



Jeanne Clery Campus Safety Act
Annual Security Reporting
2025

(Statistics from 01/2023 -12/2024)

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Denver Seminary Annual Campus Safety & Security Report and Fire Safety Report 2025

Introduction

In compliance with the campus security and safety reporting requirements specified by the Federal Government, the following is Denver Seminary's combined 2025 Annual Security Report and Annual Fire Safety Report. These reports cover incidents of campus crime or incidents on or near school property and fire incident reporting in student leased housing during the 2024 calendar year, as well as policy and procedure information regarding security and safety.

Federal regulations, under The Clery Act, require all public and private post-secondary educational institutions participating in federal student aid programs to publish an annual report that contains three years of campus crime statistics and fire statistics for the on-campus student housing facility (if applicable).

Under amendments to the Clery Act mandated by the Violence Against Women Reauthorization Act of 2013 (VAWA), institutions of higher education are also required to compile statistics for incidents of domestic violence, dating violence, and stalking, and include certain policies, procedures, and programs pertaining to these incidents in their Annual Safety and Security Report.

Additionally, the Stop Campus Hazing Act, which was signed into law on *December 23, 2024*, requires institutions of higher education (IHEs) that participate in federal student aid programs to report hazing incidents that were reported to campus security authorities or local police agencies in its annual security report. The Stop Campus Hazing law also renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as the *Jeanne Clery Campus Safety Act*: [The Stop Campus Hazing Act: What You Need to Know](#).

This information is contained in this report.

Annual Security Report

Denver Seminary is committed to providing a safe environment for all members of each of our campus communities. We understand that appropriate policies, in conjunction with personal responsibility and vigilance on the part of all members of the Seminary Community, are necessary to maintain an environment of safety and professionalism. As our crime statistics indicate, we have been extremely fortunate historically in having a low crime rate on our Littleton, CO and Washington, DC campuses.

Denver Seminary's Mission

Denver Seminary prepares men and women to engage the needs of the world with the redemptive power of the gospel and the life-changing truth of Scripture. Through our educational programs and mentoring process, we challenge students to grow spiritually, intellectually, and professionally to lead God's people in the accomplishment of his mission in the world.

Scope of this Report

This report presents statistical information on crimes covered in the *Jeanne Clery Campus Safety Act* that occurred on the Denver Seminary campus during 2022, 2023 and 2024.

Building Locations

Main in resident campus is located at *6399 South Santa Fe Drive, Littleton, Colorado 80120*, consisting of three main building structures:

Graber Administration Building (#100)

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Simpson Leadership Classroom Complex (#200)
Lewan Learning Resource Center (#300)

Campuses Locations

Denver Seminary has the following campus extension site:

Washington, DC Campus
First Baptist Church of Glenarden - Ministry Center
3600 Brightseat Road. Upper Marlboro, MD, 20774

Policy Statements

In compliance with the *Jeanne Clery Campus Safety Act* requirements, this report contains policy statements in the following areas:

- Crime reporting policy, procedures, and responses.
- Access to campus facilities
- Enforcement and arrest authority of Seminary security personnel
- Working relationship with law enforcement
- Timely reporting of crimes
- Missing people's procedures
- Section 120a drug and alcohol abuse prevention information
- Title IX and Sexual Misconduct
- Fire safety/security.
- Emergency evacuation

Crime Reporting Policy, Procedures & Responses

Denver Seminary prepares this report to comply with the Jeanne Clery Disclosure of Campus Policy and Crime Statistics Act.

The historical *Jeanne Clery Campus Safety Act* reports are located on the Seminary's website at [Legal Disclosures | Denver Seminary](#).

How to Report a Crime or Criminal Activity

Denver Seminary security personnel are on-duty during business hours and are on-call outside of those hours. Security staff can be reached at 303.961.1184, (or extension 1001 from a Seminary network phone).

Students, faculty, and staff should call this number immediately to report a crime, or ANY situation where they believe safety to personnel or property is threatened. (911 should be called whenever an emergency warranty.)

The following people can be contacted directly to report a criminal offense.

