

St. Vincent's College

Annual Campus Crime Report

2015



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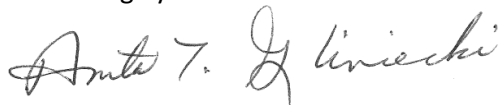
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Message from the President

Welcome! At St. Vincent's College we pride ourselves on our focus on educating students for entry into highly sought after health careers in a small college environment. Our program offerings include completion programs leading to Bachelor of Science degrees in Nursing and Radiologic Sciences, Associate of Science Degree programs in Nursing, Radiography, Medical Assisting and General Studies, and certificate programs in Central Sterile Processing Technician, Health Care Management, Health Information Technology Coding, Health Promotion, Medical Assisting, Multi-Skilled Assistant, Lay Patient Navigator and Patient Navigator, and Pharmacy Technician. An RN Refresher program is also offered for RN's who have not worked for some time and who wish to reenter the workforce.

The College is committed to helping to meet the healthcare workforce needs of the greater Bridgeport region through campus based and online instruction in allied health fields. Over 4,000 healthcare professionals have been prepared by this institution. Graduates have expressed a high degree of satisfaction with their total college experience at St. Vincent's including the quality of instruction they received and the dedication that faculty and staff have to their success.

I encourage you to learn more about how St. Vincent's College can contribute to your success.



Anita T. Gliniecki, MSN
Interim President/CEO

Campus Safety & Security Team

St. Vincent's College is concerned about the safety and welfare of all campus members and guests and commits itself to promoting a safe and secure environment. Because no campus can totally isolate itself from crime, St. Vincent's College has developed a series of policies and procedures designed to ensure that every possible precaution is taken to protect persons on campus.

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The information in this publication has been compiled and presented in compliance with the requirements of the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act." The purpose of this report is to provide a valuable resource to the College Community with regards to campus crimes and security policies. Additionally, the report is in compliance with Federal Public Law 101-542, 110-315 and Connecticut General Statute 10a-55 to 10a-55c.

Overview of St Vincent's College

St. Vincent's, established in 1905 is a community based Catholic College providing an education in nursing, allied health, and the liberal arts and sciences. Its mission is derived from the historic commitment of the Daughters of Charity of St. Vincent De Paul to care for the sick poor and to educate others for the healthcare ministry.

St. Vincent's College is a community of about 900 people, located in Bridgeport, Connecticut. Bridgeport is the most populous city in the state of Connecticut. Located in Fairfield County on the Pequonnock River and Long Island Sound, the city has a population of over 147,216 (at the 2013 United States Census) and is the core of the Greater Bridgeport area, covering an area of 19.40 square miles.

As part of the larger community, St. Vincent's College shares many of the same interests and problems, including a concern about preventing crime and ensuring public safety.

On the St. Vincent's campus, the Department of Safety & Security, and St. Vincent's community members themselves are responsible for a number of measures to ensure personal safety and to protect property.

Annual Crime Report

The St. Vincent's Safety & Security Department is responsible for compiling the annual statistical information and policy information included in this document. This Annual Crime Report contains comprehensive information on crime reporting and safety on campus, as well as crime statistics. On or before October 1st of each year, an e-mail is sent notifying all students and employees that the Annual Report is available on the College website. The email notice also advises that a written copy of the report is available upon request from the Office of the Director of Administrative Services, Room 404 of the Hunting Street Building.

In compliance with The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act of 1998 (formerly The Student Right to Know Act of 1990), St. Vincent's regularly provides information regarding crime statistics and security measures through public safety email communications sent to employees, currently enrolled and prospective students, and matriculated students.

In addition, St. Vincent's publishes this annual report of certain categories of crimes reported on the St. Vincent's campus, St. Vincent's safety policies and procedures, and other measures the College takes to prevent crime and ensure safety. The College submits all crime statistics to the U.S. Department of Education annually.

Mission Statement

St. Vincent's College is a community-based college, faithful to the teachings of the Catholic Church, providing education in nursing and allied health, and the liberal arts and sciences.

Hallmarks:

- Provides access to clinical experiences through affiliation with a major medical teaching center.
- Exhibits special concern for the underserved and those with a variety of life experiences and varying religious backgrounds.
- Provides a curriculum in which caring and compassion are integral to the development of technical and educational competencies, and encourages social awareness among faculty and students.

- Provides an education, which is responsive to current and future needs of the local healthcare environment and the greater community.
- Serves as the foundation for lifelong learning, professional development and spiritual and personal enrichment.

St. Vincent's College derives its mission from the historic commitment of the Daughters of Charity of St. Vincent de Paul to care for the sick poor and to educate others for the healthcare ministry. The mission is based on Judeo-Christian values and Vincentian tradition and is guided by the Core Values of Ascension Health: Service of the Poor, Reverence, Integrity, Wisdom, Creativity and Dedication.

Campus Security Act

The Campus Security Act of 1990, also known as the Clery Act requires universities to:

- Publish an annual report every year by October 1st, which contains three (3) years of campus crime statistics and certain security policy statements.

- Disclose crime statistics for the campus, public areas immediately adjacent to (or running through) the campus, and non-campus facilities. The statistics must be gathered from the Department of Safety & Security, local law enforcement, as well as other College officials who have “significant responsibility for student and campus activities.”

- Provide timely warning notices of crimes or incidents that have occurred and pose an on-going threat to students, faculty, and staff.

- Disclose in a public crime log “any crime that occurred on campus ... or within the patrol jurisdiction of the campus police or campus security department and is reported to the campus police or security department.”

St. Vincent's College provides this report to comply with the Jeanne Clery Disclosure of Campus Security Policy & Campus Crime Statistics Act, codified at 20 USC 1092 (f) as a part of the Higher Education Act of 1965. The Clery Act was originally enacted by Congress and signed into law in 1990 as the Crime Awareness and Campus Security Act. This report is available to any applicant, student, prospective employee, or employee who requests a copy.

The safety and security of all students, faculty, staff and guests on the campus grounds are of primary concern to the St. Vincent's College Administration. St. Vincent's Medical Center is responsible for the safety and security of the grounds. St. Vincent's Medical Center Security is operational on a seven day, twenty-four basis. The Safety & Security Department staffing consists of an Executive Director of Safety, two Security Services Managers, two off shift Security Coordinators and security officer personnel. Officers monitor alarms, monitor access via access control systems, monitor cameras and perform both foot and vehicle patrols of the College, Medical Center and adjoining property. Safety & Security Officers of the Medical Center and College are public safety officers and do not have arrest powers. The Safety & Security Department has a strong working relationship with the City of Bridgeport Police Department and would require their assistance if a criminal issue were to present itself. The Bridgeport Police Department does provide the Safety & Security Department with crime activity data on its surrounding property on a regular basis, so that appropriate safety measures can be initiated as required.

St. Vincent's Medical Center Safety & Security Department is required by the Clery Act and the Department of Education to maintain a public log of all crimes reported that occur on campus, as well as all crimes in non-campus buildings, on non-campus property, or on certain public properties that are within the patrol jurisdiction of the St. Vincent's campus security, those reported to the Safety & Security Department or those of which we are made aware. The log is required to have the most recent 60 days' worth of information. Each entry in the log must contain the nature, date, time and general location of each crime and disposition of the complaint, if known. Information on incidents older than 60 days must be made available to requesters within two business days. The Daily Crime Log is available at <http://www.stvincentscollege.edu/current-students/student-safety-security/crime-log/> .

Given the serious nature of certain crimes, the College reserves the right to initiate administrative disciplinary measures for certain crimes committed by its students, faculty or staff outside of its campus.

The College has an outstanding safety record due to the support of its faculty, students, and other members of the College community. We ask everyone to follow College and Medical Center policies and procedures regarding safety, security and general rules of conduct. Everyone is asked to report suspicious activities, inappropriate behavior and crimes immediately to the Safety & Security Department. The College Safety Committee meets at least quarterly to review incidents and safety/security issues of the College. This Committee initiates recommendations and corrective action plans, as well as annual training and /or testing of its emergency procedures.

The College's Annual Security Report is available on the College's website or at the U.S. Office of Post Secondary Education website at <http://www.ed.gov/about/offices/list/ope/index.html> . Statistical information is gathered from security incident reports/complaints that are reported to the St. Vincent's Safety & Security Department. Additional information is provided by crime data reports submitted by the Bridgeport Police Department on public property adjacent to the Medical Center and College.

St Vincent's College Campus Security

The safety of the St. Vincent's College Campus Community is extremely important. The St. Vincent's Safety and Security team serves as the College's campus safety department. As such they are licensed to provide Security Services by the State of Connecticut. Their backgrounds reflect almost 300 plus years of experience, based on their collective years in law enforcement, corrections, contract & proprietary security, hospital security, and armed forces service.

The College is protected through an arrangement with the St. Vincent's Medical Center Safety & Security Department. Every effort is made to provide a healthy and safe learning and work environment for members of the College Community. All students are required to participate in a safety and security program that is part of their orientation. Drug education programs are offered during the academic year and attendance is strongly encouraged at all programs dealing with safety and security issues.

The department responsibilities include the overall security and safety of the Medical Center and College itself as well as off-site locations and parking sites. These services are provided on a continual 24-hour, seven-day per week basis through the integration of security personnel and equipment.

Safety & Security Services provide:

- Foot and vehicle patrols
- 24 hour Escort Service

Campus safety and security systems include:

- Building and parking structure card access system
- Duress alarms in all classrooms and learning resource areas
- Blue Light Emergency Phone System
- Closed circuit television system
- Blackboard Connect Emergency Notification system
- Crime prevention programs such as
 - o MOAB (Management of Aggressive Behavior)
 - o Disruptive Behavior Training
 - o Crisis Prevention Institute (CPI)

CT Law on Workplace Violence in Healthcare Settings

CT Public Act No. 11-175 requires reporting of workplace violence in healthcare settings. All assaults and related offenses of healthcare workers, including volunteers (and students) while performing their assigned duties must be reported to the Safety & Security Department. Security will complete the report and forward notice to appropriate authorities. If act of assault is from a patient, the institution is still responsible to care for the patient until the patient has a safe discharge or transfer plan. The employee/student who is the victim of threat or actual assault by a patient may request for care duties to be reassigned to another health care worker.

Workplace violence is defined as an act of aggression, either verbal or physical that threatens the safety and wellbeing of others. In a healthcare setting, there are four types of individuals capable of workplace violence. These individuals include patients, visitors, employees and the employee's social network.

All St. Vincent's employees, students and contractors receive training regarding the stages of risk factors, warning signs, identification of high risk patients.

Campus Sex Crimes Prevention Act

The Federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community of where information concerning registered sex offenders may be obtained. In Connecticut, this information is accessible from the Connecticut State Police at the following website:
<http://www.ct.gov/dps>

St. Vincent's Campus Facilities

The St. Vincent's College Engineering & Plant Operations Department maintains College buildings and grounds with a concern for safety. Campus facilities are inspected regularly to identify conditions affecting safety, and prompt repairs are made. St. Vincent's College is well lighted. Lighting inspections are conducted by Safety and Security and Campus facilities staffs.

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. Security officers regularly report malfunctioning lights and other unsafe physical conditions to the Engineering & Plant Operations Department for correction. The Engineering & Plant Operations Department also monitors areas in need of physical repair and maintenance. For more information, contact the Director of Administrative Services at 203-576-6355.

Reporting Crimes and Other Emergencies

Students, faculty, staff and visitors of St. Vincent's College should report criminal activity and suspicious events to the Safety & Security Department at extension 5543. Emergencies requiring immediate security assistance should be reported internally by immediately dialing '77' using internal phones or through the use of security assistance call buttons located throughout the College building. To contact the Safety & Security Department by outside phone line, please dial 203-576-5543.

Upon any complaint the Safety & Security Department will respond to the scene to meet with the complainant.

