



Annual Report on Sexual Assault, Stalking, and Intimate Partner Violence

October 1, 2018

Policies Regarding Sexual Assault, Stalking, and Intimate Partner Violence

In accordance with state and federal regulations, Trinity College has a comprehensive Policy on Sexual Misconduct that governs all students, faculty, and staff. This policy first became effective on August 28, 2015 and remains in effect today. Trinity College's 2015 Policy on Sexual Misconduct is attached as Exhibit I.

Concise Written Notification

See Exhibit II

Prevention, Awareness, and Risk Reduction Programs

- Mandated education and prevention workshops, targeting all seniors.
- The following education programs were offered to the campus community:
 - *Voices Raised in Power* - An annual sponsored event that celebrates surviving and thriving after incident(s) of sexual violence, featuring student performances.
 - Eve Ensler play, *A Memory, Monologues, Rant & a Prayer*-student directed and performed.
 - Take Back the Night - Annual campus wide event to educate campus on sexual misconduct and bystander intervention and to support survivors.
 - Walk a Mile in Her Shoes - an annual program featuring male -identified students walking a mile around campus in high-heeled shoes, to call attention to the issues of sexual misconduct and victim blaming.
 - The Vagina Monologues

Prevention and Awareness Campaigns

- First year students are required to view the video *Not Anymore*. This video is a comprehensive overview and education of all forms of sexual misconduct that also includes active bystander instruction.
- *The Red Flag Campaign*. This is an annual campaign to educate all campus members about the warning signs of abusive and unhealthy relationships and stalking and to provide active bystander tips.
- Mandated education and prevention workshops, targeting all seniors.
- Flyer campaigns: Title IX rights & options; consent definition, etc.
- Sexual harassment prevention and response workshops for faculty and staff.

Statistical Information

The following tables include statistical information related to incidents of sexual assault, stalking, or intimate partner violence, regardless of where such incidents occurred. Table 1 includes incidents that were reported to the College in calendar year **2015**, and Table 2 includes disciplinary cases that were concluded in calendar year **2015**.

	Sexual Assault	Stalking	Intimate Partner Violence
Number of incidents reported to the College*	21	8	7
Number of confidential or anonymous reports or disclosures to the College	5	2	2
Number of disciplinary cases at the College	0	1	1

*: Above numbers reflect on campus, non-campus and public property as defined in the Clery Act.

TABLE 2: FINAL OUTCOMES OF DISCIPLINARY CASES

<i>Cases Regarding</i>	Respondent found responsible	Respondent found not responsible
Sexual Assault	1	0
Stalking	0	0
Intimate Partner Violence	1	0

Outcome sanctions.

Sexual Assault: The respondent that was found responsible was suspended.

Intimate Partner Violence: For the sole case where the respondent was found responsible, a college censure and educational sanctions were imposed.

Exhibit I

Trinity College Interim Policy on Sexual Misconduct

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Trinity College Interim Policy on Sexual Misconduct

Introduction

Trinity College prohibits sexual discrimination and harassment, including rape, sexual assault, and all other forms of sexual misconduct. In addition, this policy prohibits intimate partner violence, domestic violence, dating violence, stalking, retaliation, and other forms of prohibited conduct, as defined below. For the purposes of this policy, the term “sexual misconduct” includes all of the preceding categories and all forms of nonconsensual sexual contact prohibited by state and federal law. The College takes allegations of sexual misconduct seriously and has established procedures for the reporting and prompt, fair, and impartial adjudication of sexual misconduct complaints, from the initial investigation to the final result. This policy describes the mechanism for reporting and adjudicating allegations of sexual misconduct in all forms. This policy is Trinity College’s official policy governing sexual misconduct. It supersedes any other existing policy, and to the extent there is a conflict with other policies, this policy shall prevail. The College reserves the right to amend this policy, without advance notice, in order to update important information and to ensure the ongoing compliance with applicable laws.

Scope of the Policy

This policy applies to all College community members, regardless of the sexual orientation, gender expression, or gender identity of the parties involved, including students, faculty, staff, visitors, and independent contractors, as well as those who participate in the College’s programs and activities, whether on or off campus, including study-away programs. Any such individual may make a report under this policy. Vendors, independent contractors, visitors, and others who conduct business with the College or on College property are also expected to comply with this policy; complaints against such College affiliates will be handled in accordance with existing contracts and agreements.