- Jerme T. Stanton – Director of Physical Campus Operations and Security, 303.357.5818, Graber Admin. Building #100

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- Dustin Lindsey – Associate Director of Student Engagement, 303.357.5838, Graber Admin. Building #100
- Whether after business hours or during the weekend - Call security at 303.961.1184 and a duty office will response to your location to assist.

Campus Building Access and Maintenance Security

All Seminary administrative and classroom buildings are equipped with electronic locking systems and monitored alarm systems. These systems operate on a predetermined seasonal schedule aligned with the academic calendar and institutional needs. Access to buildings is restricted to authorized individuals during designated hours.

Faculty, and staff must use assigned access credentials (e.g., keycards or fobs) to enter secured buildings. During non-operational hours, buildings are locked and alarmed to prevent unauthorized access. Entry logs and security systems are monitored to ensure campus safety and compliance.

Facilities maintenance personnel are authorized to enter any Seminary administrative or academic building at any time to carry out official institutional duties. These include maintenance, inspections, emergency repairs, and other essential services. All maintenance personnel carry Seminary-issued access credentials.

After-hours entry for all personnel is conducted in accordance with established procedures and is video recorded logged for review and compliance with proper procedures.

Campus Security Policy: Maintenance and Safety Considerations

The Seminary is committed to maintaining a safe and secure campus environment through proactive facility upkeep and hazard mitigation. The Facilities Department and designated campus security personnel routinely monitor building conditions and campus grounds to identify and report any physical safety concerns — including malfunctioning or inadequate lighting, damaged walkways, broken doors or locks, or other hazards.

When hazards are observed or reported, appropriate work orders are initiated, and repairs or replacements are scheduled promptly. Priority is given to maintenance issues that directly affect campus safety or security. Preventive maintenance is also performed on a routine basis to minimize risk and maintain the integrity of all campus buildings and infrastructure.

Contractors and approved third-party vendors may be granted temporary access under supervision or by arrangement with Facilities Services and are required to comply with campus security protocols.

Policy on Law Enforcement and Arrest Authority of Seminary Security Personnel

The Seminary's security personnel are responsible for monitoring and promoting campus safety but do not possess arrest authority under state or federal law. Their responsibilities include issuing parking citations, reporting safety concerns, and responding to incidents within the limits of their training and authority.

In situations that require law enforcement intervention, security personnel are trained to immediately notify local police or emergency responders. The Seminary maintains a cooperative working relationship with the Littleton Police Department, Jefferson County Sheriff and the Marlboro Maryland Police Departments (satellite campus) including coordination on emergency responses, crime prevention, and incident reporting. In the event of an

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emergency, local law enforcement or emergency personnel may override access systems as necessary for health and safety purposes and possess the means and training to do so.

All buildings and parking lots are monitored via closed-circuit television (CCTV) and patrolled by campus security personnel.

Timely Warning and Emergency Notification Policy

To keep the Seminary community informed of significant safety or security threats, it is the policy of Denver Seminary to issue Timely Warnings or Emergency Notifications when certain crimes or conditions pose a serious or ongoing threat to students, faculty, staff, or visitors. These warnings are intended to enable members of the Seminary community to take necessary precautions and make informed decisions about their personal safety.

Examples of crimes that may prompt a Timely Warning include (but are not limited to):

- Criminal homicide
- Sexual assault
- Robbery involving force or threat.
- Aggravated assault
- Burglary (when there is a continuing risk)
- Arson
- Other violent crimes or threats

Warnings may also be issued when law enforcement informs the Seminary of a criminal situation near campus that poses a risk to the community.

Emergency Notifications

An *Emergency Notification* is issued when there is a confirmed significant emergency or dangerous situation involving an immediate threat to the health or safety of the campus community. This may include:

- Active shooter
- Hostile intruder
- Natural disasters (e.g., severe weather, flooding, wildfire)
- Hazardous materials spills
- Major fires or gas leaks
- Local police activity poses imminent danger.

Upon confirmation of such an event by security personnel or appropriate Seminary officials, an Emergency Notification will be issued without delay.