Anonymous Reporting of Incidents

St. Vincent's Safety & Security Department accepts voluntary, confidential reports from witnesses to crime activity or issues of inappropriate behavior. Witnesses can contact Security Management directly by dialing 203-576-5666 (external) or extension 5666 (internal).

Security Awareness & Personal and Property Safety

Campus security is a high priority at St. Vincent's College. St. Vincent's College students and employees have a responsibility to be aware of safety and security measures, and to implement these on a daily basis. Each person can make simple additions to her or his daily routine that will deter crime. Most thefts occur when property is left in plain sight and unwatched and the thief believes there is little likelihood of getting caught. We ask everyone in the College to observe the following practices:

- Valuables should not be left unattended in any area, including restrooms, classrooms, lounges, and recreation areas or in an unsecured location.
- Engrave your valuables and label all other personal possessions.
- Park in appropriate designated College parking garages.
- If you park on peripheral streets, please park in a visible, well-lit area.
- Car doors should be kept locked at all times.
- Never leave electronic equipment or accessories visible in vehicle (computers, cell phones, etc.).
- **Do not** leave valuable portable electronics, such as GPS systems, plug-in stereo systems, iPods, and cell phones visible in your car. If you use suction cups to hold your device in place, remove the suction cups as well. Thieves are tempted by suction cups. They know what they are for!
- Never leave valuable packages in your vehicle or within eye sight of pedestrians. (It is best to not bring valuables with you during your visit to the College). Store any packages in the trunk of your car.
- Do not walk alone after twilight; walk in groups. Call security at extension 5543 for an escort to your car if necessary. Security will pick you up at the exit of your choice and drive you to your vehicle whether you are parked in our garages or on the peripheral streets.
- If you choose to walk to your car, stay aware of your surroundings. The more aware you are, the less vulnerable you appear. While walking to your car, don't wear headphones or talk on the phone, as these behaviors give the impression of being distracted.
- Report suspicious individuals and or activities to the Safety & Security Department immediately (extension 5543).

Arrest and Prosecution Policy

The College and Medical Center will assist local law enforcement agencies in the investigation and prosecution of a known or suspected crime committed on campus or Medical Center property. The College and Medical Center maintain the right to file charges against anyone who commits a crime or creates a disruption.

Emergency Response & Evacuation

St. Vincent's Emergency Operations Plan identifies actions and responsibilities to be implemented during occurrences that could adversely affect the campus of St Vincent's College. Unusual occurrences can disrupt routine operations. These occurrences can arise internally within the facility, or externally from community situations. The reaction of the Campus' core constituency to an emergency depends to a large extent on two main factors.

- St. Vincent's College must have a thorough and yet flexible plan.
- Students and staff of St Vincent's College are expected to become acquainted with the plan and how it functions. Everyone should have a thorough working knowledge of the plan.

This Emergency Operations Plan is reviewed annually. Compliance with current practices, including the National Incident Management System (NIMS), is incorporated into the contents of this plan.

Evacuation

- When a building is in full alarm (horns, sirens, strobe lights), **immediately** evacuate the building. Once outside, students should move to a clear area at least 300 feet away from the affected building(s). Keep streets, fire lanes, hydrants and walkways clear for emergency vehicles and crews. Faculty & staff should lead students by example. Classes should assemble together to ensure that everyone has evacuated the building.
 - Faculty must ensure all students evacuate classroom areas.
 - Do not use elevators to exit a building.
 - Report to the nearest exit and await further instructions from Security staff.
 - If you are away from your office or classroom when an alarm sounds, you should exit the building immediately and not return to said office or classroom.
 - Do not reenter the building until Security and/or first responders from the fire department give the "all clear" signal after the alarm has been silenced and reset.
-

Fire conditions - If you become trapped due to smoke, heat, flames, or some other hazard:

- Before opening a closed door, use the back of your hand to ensure the door is not hot. If the door is hot, do not open it.
- Leave the room door closed. Seal the door cracks and ventilation grills with cloth or wet towels or clothing, if possible.
- Telephone Security (tap 77 from any phone) or dial 911 and let them know your location.
- If smoke enters the room and there is an operable window, open it and let the smoke ventilate. Also, use a piece of clothing as a mask around your nose and mouth to filter out smoke. Stay close to the floor where the air is cleaner and temperature cooler.

- Await assistance from Fire Department and First Responder Municipal Agencies from the City of Bridgeport - *stay calm*.
 - **DO NOT USE ELEVATORS IN CASE OF FIRE. DO NOT PANIC.**
-

Persons with Disabilities – Fire Evacuation

- Faculty/staff are not responsible for determining whether a student is disabled, however students which self-identify themselves as disabled to the faculty/staff must receive adequate assistance from faculty/staff in the event of a building emergency.
 - If above or below the ground floor relocate or be moved to an **AREA of RESCUE/REFUGE** or the safest area located on each floor in the building, to await assistance from emergency response personnel. Call Security (tap “77” from any house phone) and identify your specific location and officers / first responders will be sent. **DO NOT USE ELEVATORS.**
 - If you cannot access an **Area of Rescue/Refuge**, proceed to the nearest exit stairs that have doors, which separate the stairs from the hall corridor. Enter the exit stairwell and wait there for assistance
 - If using a stairwell, attempt to position yourself so that you will not block evacuees who may be accessing the same exit stairwell.
 - The Fire Department shall be responsible for evacuating all persons with disabilities from the building, unless prior special arrangements have been made with the individual.
-

Emergency Notification System

When the College is officially closed due to inclement weather or for other emergencies, classes, clinical experiences and other scheduled activities will be cancelled. When a two (2) hour delay is announced, the College will open at 10 AM with all classes and clinical assignments starting at that time.

Every effort will be made to make announcement of an unscheduled closing or delay earlier than 5:30 a.m. for day classes and by 3:00 p.m. for evening classes. Notification of early dismissals of classes will occur as soon as a decision is made. The College will send out notification through Blackboard Connect (the Emergency Notification System) by phone and email. If a student believes that her/his safety would be endangered by travelling to the campus, they are to use their own judgment and communicate their plans to their faculty member(s).

Public announcement of unscheduled closings or delays will be made on the following sources:

- News item on the College home page: www.stvincentscollege.edu
- Post on the College Facebook page: <http://www.facebook.com/stvincentscollege.edu>
- Listing on CT Weather: <http://www.ctweather.com/IANcancellations.php>
 - sign up for email notifications

You may call the College Status Line at 203-337-3842 for a recorded phone message about the College. This is an outbound only communication tool, therefore, you will not be able to leave a message on this line.

Timely Warning

In the event that a situation arises, either on or off campus, that in the judgment of the College Administration or the Executive Director of Security, constitutes an ongoing threat, a campus wide “timely warning” will be issued. The warning will be issued through the college email system to students, faculty and staff.

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, the Department of Safety & Security may issue an alert through the Blackboard Connect Emergency Notification System as well as post a notice on the College website at <http://www.stvincentscollege.edu/current-students/student-safety-security/crime-log/>, providing the College community with more immediate notification. In such instances, a copy of the notice will be posted at the entry doors of both the Hunting Street and Main Street campus buildings.

Anyone with information warranting a timely warning should report the circumstances to the Safety & Security Department at 203.576.5543 or in person at the Safety Department Office on Level 1 at St. Vincent’s Medical Center, 2800 Main Street.

The cooperation, involvement and support of students, faculty and staff is essential to the timely and safe resolution of safety and security related problems. Each person must assume responsibility for their own personal safety, as well as for the safety of others. Awareness of his/her own environment and surroundings is important.

Security Of & Access To Campus Facilities

The College has a uniform access policy which requires all employees, students and visitors to wear identification badges at all times while on the St. Vincent’s Campus. This process allows the College community to limit access to the campus buildings and facilities to those with a legitimate business or educational purpose.

We ask everyone in the College to observe the following practices:

- Never prop doors open or leave them unlocked while you exit a secured area.
- Lock your room or office, even if you are leaving for a short period of time.
- Always use your student or employee badge to gain access to secured College or Medical Center property.
- Always wear your Identification/Access Badge any time you are on the College/St. Vincent’s Health Services campuses.
- Ask persons unknown to you to identify themselves before allowing them access to the building, office or room.
- When using your access badge to enter a secured area, be certain that only appropriate persons enter the area with you.
- Never loan your keys or access card to anyone.
- Immediately report lost keys or stolen ID badges to security immediately at extension 5543.

Lost & Found

If you have lost property, you may come to the Safety & Security Department or call to see if the property was turned in to us.

Drug & Alcohol Policy

Alcoholic Beverages

Students are not permitted to bring alcoholic beverages on to the College campus, unless they are part of an officially approved College function. The legal drinking age in Connecticut is 21 years of age.

Under-age possession and /or consumption of alcoholic beverages is not permitted on property owned or controlled by the College. Intentionally or knowingly selling, or intentionally or knowingly furnishing alcoholic beverages to persons under the age of 21, or to persons obviously inebriated, is not permitted on the property owned or controlled by the College. Alcohol can be served at public events only to those 21 and over, and in conformity with those requirements of the State of Connecticut and the College regarding the serving of alcohol. Arrangements for serving alcohol at public events must be made through the Office of the President.

Disregard of this policy will result in disciplinary measures including expulsion.

Drug Policy

St. Vincent's College upholds the federal and state laws prohibiting the use, distribution, or possession of illegal drugs or narcotics, including marijuana. Any individual known to be possessing, using, or distributing drugs is subject to disciplinary action and possible arrest, imprisonment, or fine according to state or federal law.

There are drug education videos shown throughout the career programs in the college. Students may register to participate in self-defense and rape prevention programs which are offered under the sponsorship of the Safety & Security Department.

The abuse of drugs by students directly affects their own career goals. It is in direct conflict with the philosophy of health professions and the College.

Drug abuse includes misuse of prescription or non-prescription drugs, possession or exchange of illegally obtained or manufactured drugs and/or chemicals, including alcohol. The College adheres to a drug testing policy which includes pre-admission and random testing.

Students are advised that the expected penalty for drug abuse as defined, on or off the Medical Center and College premises, will result in immediate discharge from the College.

Substance Abuse Policy in accordance with Federal Government regulations, the following substance abuse and their consequences are promulgated:

Connecticut General Statutes

The person found to be intoxicated by alcohol or found to be the operator of a motor vehicle while under the influence faces a fine, jail, suspension of motor vehicle license and/or community obligations. To illegally manufacture, distribute, sell, prescribe or disguise a drug or drug paraphernalia can result in a prison sentence from one to twenty years, a fine or both. To illegally possess drugs, or illegally possess drugs within 1000 feet of the property of a school and not be enrolled in the school can result to up to seven years imprisonment, fine or both.















Federal Government Drug Trafficking Penalties

Trafficking in methamphetamine, heroin, cocaine, PCP, LSD, Fentanyl, and Fentanyl Analogue carries a range of penalties that is not less than five years or more than life and not less than twenty years if death or serious injury occur, and a fine not to exceed \$2 million. Any other drugs not mentioned above, the range of penalties is not more than 20 years unless death or serious injury occur, and a fine of more than \$1 million.

Additional Regulations Regarding Licensure

Students should be aware that professions, which require a license to practice, have additional regulations regarding substance abuse. Section 19A-14 of the Connecticut General Statutes authorizes the Department of Public Health to deny licensure to applicants who may be addicted to drugs or alcohol or who have been disciplined in other states or who have been convicted of a felony. Candidates for licensure in Connecticut will be asked questions pertaining to these matters during the licensure application process.

