting Party alleged Sexual Misconduct involving a crime of violence or a non-forcible sex offense; or
- the Responding Party gives his or her written permission to disclose the discipline to the Reporting Party.

Resolution of reported Sexual Misconduct shall include, in addition to any discipline imposed, reasonable steps designed to correct any discriminatory effects on the Reporting Party and on others who may have been affected, and to prevent the recurrence of any discriminatory or otherwise inappropriate actions. Possible corrective measures that may be imposed at the conclusion of the investigation may include any of the following: making interim measures permanent, offering remedies and accommodations to the Reporting Party, implementing



changes in programs or activities, or providing training for the university community or specific groups or individuals.

Requested Title IX Appeal

At the conclusion of the investigation, either party may request an appeal before the Title IX Coordinator ("Appeal"). The Title IX Coordinator reserves the right to assign a designee to conduct the Review. The Review is not an investigative process and cannot be requested simply to have a case reinvestigated. In any Review, the Title IX Coordinator, will presume the outcome of the investigation was reasonable, and the party requesting review bears the burden of establishing otherwise. A Review will only be granted when the requesting party identifies at least one of the following reasons for Review:

- The outcome of the investigation is clearly contrary to the preponderance of the evidence.
- A procedural error significantly impacted the outcome of the investigation (e.g., a substantiated bias or material deviation from these procedures)
- The discipline imposed is substantially disproportionate to the severity of the violation (i.e., too severe or not severe enough)

An Appeal may be initiated by contacting the Title IX Coordinator within two (2) business days after receiving notice of the outcome of the investigation from the Decision Maker. The Title IX Coordinator will explain the Appeal process and answer any questions the student may have pertaining to the Appeal.

The student requesting an Appeal shall prepare in writing an explanation of the request for Appeal ("Explanation"), which should include all relevant information in support of the student's reason(s) for Review. Upon receipt of the Explanation, the Title IX Coordinator will promptly contact the other party and provide them an opportunity to respond ("Response") to the Explanation. The Response should include all relevant information for the Title IX Coordinator to consider and must be submitted within two (2) business days after being contacted by the Title IX Coordinator.

The Investigator will submit a written response to the Title IX Coordinator, addressing the student's Explanation. As with the investigation, the university will provide both parties timely notice of information that will be used during the Review and will make such available upon request to both parties prior to their opportunity to respond. The university reserves the right to redact information to protect other parties involved.

Either party may review their own Title IX file. The university may redact these materials at its absolute discretion to protect other parties involved. Either party may request to view their file by contacting the Title IX Coordinator. A student may take notes while viewing their file, but no information contained in the file can be copied or transmitted in any form, unless an exception is granted in writing by the Title IX Coordinator.



The Title IX Coordinator will consider the Explanation, Response, and Investigator's response to determine whether the university erred as identified by the student requesting Review. The Title IX Coordinator will provide a written decision to both parties and the Investigator within ten (10) business days of receiving the Explanation, Response, and Investigator's response. The university considers the written decision from the Decision Maker to be final, and no other appeal or review process will be available to either party beyond the Review.

Cooperation with University Investigations

Any person who fails to cooperate in the investigation, including those who knowingly or recklessly misrepresent any facts or who withhold pertinent information, may be subject to disciplinary action up to and including suspension or dismissal from the university.

Waiver of Claims

Failure to request a Title IX Appeal within the stated deadline or to exhaust the remedies provided by this process within the time provided will constitute a waiver of the student's right to pursue any claim against the university in the matter, unless the right to pursue a statutory claim is preserved by law or the university waives this clause in writing.

Confidentiality

Given the sensitive nature of Sexual Misconduct allegations and the potential for damage to the parties' personal reputations, all reports will be investigated as confidentially as reasonably possible. All participants in the investigation-including the Reporting Party, the Responding Party, and individuals interviewed by the Investigator-should keep the allegations and proceedings confidential and should provide information only to those university employees authorized to investigate the report or who otherwise have a legitimate need to know. Records kept by the university relating to allegations of Sexual Misconduct are not publicly available, but in the event that the university is required to make any such records publicly available, any identifying information about the Reporting Party will be excluded, to the extent permissible by law, to protect the Reporting Party's confidentiality. Federal law requires the university to publicly disclose statistics about reported incidents of sexual assault, domestic violence, dating violence, and stalking; however, no personally identifiable information is maintained or published for purposes of such reporting.

Notwithstanding the foregoing confidentiality provisions, the Reporting Party and any witnesses who participate in an investigation of Sexual Misconduct should be advised that their confidentiality will be preserved only to the extent it does not interfere with the university's ability to investigate the report and take corrective action. If the investigation results in litigation, the university may be legally required to disclose any information it has received.

If a Reporting Party requests that his or her identity be kept confidential or asks the university not to pursue an investigation, the Reporting Party should be notified that (1) the university's ability to investigate and respond to the report may be limited by such a request, and (2) under some circumstances the university may not be able to honor such a request. The university will



take all reasonable steps to investigate and respond to a report consistent with the Reporting Party's request for confidentiality. However, without conducting a full investigation or disclosing the full nature of the report (including its source) to the Responding Party, the university may be unable to impose any discipline, and its corrective actions might be limited to informing the Responding Party that allegations of discriminatory behavior have been made against him or her, preserving a record of the discrimination allegation in the Responding Party's student disciplinary file, and pursuing other steps to limit the effects of the alleged Sexual Misconduct. The university may not be able to honor a request for confidentiality or to forego an investigation if such a request would prevent the university from providing a safe and nondiscriminatory environment and to conduct a thorough investigation and a prompt and equitable resolution of the report.