Methods of Communication

Depending on the nature, location, and scope of the threat, one or more of the following communication methods may be used to notify the campus community:

- Rave Wireless Alert System (Text/Email)
- Telephone Intercom System
- Notification through faculty/staff chains of communication

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- Email
- Social media posting

The Seminary will continue to update the community as more information becomes available and will issue an “all-clear” message once the situation is resolved or no longer poses a threat.

Responsibility for Issuance

The decision to issue a Warning or Emergency Notification is made by Director of Physical Campus Operations in consultation with Seminary leadership and, where appropriate, local law enforcement or emergency services.

Drug/Alcohol

Student Policy on 34 CFR Subtitle a Part 86: Drug & Alcohol Abuse Prevention Information

The Seminary Drug-Free Prevention policy prohibits the unlawful possession, use, or distribution of illicit drugs as defined by Federal Guidelines, and alcohol by employees and students in the workplace or on campus. Public Law and financial aid regulations require that all Seminary faculty, employees, and students have available the policy on providing a drug-free prevention program. The written policy is on file and available in both the student handbook and the Human Resources Department.

See: [Student Handbook | Denver Seminary](#)

Drug Abuse, Alcohol Abuse & Addiction Information and Treatment Centers

Resources are available to faculty, staff, and students, and can be accessed through Human Resources or Student Life and Enrollment Management.

Employees Alcohol and Drug-Free Workplace Policy

The Drug-Free Workplace Policy in effect at Denver Seminary notifies all employees, faculty, and students that pursuant to the Federal Drug-Free Workplace Act of 1988 (Public Law 101-690), Denver Seminary prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance and alcohol in the workplace, or on school property.

For this statement, the site for performance of work done in connection with grants, and thus the drug-free workplace, consists of all locations where Denver Seminary does business. This includes but is not limited to; all lecture classrooms, computer labs, parking lots, all administrative offices, corridors, storage rooms, and any space to be added in the future.

Drug Conviction Notification and Imposed Sanctions

- Every employee, faculty, or student must notify the Denver Seminary of any criminal drug statute conviction from a violation occurring in the workplace no later than **five days** after such a conviction.
- Denver Seminary will then notify the government contracting office of the reported violation within **ten days** after receiving notice from the employee, faculty, or student.

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- Within **30 days** after receiving notice of an employee, faculty, or student conviction, Denver Seminary will impose corrective measures on the employee, faculty, or student convicted of drug abuse violations in the workplace by:
 1. Taking appropriate action against the employee, faculty, or student up to and including expulsion or termination of employment and referral for prosecution and/or.
 2. Require such employees, faculty, or students to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purpose by a federal, state or local health, law enforcement, or other appropriate agency.

Title IX and Sexual Misconduct

The Seminary is committed to maintaining a safe, respectful, and inclusive educational and working environments for all. Every member of the Seminary Community is expected to conduct themselves in a manner that does not infringe upon the rights of others. All forms of sexual or gender-based harassment, discrimination, and misconduct, including sexual violence, sexual assault, stalking and dating violence is prohibited. The Seminary does not tolerate sexual harassment, sexual violence, stalking or dating violence.

Any student or employee who is found to have violated this policy may face disciplinary sanctions up to and including expulsion, or termination and referral for prosecution.

In accordance with Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the Violence Against Women Act (VAWA), Denver Seminary does not discriminate on the basis of sex in any of its educational programs, activities, and regulations as they apply to programs and decisions

The Seminary encourages prompt reporting of any incident of gender-based discrimination and/or sexual misconduct to Seminary officials and local law enforcement or civil rights enforcement agencies. The Seminary provides complaint procedures for students and employees who feel they have been subjected to sexual harassment or other unlawful sex discrimination, and the Seminary will take prompt and effective action upon receipt of such a report. Any student who feels the Seminary has violated Title IX or its implementing regulations may optionally make a complaint to the Office for Civil Rights or the U.S. Department of Education. Inquiries regarding the application of Title IX can be referred to by any member of the Title IX team listed below.

What is Title IX?