It is the responsibility of each student to report to St. Vincent's College and perform assignments in a safe and appropriate manner. Students performing in an unsafe manner, and/or whose behaviors are suspect, may be subject to an assessment by a health care provider. For purposes of the policy, an assessment may include but not be limited to drug/alcohol screen, medical or mental assessment, and/or rehabilitation. Action and/or pattern of a behavior that may warrant an assessment include without limitation:

 Sudden changes in performance	 Slurred speech
 Violation of safety policies	 Staggered gait
 Repeatedly not following direction	 Glassy eyes
 Disorientation	 Unsafe practices
 Personality changes	 Smell of alcohol
 Behavior problems	 Smell of marijuana
 Drowsiness	 Frequent absences

Any faculty or staff member who identifies behavior similar or consistent with the examples given above has the responsibility to confront the student with their suspicions. The faculty or staff member will contact the VP of Enrollment Services/Dean of Students or the Vice President of Academic Affairs/ Dean of Faculty (if it occurs in a classroom, clinical or lab setting) that there is a suspected violation of the Drug-Free Policy. The faculty or staff member will then escort the student to the SVMC Emergency Department for testing.

The Emergency Department physician, who may refer the student to his/her health care provider for further evaluation, will conduct the initial assessment/evaluation. The student is responsible for payment of any cost incurred. Failure to participate in an assessment at the request of St. Vincent's College faculty or staff will result in the assessment being considered a violation of the Drug-Free Policy. Disciplinary action will then be handled as prescribed by the Student Code of Conduct. If positive results are obtained, the student will be immediately suspended from St. Vincent's College by the President of the College, and will be granted due process through the Student Code of Conduct.

The Drug-Free Policy applies to students anytime he/she is utilizing facilities at SVC or SVMC, other assigned educational locations, or when participating in SVC sponsored events.

Weapons

For the safety of everyone, unauthorized use, possession or storage of all types of weapons are prohibited on the campus of St. Vincent's College or at any College/Health Services sponsored activities. This includes any properties owned or under the control of St. Vincent's Health Services. Weapons include, but are not limited to, firearms, ammunition, explosives (fireworks such as firecrackers and cherry bombs), objects capable of firing a projectile (such as a pellet or BB gun) stun guns, knives, crossbows, bows and arrows or other archery-type devices, spring-type guns, slingshots, martial arts devices, impact weapons such as static and/or positive lock batons and blackjacks, and so forth, whether or not the weapon meets the criteria for dangerous under Connecticut General Statutes 53-206. Anyone possessing or using any of these can and will be subject to disciplinary action including expulsion or arrest. Students are referred to the Code of Conduct.

Sexual Assault Awareness Programs, Policies & Procedures

I. Purpose and Scope of Policy

1. Statement of Institutional Values

Sexual misconduct of any form is a violation of a person's rights, dignity and integrity. An act of sexual misconduct represents a fundamental failure by a community member to recognize and respect the intrinsic worth and dignity of another. Acts of sexual misconduct are harmful, potentially illegal and will not be tolerated at St Vincent's College. Such acts corrupt the integrity of the educational process, are contrary to the mission and values of the College community and are in violation of College policy.

The St. Vincent's College Policy is based on the following:

All members of the college community (including guests and visitors have the right to be free from all forms of gender and sex-based discrimination in the classroom, clinical, social and recreational environment; and the workplace. The College seeks to foster an environment free from sexual misconduct through an education and training campaign that will include faculty, staff and students, prevention programming, the promulgation of clear and effective policies, as well as investigative and grievance procedures that are prompt, equitable, and accessible to all. In response to any reported sexual misconduct, the College will take all appropriate steps to eliminate the misconduct, prevent its recurrence and address its effects.

In order to foster a climate of respect for oneself and for one another and provide for the safety and security of our community, the College expects all community members to take action to prevent acts of sexual misconduct. Creating a safe campus environment is the responsibility of all members of the College community, both individually and collectively. In order to promote an atmosphere that encourages reporting of sexual misconduct, the College will actively educate the community, respond to all allegations promptly, will provide interim measures to address safety and emotional well-being, and will act in a manner that recognizes the inherent dignity and respect of the individuals involved.

The College will carefully review and/or investigate all reports with the intention to understand the perspective and experiences of each individual involved, and provide for fair and impartial evaluation and resolution.

2. Purpose of Policy

The purpose of this policy is to provide St Vincent's College community with a clearly articulated set of behavioral standards, common understandings of definitions and key concepts, and descriptions of prohibited conduct. The policy applies to all community members, including students, faculty, and staff. It is intended to protect and guide students, faculty and staff who have been affected by sexual misconduct, whether as a Complainant, a Respondent, or a third party.

When used in this policy:

- A **Complainant** refers to an individual who believes to have been the subject of sexual misconduct.
- A **Respondent** refers to the individual who has been accused of sexual misconduct.
- A **third party** refers to any other participant in the process, including a witness to the incident or an individual who makes a report on behalf of someone else.
- A **report** refers to any incident or concern regarding sexual misconduct that is reported to the College.

A **complaint** is an allegation of sexual misconduct filed against a faculty or staff member or student that initiates the appropriate disciplinary process.

In addition to defining sexual harassment and the forms of sexual misconduct that violate the standards of our community, this policy will also:

- Identify resources and support for all members of the College community;
- Identify the Title IX Coordinator;
- Provide information about where a College community member can obtain support or access resources in a confidential manner;
- Provide information about how a College community member can make a report on-campus or off-campus; and,
- Provide information about how a report against a College community member will be investigated, evaluated and resolved.

3. Scope

As stated above, this policy applies to all members of St Vincent's College community, including students, employees, visitors, and independent contractors. When used in this policy, **employee** generally refers to both staff and faculty members. Vendors, independent contractors, visitors, and others who conduct business with the College or on College property are also expected to comply with this policy.

All College community members are responsible for their actions and behavior, whether the conduct in question occurs on campus or in another location. Members of the College community have a responsibility to adhere to College policies and local, state and federal law. As a result, this policy applies both to on-campus and off-campus conduct. In particular, off-campus behaviors that have an

actual or potential adverse impact on any member of the College community or the College fall under this policy. Any individual may make a report alleging a violation of this policy. The College will provide resource options and respond promptly and equitably to all allegations of sexual misconduct. The College will engage in a Title IX review throughout which it is committed to maintaining fairness for all parties and to balancing the needs and interests of the individuals involved with the safety of the community as a whole.

4. Coordination with Non-Discrimination Policy

The College recognizes that harassment related to an individual's sex, sexual orientation, gender identity or gender expression can occur in conjunction with misconduct related to an individual's race, color, ethnicity, national origin, religion, age, or disability. Targeting individuals on the basis of these characteristics is also a violation of the community standards. Under these circumstances, the College will coordinate the investigation and resolution efforts to address harassment related to the targeted individual's sex, sexual orientation, gender identity or gender expression together with the conduct related to the targeted individual's race, color, ethnicity, national origin, religion, age, or disability.

II. Equal Opportunity and Non-Discrimination

St. Vincent's College welcomes persons from all backgrounds and beliefs to join our College community. We seek to create and foster a sense of community that facilitates the development, both personal and professional, of all students and others who participate in our programs and activities. St. Vincent's College is committed to providing equal opportunities for all persons regardless of race, color, religion, sex, national origin, sexual orientation, transgender, ancestry, age, disability, marital status, military status or unfavorable discharge from military service, citizenship status, or any other status protected by law ("protected status"). This is reflected in all policies, programs and procedures of the College. St. Vincent's College complies with federal, state and local equal opportunity laws and strives to keep the workplace, and all programs and activities, free from all forms of illegal discrimination and harassment, as well as free from all forms of disrespectful conduct even where such conduct does not constitute a legal violation.

The College does not discriminate on the basis of sex in its educational, extracurricular or other programs, or in the context of employment. Sexual misconduct, including sexual harassment as defined in this policy, is a form of sex discrimination that unjustly deprives a person of equal treatment. It is prohibited by Title IX of the Education Amendments of 1972, a federal law that 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 education program or activity receiving Federal financial assistance.* Furthermore, sexual harassment is also prohibited under Title VII of the Civil Rights Act of 1964.

This policy prohibits sexual misconduct against all St. Vincent's College community members of any gender or sexual orientation. This policy also prohibits gender-based harassment that does not involve conduct of a sexual nature.

III. College Statement on Privacy

The College is committed to maintaining the privacy of all individuals involved in a report of sexual misconduct. In any Title IX review of an allegation of sexual misconduct, every effort will be made to protect the privacy and interests of the individuals involved in a manner consistent with the need for a thorough review of the allegation. Such a review is essential to protecting the safety of the Complainant, the Respondent, and the broader campus community and to maintaining an environment free from sexual discrimination.

At all times, the privacy of the parties will be respected and safeguarded. Information related to a report of misconduct will be shared only with those College employees who “need to know” in order to assist in the investigation and/or resolution of the complaint. All College employees who are involved in the Title IX review process, including conduct board hearing members, have received specific training regarding the safeguarding of private information. Students or employees wishing to obtain confidential assistance through on-campus or off-campus resources without making a report to the College may do so by speaking with professionals who are obligated by law to maintain confidentiality. These professionals are identified in the Resources section of this policy. As a reminder, students may seek confidential assistance on campus through the College Counseling Center, or Pastoral Care Advisors. Employees may seek confidential assistance through the Employee Assistance Plan.

When the College has received a report of sexual misconduct, but the Complainant requests that his/her identity remain confidential or that the College not pursue an investigation, the College will balance this request with its responsibility to provide a safe and non-discriminatory environment for all College community members. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, (see Request for Confidentiality in section VIII,5.) At all times, the College will seek to respect the request of the Complainant, and where it cannot do so, the College will consult with the Complainant and keep him/her/them informed about the chosen course of action.

If a report of misconduct discloses an immediate threat to the College campus community, the College may issue a timely notice of the conduct to the community to protect the health or safety of the broader campus community. This notice will not contain any biographical or other identifying information. Immediately threatening circumstances include, but are not limited to, recently reported incidents of sexual misconduct that include the use of force, a weapon, or other circumstances that represent a serious and ongoing threat to College students, faculty, administrators, staff, or visitors. All resolution proceedings are conducted in compliance with the requirements of FERPA, the Clery Act, Title IX, and College policy. No information shall be released from such proceedings except as required or permitted by law or College policy.

IV. Prohibited Conduct and Definitions

The College policy prohibits sexual misconduct. Sexual misconduct is a broad term that includes but is not limited to sexual harassment, sexual violence, sexual exploitation, stalking, cyber-stalking, bullying and cyber-bullying, aiding or facilitating the commission of a violation and retaliation. Consistent with the values of an educational and employment environment free from harassment based on sex, the

College also prohibits gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

1. Definition of Sexual Harassment

Sexual harassment is any unwelcome sexual advance, request for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature when:

- a) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, evaluation of academic work or participation in social or extracurricular activities;
- b) Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; or
- c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance by creating an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic or social environment. The effect will be evaluated based on the perspective of a reasonable person in the position of a Complainant.

A single or isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to provide a hostile environment, particularly if the harassment is physical.

2. Forms of Prohibited Sexual Harassment

Sexual harassment is prohibited. In some cases, sexual harassment is obvious and may involve an overt action, a threat or reprisal. In other instances, sexual harassment is subtle and indirect, with a coercive aspect that is unstated.

Sexual harassment can take many forms: It can occur between equals (e.g., student to student, staff to staff, faculty member to faculty member, visitor/contracted employee to staff) or between persons of unequal power status (e.g. supervisor to subordinate, faculty member to student, student leader to first-year student). Although sexual harassment often occurs in the context of an exploitation of power by the individual with the greater power, a person who appears to have less power in a relationship can also commit sexual harassment (e.g., student harassing faculty member).

- It can be committed by an individual or may be a result of the collective actions of an organization or group.
- It can be committed against an individual, an organization or a group.
- It can be committed by an acquaintance, a stranger, or someone with whom the Complainant has a personal, intimate or sexual relationship.
- It can occur by or against an individual of any sex, gender identity, gender expression or sexual orientation.
- It does NOT have to include intent to harm, be directed at a specific target, or involve repeated incidents.