The College will respond promptly and equitably to all allegations of sexual misconduct involving a College community member and will provide resource options for victims of alleged sexual assault. The College will consider any requests for confidentiality within the context of the College’s obligation to provide a safe, nondiscriminatory environment for all community members. Further details on how requests for confidentiality are handled in cases of sexual misconduct may be found in the “Reporting Protocols and Confidentiality” section of this policy.

Pursuant to the requirements of Title IX, the College has an independent responsibility to investigate (apart from any separate criminal investigation by law enforcement) and address sexual violence, even in the absence of a complaint by the alleged victim.

Obligation to Report

In accordance with the mandatory reporting requirements detailed in the “Reporting Protocols and Confidentiality” section below, any Trinity student, faculty member, staff member, or covered third party who has reasonable cause to believe that there has been a violation of this policy should immediately report this information to Campus Safety and to the Title IX Coordinator.

Title IX Coordinator

The College’s Title IX Coordinator is Dean Karla Spurlock-Evans. Her office is located in Hamlin Hall, second floor, and she may be reached by e-mail at titleixcoordinator@trincoll.edu or phone at (860) 297-4234. The Title IX Coordinator is responsible for ensuring that Trinity establishes and follows a prompt, thorough, and equitable process for addressing allegations of sexual misconduct and discrimination or differential treatment based on sex. The Title IX Coordinator is responsible for providing leadership and centralized support for compliance with all requirements under Title IX of the Education Amendments Act of 1972 (Title IX), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Violence Against Women Act (VAWA), and other federal and state laws and regulations pertaining to sex discrimination, harassment, and sexual violence. The Title IX Coordinator serves as the College resource on Title IX requirements and compliance and provides consultation as needed. The Title IX Coordinator is also responsible for creating and implementing complaint and investigation procedures, as well as training programs related to Title IX compliance. See the “Complaint Investigation and Adjudication Process” section of this policy for the Title IX Coordinator’s specific duties related to complaints of sexual misconduct.

The Title IX Coordinator may designate Deputy Coordinators who will assist in Title IX compliance. Those individuals would have duties and responsibilities similar to the Title IX Coordinator and would report to the Title IX Coordinator. Where the Title IX Coordinator is listed as the designated point of contact for any role in this policy, he or she may designate a Deputy Title IX Coordinator or another qualified member of the College community to assume the role at issue, as necessary and appropriate.

Definitions of Sexual Misconduct

The following are the definitions of conduct prohibited under this policy. If you have any questions about the definition or application of any of these terms, the policy in general, or the resources available to you as a member of the College community, please contact the Title IX Coordinator or a Deputy Title IX Coordinator.

Sexual Harassment

The College prohibits its employees (including faculty and staff), agents, and students from engaging in sexual harassment. Any such person found responsible for sexual harassment is subject to College disciplinary action (up to and including dismissal) as well as personal legal

liability. Sexual harassment, whether opposite or same sex, includes but is not limited to: unwelcome sexual advances, unwelcome requests for sexual favors, and other behavior of a sexual nature or based on a person's sex, whether it occurs on or off campus, when:

- Submission to such conduct is made a condition, explicit or implicit, of an individual's employment or educational opportunities; or
- Submission to or rejection of such conduct is used as a factor in or basis for decisions affecting an individual's employment or educational opportunities; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or educational opportunities by creating an intimidating, hostile, or offensive educational, living, or work environment.
 - A sex-based hostile environment is created by unwelcome conduct of a sexual nature or based on a person's sex that is subjectively and objectively offensive and that is pervasive, persistent, or severe. The College considers a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and, (5) the degree to which the conduct affected one's employment or educational opportunities. The more severe the sex-based harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. A single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the sex-based harassment is not particularly severe.

Forms of Sexual Harassment: In some cases, sexual harassment is obvious and may involve an overt action, threat, or reprisal. In other instances, sexual harassment is subtle and indirect, with a coercive aspect that is unstated. Some examples include the following:

- Sexual harassment can occur between persons of equal power status (e.g., student to student, staff to staff) or between persons of unequal power status (e.g., faculty member to student, coach to student-athlete). Although sexual harassment often occurs in the context of the misuse of power by the individual with the greater power, a person who appears to have less or equal power in a relationship can also commit sexual harassment.
- Sexual harassment can be committed by (or against) an individual or by (or against) an organization or group.
- Sexual harassment can be committed by an acquaintance, a stranger, or people who shared a personal, intimate, or sexual relationship.
- Sexual harassment can occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.

