



**CSHA Personal Safety,
Anti-Discrimination/Anti-Harassment, Title IX
and Violence Against Women Act (VAWA) Policy**

October 1st, 2021

303-986-2320

7655 W. Mississippi Ave., Suite 100, Lakewood, CO 80226

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COLORADO SCHOOL OF HEALING ARTS

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Personal Safety/Risk Reduction Procedures

***Note: In the event of suspicious or criminal activity, get to a safe place and promptly call 911.** Personal safety and property security at CSHA is everyone's responsibility. The school urges all members of the community to participate in making the community as safe as possible. Please wear your nametag. If members of the community develop sensible security habits, they can assist the school in safeguarding personal property and school property. Please check the bulletin board on the 2nd floor for information on personal safety and Violence Against Women Act (VAWA).

If You Sense a Potential Threat:

- Assess the situation and then take action. You will have to decide how immediate the threat is and how decisive your action should be.
- Move away from the potential threat.
- Join any group of people nearby.
- Go to a well-lit public place and call 911.
- If you believe the threat is imminent, and you see people nearby to help; yell, scream, or make a commotion any way you can. If your key-fob has a panic button, please use that as well.
- If you see someone else in trouble, call 911.
- After you have avoided a potential threat, call 911.

Possible Situations That Could Indicate a Potential Threat:

- Unusual noises, such as gunshots, screaming and/or anything suggestive of foul play, danger or illegal activity. Call 911 immediately.
- Open or broken doors/windows, which could signify a possible burglary in progress or the scene of a completed crime.
- Person(s) sitting in a parked car for an extended time.
- A vehicle driving slowly in the parking lot at night with its lights off.

Walking Alone to School or on the School Campus/Parking Lot:

- Walk purposefully, briskly, and keep moving.
- Avoid traveling the same route every day.
- Be mindful of your environment; limit phone viewing while walking.
- Have keys ready when approaching a locked door.
- If dropped off by a friend or taxi, ask the driver to wait until safely inside.
- Arrange a buddy system with someone you know to walk to and from the building.
- Stay alert to surroundings and trust your personal instincts.

Safety in Your Car:

- Have the car keys ready when approaching a vehicle and check to make sure no one is hiding inside. Lock your doors immediately, once inside the car.
- Park in a well-lit designated parking area.
- Keep all valuables, backpacks and book bags out of sight in the trunk of the vehicle.
- **ALWAYS LOCK YOUR CAR!**

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Timely Warning Notice Policy

In the event that a situation arises that in the judgment of the Administration, constitutes a serious, an immediate or ongoing threat to the health or safety of the CSHA Community, a campus wide “timely warning” will be issued if at all possible. The warning will be issued over the school PA system, by direct contact, by phone, by the CSHA Text Notification System, and/or by email. For weather related notices, the warning will be issued by direct contact, by local or social media, and/or the CSHA Text Notification System.

Disclosure of Crime Statistics:

A crime is reported when it is brought to the attention of a school authority (any official who has the authority to institute corrective measures) or the local police by a victim, witness, third party or even the offender. Disclosure of crime reports must occur regardless of whether any of the individuals involved either in the crime itself, or in the reporting of the crime are associated with the institution. Alleged criminal incidents will be reported even if no investigation by the police or school authority occurs that could result in a finding of guilt or responsibility.

Please refer to the school’s website for the Annual Security Report <https://www.csha.net>

What is Title IX? What is VAWA?

Title IX of the Education Amendments of 1972 is codified into law in 20 U.S.C. § 1681 and 30 C.F.R. Part 106. This law prohibits Gender Discrimination and provides that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance." Gender Discrimination includes, but is not limited to, Sexual Harassment and Sexual Assault.

The Violence Against Women Reauthorization Act of 2013 (VAWA) requires the School to provide a prompt and equitable procedure for resolving complaints of dating violence, domestic violence and stalking.

If your concern is not a Title IX, VAWA or Discrimination complaint, please refer to the Student Satisfaction and Complaint Procedure in the Student Policy and Procedures Handbook or the Employee Handbook. To file a Title IX, VAWA, or Discrimination complaint - see below.