Title IX of the Education Amendments of 1972 (hereafter referred to as Title IX) is the federal law that protects individuals from discrimination based on sex in education programs and activities. Specifically, Title IX states:

No person in the United States shall, based on sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any education program or activity receiving Federal financial assistance/ - Federal Financial Assistance.

Sexual harassment is also prohibited under Title VII of the Civil Rights Act of 1964, the Colorado Anti-Discrimination Act, and other applicable statutes.

Denver Seminary's Title IX Team

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Lori Mack Title IX Coordinator (Faculty/Staff)
VP of People and Culture
303.762.6887 or lori.mack@denverseminary.edu

Dustin Lindsey
Title IX Deputy Coordinator (students)
Associate Director of Student Engagement
303.357.5825 or dustin.lindsey@denverseminary.edu

Areeb Albayaydeh
Title IX Deputy Coordinator
Human Resources Generalist
303.762.6681 or areeb.albayaydeh@denverseminary.edu

Title IX and Sexual Misconduct Policies and Procedures

The following information regarding Title IX is summative in nature for the purposes of this report. Denver Seminary's policies and procedures regarding sexual misconduct can be found in their entirety in the Seminary's <https://denverseminary.edu/about/legal-disclosures/title-ix/>. Individuals should consult this document for full reference.

Sexual misconduct encompasses a broad range of actions commonly represented by unwanted sexual activity, touching, or behavior. More specifically, sexual misconduct refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to incapacitation. Intimate partner violence refers to any act of violence or threatened act of violence, sexual or otherwise, against a person who is or has been involved in a sexual, dating, domestic or other intimate relationship with that person. Attempting any of the above-described behaviors is also sexual misconduct. Detailed definitions and descriptions of sexual misconduct and sexual violence are provided in the <https://denverseminary.edu/current-students/student-handbook/>

Instructions for Victims of Sexual Violence

If you or someone you know experiences sexual violence, please follow these steps to ensure your safety, preserve important evidence, and access support services:

- 1. Get to a Safe Place**

Immediately move to a safe location away from the perpetrator. Call a trusted friend, family member, or campus official for support. If you are in immediate danger or need urgent medical help, call **911** right away.

- 2. Preserve Physical Evidence**

To protect evidence that may be critical for investigation or prosecution, **do not shower, bathe, wash your hands or fingernails**, or clean yourself in any way. Avoid changing or removing clothing. If you have already changed, try to keep any removed clothing in a paper bag (not plastic). Also, avoid eating, drinking, smoking, or using the restroom if possible.

- 3. Seek Medical Attention**

It is important to seek medical care as soon as possible, even if you do not have visible injuries. Medical professionals can provide necessary treatment, collect forensic evidence, and offer emergency contraception or sexually transmitted infection (STI) prevention. You may visit a hospital emergency room or a specialized sexual assault forensic examiner (SAFE) center.

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4. Access Support Services

Counseling, victim advocacy, and support services are available both on and off campus. You are encouraged to reach out for help to heal emotionally and to understand your options for reporting and pursuing justice.

On Campus: The Title IX Coordinators, Student Life, specifically the Dean of Students, Director of Human Resources, or Campus Security can connect you with these services and can also help you report the incident if you choose to do so.

Off Campus: If you cannot get to or contact anyone on campus, or if it is after hours, the following resources are available:

- The Blue Bench – Denver’s rape crisis center; call their 24-hour hotline at 303.322.7273.
- Littleton Police Department Victim Services Unit – 303.660.7535 or visit their website.
- Women’s Crisis Center of Douglas County – 303.688.8484
- Denver Health Medical Center SANE – 303.602.3007
- Colorado Coalition Against Sexual Assault – 303.839.9999

If you would like to speak to someone but not report the alleged violations, the Department of Student Life or the Dean of Students, or the Director of Human Resources (Title IX team) can provide you with counseling options.

Instructions for Victims of Sexual Misconduct

Denver Seminary encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual violence. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response. The Seminary encourages individuals to also make a report to appropriate Seminary officials. Reporting to law enforcement and to the Seminary are not mutually exclusive options, as both criminal and internal reports may be pursued simultaneously.