Examples of behavior that might be considered misconduct include, but are not limited to:

- Unwanted or inappropriate sexual innuendo, propositions, sexual attention or suggestive comments and gestures; humor and jokes about sex or gender-specific traits; sexual slurs or derogatory language directed at another person's sexuality or gender; insults and threats based on sex or gender; and other oral, written or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome;
- Written graffiti or the display or distribution of sexually explicit drawings, pictures, or written materials; sexually charged name-calling; sexual rumors or ratings of sexual activity/performance; the circulation, display, or creation of e-mails or Web sites of a sexual nature.
- Non-academic display or circulation of written materials or pictures degrading to an individual(s) or gender group (It is expected that instructors will offer appropriate warning regarding the introduction of explicit and triggering materials used in the classroom.);
- Inappropriate or unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual's body;
- Undue and unwanted attention, such as repeated inappropriate flirting, inappropriate or repetitive compliments about clothing or physical attributes, staring, or making sexually oriented gestures;
- Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances;
- Change of academic or employment responsibilities (increase in difficulty or decrease of responsibility) based on sex, gender identity/expression, or sexual orientation;
- Use of a position of power or authority to: (1) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (2) promise rewards in return for sexual favors;
- Sexual assault is defined as abusive, disruptive or harassing behavior, verbal or physical, which endangers another's mental or physical health, including but not limited to threats, acts of violence, or assault based on gender and/or in the context of intimate partner violence; demeaning verbal or other expressive behavior of a sexual or gendered nature in instructional settings; and acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping. Harassment for exhibiting what is perceived as a stereotypical characteristic for one's sex, or for failing to conform to stereotypical notions of masculinity and femininity, regardless of actual or perceived sexual orientation or gender identity of the harasser or target.

3. Additional Forms of Prohibited Sexual Misconduct

Sexual misconduct may vary in its severity and consists of a range of behaviors. The following descriptions represent sexual behaviors that violate St Vincent's College's community standards and a person's rights, dignity and integrity.

- **Sexual Violence:** Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. This includes rape, sexual assault, battery and sexual coercion. Sexual violence may involve individuals who are known to one another or have an intimate and/or sexual relationship, or may involve individuals not known to one another. Examples include, but are not limited to:

- Having or attempting to have sexual intercourse with another individual without consent. Sexual intercourse includes vaginal or anal penetration, however slight, with a body part or object, or oral copulation by mouth-to-genital contact.
- Having or attempting to have sexual contact with another individual without consent. Sexual contact includes kissing, touching the intimate parts of another, causing the other to touch one's intimate parts, or disrobing of another without permission. Intimate parts may include the breasts, genitals, buttocks, mouth or any other part of the body that is touched in a sexual manner.

Sexual Exploitation: An act or acts committed through non-consensual abuse or exploitation of another for the purpose of sexual gratification, financial gain, personal benefit or advantage or any other non-legitimate purpose. The act or acts of sexual exploitation are prohibited even though the behavior does not constitute one of the other sexual misconduct offenses. Sexual exploitation may involve individuals who are known to one another, have an intimate or sexual relationship, and/or may involve individuals not known to one another. Examples include, but are not limited to:

- Observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;
- Non-consensual streaming of images, photography, video or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved;
- Prostituting another individual;
- Knowingly exposing another individual to a sexually transmitted disease or virus without his or her knowledge; and
- Inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Stalking: A course of conduct involving more than one instance of unwanted attention, harassment, physical or verbal contact, or any other course of conduct directed at an individual that could be reasonably regarded as likely to alarm or place that individual in fear of harm or injury, including physical, emotional, or psychological harm. This includes cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts or other similar devices or forms of contact are used to pursue, harass or make unwelcome contact with another person. Stalking and cyber-stalking may involve individuals who are known to one another or have or had an intimate or sexual relationship, or may involve individuals not known to one another.

Intimate Partner Violence (also called domestic violence, dating violence, relationship violence, spousal abuse, or battering): A pattern of abusive behavior such as physical (e.g., striking, shoving, kicking, punching, strangling, restraining); sexual (rape, sexual assault); emotional (e.g., isolation from friends and family, verbal abuse); and psychological (e.g., threats of harm to reporting individual or self, a third party, pets, or property, humiliation and degradation, harassment) that is used by one person to gain power and control over a current or former spouse or intimate partner, or current or former dating partner. This definition includes heterosexual couples and gay couples.

Aiding or Facilitating: Aids, facilitates, promotes or encourages the commission of a violation under this policy. Aiding or facilitating may also include failing to take action to prevent an imminent act when it is reasonably prudent and safe to do so. Taking action may include direct intervention, calling local law enforcement, or seeking assistance from a person in authority.

Retaliation: Acts or attempts to retaliate or seek retribution against the Complainant, Respondent, or any individual or group of individuals involved in the investigation and/or resolution of an allegation of sexual misconduct. Retaliation can be committed by any individual or group of individuals, not just a Respondent or Complainant. Retaliation may include continued abuse or violence, other forms of harassment, and slander and libel.

4. Statement on Consent, Coercion, Incapacitation, and Alcohol

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent to engage in sexual activity must be knowing and voluntary. Consent to engage in sexual activity must exist from the beginning to end of each instance of sexual activity, and for each form of sexual contact. Consent to one form of sexual contact does not constitute consent to all forms of sexual contact. For example, an individual may agree to kiss but choose not to engage in touching of the intimate parts or sexual intercourse. An individual should obtain consent before moving from one act to another.

Consent consists of an outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage freely in sexual activity. Relying on non-verbal communication can lead to misunderstandings. Consent may not be inferred from silence, passivity, lack of resistance or lack of active response alone. A person who does not physically resist or verbally refuse sexual activity is not necessarily giving consent. In the absence of an outward demonstration, consent does not exist. If at any time it is reasonably apparent that either party is hesitant, confused or uncertain, both parties should stop and obtain mutual verbal consent before continuing sexual activity.

A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates willingness to engage in sexual activity each time such activity occurs. Consent may be withdrawn by either party at any time. Withdrawal of consent must also be outwardly demonstrated by words or actions that clearly indicate a desire to end sexual activity. Once withdrawal of consent has been expressed, sexual activity must cease. Consent is not effective if it results from the use or threat of physical force, intimidation, or coercion, or any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether or not to have sexual contact. Coercion includes the use of pressure and/or oppressive behavior, including express or implied threats of harm, severe and/or pervasive emotional intimidation, which places an individual in fear of immediate or future harm or physical injury or causes a person to engage in unwelcome sexual activity. A person's words or conduct amount to coercion if they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity.

An individual who is incapacitated is not able to make rational, reasonable judgments and therefore is incapable of giving consent. Incapacitation is the inability, temporarily or permanently, to give consent, because the individual is mentally and/or physically helpless due to drug or alcohol consumption, either voluntarily or involuntarily, or the individual is unconscious, asleep or otherwise unaware that the sexual activity is occurring. In addition, an individual is incapacitated if he/she/they demonstrate that they are unaware of where they are, how they got there, or why or how they became engaged in a sexual interaction. Where alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. Some indicators of incapacitation may include, but are not limited to, lack of control over physical movements, lack of awareness of circumstances or surroundings, or the inability to communicate for any reason. An individual may experience a blackout state in which he/she/they appear to be giving consent, but do not actually have conscious awareness or the ability to consent. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person's level of intoxication. The relevant standard that will be applied is whether the Respondent knew, or a sober reasonable person in the same position should have known, that the other party was incapacitated and therefore could not consent to the sexual activity.

The College considers sexual contact while under the influence of alcohol to be risky behavior. Alcohol impairs a person's decision-making capacity, awareness of the consequences, and ability to make informed judgments. Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual misconduct and does not excuse one from the responsibility to obtain consent.

V. Resources

1. Overview

The College is committed to treating all individuals with dignity, care and respect. Any individual affected by sexual misconduct, whether as a Complainant, a Respondent, or a third party, will have equal access to support and counseling services through the College. The College recognizes that any individual involved in an incident of sexual misconduct may have questions and we encourage College community members to seek the support of campus and community resources. The College can provide guidance in making decisions, obtaining information about available resources, and assisting either party in the event that a report and/or resolution is pursued. Individuals are encouraged to use all available resources, regardless of whether the incident occurred recently or in the past.

Complainants, Respondents and third parties can expect:

- The opportunity to meet with the Title IX Coordinator to answer questions regarding the College's complaint processes for students and employees.
- Notice of confidential resources, including health care and mental health counseling services, on campus and in the local community.
- Notice of the option to pursue law enforcement action and to be assisted by the Police Department, or other College officials in accessing and communicating with such authorities. This notice will include a discussion of the importance of the preservation of evidence.
- The opportunity to request that the College take steps to prevent unnecessary or unwelcome contact or communication with another member of the St. Vincent's College community.

- The right to be free from retaliation. Any concerns of retaliatory behavior should be immediately reported to the Police and/or the Title IX Coordinator.

2. Confidential Resources and Support

St. Vincent's College encourages all its constituent members to report an incident of sexual misconduct. The College recognizes, however, that there are many barriers to reporting, both individual and societal, and not every individual will choose to make a formal report with the College or with local law enforcement. For those individuals who are not prepared to make a report, there are several confidential resources available for students, staff and faculty. Individuals seeking to talk to someone about an incident of sexual misconduct in a confidential manner without making a report to the College or triggering any investigation or action by the College may utilize the following confidential medical, mental health, and clerical resources. These resources hold a statutorily protected confidentiality that prohibits the release of an individual's information without that individual's express consent (except under limited circumstances that pose an imminent danger to the individual or to others).

On-Campus	Off-Campus
Counseling Services	The Center for Family Justice
College Counselor 203-576-6022 Or by appointment	203-384-9559 Domestic Abuse Hotline 203-333-2233 Sexual Assault Hotline
Campus Ministry	Connecticut Sexual Assault Crisis Services (CONNSACS)
Deacon Tim Bolton (Coordinator) 203-576-5117 Beeper # 150 Reverend Al Forlano 203-576-5110 Beeper # 328	1-888-999-5545 1-888-568-8332 (Español) Statewide 24 hour toll free hotline
For Employees	Rape, Abuse & Incest National Network (RAINN)
LifeWorks Employee Assistance Plan 1-888-267-8126	1-800-656-HOPE (4673) National Sexual Assault Hotline
	Connecticut Coalition Against Domestic Violence
	Resources and information for victims of abuse 1-888-774-2900 1-844-831-9200 (Español)
	Rape Crisis Center of Milford
	(203) 878 1212 24/7 crisis hotline (888) 999-5545 (Español) (888) 568-8332

3. Campus Resources

In addition to the confidential resources listed above, all St Vincent's College community members have access to a variety of resources provided by the College that can provide crisis intervention services, counseling, academic support, and medical services. All of the staff and faculty listed below are trained to support individuals affected by sexual misconduct and to coordinate with the Title IX Coordinator consistent with the College's commitment to a safe and healthy educational environment. While not

bound by confidentiality, these resources will nevertheless maintain the privacy of an individual's information within the limited circle of those involved in the Title IX resolution process.

St. Vincent's Medical Center Security Department	Title IX Coordinator
203-576-5543	203-576-5578
Available 24 hours a day	Available during regular office hours.
Dean of Students/Student Conduct Officer	Director of Administrative Services
203-576-5238	203-576-5543
Available during regular office hours and can assist with academic concerns or other accommodations, and referrals to other resources.	Available during regular office hours and can assist with referrals. Also available 24 hours a day by calling St. Vincent's Security Department

4. Community Resources

Students, faculty and staff may also access resources located in their local community. These organizations can provide crisis intervention services, counseling, medical attention and assistance in interfacing with the criminal justice system. All individuals are encouraged to utilize the resources that are the best suited to their needs, whether on or off campus. In general, off-campus resources can provide assistance to individuals wishing to make a report to the College, but will not notify the College without the consent of the Complainant.