- Student grievances or Employee grievances –
 - Student/Teacher or Student/Staff or Student/Student misunderstandings -see Student Policy and Procedure Handbook
 - If the student’s concern relates to a potential misunderstanding, it is the hope that both parties commit to immediate communication with the intent of resolution. If the student remains unsatisfied, the student or employee may provide a verbal or written complaint to the the Director of Education. The Director of Education will review the complaint, talk to the relevant parties and provide a response. If still unsatisfied, a student may direct the complaint to the school Director.
 - Employee/Employee or Employee/Administration or Employee/Student misunderstandings.
 - If the employee’s concern relates to a potential misunderstanding, it is the hope that both parties commit to immediate communication with the intent of resolution. If the

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employee remains unsatisfied, the employee may provide a verbal or written complaint to the Director. The Director will review the complaint, talk to the relevant parties and provide a response.

- Title IX concerns – see reporting procedure below for:
 - Unwelcome conduct that is pervasive and severe.
 - Quid Pro Quo threats
 - Sexual Assault
- VAWA concerns - see reporting procedure below for:
 - Sexual violence
 - Dating violence
 - Domestic violence
 - Stalking
- Discrimination/Harassment - see reporting procedure below.

CSHA Title IX, Discrimination, Anti-Harassment Policy and Procedures

It is the policy of the Colorado School of Healing Arts (CSHA) to maintain a learning environment that is free from discrimination or harassment because of an individual's race, sex, gender, sexual orientation, gender identity, gender expression, religion, age, color, creed, national or ethnic origin, physical, mental, or sensory disability, marital status, genetic information, and/or status as an honorably discharged veteran or member of the military.

CSHA will promptly investigate all complaints, verbal or written, of harassment, sexual harassment or sexual misconduct/violence, take appropriate action to protect individuals from further harassment, and, if it determines that unlawful harassment occurred, appropriately discipline any student, teacher, administrator or other school personnel who is found to have violated this policy, and/or to take other appropriate action reasonably calculated to end the harassment.

CSHA is committed to support survivors of sexual misconduct, without sacrificing important safeguards to ensure a fair and transparent process and to providing a prompt, effective and unbiased resolution of allegations of discrimination and harassment. The school grievance policies are to be used for complaints of discrimination on the basis of sex as required by Title IX of the Education Amendments of 1972 (34 C.F.R. 106.8(b)). These grievance procedures are also to be used for complaints of discrimination on the basis of disability filed under Section 504 of the Rehabilitation Act of 1973 (34 C.F.R. 104.7(b)), and on the basis of age filed under the Age Discrimination Act of 1975 (C.F.R. 110.25(b)).

As a member of the school community, you have the right to file complaints of discrimination and harassment. Complaint investigations will be conducted in a respectful, transparent and unbiased manner consistent with CSHA policies and procedures.

All members of the CSHA community are expected to comply with the terms and conditions of this policy and to take appropriate measures to ensure that prohibited conduct does not occur.

Disciplinary action, up to and including dismissal from the school with no opportunity for re-admission, will be taken against any student who is in violation of this policy.

Forms of Harassment

Forms of harassment may include but are not limited to:

- Verbal: sexual innuendos, racial or sexual epithets, slurs, off-color jokes, propositions, threats or suggestive/insulting sounds
- Non-Verbal: derogatory cartoons or drawings, suggestive photos, pictures, objects or gestures
- Physical: any unwanted physical contact (including touching outside the context of a supervised massage school setting), physical interference or assault
- Other: making threats or reprisals of any kind for any reason

What to do if you believe you have been a victim of harassment or discrimination:

- Do not remain silent. *Tell the harasser that you find their conduct offensive and unwelcome and that you want the conduct to stop immediately.*
- You may find it helpful to keep a log of all incidents detailing the date, time, place and all individuals involved including any witnesses to the incident.

Harassment of any type will not be tolerated. *If a student or employee becomes aware of any behavior that may constitute harassment, it is the responsibility of that person to report such conduct:*

- Students should notify the Director of Education (Kris Will), the Director/VAWA Coordinator (Chris Smith) and/or the Assistant Director/Title IX Coordinator (Amy Chavez).
- Employees should notify the Assistant Director/Title IX Coordinator, Amy Chavez.