Reporting Title IX Violations

Making a report means telling someone in authority what happened – in person, by telephone, in writing or by email. At the time a report is made, a Complainant does not have to decide whether to request any course of action, nor does a Complainant need to know how to label what happened. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time. The Seminary provides support that can assist everyone in making these important decisions and to the extent legally possible will respect an individual’s autonomy in deciding how to proceed. In this process, the Seminary will balance the individual’s interest with its obligation to provide a safe and non-discriminatory environment for all members of the Seminary community.

Information on reporting sexual misconduct and violations of the sexual misconduct policy are found in [Policy-Title-IX-Harassment-Free-Workplace-and-Campus.pdf](https://denverseminary.edu/policy-title-ix-harassment-free-workplace-and-campus.pdf) (denverseminary.edu)

Emergency and External Reporting Options:

Denver, CO Campus

[Littleton Police Department \(LPD\)](https://www.littletonpolice.com/)

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For emergencies: 911

For non-emergencies: LPD non-emergency dispatch at 303.794.1551

Washington, DC Campus

[Upper Marlboro Police Department](#)

For emergencies: 911

For non-emergencies: Prince George's County non-emergency dispatch at 301.352.1200

Campus Reporting Options:

Denver Seminary employees have an ethical and institutional obligation to report anything they are aware of related to discrimination, harassment, and sexual misconduct. If you have questions or are unsure, contact any of the individuals listed below:

Lori Mack

Title IX Coordinator

VP of People and Culture

303.762.6887

Lori.mack@denverseminary.edu

Dustin Lindsey

Title IX Deputy Coordinator (students)

Associate Director of Student Engagement

303.357.5825 or dustin.lindsey@denverseminary.edu

Areeb Albayaydeh

Title IX Deputy Coordinator

Human Resources

303.762.6681 or areeb.albayaydeh@denverseminary.edu

Jerrme T. Stanton

Director of Physical Campus Operations

303.357.5818 or Jerrme.stanton@denverseminary.edu

Anonymous Reporting

Any individual may make an anonymous report concerning an act of sexual misconduct and/or sexual violence through [Denver Seminary's Anonymous Online Reporting System](#). An individual may report the incident without disclosing his/her name, identifying the Respondent, or requesting any action. Depending on the extent of the information available about the incident or the individuals involved, however, the Seminary's ability to respond to an anonymous report may be limited.

At the request of a Complainant, notices may be given by a Mandated Reporter to the Title IX Coordinator anonymously, without identification of the Complainant. The Mandated Reporter cannot remain anonymous themselves.

If a Complainant has requested that a Mandated Reporter maintain the Complainant's anonymity, the Mandated Reporter may do so unless it is reasonable to believe that a compelling threat to health or safety

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could exist. The Mandated Reporter can consult with the Title IX Coordinator on that assessment without revealing personally identifiable information.

Anonymous report will be investigated by the Denver Seminary to the extent possible, both to assess the underlying allegation(s) and to determine if supportive measures or remedies can be provided. However, anonymous notice typically limits the Denver Seminary's ability to investigate, respond, and provide remedies, depending on what information is shared.

When a Complainant has made a request for anonymity, the Complainant's personally identifiable information may be withheld by a Mandated Reporter, but all other details must be shared with the Title IX Coordinator. Mandated reporters may not be able to maintain requests for anonymity for Complainants who are minors, elderly, and/or disabled, depending on state reporting of abuse requirements.

Mandated Reporters and Formal Notice/Complaints

All permanent employees of Denver Seminary (including permanent employees who may also be students), except for those who are designated as Confidential Resources, are Mandated Reporters and must promptly share with the Title IX Coordinator all known details of a report made to them in the course of their employment.

Employees must also promptly share all details of behaviors under this policy that they observe or have knowledge of, even if not reported to them by a Complainant or third-party.

Complainants may want to carefully consider whether they share personally identifiable details with non-confidential Mandated Reporters, as those details must be shared with the Title IX Coordinator.