VI. Reporting

All College employees, including faculty, staff, and administrators are required to share with the Title IX Coordinator any report of sexual misconduct they receive or of which they become aware. This extends to members of the St. Vincent's Medical Center Security Department who provide for campus security. All St Vincent's College community members, even those who are not obligated by this policy, are strongly encouraged to report information regarding any incident of sexual misconduct to the campus Title IX Coordinator.

The Title IX team working with the Title IX Coordinator will ensure that the College responds to all reports in a timely, effective and consistent manner. The team consists of the St. Vincent's Medical Center Security Services managers, the Title IX Coordinator, the Dean of Students/Student Conduct Officer, the Dean of Faculty, the Director of Administrative Services and Human Resources representative as applicable. The team is charged with the review, investigation and resolution of all reports to ensure consistent responsiveness and the integrated provision of interim measures to support the individuals involved and to protect the campus community. It is only through this consistent and informed response that we create a culture of accountability and break the culture of silence. The Title IX Coordinator is positioned to provide support and effectively respond to allegations of sexual misconduct.

The College will promptly and thoroughly investigate and respond to all reports of sexual misconduct. The College will respond to all reports in an integrated, consistent manner that treats each individual with dignity and respect. The College will approach each report with an earnest intent to understand the perspective and experiences of each individual involved in order to ensure fair and impartial evaluation and resolution. The College is committed to providing a variety of welcoming and

accessible means so that that all instances of sexual misconduct will be reported. The College also recognizes that the decision whether or not to report sexual misconduct is personal, and that there are many barriers to reporting, both individual and societal. Not every individual will be prepared to make a report to the College or to law enforcement, and individuals are not expected or required to pursue a specific course of action.

An incident does not have to occur on campus to be reported to the College. Off-campus conduct that adversely affects the College or the St. Vincent's College community also falls under this policy.

An individual does not have to decide whether or not to request disciplinary action at the time the report is made. The College recognizes that choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time. The College will respect an individual's autonomy in making these important decisions and provide support that will assist each individual in making that determination.

As outlined in the Resources section of this policy, there are confidential resources on campus and in the community available to individuals not wishing to make a make a report to the College. Information shared with these confidential resources will not be reported to the College.

As outlined in the Statement on Privacy, the College respects the privacy interests of student, faculty, and staff. All information reported will be shared only with those College employees who will assist in the investigation and/or resolution of the complaint.

1. Emergency/Immediate Reporting Options

The College encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual misconduct. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response. The College will assist any campus member to get to a safe place along with information about the College's resources and complaint processes. A medical provider can provide emergency and/or follow-up medical services. The ability to discuss any health care concerns related to the incident in a confidential medical setting may bring peace of mind. The medical exam has two goals: first, to diagnose and treat the full extent of any injury or physical effect (sexually transmitted infection or pregnancy) and second, to properly collect and preserve evidence. There is a limited window of time (typically 72 to 96 hours) following an incident of sexual assault to preserve physical and other forms of evidence. Taking the step to gather evidence immediately does not commit an individual to any course of action. The decision to seek medical attention and gather any evidence will remain confidential and preserve the full range of options to seek resolution through the College's complaint processes or through the pursuit of criminal action.

2. Campus Reporting Options

The College recognizes that a student or employee may choose to report sexual misconduct to any trusted employee of the College. For example, a student may choose to confide in a faculty member

who is considered a “responsible employee” who must report the incident under this policy. Under this policy, any employee who receives a report of sexual misconduct must share the report with the Title IX Coordinator. The Title IX Coordinator is specifically charged with investigating and responding to allegations of sexual misconduct. To enable the College to respond to all reports in a prompt and equitable manner, the College encourages all individuals to directly report any incident of sexual misconduct to the Title IX Coordinator.

3. Anonymous Reporting

Any individual may make an anonymous report concerning an act of sexual misconduct. An individual may report the incident without disclosing his/her name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, however, the College’s ability to respond to an anonymous report may be limited.

4. Reporting Patterns of Sexual Harassment

In the event that an individual believes that he/she/they may be experiencing behavior that points to a pattern of sexual harassment, he/she/they should document that behavior and report it to a member of the Title IX team.

5. Time Frame for Reporting

Individuals are encouraged to report sexual misconduct immediately in order to maximize the College’s ability to respond promptly and equitably. The College does not, however, limit the timeframe for reporting. The College will not be able to pursue disciplinary action against an individual who is no longer affiliated with the College. Under those circumstances, the College will still conduct a Title IX review.

6. Coordination with Law Enforcement

The College encourages Complainants to pursue criminal action for incidents of sexual misconduct that may also be crimes under Connecticut state law. In every case of sexual violence, the College will notify the Police Department (as appropriate) of the allegations. The College will also assist the Complainant in making a criminal report and will cooperate with law enforcement agencies if said Complainant decides to pursue the criminal process to the extent permitted by law. However, a Complainant may also choose not to pursue criminal action, and under most circumstances, the Police Department will not force a Complainant to pursue charges if he/she/they are not willing to do so.

The College’s policy, definitions and burden of proof may differ from Connecticut criminal law. A Complainant may seek resolution through the College’s complaint process, may pursue criminal action, may choose one but not the other, or may choose both. Neither law enforcement’s determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, are determinative of whether sexual misconduct under this policy has occurred. Proceedings under the College’s Sexual Misconduct Policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.

7. Amnesty for Students Who Report Sexual Misconduct

The College encourages reporting and seeks to remove any barriers to reporting by making the procedures for reporting transparent and straightforward. The College recognizes that an individual who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential Code of Conduct sanctions for his/her/their own conduct. An individual who reports sexual misconduct, either as a Complainant or a third party witness, will not be subject to disciplinary action by the College for his/her/their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk. The College may, however, initiate an educational discussion or pursue other educational remedies regarding alcohol or other drugs. The amnesty policy applies to the College's student conduct process.

8. Bystander Intervention

The College expects all community members to take reasonable and prudent actions to prevent or stop an act of sexual misconduct. Taking action may include direct intervention, calling law enforcement, or seeking assistance from a person in authority. Community members who choose to exercise this positive moral obligation will be supported by the College and protected from retaliation.

9. Statement Against Retaliation

It is a violation of College policy to retaliate in any way against an individual or a group because the individual or group of individuals reported an allegation of sexual misconduct. The College recognizes that retaliation can take many forms, may be committed by an individual or a group against an individual or a group, and that a Respondent can also be the subject of retaliation by the Complainant or a third party. The College will take immediate and responsive action to any report of retaliation and may pursue disciplinary action as appropriate. An individual reporting sexual misconduct is entitled to protection from any form of retaliation following a report that is made in good faith, even if the report is later not proven.

VII. Interim Measures

Upon receipt of a report, the College will provide interim support and reasonable protective measures to prevent further acts of misconduct, and to provide a safe educational and work environment. The College will determine the necessity and scope of any interim measures. Even when a Complainant or Respondent does not specifically request that protective action be taken, the College may choose to impose interim measures at its discretion to ensure the safety of any individual, the broader College community or the integrity of the review process.

Students seeking such assistance should speak with the Title IX Coordinator who will coordinate such requests on the behalf of the student. The College will maintain contact with the parties to ensure that all safety and emotional and physical well-being concerns are being addressed. All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The College will take immediate and responsive action to enforce measures previously ordered or implemented by the College.

The College may impose any remedy that can be tailored to the involved parties to achieve the goals of this policy, even if not specifically listed here. The range of interim measures may include:

- **No Contact Order**: A Complainant or Respondent may request, or the College may impose, communication and contact restrictions to prevent further potentially harmful interaction. These communication and contact restrictions generally preclude in person, telephone, electronic or third party communications. In some cases, an individual may also wish to consider Orders of Protection from the local courts. This is a civil proceeding independent of the College. If a court order is issued the College will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on campus compliance with the order. The College may also limit an individual or organization's access to certain College facilities or activities as part of the no contact order.
- **Academic or Employment Modifications**: A Complainant or Respondent may request an academic or employment accommodation after a report of sexual misconduct. An individual who requests assistance in changing their academic situation after an incident of sexual misconduct will receive appropriate and reasonably available accommodations. These may include:
 - Academic accommodations, including a change in class schedule, taking an incomplete, dropping a course without penalty, attending a class online or other alternative means, providing an academic tutor, or extending deadlines for assignments;
 - Change in work assignment or schedule;
 - Providing an escort to ensure safe movement between classes and activities.
 - Protective Parking arrangements.
- **Emotional Support**: The College will provide counseling services or will assist in providing a referral to off campus agencies. Counseling and emotional support is available to any member of the campus community.
- **Interim Separation**: Where the report of sexual misconduct poses an ongoing risk of harm to the safety or well-being of an individual or members of the campus community, the College may place an individual on interim suspension or impose leave for an employee. Pending resolution of the complaint, the individual may be denied access to campus. When interim suspension or leave is imposed, the College will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

VIII. Title IX Review

1. Role of the Title IX Coordinator

The President of the College has appointed Nancy Musante to serve as the Title IX Coordinator. In her role as Title IX Coordinator, Ms. Musante oversees the College's centralized review, investigation and resolution process for reports of sexual misconduct. She also coordinates the College's compliance with Title IX and is knowledgeable of state and federal laws that apply to matters of sexual harassment, as well as College policy and procedure.

The Title IX Coordinator can be contacted by telephone, e-mail, or in person during regular office hours (203-576-5578 | nmusante@stvincentscollege.edu).

The duties and responsibilities of the Title IX Coordinator include training, education as well as the oversight of procedures that promptly and equitably eliminate sexual harassment, prevent its recurrence and address its effects on individuals and our community.

The Title IX Coordinator will also:

- Oversee the investigation and resolution of all reports of sexual misconduct;
- Meet with any individual, whether a Complainant, a Respondent, or a third party, to discuss interim measures, resources, and procedural options on and off campus;
- Ensure prompt and equitable resolutions that comply with all requirements and timeframes specified in the complaint procedures;
- Conduct on-going tracking, and monitoring of sexual misconduct allegations on campus; and,
- Coordinate all training, education and prevention efforts.
- College policy requires that any employee who receives a report of sexual misconduct bring the report to the Title IX Coordinator.

2. Role of the Title IX Team

While a report may emerge through many sources, the College is committed to ensuring that all reports are brought to the College's Title IX team. This interdepartmental team, led by the Title IX Coordinator, ensures consistent application of the policy to all individuals and allows the College to respond promptly and equitably to eliminate the misconduct, prevent its recurrence and address its effects. The Title IX team coordinates the review, investigation and resolution of the report and ensures that all appropriate interim measures are implemented. The team consists of the Title IX Coordinator, St. Vincent's Medical Center Security Services managers, the Dean of Students/Student Conduct Officer, the Dean of Faculty, the Director of Administrative Services and Human Resources representative as applicable, and others as may be necessary.

College policy requires that *any* employee who receives a report of sexual misconduct bring the report to the Title IX Coordinator or a member of the Title IX team. The Title IX team oversees the resolution of reported misconduct through the College's complaint processes. The process will be determined by the role of the Respondent: Resources are available for both students and employees, whether as Complainants or Respondents, to provide guidance throughout the investigation and resolution of the complaint.

3. Initial Assessment

The College will address all reports of sexual misconduct. The Title IX team, under the leadership of the Title IX Coordinator, will oversee the College's Title IX review process. In every report of sexual misconduct, the College, through the Title IX Coordinator will make an initial assessment of any risk of harm to individuals or to the campus community and will take steps necessary to address those risks. These steps will include interim measures to provide for the safety of the individual and the campus community. The College's responsibility to review and respond to all allegations of misconduct exists regardless of whether that review culminates in additional investigation and exists independently of the criminal justice process.

4. Investigation

The Title IX Coordinator will determine if an investigation of the report of sexual misconduct should be conducted. This determination is based on a variety of factors, such as the Complainant's wish to pursue disciplinary action, the risk posed to any individual or the campus community by not proceeding, and the nature of the allegation. The Title IX Coordinator may designate an investigator of its choosing. Any investigator used by the College, whether internal or external, must have specific training and experience investigating allegations of sexual misconduct.