Sexual Harassment (Title IX):

Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. Sexual harassment refers to a behavior that is unwelcome, whether those involved are in a subordinate-supervisory relationship, faculty-student relationship, employee-student relationship, student-student relationship or employee-employee relationship. Sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

- Unwelcome conduct: Harassment that is pervasive and severe enough that it has the purpose or effect of interfering with the student/employee's performance or creating an environment which is intimidating, hostile or offensive to the student/employee.
- Quid Pro Quo: An employee threatens or suggests, either directly or indirectly, that a student's refusal to submit to sexual advances will adversely affect the student's grades, progress, evaluations, advancement or any other aspect of academics.
- Sexual Assault: Sexual violence and Physical assault of a sexual nature. See CSHA Sexual Assault Policies and Procedures

Examples of conduct which constitutes sexual harassment include but are not limited to:

1. Sexual advances.
2. Graffiti or displays of images of a sexual nature.
3. Sexual gestures.
4. Sexual or dirty jokes.
5. Unwanted, offensive, and/or uninvited comments about another's physical appearance.
6. Persistent attempts to change a professional relationship into an amorous relationship.
7. Touching one's own self sexually or talking about one's sexual activity in front of others.
8. Spreading rumors about or rating others as to sexual activity or performance.

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9. Other unwelcome sexual behavior or words, including demands for sexual favors, when accompanied by implied or overt threats concerning an individual's educational or work status or implied or overt promises of preferential treatment.
10. Videotaping or photographing someone without their consent.
11. Any of the above carried out via internet, social media or other forms of correspondence.
12. Touching, patting, grabbing or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex.
13. Unwelcome, unnecessary, sexually motivated or inappropriate patting, pinching or physical contact. This prohibition does not preclude legitimate, non-sexual physical conduct such as the use of necessary restraints to avoid physical harm to persons or property, or conduct such as a consoling hug or demonstration of massage techniques, correction of body mechanics and massage exchanges.
14. Physical assault; Coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another. (See Sexual Assault section below).
15. Acts of voyeurism or deliberate attempts to invade another's privacy.

Note: Students, teachers, faculty, and others should enjoy free speech and academic freedom protections even when speech or expression is *accidentally* offensive. As a massage school, we understand that creating professional therapeutic relationships, with trust and safety is a learned skill and intention that requires a larger commitment to caring, gentle, non-offensive speech, interactions and behaviors.

Hate Crimes:

Hate crimes are defined as a bias, bullying, harassment, verbal abuse or violent act that occurs when a perpetrator targets a victim because of membership or affiliation in a certain group. Such groups may include, but are not limited to ethnicity, gender identity, gender expression, nationality, physical, mental or sensory disability, religion, sexual orientation and/or status as a veteran or member of the military. While discrimination based on these factors may be distinguished from sexual harassment, this type of conduct may contribute to the creation of a hostile work or academic environment.

Gender Identity, Gender Expression, or Sexual Orientation Discrimination:

Harassment that is not sexual in nature but is based on gender, gender identity, gender expression, sex or gender stereotyping, or sexual orientation is also prohibited as part of CSHA's nondiscrimination policy when it denies or limits a person's ability to participate or benefit from the school's educational programs, employment or services. While discrimination based on these factors may be distinguished from sexual harassment, this type of discrimination may contribute to the creation of a hostile work or academic environment.

CSHA Sexual Assault Policy and Procedures

- In the event of a sexual offense, students should contact 911 immediately and contact either of the Directors of Education or other available school authority. For proof of a criminal offense, it is extremely important to preserve any evidence.
 - Students may request assistance from the Education department in calling 911.
 - Students may decline to notify 911 and will continue to receive support from CSHA.

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- In the event an individual wishes to find counseling services for victims of sexual assault, contact one of the Directors of Education or VAWA coordinator. For a listing of resources, please see the Community Resource section.
- If the victim is in need of a change in class or schedule due to the assault, a request should be made by the victim to the Director of Education. Every effort will be made to accommodate this request. The student will be notified of the options.

In the event of a school disciplinary action in cases of an alleged sexual offense:

- Both the complainant and the respondent are entitled to the same opportunities to have an advisor present during an investigation/hearing and,
- Both the complainant and the respondent must be informed of the outcome of any school investigation/hearing brought alleging a sexual offense.

CSHA Violence Against Women Act (VAWA) Policy

Summary Statement:

Everyone at the Colorado School of Healing Arts has the right to feel respected and safe. Colorado School of Healing Arts wishes to provide a school environment that is safe, conducive to learning and free from harassment, exploitation, or intimidation.

CSHA prohibits sexual harassment and sexual violence. Such behavior violates both the law and the CSHA Student and Employee Code of Conduct. The school will respond promptly and efficiently to reports of sexual harassment and sexual violence and will take appropriate action to prevent, to correct, and when necessary, discipline behavior that constitutes sexual harassment and/or sexual violence, or otherwise violates the Violence Against Women Act (herein referred to as the “VAWA Policy”).