Generally, disclosures in climate surveys, classroom writing assignments or discussions, human subjects research, or at events such as "Take Back the Night" marches or speak-outs do not provide notice that must be reported to the coordinator by employees, unless the Complainant clearly indicates that they desire a report to be made or a seek a specific response from Denver Seminary. Supportive measures may be offered as the result of such disclosures without formal Denver Seminary action.

Failure of a Mandated Reporter, as described above in this section, to report an incident of harassment or discrimination of which they become aware is a violation of Denver Seminary's policy and can be subject to disciplinary action for failure to comply.

Though this may seem obvious, when a Mandated Reporter is engaged in harassment or other violations of this policy, they still have a duty to report their own misconduct, though Denver Seminary is technically not on notice when a harasser is also a Mandated Reporter unless the harasser does in fact report themselves.

Finally, it is important to clarify that a Mandated Reporter who is themselves a target of harassment or other misconduct under this policy is not required to report their own experience, though they are, of course, encouraged to do so. See: [Title-IX-Harassment-Free-Workplace-and-Campus](#).

Sex Offenses

Sex Offense Policy

Denver Seminary is committed to providing and maintaining a learning and working environments for all students, staff and faculty members characterized by the biblical concept of koinonia. Koinonia refers to the quality or character of one's association, communion, or fellowship with others in which truth and

wisdom are valued. Equally important is a sense of Christian civility. Treating one another with mutual respect and care lies at the heart of being a part of a Christian community. Enhancing shared responsibility and mutual trust and improving internal communications are key to promoting justice and peace in the service of God's beloved community and in finding solutions to issues that may arise in seminary and Christian life.

The values and principles of *koinonia* are undermined by the existence of sexual harassment or other forms of unlawful sexual discrimination, and thus the Seminary is committed to eliminating such harassment and discrimination in the seminary life of our students. Sexual harassment is a form of discrimination that is particularly incompatible with the basic goals and values of the Seminary and has the effect of destroying the atmosphere of mutual respect and dignity which the Seminary believes is central to preparation of students for ministry. The Seminary is committed to taking action to prevent and eliminate all such behavior, and will hold individuals, whether they are students, faculty, staff, or other officials of the Seminary who engage in sexual harassment, responsible and subject to disciplinary or other corrective action. The Seminary also does not condone such behavior involving any third parties, including visitors and employees of contractors.

Scope of Policies and Procedures- Sexual Harassment

These policies and procedures apply to students of the Seminary who feel they have experienced, in violation of the law or Seminary policy, sexual harassment or other unlawful discrimination on account of gender.

Sexual harassment includes direct and indirect sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is either explicitly or implicitly made a term or condition of an individual's advancement or academic success; or
- Submission to or rejection of such conduct is used or threatened to be used as a basis for academic decisions affecting the individual involved; or
- The conduct has the purpose or the effect of creating a hostile, intimidating or offensive educational environment, or interferes with an individual's academic performance or residential environment.

Examples of behavior which may constitute sexual harassment include, but are not limited to, the following:

- Unwelcome verbal or physical sexual advances.
- Requests or subtle pressure for sexual favors, overt or implied.
- Remarks, jokes, comments, or observations of a sexual nature which demean or offend individuals based on their sex.
- Gestures or other nonverbal behavior of a sexual nature.
- Physical contact with another person that is unreasonable or inappropriate in the circumstances; or
- Abusive or threatening behavior directed at a person based on sex.

Whether specific behavior constitutes sexual harassment is ordinarily a function of the context and circumstances. Students who have questions about whether specific behavior constitutes sexual harassment, or other unlawful sex discrimination, may consult with the Dean of Students or her designee.

Although sexual harassment takes place in situations where there is a power differential between the persons involved, as between faculty and student or supervisor and employee, it is recognized that sexual harassment may also occur between persons of similar status. These situations are equally unacceptable and will not be tolerated.

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It is also recognized that, between parties of unequal status, sexual harassment can occur within the context of a consensual relationship. The unequal status of the parties in such relationships draws into question whether the relationship is mutually consensual.

Definitions

Day - refers to a calendar day; the calculation of days in complaint processing will exclude Saturdays, Sundays, and holidays.

Student - refers to a currently enrolled student, or a student on leave or inactive status, or an individual who has submitted application for enrollment to the Seminary.