The investigator will coordinate the gathering of information from the Complainant, the Respondent, and any other individuals who may have information relevant to the determination. The investigator will also gather any available physical or medical evidence, including documents, communications between the parties, and other electronic records as appropriate. The investigator may also consider prior allegations of, or findings of responsibility for, sexual misconduct by the Respondent. In gathering such information, the investigator will comply with applicable laws and College policies. The investigation will be thorough, impartial and fair, and all individuals will be treated with appropriate sensitivity and respect.

As described in the Privacy section, all College investigations will respect individual privacy concerns. Information gathered during the investigation will be used to evaluate the responsibility of the Respondent, provide for the safety of the individual and the College campus community, and impose remedies as necessary to address the effects of the alleged conduct. Any investigative report will serve as the foundation for all related resolution processes.

5. Request for Confidentiality

Where the College has received a report of sexual misconduct, but the Complainant requests that his/her identity remain confidential or that the College not pursue an investigation, the College must balance this request in the context of its responsibility to provide a safe and non-discriminatory environment for all College community members. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, but its ability to investigate may be limited by the request for confidentiality. Under these circumstances, the College will weigh the request for confidentiality against the following factors: the seriousness of the alleged harassment, any potential threats to community safety, the respective ages and positions of the Complainant and the Respondent, whether there have been other harassment complaints against the Respondent, and the Respondent's right to receive information under applicable law. At all times, the College will seek to respect the request of the Complainant, and where it cannot do so, the College will consult with the Complainant and keep him/her/them informed about the chosen course of action.

6. Time Frame for Resolution

The investigation and resolution (including appeal) of all reports will generally be completed within 60 to 90 days. Extenuating circumstances including the complexity and severity of a complaint may arise that require the complaint process to extend beyond 60 to 90 days. In general, a Complainant and Respondent can expect to receive periodic updates as to the status of the review or investigation. In

the event that the investigation and resolution exceed this time frame, the College will notify all parties of the need for additional time and best efforts will be made to complete the process in a timely manner.

IX. Education and Prevention

The Dean of Students along with the Title IX Coordinator and campus safety department shall mandate yearly orientation of new students and employees and shall make known to all:

- The existence of the Sexual Misconduct Policy and the College's commitment to enforce it;
- The process and responsibility of reporting sexual misconduct offenses to the Title IX Coordinator or the Dean of Students;
- Sexual assault awareness and resources for students who have been sexually assaulted and accused of sexual assault;
- How to be a knowledgeable and supportive peer presence;
- On-going wellness promotion programs that address issues including, but not limited to sexual health and wellness, drug and alcohol education.

X. Institutional Responsibilities

a. Public Notification of Incidents

As required by state and federal law, the College collects and reports annually statistical information concerning sexual assaults occurring in its jurisdiction. To promote public safety, the College also alerts the campus community of incidents and trends of immediate concern.

b. Policy Revision

This policy will be reviewed periodically to coincide with the law.

XI. Policy Enforcement

This policy was authorized and approved by the President/CEO of St. Vincent's College and is enforced under the authority of the Dean of Students and the Title IX Coordinator.

Procedures for Addressing Complaints

ST. VINCENT'S COLLEGE PROCEDURES FOR ADDRESSING SEXUAL MISCONDUCT COMPLAINTS AGAINST STUDENTS UNDER THE STUDENT CONDUCT PROCESS

I. Introduction

The College has established a Sexual Misconduct Policy that articulates the College's set of behavioral standards, common understandings of definitions and key concepts and descriptions of prohibited conduct. The policy also outlines the College's approach to addressing reports of sexual misconduct which may include responding to a complaint filed under the Student Conduct Process. Below are the procedures for adjudicating a sexual misconduct complaint against a student through the Student Conduct Process.

II. Preliminary Matters

a. Timing of Complaints:

So long as the Respondent is a student at the College as defined in the Student Conduct Process (See Jurisdiction section of Student Conduct Process), there is no time limit to filing a complaint to engage the Student Conduct Process. However, students are strongly encouraged to report sexual misconduct in a timely manner to maximize the College's ability to obtain evidence, and conduct a thorough, impartial and reliable investigation. Where the Respondent is enrolled in their final semester, the College may withhold that student's College degree pending conclusion of the student conduct proceedings.

b. Jurisdiction:

The College will adjudicate incidents of sexual misconduct in the following situations:

- Incidents that occur on – or off-campus;
- The alleged violator is a current student;
- Reports of sexual assault from an individual outside of the College community and not relating to College conduct may be investigated if the College determines the described conduct in the complaint constitutes a sufficient threat to the College community to warrant investigation.

The Complainant can file a report as long as the Respondent is still a student at St. Vincent's College. If the respondent is not a student, individuals are advised to file a report with the Police Department. Students are advised that a delay in reporting could have a negative impact on evidence.

c. Effect of Criminal Proceedings:

The filing and processing of a complaint of sexual misconduct is independent of any criminal investigation or proceeding. The College will not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation and proceedings outlined herein. Neither law enforcement's determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, are determinative of whether sexual misconduct under the College policy occurred.

d. Effect of Pending Complaint on Respondent:

If the Respondent is a current student, no notation will be placed on the Respondent's transcript of a complaint or pending disciplinary action during the Student Conduct Process. If the Respondent withdraws from the College while a sexual misconduct complaint is pending, the Respondent's transcript will reflect a withdrawal and a notation of pending disciplinary action subject to modification to reflect the outcome of the disciplinary action.

e. Advocates:

Complainant and Respondent both have the right to be assisted by an Advocate during the student conduct process. The Complainant will be offered an Advocate at the time the complaint is filed and the Respondent will be offered an Advocate at the time he/she/they are notified of the complaint. The Complainant and Respondent may decline the right to have an Advocate present during these proceedings. An Advocate serves to guide and support the student through the pre-hearing and

hearing process and may accompany the student to any meeting with a College employee and to the hearing. The Advocate for the student may not direct questions to or otherwise participate in the Sexual Misconduct Hearing Board (Hearing Board) but may consult with the student that he/she/they are assisting.

f. Attorneys:

The Complainant and Respondent have the right to consult a private attorney, at their own expense, regarding a complaint. Attorneys cannot participate in the Hearing Board process. Attorneys may be present on campus during a hearing; however, they are required to remain outside of any hearing room. An attorney may be present to provide legal counsel to the Chair and to the Hearing Board members.

g. Agreements Not Recognized by the College:

Other than a judicial order, the College will not recognize agreements between the Complainant and Respondent in which the College did not participate.

h. Time Frames:

Generally the College will attempt to complete the process within 60 days. However, the time frames set forth in these procedures are meant to provide guidance and the College may alter or extend time frames, with notice to the parties, as appropriate.

i. Communications:

All communications and notices required by these procedures may be made electronically, in hard copy, or in person.

III. Initiating a Complaint

1. Individual

A person, who has experienced an incident of sexual misconduct, as defined in the Sexual Misconduct Policy, may file a complaint against the St Vincent's College student responsible for that conduct. "Person" may include any member of St. Vincent's College, including students, faculty, administrators, and staff members, or visitors.

2. Administrative

In exceptional cases, such as cases threatening community safety, the College may initiate a complaint through the Dean of Students/Student Conduct Officer against a student of the College. As set forth in the Sexual Misconduct Policy, reports of sexual misconduct undergo a Title IX Review to determine the appropriate response.

IV. Filing Requirements

The person bringing the allegation is called the Complainant. The Complainant will submit a Complaint (paper or electronic format) to the Dean of Students/Student Conduct Officer. The Complaint should contain sufficient information to permit the Respondent to understand the charges being brought and

to be able to adequately respond. The Complaint may not reflect every detail related to the allegations in the complaint as additional information may be discovered during the investigation.

V. Information for Complainant

After receipt of the Complaint, the Dean of Students/Student Conduct Officer or designee will notify the Complainant of the option to have an Advocate during proceedings. The Dean of Students/Student Conduct Officer or designee will also provide Complainant information regarding the rights and responsibilities of the Complainant and Respondent, explain the prohibition against retaliation, explain the Hearing Board process, instruct the Complainant not to destroy any potentially relevant documentation in any format, and give the Complainant a copy of the relevant policies.

VI. Interim Measures

Upon the filing of a complaint, the Dean of Students/Student Conduct Officer or designee will review the allegations and determine the necessity and scope of any interim measures to prevent further acts of harassment, misconduct, or retaliation and to provide a safe educational and work environment. The range of interim measures may include, but not be limited to:

- No Contact Order
- Academic or Employment Modifications
- Emotional Support
- Interim Suspension

VII. Withdrawal of Complaint

Prior to a hearing before the Hearing Board, the Complainant may withdraw the sexual misconduct complaint. Withdrawal of the complaint will, in most circumstances, end the Student Conduct Process. The College reserves the right to move forward with the Complaint, even after the Complainant withdraws it, in order to protect the interests and safety of the College community.

VIII. Responding to Complaint

a. Notification of Respondent:

The person against whom the complaint is filed is called the Respondent. The Respondent will be notified that a complaint alleging sexual misconduct has been filed against him/her/them.

b. Information for Respondent:

Within 3 days of receiving notice of the complaint, the Respondent must meet with the Dean of Students/Student Conduct Officer or designee. The Dean of Students/Student Conduct Officer or designee will provide the Respondent with a copy of the Complaint, discuss the nature of the complaint, provide the option to select an Advisor from the list of trained Advisors, explain the rights and responsibilities of the Complainant and Respondent, explain the prohibition against retaliation, explain the Hearing Board process, instruct the Respondent not to destroy any potentially relevant documentation in any format, and give the Respondent a copy of the relevant policies. If Respondent fails to meet and cooperate with the Dean of Students/Student Conduct Officer or designee or Investigator, the adjudication of the complaint will proceed without input from the Respondent.

c. Acceptance of Responsibility:

After reviewing the Complaint and meeting with the Dean of Students/Student Conduct Officer or designee, the Respondent may choose to end the student conduct process by accepting responsibility for the conduct alleged in the Complaint Form. If the Respondent accepts responsibility for the conduct alleged in the Complaint form, the process may, but will not necessarily, proceed to the Investigation Phase. The Dean of Students/Student Conduct Officer or designee will initiate the Hearing Board process to determine an appropriate sanction for the Respondent. If the Respondent disputes the allegations of the Complaint, the matter will proceed to an investigation.

At any point in the process, the Respondent may accept responsibility for the conduct alleged in the Complaint. In such cases, the process will immediately move to the Hearing Board for a decision regarding sanctioning. The Dean of Students/Student Conduct Officer may impose sanctions for violations of the Code.

IX. Investigation Phase

a. Investigator:

The Dean of Students/Student Conduct Officer or designee will designate an Investigator of its choosing to conduct a thorough, impartial and fair investigation. The Investigator chosen will have specific training and experience investigating allegations of sexual misconduct.

b. Investigation Process:

The Investigator will coordinate the gathering of information from the Complainant, Respondent, and other individuals or entities with relevant information regarding the complaint using any of the following processes. The Investigator will share with the Complainant and Respondent for comment or rebuttal information and documentation considered material to the findings related to the complaint.

1. Document/Records Review

In addition to reviewing any documents submitted by the Complainant and Respondent, the Investigator will try to obtain such other physical or medical evidence relevant to the investigation as the Investigator determines, in his or her judgment, to be necessary, including but not limited to documents, police records, electronic or other record of communications between the parties or witnesses, records or other relevant information. In obtaining such evidence, the Investigator will comply with applicable laws and St. Vincent's College policies.

2. Site Visits

The Investigator may visit relevant sites or locations and record observations through written or photographic documentation.

3. Complainant and Respondent Interviews

The Investigator will interview the Complainant and the Respondent separately and may interview one or both more than once as necessary. The Complainant and Respondent may be accompanied by their respective Advisors.