This policy in its entirety, provides a written explanation of available rights and options, including procedures to follow, when the school receives a report that a student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off the school property or in connection with any school sponsored event.

Scope of Policy:

This VAWA policy applies to all CSHA employees and students.

Prohibited Acts and Definitions:

In compliance with the Violence Against Women Act (VAWA), the VA Policy prohibits sexual harassment, domestic violence, sexual assault, stalking and other acts as defined below:

- ***Sexual Harassment*** is defined as unwelcomed sexual advances, requests for sexual favors and other verbal, non-verbal, or physical conduct of a sexual nature. Sexual harassment is conduct that explicitly or implicitly affects a person’s employment or education or interferes with a person’s work or educational performance or creates an environment such that a reasonable person would find the conduct intimidating, hostile, or offensive. Sexual Harassment may include incidents between any member of the CSHA community, including faculty, staff or students. Sexual harassment may occur in hierarchical relationships, between peers, or between individuals of the same or opposite sex. In order to determine whether the reported

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conduct constitutes sexual harassment, consideration will be given to the totality of the circumstances, including the context in which the conduct occurred.

- **Sexual Violence** is defined as physical, sexual acts without the consent of the other person or when the other person is unable to consent to the activity. Sexual violence includes sexual assault, rape, battery, and sexual coercion, domestic violence, dating violence and stalking.
- **Domestic Violence** is defined as any felony or misdemeanor crime committed by a current or former spouse of the victim; person the victim has a child with; an individual who cohabitates, or has lived with the victim as a spouse, or a person similarly situated to a spouse; and any other person committing an act against an adult or youth who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.
- **Dating Violence** is defined as violence committed by a person who has been in a social relationship of a romantic or intimate nature with the victim (based on the length and type of relationship and frequency of interaction).
- **Stalking** is defined as engaging in conduct directed at a specific person that would cause a reasonable person to (a) fear for their safety or the safety of others; or (b) suffer substantial emotional distress.
- **Consent is informed.** Consent is an affirmative, unambiguous and conscious decision by each participant to engage in mutually agreed-upon sexual activity. Consent is *voluntary*. It must be given without coercion, force, threats, or intimidation. Consent means positive cooperation in the act or expression of intent to engage in the act pursuant to exercising free will. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous social or sexual relationship, by itself, is not sufficient to constitute consent. Consent must be on going and may be revoked at any time. Once consent is withdrawn, the activity must stop immediately. Consent cannot be given when the person is *incapacitated* or coming in and out of consciousness, under the threat of violence, bodily injury, or other forms of coercion.
- **Incapacitation** is defined as the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to, unconsciousness, sleep, and blackouts. Where drugs or alcohol are involved, incapacitation is defined with consideration to how the substance consumed affects a person's decision making capacity, awareness of consequences, and ability to make fully informed judgments. Being intoxicated by drugs or alcohol does not diminish one's responsibility to obtain consent.

Reporting:

Reports of conduct that may constitute a violation of VAWA, Title IX, Discrimination, Harassment or Hate crimes may be made to either of the Director/VAWA Coordinator (Chris Smith), the Director of Education (Kris Will) or to the Assistant Director/Title IX(Amy Chavez) coordinator of the school. All incidents should be reported even if a significant time has passed. Reports should be brought forward as soon as possible after the alleged conduct occurs. Prompt reporting will better enable the school to respond, determine the issues, and provide an appropriate resolution and /or action. However, delaying a report may impede the school's ability to conduct an investigation and/or to take appropriate remedial actions.

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Please be advised that conversations with fellow students, friends or outside confidential sources are not VAWA or Title IX reporting and will additionally require you to speak with the VAWA or Title IX coordinators listed in this policy.

See confidentiality section on next page.

Filing a Complaint for Title IX, VAWA, Discrimination, Harassment, Hate Crimes:

To file a complaint:

VAWA Coordinator/ Director – Chris Smith, 303-986-2320, ext. 27 chris@csha.net

Title IX Coordinator/ Assistant Director – Amy Chavez, 303-986-2320, ext. 24 amy@csha.net

Director of Education – Kris Will 303-329-6026 (cell) kris@csha.net

Title IX and VAWA formal complaints:

Formal complaint:

- A Title IX formal complaint is a document filed by a complainant or signed by the Title IX Coordinator.
- A VAWA formal complaint is a document filed by a complainant or signed by the VAWA Coordinator.