Respondent- is a person identified in a complaint as having committed or engaged in sexual harassment, or unlawful sexual discrimination or retaliation, in violation of these policies and procedures or the law.

General Considerations

A student wishing to submit a complaint under this policy may be assisted by another person, selected by the student, who is a part of the Denver Seminary community, such as a faculty or staff member, or another student.

A respondent may be assisted in responding to the complaint by another person, selected by the respondent, who is a part of the Denver Seminary community, such as a faculty or staff member, or another student.

Every effort will be made to respect the confidentiality of all parties involved in the grievance process, although confidentiality cannot be guaranteed, and in some circumstances, it may be necessary to disclose information concerning the allegations and the identity of such parties such as where this is necessary for investigation, attempting to resolve the matter, developing remedial or corrective action, or preventing future harassment or discrimination.

These policies and procedures can be modified by the Seminary at any time. They are not intended to be construed or interpreted as an express or implied contract, or a legally enforceable promise.

Complaint Procedure

Individuals having questions about the complaint procedure should refer them to the Dean of Students or representative.

Any student who feels that they have experienced or witnessed sexual harassment or unlawful sex discrimination may submit a complaint under these procedures.

Rape and Sexual Abuse Support - Resources are available to faculty, staff, and students, and can be accessed through Human Resources or Student Life and Enrollment Management.

Registered Sex Offenders - Information provided by the State of Colorado concerning registered sex offenders can be obtained at: Colorado Bureau of Investigation: <https://apps.colorado.gov/apps/dps/sor/>

Hate Crimes- The Denver Seminary does not condone hate violence and aims to safeguard the rights guaranteed by law and United States Constitution. If a specific hate crime occurs it will be reported on the campus crime statistics portion of this report.

Denver Seminary Crime Prevention Programs

What to Do If You Are Assaulted or Threatened...

Think about what you would do if someone attacked you. Would you fight back, or would you avoid resisting and wait to escape? Only you can decide whether to fight back, but preparing yourself for all possibilities could provide a split-second advantage:

- If someone threatens you, shout, and scream for help.
- Get to safety.
- You have every right to defend yourself with reasonable force with items that you have with you. Items such as umbrellas, hairspray, or keys can be used against an attacker.

If Someone Has Been Attacked...

Assaults and rapes are serious crimes, whether committed by a stranger or someone you know. If you have been attacked, **call 911**, then Seminary security personnel at **303.961.1184**.

You can help the police and Seminary security by:

- Taking the names and/or addresses of any witness.
- Trying to remember exactly what the attacker looked like.
- If a car is involved, note the color, model, and license plate number.
- You do not need to go to the police station to report an assault. You can be interviewed in your own home if you wish. These crimes are dealt with sympathetically, regardless of gender. Many police departments have specially trained officers who will help and support you.

Crime Prevention Tips

Following these tips can help you stay safe when you are out:

- Carry your bag close to you with the clasp facing inwards. Carry your house keys in your pocket. If someone grabs your bag, let it go. If you hang on, you could get hurt. Remember that your safety is more important.
- If you think someone is following you, check by crossing the street — more than once if necessary — to see if the person follows. If you are still worried, get to the nearest place where there are other people and call the police or Seminary security.
- If you regularly go jogging or cycling, try to vary your route and time. Stick to well-lit roads with pavement. On commons and parklands, keep to main paths and open spaces where you can see and be seen by other people — avoid wooded areas. If you wear personal stereo headphones or earbuds, remember that you cannot hear traffic or somebody approaching from behind.
- Do not take short cuts through dark alleys, parks, or across waste ground. Walk facing the traffic so a car cannot pull up behind you unnoticed.
- If a car stops and you are threatened, scream and shout. Get away as quickly as you can. This allows you to gain vital seconds and make it more difficult for the car driver to follow. If possible, make a mental note of the license plate number and description of the car. Once you are safe, write down any details as soon as possible.
- Cover up expensive-looking jewelry.