4. Witness Interviews

The Investigator will make a good faith effort to contact and interview any witnesses identified by the parties or in the documentation, including those no longer at the College. The Investigator may also interview any other individual he or she finds to be potentially relevant to the allegations of the complaint. The Investigator will inform each witness or other individual interviewed that they are prohibited from retaliating against the Complainant and Respondent or other witnesses.

5. Experts

The Investigator may contact any expert the Investigator determines is necessary to ascertain the facts related to the complaint. An expert witness may be contacted for an informal consult or for a professional opinion regarding information learned from the investigation.

c. **Report:**

1. Contents

The Investigator will prepare an Investigative Report summarizing and analyzing the relevant facts determined through the Investigation, referencing any supporting documentation or statements. The Investigative Report may include summaries of interviews with the Complainant, Respondent, third-party witnesses, experts, and any other individuals with relevant information, photographs of relevant sites or physical evidence, electronic records and forensic evidence. The Investigator may provide a summary of his/her impressions including context for the evidence, but will not make a determination as to whether a violation occurred, reserving that decision for the Hearing Board.

2. Distribution to Parties

The Dean of Students/Student Conduct Officer will provide the Complainant and the Respondent with a copy of the Investigative Report before the Hearing.

X. **Resolution**

a. **Voluntary Resolution:**

A Complainant and a Respondent may choose to resolve a complaint through voluntary resolution. Voluntary resolution may include conflict mediation or a restorative conference with a College community member. However, voluntary resolution may only be used:

- Prior to a Notice of Hearing being issued;
- When the Dean of Students/Student Conduct Officer or designee determines this is a suitable option for resolving the concern, and both the Complainant and Respondent agree to use the process;

- When the complaint does not involve sexual violence as defined in the Sexual Misconduct Policy.

Because the outcomes of voluntary resolution conversations are mutually developed and agreed upon by parties involved, an appeal of the process and its result is not permitted. If the parties are unable to agree on a voluntary resolution, the matter will be referred by the Dean of Students/Student Conduct Officer or designee to the Hearing Board. No statements made during the voluntary resolution process may be introduced before the Hearing Board.

b. Sexual Misconduct Hearing Process:

1. Notice of Hearing

The Dean of Students/Student Conduct Officer or designee will issue a Notice of Hearing to the Complainant and the Respondent electronically or in person. The Notice of Hearing will identify the date, time and place of the hearing and state the names of the persons serving on the Hearing Board for the case. The Hearing Board consists of two voting students, one voting exempt employee and one voting faculty member and one non-voting chair appointed by the Dean of Students. The Notice of Hearing will be sent at least 7 days prior to the hearing date.

2. Pre-Hearing Procedures

a. Meeting with Complainant and Respondent

As soon as possible after issuing the Notice of Hearing, the Dean of Students/Student Conduct Officer or designee may meet individually with Complainant and Respondent and their respective Advocates to discuss the hearing process and answer any questions.

b. Deadlines will be communicated to all parties involved.

3. Request to Reschedule Hearing

Either party may request to reschedule the hearing. Requests to reschedule must come directly from the Complainant or Respondent, must be submitted to the Dean of Students/Student Conduct Officer at least 2 days prior to hearing, whenever possible, and must specify the reasons for the request. The Dean of Students/Student Conduct Officer will decide whether to grant such request.

4. Witness Lists

If the Complainant or Respondent wishes to call witnesses at the hearing, each must submit a list of witnesses to the Dean of Students/Student Conduct Officer or designee serving as Chair of the Hearing Board. Generally, neither party will be permitted to call character witnesses or any person who was not interviewed by the Investigator. The witness list must be submitted no later than 3 days prior to the hearing date.

For any witness not interviewed by the Investigator, the following information is required at the time the witness list is submitted:

- Names of witnesses the party intends to call
- A written statement and/or description of what each witness observed
- A summary of why the witness' presence is relevant to making a decision on the complaint
- The reason why the witness was not interviewed by the Investigator.

The Dean of Students/Student Conduct Officer or designee will determine if there is sufficient justification for permitting a witness who was not interviewed by the Investigator. The Dean of Students/Student Conduct Officer or designee may also require that the Investigator interview the newly suggested witness. The approved witness list will be shared with the parties and the Hearing Board prior to the hearing. The Hearing Board may call any witness it deems to have relevant information.

5. Documentation and Evidence

a. Evidence Not Provided to Investigator

The Complainant or Respondent may wish to present additional documentation or other evidence at the hearing that was not provided to the Investigator. Within 3 days they must submit to the Dean of Students or designee serving as Chair of the Hearing Board the list of documents or other evidence.

The list of documents must contain the following information:

- Identification and description of the document or other evidence the party intends to present.
- A summary of why the document or other evidence is relevant to making a decision on the complaint.
- The reason why the document or other evidence was not provided to the Investigator.

The Dean of Students or designee will determine if the additional documentation or other evidence is relevant and if there is sufficient justification for permitting its use at the hearing where it was not provided to the Investigator. The Dean of Students or designee may also require that the Investigator review the additional documentation or other evidence. If the additional documentation or evidence is approved, it will be shared with the parties and the Hearing Board prior to the hearing.

b. Prior Sexual History, Bad Acts, or Pattern Evidence

In general, in a case where the Respondent raises consent as a defense, any prior consensual relationship between the parties may be deemed relevant, but not necessarily determinative. As noted in the Sexual Misconduct Policy, a current or

previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Generally, prior sexual history of the Complainant or Respondent will not be allowed. However, in limited circumstances, such as pattern evidence, it may be relevant in the determination of responsibility or, in the case of Respondent, assigning of a sanction. Additionally, a prior finding (post appeal rights) of responsibility for a similar act of sexual misconduct will always be deemed relevant and may be considered in making a determination as to responsibility and/or assigning of a sanction.

If either party wishes to bring forth information concerning the other party's sexual history, bad acts, or pattern evidence, such requests must be made to the Dean of Students/Student Conduct Officer. The Dean of Students/Student Conduct Officer or designee serving as Chair of the Hearing Board will judge the admissibility of such information. To aid in an advance determination of relevance, the following must be submitted no later than 3 days before the hearing to the Dean of Students/Student Conduct Officer: A written statement and/or description of the proposed information, if not already provided during investigation; and A summary of why this information is relevant to making a decision of responsibility at the hearing. The Dean of Students/Student Conduct Officer or designee will determine if the information concerning prior sexual history, bad acts or pattern evidence is appropriate for inclusion at the hearing.

c. Impact Statement

The Complainant and the Respondent have the right to prepare an Impact Statement to be considered by the Hearing Board while determining sanctions. Impact Statements are optional and are permitted in addition to any information provided during the hearing. Both parties can prepare a written statement and provide it in a sealed envelope to the Chair on the day of the hearing. The statements will only be opened if the Respondent is found responsible. Otherwise, they will be destroyed by the Chair.

d. Hearing Requirements

1) Participants

Those who may be present at the hearing are the Complainant, the Respondent, their respective Advisors, Investigator, witnesses and other College officials. The Investigator and witnesses may only be present in the hearing room when they are providing information to the Hearing Board. The Complainant and Respondent will be present in the hearing room, unless as prescribed under Alternative Attendance.

2) Attendance

- Failure to attend

If a party fails to attend a hearing for any reason other than an emergency, the hearing may be held in his or her absence

- Alternative Attendance

A Complainant or Respondent may also request participation in the hearing by other suitable means that would not require physical proximity to the other. This can include, but is not limited to, partitioning a hearing room or using technology to facilitate participation. The Hearing Board may also allow for witnesses to appear through other technological means. All requests to participate in the hearing other than in person must be reviewed in advance by the Dean of Students or designee as Chair to ensure compliance with a fair and equitable process.

3) Standard of Proof

The Hearing Board will determine the Respondent's responsibility by a preponderance of the evidence standard which is whether the information provided at the hearing supports a finding that it is "more likely than not" that the Respondent is responsible for the alleged violation(s).

e. Conducting the Hearing

1) Call to Order

The Dean of Students/Student Conduct Officer or designee serving as the Chair of the Hearing Board will call the hearing to order. The Chair will explain the hearing process and provide an opportunity for all parties to ask procedural questions prior to initial statements and the presentation of information. The Chair will ask each individual present to state their name and identify their role during the hearing.

2) Confidentiality

The Chair will inform parties that the proceedings are confidential as required under the Family Educational Rights and Privacy Act (FERPA) and that information received at the hearing should not be shared outside the hearing room except as allowed by FERPA or other applicable law.

3) Investigator Presentation

The Investigator will present to the Hearing Board all pertinent information regarding the incident in question, including but not limited to the Investigative Report, written statements, documents, photographs, oral statements from the parties and witnesses, and any other items or information. The Hearing Board may first ask questions of the Investigator, followed by the Complainant and then the Respondent.

4). Complainant's Presentation

The Complainant may present his or her own account of the events. The Hearing Board may ask Complainant questions, followed by the Respondent. The Respondent's questions must be directed through the Chair. The Chair will ask the Complainant those questions that are deemed relevant. A similar process will be followed for each witness offered by the

Complainant. Once a witness for Complainant is done presenting information and answering questions, he/she/they will be asked to leave the hearing room.

5) Respondent's Presentation

The Respondent may present his/her/their own account of the events. The Hearing Board may ask the Respondent questions, followed by the Complainant. The Complainant's questions must be directed through the Chair. The Chair will ask the Respondent those questions that are deemed relevant. A similar process will be followed for each witness offered by the Respondent. Once a witness for the Respondent is done presenting information and answering questions, he or she will be asked to leave the hearing room.

6) Recall of Witnesses

The Hearing Board reserves the right to recall any party or witness during the hearing process for further questions and to seek additional information necessary to make a decision.

7) Summary Statements

Upon conclusion of the presentation of information by the Investigator, parties and witnesses, the Complainant and the Respondent may make brief summary statements to the Hearing Board. The Complainant will present his or her summary statement first, followed by the Respondent.

8) Deliberation

At the conclusion of the hearing, everyone other than the Chair, the College's legal counsel, and the Hearing Board members will be dismissed from the hearing room to allow the Hearing Board to deliberate in private. The Chair and the College's legal counsel may remain for deliberations but may not participate in the deliberations and may not vote. The Hearing Board must reach a decision on responsibility by majority vote. If the Hearing Board finds responsibility, it will deliberate regarding the appropriate sanction(s) and reach a decision by majority vote. The votes themselves will not be shared with the parties, only the decision on responsibility and any applicable sanction. The Hearing Board may schedule additional meetings to complete deliberations if necessary.

9) Sanctions

If the Hearing Board finds the Respondent responsible for violations of the Sexual Misconduct Policy and/or other College policies, the Hearing Board will impose appropriate sanctions by selecting from the range of sanctions outlined in the Student Conduct Process. Sanctions may be issued individually or in combination with other sanctions. In determining the appropriate sanction(s), the Hearing Board may consider a number of factors including: the harm suffered by the Complainant; any ongoing risk to either the Complainant or the community posed by the Respondent; the impact of the violation(s) on the community, its members, or its property; any previous conduct violations; any

mitigating or aggravating circumstances; and the information contained in any impact statements submitted by the parties.

10) Notice of Outcome

Generally, the Hearing Board will communicate the result of the hearing and any sanction(s) to the Respondent and the Complainant within 3 days from the date the Hearing Board's deliberations concluded and such communication will be in writing.

