



Policy Title: Duty to Report Criminal and Threatening Behavior

Effective:	September 1, 2017
Date Last Amended/Reviewed:	September 1, 2017
Date Scheduled for Review:	July 1, 2024
Supersedes:	Duty to Report Criminal and Threatening Behavior (2013)

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Reviewing Office:	Office of the Provost
Responsible Officer:	Office of University Counsel

Applies to: University of Colorado Denver
University of Colorado Anschutz Medical Campus

University of Colorado Denver | Anschutz Medical Campus considers the safety of the campus community a top priority. The purpose of this policy is to guide the coordination of efforts by CU Denver | CU Anschutz (“university”) in the process of identifying, investigating, evaluating and managing crimes and threatening behaviors exhibited by members of the university community (faculty, staff, students, contractors, and visitors).

All members of the University community, in an effort to maintain a safe campus, are encouraged to be alert to the possibility of crime and violent acts on campus and report those incidents to the appropriate authorities described below.

When an employee, student or University volunteer becomes aware of an

immediate or imminent danger or threat on the part of employees, students, visitors, contractors, or others, that affects or involves the university community, they must report the incident to the CU Denver Police (located on the CU Anschutz campus) or Auraria Police (located on the CU Denver campus) or Lone Tree Police (for CU South), depending on where the threat is observed.

Threatening behavior to immediately report to the police includes:

- a) specific threats to inflict harm (e.g., a threat to shoot a named individual), or use of any object to attack or intimidate another, and/or
- b) any physical assault, with or without weapons (e.g., punching, threat of bodily harm, kidnapping, etc.).

2. Reporting Behavior to the CARE Team

Any time an employee, student, visitor, volunteer, contractor of the university, or community member encounters student behavior that could be perceived as threatening or is concerning, but does not “rise” to the level of an immediate or imminent threat, they are encouraged to report that behavior to the Campus Assessment, Response & Evaluation Team (CARE) (for more information, visit www.ucdenver.edu/CARE). Additional information about the CARE Team and reporting procedures can be found in campus policy 7013, “CARE Team.”

Threatening behavior which may be reported to the CARE Team includes, but is not limited to:

- a) physical actions short of actual contact/injury (i.e., moving closer aggressively,
- b) waving arms or fists, yelling in an aggressive or threatening manner)
- c) general oral or written threats to people or property (i.e., “you better watch your back” or “I’ll get you”), including the use of any electronic means,
- d) threats made in a “joking” manner,
- e) implicit threats (i.e., “you’ll be sorry” or “this isn’t over yet”),
- f) behavior that a reasonable person would interpret as being potentially violent (i.e., throwing things, pounding on a desk or door, or destroying property),
- g) obsession with weapons, fire arms and ammunition
- h) suicidality, including threats, gestures, ideations and attempts.
- i) any threatening behavior reported to police should also be reported to the CARE Team when the threat is no longer imminent

3. Reporting Behavior to Human Resources

Any time an employee, student, visitor, volunteer, contractor of the university, or community member encounters employee behavior that could be perceived as threatening or is concerning, but does not “rise” to the level of an immediate or imminent threat, they are encouraged to report that behavior to The FaST (Faculty and Staff Threat Assessment Team) Human Resources, 303-315-2700. Additional information about the FaST team can be found in campus policy 4013, “FaST Team.”

4. **Duty to report Criminal Behavior.**

Under Colorado law, “It is the duty of every person who has reasonable grounds to believe that a crime has been committed to report promptly the suspected crime to law enforcement authorities.” 18-8-115, C.R.S. (2012).

C. EDUCATION

This policy shall be made available to all employees and students and integrated into new student and employee orientation.

D. CLINICAL EXCEPTION

Employees and students, while providing clinical services (including physical and mental health care) as part their employment or education, are exempt from mandatory reporting of threatening behavior. These employees and students have independent reporting obligations arising from licensing statutes and professional codes of ethics.

E. DEFINITIONS

Employee: Any university employee including faculty, staff, residents, administration, and student employees. University employees may be volunteers, full or part time.

Student: The term student includes all persons taking courses (online, credit or non-credit) at the University, either full time or part time, pursuing undergraduate, graduate, or professional studies, as well as non-degree students or concurrently enrolled high school students. This also includes individuals admitted, those attending orientation sessions, and those that were enrolled at the date of an alleged incident. Persons who withdraw after allegedly violating the Student Code of Conduct are also considered “students” for disciplinary or professionalism purposes.

Notes

1. Dates of official enactment and amendments:
September 1 2013: Adopted by the Provost
September 1, 2017: Revised
May 20, 2019: Modified
2. History:
May 20, 2019: Modified to reflect a Campus-wide effort to recast and revitalize Campus policy sites into a standardized and more coherent set of chaptered policy statement organized around the several operational divisions of the university. Article links, University branding, and formatting updated by the Provost’s office.
3. Initial Policy Effective Date: September 1, 2013

4. Cross References/Appendix:
- Colorado Law 18-8-115, C.R.S. (2012)
 - [Campus Policy 4031, Faculty and Staff Threat Assessment and Response Team \(FaST\)](#)
 - [Campus Policy 7013, Campus Assessment, Response and Evaluation \(CARE\) Team](#)