Emergency Preparedness and Response

Campus Community Emergency/Dangerous Situation Notification:

Denver Seminary's emergency response procedures are detailed in the Emergency Procedures Guide. The Seminary has implemented The Standard Response Protocol (SRP) created by the "I Love You Guys" Foundation." SRP guides have been posted throughout the campus to include classrooms, administrative offices, meeting rooms, community spaces, and the library. The SRP guide is also available to all employees on the DenSem Security SharePoint Site.

The Standard Response Protocol (SRP) is based on the response to any given situation, not on individual scenarios. Like the Incident Command System (ICS), SRP demands a specific vocabulary but also allows for great flexibility. The premise is simple - five specific actions that can be performed during an incident to include Hold, Secure, Lockdown, Evacuate and Shelter. When communicating these, the action is labeled with a "Term of Art" and is then followed by a "Directive." Active participants perform execution of the action.



Procedures are in place to immediately notify the campus community upon the confirmation of an emergency or threat on-campus or the immediate vicinity. Communication includes various means of responses appropriate to the situation and whether it is an evacuation of buildings or shelter that is warranted. Seminary personnel will work closely with Law Enforcement to confirm the seriousness of the emergency, the scope of notification and appropriateness of the message content in issuing the notification.

The Seminary personnel included in responsibility for carrying out this notification process are as follows Director of Physical Campus Operations or designated representative.

In addition, multiple staff members have been identified, trained, and instructed to lock down all buildings in the event of an emergency or threat that warrants a response. This action can be initiated immediately, independently and without authorization from others.

A campus evacuation drill was conducted at Littleton campus in March 2025.

Fire Safety

Any incident of a fire occurring on campus will involve Seminary security personnel, Facilities staff, and the local Fire Department. A fire in any building may result in the loss of life or injuries, damage to physical structures, release of chemicals or biological hazards. Therefore, any suspected fire, smell of smoke, or visible manifestation of a fire must be considered as a working fire and treated by responding personnel as factual rather than as a possibility.

Reporting A Fire or Smoke Condition

In any situation where a fire is known to exist or if a fire is suspected, the following steps must be taken:

1. Activate the nearest Fire Alarm Pull Station as you exit the building.

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2. DIAL 911 to report the fire - Provide the 911 call taker with the following information:

- Your name, location, and the reason you suspect (or know) a fire exists.
- Whether or not you know of people trapped in the building
- Whether or not you know of chemical, biological, or radioactive hazards in the building.
- Answer any questions asked of you.

The following should be contacted to report a fire once you have called 911 and are at a safe distance:

- On-Duty Security – 303.961.1184
- Jereme T. Stanton–Physical Campus Operations at 303.357.5818

If after business hours or during the weekend – Call On-Call Security at 303.961.1184

Annual Disclosure of Crime Statistics

The following crime statistics have been compiled by Jereme T. Stanton, Director of Physical Campus Operations to meet the annual reporting requirement of the Department of Education by means of the Annual Campus Crime and Security Survey.

These statistics are for the Littleton campus (first chart), as well as the Washington DC campus (second chart) located on the next pages:

Number of Occurrences on Littleton Campus

Type of Offense	On-Campus			Non-Campus Building or Property			Public Property		
(Data for last 3 years)	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Forcible Sex Offense	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offense	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0

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Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Illegal Weapons Violation	0	0	0	0	0	0	0	0	0

Source: LexisNexis, Littleton Police Department Crime Mapping, and Internal Seminary Records

Number of Occurrences on *Washington DC Campus*

Type of Offense	On-Campus			Non-Campus Building or Property			Public Property		
(Data for last 3 years)	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Forcible Sex Offense	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offense	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0

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Motor Vehicle Theft	0	1	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Illegal Weapons Violation	0	0	0	0	0	0	0	0	0

Source: CityProtect.com/map and Internal Seminary Records



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(Statistics from calendar year 2024)

As of the current reporting period, Denver Seminary does **not own, operate, or manage any on-campus student housing facilities**. Consequently, there are no residential buildings under Seminary jurisdiction that require fire safety reporting under the U.S. Department of Education regulations related to student housing.

Denver Seminary remains committed to the safety and well-being of all students, faculty, and staff across its campus facilities.