Title IX, VAWA formal complaint Time Line:

- CSHA will acknowledge receipt of the complaint in writing **within (3) three business days**.
- The investigation/hearing part of the process will be completed **within thirty (30) business days** from the date of the written acknowledgment of receipt of the complaint unless circumstances demand that an extension be granted by the Director/VAWA Coordinator, the Director of Education or the Assistant Director/Title IX Coordinator.
- The school will issue a written statement of the findings of the investigation **within fourteen (14) business days of the completion of the investigation/hearing**. The Findings Statement will be sent to the Complainant and Respondent via certified mail with return receipt through the U.S. Postal System.
- Appeals of investigation/hearing outcomes/decisions may be submitted **within five (5) business days** after date of written receipt of the decision.

Investigation and Hearing for a formal Title IX or VAWA complaint:

- CSHA will provide an equally prompt, transparent and unbiased investigation to both the **complainant** (*individual who is alleged to be the victim of the conduct*) and the **respondent** (*an individual who has been reported to be the perpetrator of the conduct*).
- CSHA will acknowledge receipt of the complaint in writing within (3) three business days.
- The investigation/hearing process will be completed within thirty (30) business days from the date of the written acknowledgment of receipt of the complaint unless circumstances demand that an extension be granted by the Director/VAWA Coordinator, the Director of Education or the Assistant Director/Title IX Coordinator.
 - During the investigation, the school will objectively gather any and all evidence, review all school policies, speak with faculty, staff and/or students and respond to the initial

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complainant and the respondent. Any evidence gathered will be available to either party upon request.

- CSHA will provide a live (in person or virtual) hearing with cross-examination that will be recorded and will notify the complainant and respondent in writing of the date of the hearing.
- Both the complainant and respondent have equal opportunities for an advisor of their choice to be present at any meeting or interview and at the hearing. If either the respondent or complainant do not have an advisor for the hearing, the school will provide one free of charge.
- At the hearing, the advisors (only) will have the opportunity to ask (approved) questions for cross-examinations.
- Advisors provided by the school (as needed) and investigation/hearing decision makers will be chosen based on being free of conflict of interest and being unbiased.
- Decisions will be made based on Preponderance of Evidence standard.
- Investigations and hearings will follow the requirements in Title IX and VAWA rule

Decision (Findings) and Response:

- The school will issue a written statement of the findings of the investigation within fourteen (14) days of the completion of the investigation. The Findings Statement will be sent to the Complainant and Respondent via certified mail with return receipt through the U.S. Postal System.
- The Findings Statement will include a determination as to whether any Title IX or VAWA violations took place and will include any supportive measures for the complainant and any appropriate remedy or disciplinary actions for the respondent up to and including dismissal from the school. Disciplinary actions shall be determined on a case-by-case basis. Discipline decisions that affect a student or students shall be made in accordance with the terms of the CSHA Student Code of Conduct found in the school's Student Policies and Procedures and Employee handbooks.
 - Supportive Measures: Students/employees have the right to request these protective measures, if they can be reasonably accommodated, regardless if notification to law enforcement has been made or if the investigation/hearing outcome has yet to be determined. Possible supportive measures that may be requested by the respondent: change of schedule, leave of absence (LOA), withdrawal with ability to return without penalties, no contact orders for the respondent.
 - Disciplinary Actions for Students: Possible remedies/disciplinary actions for student respondent: probation, interim measures (suspension, leave of absence no contact orders, altered schedule, or any measures the school deems necessary to protect the safety of the CSHA community) or dismissal with or without ability to reapply.
 - Disciplinary actions for employees: Possible remedies/disciplinary actions for employees for violations of Title IX or VAWA Policy: Disciplinary action may include, but is not limited to probation, paid/unpaid suspension from work, altered work schedule, training or counseling specific to the offense or termination with or without the opportunity to re-apply for future employment.
- The final decision for any disciplinary action taken will be made by the Director/VAWA Coordinator, the Director of Education and Assistant Director/Title IX Coordinator or their designee.

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Appeals of investigation/hearing outcomes/decisions

- Appeals of investigation/hearing outcomes/decisions may be submitted within five (5) business days after date of written receipt of the decision. Granting an appeal will be based on the ability to demonstrate any procedural irregularities, new evidence or conflicts of interest

Retaliation:

CSHA strictly prohibits, and will not tolerate, reprisals against any individual due to the participation in this process. A claim of retaliation shall be treated as a separate allegation of discrimination. The Colorado School of Healing Arts prohibits retaliation against a person who reports any form of discrimination, act of violence or harassment as defined in the school's Title IX or VAWA Policy. Additionally, retaliation is strictly prohibited against someone who assists another person with a complaint or a person who participates in the investigation and/or resolution of a complaint. Retaliation includes, but is not limited to threats, intimidation, and/or adverse actions related to employment or education.