6. Appeal Process

a. Eligibility and Timeline

Either party may request an appeal within 7 days from the time of notification of the decision by the Dean of Students Office.

b. Grounds

The appeal may be based only on one or more of the following grounds:

- Material procedural error;
- Bias by the Chair or a member of the Hearing Board;
- Relevant, substantive and new information, not available at the time of the hearing.

c. Filing

Appeals must be in writing and submitted to the President. The appeal shall consist of a written statement explaining the grounds for the appeal.

d. Granting Review of Appeal

The President or designee shall determine whether grounds for appeal have been met within 7 business days after the timely receipt of appeal. If the President determines the grounds have not been met, the party who submitted the appeal will be notified. If the grounds for appeal have been met, each party will be notified. The party not submitting the appeal will be given 3 days to submit a written response to the President. The appeal will be reviewed by a three person panel (Appeals Panel), consisting of the President and two members from the Sexual Misconduct Hearing Board pool who were not involved in the initial hearing. A meeting of the Appeals Panel will be scheduled within 14 days of the President's determination to grant review of the appeal. In most cases, it should be possible to convene an Appeals Panel. However, if a full Appeals Panel cannot, in the judgment of the President, reasonably be convened, those cases may be reviewed by the President or designee sitting without an Appeals Panel.

e. Standard of Review

The appeal is based on the record and is limited to the three possible bases for appeal. The appeal is not a de novo review.

f. Appeals Panel Decision

The Appeals Panel shall consider the merits of an appeal only on the basis of the three grounds for appeal and supporting information provided in the written request for appeal, any response to the request for appeal, and the record of the original

hearing. Any decision of the Appeals Panel shall be made by majority vote. The vote itself shall not be shared with the parties. The parties will be advised only of the decision on responsibility. The Appeals Panel can affirm the original findings, alter the findings, and/or alter the sanctions. If the appeal is based on procedures not having been followed in a material manner, and the Appeals Panel deems that information to be clear and convincing, the Appeals Panel can direct that a new hearing occur before a panel comprised of a new board of hearing officers. In the case of new and relevant information, the Appeals Panel can direct that the case be returned to the original Hearing Board to assess the weight and effect of the new information and render a determination after considering the new facts. The Appeals Panel will communicate the result of the appeal to the Complainant and Respondent within 5 days from the date the Appeal Panel concluded its deliberations and will do so in writing. Appeal decisions are final.

7. Records Maintained

The documents, information and other evidence presented at the hearing, will serve as the record of the hearing proceedings and will be maintained by the Dean of Students/Student Conduct Officer as part of the Respondent's conduct record.

If a student has been found responsible by the Hearing Board for violating the Sexual Misconduct Policy, such records shall be used in reviewing any further conduct issues, or developing sanctions, and shall remain a part of a student's conduct record.

Generally suspension, expulsion, and withdrawal pending disciplinary action are permanently noted on a student's transcript. The conduct files of students who have been suspended or expelled from the College are maintained in the Dean of Students/Student Conduct Officer's Office for no fewer than five years after their departure from the College.

Violence Against Women Act

The Violence Against Women Act (VAWA)(Pub. Law 113-4) is a federal law enacted in 1994. This landmark federal legislation's comprehensive approach to violence against women combined tough new provisions to improve the criminal justice system and hold offenders accountable with programs to provide services for the victims of such violence. The reauthorization of VAWA (2000, 2005 and 2013), along with the Campus Safe Act and the Jeanne Clery Act, have worked to improve the safety of college campuses. VAWA 2013 reauthorized and improved upon lifesaving services for **all** victims of domestic violence, sexual assault, dating violence and stalking - including Native women, immigrants, LGBT victims, college students and youth, and public housing residents

Sex Offender Registration Policy

Connecticut General Statutes 54-250 through 54-261 mandate that the Connecticut Department of Emergency Services & Public Protection establish and maintain a central registry of persons who have been convicted of certain sexual offenses and are required to register under the general statutes. Persons who have been arrested or accused of a sex offense listed in Connecticut General Statutes 54-250 through 54-261 are not required to register unless the accusation results in a conviction or a finding of not guilty by reason of mental disease or defect. This Registry contains only offenders who have been convicted or found not guilty by reason of mental disease or defect.

F.B.I. Definitions of Reportable Crimes

The following definitions are those outlined in the Federal Bureau of Investigation Uniform Crime reporting, National Incident-Based Reporting System (NIBRS), which colleges and universities are required to use in reporting crime statistics:

Criminal Homicide

- ◆ Murder and non-negligent manslaughter - The willful (non-negligent) killing of one human being by another.
- ◆ Negligent homicide - The killing of another person through gross negligence.

Forcible Sex Offenses

- ◆ Forcible Rape: The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).
- ◆ Forcible Sodomy: Oral or anal sexual intercourse with another person, forcibly or against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.
- ◆ Sexual Assault with an Object: The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly or against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.
- ◆ Forcible Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Non-forcible Sex Offenses

- ◆ Incest: Non-forcible sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.
- ◆ Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Robbery

- ◆ The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault

- ◆ An unlawful physical attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Simple Assault

- ◆ An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Intimidation

- ◆ To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Stalking

- ◆ To intentionally stalk another person and make an explicit or implicit threat with the intent to place that person in reasonable fear of sexual contact or serious physical injury or death.

Terroristic Threatening

- ◆ To threaten to commit any crime likely to result in death or serious physical injury to another person or likely to result in substantial property damage to another person.

Theft

- ◆ To unlawfully take or exercise control over moveable property of another with intent to deprive him/her thereof.

Wanton Endangerment

- ◆ Under circumstances manifesting extreme indifference to the value of human life wantonly engage in conduct which creates a substantial danger of death or serious physical injury to another person.

Motor Vehicle Theft

- ◆ The theft or attempted theft of a motor vehicle.

Arson

- ◆ Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property or another, etc.

Burglary

- ◆ The unlawful entry of a structure to commit a felony or a theft including: unlawful entry with intent to commit a larceny or felony; breaking and entering with the intent to commit a larceny.

Destruction / Damage / Vandalism of Property (Except Arson)

- ◆ To willfully or maliciously destroy, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Other Offenses

- ◆ **Weapon Law Violation** - The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: the manufacture, sale, or possession of deadly weapons; the carrying of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.
- ◆ **Drug Abuse Violations** -Violations of state and local laws relating to possession, sale, use, growing, manufacturing, and making of narcotic drugs.
- ◆ **Liquor Law Violations** -The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing or intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor.

Hate Crimes

The Clery Act requires institutions to separately report all Hate Crimes statistics on any of the previously mentioned offenses or any other crime involving bodily injury reported to local police agencies or to a campus security authority, that manifest evidence that the victim was intentionally selected because of the perpetrator's bias or the perpetrator perceived the person to be in one of the protected group categories: Race, Gender, Religion, Sexual Orientation, Ethnicity, and Disability.

As of August 14, 2008 the Clery Act was amended to include larceny/simple assault, intimidation and destruction/damage/vandalism (except arson) as reportable categories of hate crimes.

Campus Security Authorities

In addition to the Department of Safety & Security, the United States Department of Education has defined those who must report crimes for the compilation of this annual report to be school officials "with significant responsibility for student and campus activities." This includes but is not limited to "student housing...and campus judicial proceedings." While job titles may vary from institution to institution, the rules indicate that a "dean of students, and faculty advisors to students' groups" would be required to report.

Statistical Campus Crime Report

The following charts show crimes reported to the St. Vincent's Medical Center Safety & Security Department during the three-year period 2012-2014. The crime statistics for the public property adjoining the entrance to St. Vincent's College at Hunting Street are shown in the chart below. These statistics were acquired from the Bridgeport Police Department Uniform Crime Report.

In accordance with Connecticut General Statute 10a-55a(b) and Public Law 101-542, the Student Right-to-Know and Campus Security Act, the following data is the statistical crime report for St. Vincent's College in Bridgeport, Connecticut.

Note: As the FBI in its own crime report notes: "Caution should be exercised in making any inter-campus comparisons or ranking schools, as university/college crime statistics are affected by a variety of factors. These include: demographic characteristics of the surrounding community, ratio of male to female students, number of on-campus residents, accessibility of outside visitors, size of enrollment, etc."

Type of Offense	Year	Incident Number	On Campus	Non-Campus Bldg.	Public Property
Arson					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Aggravated Assault					
	2012	11	0	7	4
	2013	10	0	5	5
	2014	20	0	16	4
Burglary					
	2012	5	0	5	0
	2013	15	0	15	0
	2014	3	0	3	0
Homicide					
Murder/Non-Negligent Homicide					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Negligent Manslaughter					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Motor Vehicle Theft					
	2012	9	0	0	9
	2013	6	2	0	4
	2014	9	1	0	8
Robbery					
	2012	1	0	0	1
	2013	4	0	0	4
	2014	1	0	0	1
Type of Offense	Year	Incident Number	On Campus	Non-Campus Bldg.	Public Property
Sex Offenses					
Sex Offense- Non Forcible					
	2012	2	0	2	0
	2013	5	0	5	0
	2014	4	0	3	1
Sex Offense- Non Forcible					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Stalking					
	2013	0	0	0	0
	2014	0	0	0	0
Domestic Violence					
	2013	3	1	2	0
	2014	2	0	2	0

Type of Offense	Year	Incident Number	On Campus	Non-Campus Bldg.	Public Property
Dating Violence					
	2013	3	0	3	0
	2014	2	0	2	0
Hate Crimes					
Arson					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Aggravated Assault					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Burglary					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Homicide					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Motor Vehicle Theft					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Robbery					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Sex Offenses					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Type of Violation	Year	Incident Number	On Campus	Non-Campus Bldg.	Public Property
Liquor Law Violations					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	3	0	3	0
Drug Law Violations					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	2	0	2	0
Weapons Violations					
	2012	0	0	0	0
	2013	0	0	0	0
	2014	0	0	0	0
Unfounded Crimes					
	2013	0	0	0	0
	2014	0	0	0	0

We include crimes that were reported to have occurred in the main hospital building, which is more inclusive of the geographic boundary for St. Vincent's, including thefts from patient rooms in the main hospital.

In the fall of 2013, we opened a campus building and expanded our geographic boundary.

Definitions:

On Campus - any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and a) property within the same reasonably contiguous geographic area of the institution that is owned by the institution but is controlled by another person, b) is frequently used by students and c) supports institutional purposes (such as food or other retail vendor).

Non-Campus Building or Property - is defined as any building or property owned or controlled by a student organization officially recognized by the institution and any building or property (other than a branch campus) owned or controlled by an institution of higher education that: a) is used in direct support of, or in relation to, the institution's educational purposes, b) is frequently used by students, and c) is not within the same reasonably contiguous geographic area of the institution.

Public Property - is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, and is within the campus, or immediately adjacent to and accessible from the campus.

Hate Crimes - is defined by the Department of Education in the Federal Register Part IX-34 CFR Part 668 as crimes involving bodily injury, larceny/theft, simple assault, intimidation, and/or destruction/damage /vandalism/ of property in which the victim is intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability of the victim that are reported to campus authorities or local police agencies.

Notes Concerning Crime Statistics:

St. Vincent's College is a subsidiary of St. Vincent's Medical Center and is located adjacent to Medical Center at 2800 Main Street, Bridgeport. Faculty and students in clinical programs may be exposed to or have contact with patients who exhibit volatile behaviors, especially if they are under the influence of drugs or alcohol, have a history of violence, or those who present with behavioral health issues. Risk factors for violence in the healthcare environment vary within healthcare settings depending on location, size, and type of care.

Sexual Offenses that were reported to have occurred in St. Vincent's Medical Center (non-campus building) did not involve students or staff at St. Vincent's College.

Statistics for 2012 have been adjusted to include crimes that were reported to have occurred in the main hospital building which is more inclusive of the geographic boundary for St. Vincent's. For year 2012, these included thefts from patient rooms in the main hospital.

Statistics for 2014

- Education of workplace violence prevention process has resulted in increased reporting of **aggravated assault** on campus.
- A reduction in reported **burglary** is attributed to the introduction of personal property safes in each patient room to protect the personal property of same in the main hospital building which is inclusive of the geographic boundary for St. Vincent's.

Stalking, Domestic Violence and Domestic Violence statistics are now reportable crimes under the Clery Act beginning in 2013 and recorded in the 2015 Annual Security Report.