The university will consider the following factors in determining whether to disclose the identity of a Reporting Party or pursue an investigation contrary to the Reporting Party's request:

- the seriousness of the alleged Sexual Misconduct
- the age or maturity of the Reporting Party
- the risk the Responding Party poses to other students
- the existence of any previous accusations against the Responding Party
- the existence of independent evidence to substantiate the allegations
- the rights of the student under the university's FERPA Policy and corresponding federal and state privacy laws or laws mandating disclosure.

If the university determines it cannot honor a Reporting Party's request for confidentiality or a request to forego an investigation, it will inform the Reporting Party prior to commencing its investigation. The Title IX Coordinator is responsible for evaluating requests for confidentiality or to forego an investigation.

Physical Scope of Coverage

American Sentinel University prohibits sexual misconduct, discrimination, harassment, or assault on any school premises including offices, teaching sites, and parking facilities, vehicles used for school business, or anywhere while on university business or engaging in university facilitated learning.

American Sentinel University will not engage in or allow retaliation against any employee who makes a good faith complaint or participates in an investigation. An employee should immediately notify the Human Resources Department if he or she believes that he or she is the subject of discrimination or other inappropriate conduct as a result of making a complaint or participating in an investigation.

Title IX Coordinator Training

The Title IX Coordinator completed the Title IX Coordinator/Investigator Class through D. Stafford & Associates and supported by the National Association of Clery Compliance Officers and Professionals.



Title IX Training for Employees, Students, and Contractors

- Title IX Coordinator completed the Title IX Coordinator/Investigator Class through D. Stafford & Associates and supported by the National Association of Clery Compliance Officers and Professionals.
- Title IX Employee Training available upon request
- Title IX Student Training available upon request

Primary prevention and awareness training programs (which are mandated for all incoming students and new employees) must, by law, include the following:

- A statement explaining that the institution prohibits the crimes of dating violence, domestic violence, sexual assault and stalking as defined under the Clery Act.
- Clear definitions of dating violence, domestic violence, sexual assault, stalking and consent in reference to sexual activity in the applicable jurisdiction.

Title IX Public Statement

American Sentinel University prohibits, and will not tolerate, discriminatory practices, sexual misconduct or the harassment/assault of any member of the university community, and pledges to seek out and minimize all forms of misconduct in its activities and programs. American Sentinel University supports federal and state laws which prohibit discrimination against any person because of race, ethnicity, culture, language, color, creed, religion, age, national origin, gender, sex, disability, sexual orientation, gender identity, veteran status, social economic class, marital status, genetic information or status with regard to public assistance.

University faculty, staff, students and contractors are responsible for assuring that the university maintains an environment for work and study free from sexual misconduct. Sexual misconduct violates the dignity of individuals and will not be tolerated. The university seeks to eliminate sexual misconduct through education and by encouraging faculty, staff, students, and contractors to report concerns or complaints. Prompt corrective measures will be taken to stop sexual harassment whenever it occurs.

Title VII of the Civil Rights Act of 1964: prohibit discrimination against any person because of race, ethnicity, culture, language, color, creed, religion, age, national origin, gender, sex, disability, sexual orientation, gender identity, veteran status, social economic class, marital status, genetic information or status with regard to public assistance.

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990: is a consumer protection law that aims to provide transparency around campus crime policy and statistics.

In order to comply with **Clery Act** requirements, colleges and universities must understand what the law entails, where their responsibilities lie, and what they can do to actively foster campus safety.



Title IX of the Education Amendments of 1972 and 2020: is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded or discriminated from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

H.R.2217: The term "hate crime" is defined as a crime in which the defendant intentionally selects a victim—or in the case of a property crime, a piece of property – because of the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, sexual orientation or homeless status of that person.

American Sentinel University does not condone sexual misconduct, hate crimes or bias acts, as defined by H.R.2217, Title VII, Title IX and is committed to providing an environment that is safe for all staff, faculty, students and visitors.

American Sentinel University is committed to the protection of both its employees and students by providing safe environments and clear policies on crime response and prevention. Per the Jeanne Clery Act and Violence Against Women Reauthorization Act (VAWA), universities must disclose crime statistics for the past three years. The Annual Security Reports for the last three years at American Sentinel University can be found at the following links:

- [2017 Annual Security Report*](#)
- [2018 Annual Security Report*](#)
- [2019 Annual Security Report*](#)

**These security reports were pulled for the university's previous office location in Aurora, Colorado. Starting October 2020, annual security reports for the new Denver location will be pulled.*

The following are university policies related to crime response and prevention at American Sentinel University:

- [Sexual Misconduct Policy](#)
- [Grievance Policy](#)

For the health and well-being of the American Sentinel University community, it is essential that individuals or groups who feel targeted and/or affected by sexual misconduct, bias or hate acts are able to easily report incidents and receive services.

If a student or office visitor witnesses any act that may be considered sexual misconduct, a hate crime or bias act (against him or herself, a fellow student or visitor, or another person), he or she should contact American Sentinel's Title IX Coordinator or Compliance Office immediately at TitleIX@americansentinel.edu or Compliance@americansentinel.edu

Compliance Office
10065 E Harvard Avenue Ste. 450
Denver, CO. 80231



Phone: 800-729-2427 Ext. 4772

Email: Compliance@americansentinel.edu

Title IX Coordinator

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