Confidentiality

The Colorado School of Healing Arts shall protect the privacy of individuals involved in a report of any Title IX or VAWA violations in accordance with the Title IX rules, the VAWA rules and the Family Educational Rights to Privacy Act (FERPA), Colorado Law and CSHA policies.

A report of violations such as these may result in the gathering of extremely sensitive information about individuals in the school community. While such information is considered confidential, the school's obligations in accordance with FERPA may require CSHA to release personal information to appropriate officials due to a subpoena or judicial order. FERPA also permits disclosure to the complainant the final results of a disciplinary proceeding against the respondent, regardless of whether or not the school determined that a violation was committed.

Information regarding disciplinary action taken against the respondent shall not be disclosed except to the complainant without the respondent's consent, unless permitted by law, or unless it is necessary to ensure compliance with the safety of individuals.

Sex Offense Prevention:

The Colorado School of Healing Arts is dedicated to creating a safe environment for all members of the CSHA community. To assist in this goal, CSHA dedicates a bulletin board on the second floor as the Sex Offense Prevention and Safety board with on-going campaigns and information. CSHA discusses sexual assault prevention and safety issues specific to the massage therapy community throughout the classes in our Massage Therapy Program. Please also see the resources on the next few pages

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Community Resources - Domestic Violence / Sexual Assault **24-Hour Domestic Violence, Crisis Lines, and Shelters**

National Domestic Violence Hotline: 1-800-799-7233 <http://www.thehotline.org> “Operating around the clock, seven days a week, confidential and free of cost, the National Domestic Violence Hotline provides lifesaving tools and immediate support to enable victims to find safety and live lives free of abuse.”

Visit the following website to learn what is considered abuse and how to create a personalized safety plan:
<http://www.loveisrespect.org>.

Colorado Crisis Services <https://coloradocrisisservices.org/> 1-844-493-8255 Crisis Hotline
Also has online and walk in locations. Call, text or walk-in they provide 24/7 free confidential and immediate support for whatever crisis you may be going through.

The Center for Trauma & Resilience (303) 860-0660 (Admin) www.traumahealth.org

24-Hour Hotlines: English(303) 894-8000

Espanol (303) 718-8289

Use 711 Relay Colorado for the Hearing Impaired to access our hotlines.

Formerly known as the Denver Center for Crime Victims, “The Center for Trauma & Resilience provides culturally and linguistically responsive programs, health promotion and crime prevention education.”
Services include 24-Hour crisis lines (English, Spanish and TDD), crisis intervention, assistance and advocacy, referrals, short-term counseling, education and training, and support groups.

Family Tree, Inc.- Domestic Violence Services for Denver, CO and the Surrounding Areas

<https://www.thefamilytree.org/domestic-violence-services>

24 hour Domestic Violence Hotline: (303) 420-6752 / Homelessness Helpline: (303) 467-2604

3805 Marshall Street,

Wheat Ridge, CO 80033

A private, non-profit agency which provides community-based services for victims of family violence and abuse, youth in crisis, runaways, and families dealing with issues of parental divorce, separation and remarriage.

The Blue Bench – Ending Sexual Assault Through Education and Care

24 Hour Crisis Hotline (303) 322-RAPE (7273) or (Espanol) (303) 329-0031

www.thebluebench.org

Provides a 24-hour crisis intervention counseling, counseling services and referrals, prevention education, programs for special populations, and self-defense instruction.

RAINN (Rape, Abuse & Incest National Network)

(800) 656-HOPE(4673) – 24/7 National Sexual Assault Hotline (English and Spanish).

Online hotline: <https://ohl.rainn.org/online> Anti-sexual assault organization that provides a 24-hour phone or online hotline with programs to prevent sexual violence helps victims.

WINGS Foundation, Inc. (Women Incested Needing Group Support)

(303) 238-8660 or 888-505-4325 (HEAL) www.wingsfound.org/

3900 S. Wadsworth Blvd. #430

Lakewood, CO 80235

Non-profit organization run by survivors of incest that provides weekly peer support group meetings for adult survivors, a clearinghouse of information, and education. Speakers are also available.