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

- Unwanted sexual innuendo, propositions, sexual attention, or suggestive comments and gestures; inappropriate humor about sex or gender-specific traits; sexual slurs or derogatory language directed at another person's sexuality, gender, gender identity, sexual orientation, or gender expression; insults and threats based on sex, gender, gender identity, sexual orientation, or gender expression; 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; or the circulation, display, or creation of e-mails, text messages, or websites of a sexual nature.
- Display or circulation of written materials or pictures degrading to an individual or gender group where such display is not directly related to academic freedom or to an educational/pedagogical, artistic, or work purpose.
- Unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual's body.
- Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances.
- 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.
- Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping.

Sexual Assault

Sexual assault is any intentional sexual contact without consent, whether such contact directly touches skin or is through clothing. It includes any intentional sexual contact with the breasts, buttocks, groin, genitals, mouth, or other bodily orifice of another; or touching another with any of these body parts; or making another touch you or himself or herself with or on any of these body parts; or any intentional bodily contact of a sexual nature, whether or not it involves the previously mentioned body parts; or disrobing or exposure of another without that person's consent. Sexual assault also includes attempted nonconsensual sexual intercourse.

Rape

Rape is a form of sexual assault involving sexual penetration without consent. Rape is defined as: (a) any sexual penetration of the vagina or anus, however slight, with any object or body part without consent; or (b) any penetration of the mouth, however slight, by any sex organ or any object used in a sexual manner without consent.

Inducing Incapacitation

Inducing incapacitation includes the provision of alcohol or drugs to an individual, with or without that individual's knowledge, for the purpose of causing impairment or intoxication or taking advantage of that individual's impairment or intoxication.

Coercion

Coercion is defined for purposes of this section as the application of unreasonable pressure to take part in sexual activity or in any of the prohibited conduct listed in this document.

Unreasonable pressure can be exerted through physical or emotional force, intimidation, misuse of authority, or outright threats. When someone makes it clear that he or she does not want to engage in sexual activity or does not want to go beyond a certain point of sexual interaction, continued pressure beyond that point may be considered coercive. Ignoring or dismissing the objections of another person may also be a form of coercion.

Sexual Exploitation

Sexual exploitation occurs when a person takes sexual advantage of another person for the benefit of anyone other than that person without that person's consent. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Recording images (e.g., video, photograph), audio, or otherwise of another person's sexual activity, intimate body parts, or the person in a state of undress;
- Distributing images (e.g., video, photograph), or audio of another person's sexual activity, intimate body parts, or the person in a state of undress; and
- Viewing another person's sexual activity, intimate body parts, or the person in a state of undress in a place where that person would have a reasonable expectation of privacy.

Even if a person consented to sexual activity, consent must also be given to any photographing or recording of sexual activity. In addition, even if a person consented to photographing or recording of sexual activity, consent must also be given for any distribution of that material.

Domestic Violence

Domestic violence is abusive behavior in any relationship that is used by one person to gain or maintain power and control over another person. It includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant (e.g., roommate), or person similarly situated under domestic or family violence law. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

Dating Violence

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Whether there was such a relationship will be determined by the length, type, and frequency of the interaction.

Intimate Partner Violence

Intimate partner violence means any physical or sexual harm against an individual by a current or former spouse of, or person in a dating relationship with, such individual that results from any action by such spouse or such person that may be classified as a sexual assault, stalking, or family violence.

Stalking

Stalking involves a course of conduct directed at a specific person that would cause a reasonable person to suffer substantial emotional distress or to fear for that person's own safety or that of another. This includes cyberstalking, a particular form of stalking in which electronic media such as the Internet, social networks, blogs, texts, or other similar forms of contact are used to pursue, harass, or make unwelcome contact with another person. Stalking and cyberstalking may involve individuals who are known to one another or have an intimate or sexual relationship or may involve individuals not known to one another. For the purposes of this definition:

“Course of conduct” means two or more acts, including, but not limited to, acts in which the alleged stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

“Reasonable person” means a prudent person who normally exercises due care under similar circumstances.

“Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Improper Romantic Relationships

All relationships that occur in a hierarchical relationship present an imbalance of power. By virtue of his or her position of authority, a supervisor or faculty member is able to influence the terms and conditions of a subordinate's employment or a student's academic standing. Therefore, Trinity College forbids romantic relationships between an employee (faculty or staff) and any student (including undergraduate, graduate, and IDP) for which that employee (faculty or staff) has responsibility by virtue of any professional supervisory obligations, including teaching, advising, departmental, committee, and coaching. Additionally, the College expects all supervisory staff (whether faculty or staff) and all faculty (whether supervisory or not) to avoid engaging in romantic relationships with individuals (whether students or employees) over whom they exercise or have the potential to exercise power. If an employee feels that such a relationship cannot be avoided, counsel should be sought from an Appropriate College Official, as defined below, to ensure that necessary steps are taken to avoid potential conflict.

Retaliation

Consistent with state and federal laws, this policy prohibits retaliation against a person for: reporting discrimination and harassment; filing a complaint of discrimination or harassment; or participating in the investigation or adjudication of such a complaint. Retaliation is also

prohibited against persons who assist others in bringing a complaint of discrimination or harassment by offering advice and moral support or by giving testimony or documentary evidence in response to a complaint.

Retaliation is defined as conduct that may reasonably be perceived to:

- adversely affect a person's educational, living, or work environment because of his or her good-faith participation in the reporting, investigation, and/or resolution of a report of a violation of this policy; or
- discourage a reasonable person from making a report or participating in an investigation under this policy, any other College policy, or any other local, state, or federal complaint process, e.g., filing a complaint with an entity such as the U.S. Department of Education.

Retaliation includes, but is not limited to, acts or words that constitute intimidation, threats, or coercion intended to pressure any individual to participate, not participate, or provide false or misleading information during any proceeding under this policy. Retaliation may include abuse or violence, other forms of harassment, and/or making false statements about another person in print or verbally with intent to harm their reputation.

Retaliation can be committed by any individual or group of individuals, not just a Responding Party or a Complaining Party. Retaliation constitutes a violation of this policy even when the underlying allegations did not result in a finding of responsibility.

Any person who retaliates against an individual reporting, filing, or participating in the investigation or adjudication of a complaint of discrimination or sexual misconduct as defined in this policy is subject to disciplinary action up to and including expulsion or termination. Retaliation is prohibited even if the underlying complaint is eventually dismissed or is deemed to lack merit.

False Accusations

Intentionally false accusations will not be tolerated. Any person who brings an intentionally false claim of discrimination or harassment is subject to disciplinary action up to and including expulsion or termination. A claim will not be deemed intentionally false merely because there is insufficient evidence to prove a violation of this policy or because it is deemed to be without merit. An intentionally false claim is one made with knowledge beforehand that it is false and with malicious intent toward another person.

The prohibited conduct listed above is not exhaustive. The College may consider any other conduct that has a sexual or gender-based connotation under this policy.

Other Definitions

Effective Consent

Effective consent is informed, freely and actively given, mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon activity. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent may never be given by minors, mentally disabled persons, those who are incapacitated, and those who are by law unable to give consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard or being asleep or unconscious.

Consent obtained by fraud or force (actual or implied) is not effective consent, whether that force is physical force, threats, intimidation, or verbal coercion. A lack of verbal or physical resistance does not necessarily indicate consent. Past consent cannot be construed to indicate current/future consent. Moreover, consent may be withdrawn at any time. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person. Consent to engage in one form of sexual activity does not imply consent to engage in other forms. References to “consent” in this policy should be construed as meaning “effective consent.”

Appropriate College Official

For purposes of this policy, the term Appropriate College Official refers to the Title IX Coordinator or a Deputy Title IX Coordinator; an Associate Dean of Students, the Dean of Students, or the Dean of Campus Life and Vice President for Student Affairs; a Dean of Academic Affairs or the Vice President for Academic Affairs; an Associate Director, or the Director of Human Resources.

Reporter

For the purposes of this policy, the term Reporter refers to anyone who reports an allegation of sexual misconduct to the College. A Reporter can be the victim of alleged sexual misconduct, a bystander, or any other person with reliable information about alleged sexual misconduct. A Reporter need not be a Complainant, as defined below.

Complainant

A Complainant is one who initiates the College’s Sexual Misconduct adjudication process by bringing a complaint of sexual misconduct against a Trinity College student, employee (including staff and faculty), or contractor. A Complainant need not be a member of the College community so long as the College has jurisdiction over the person accused of sexual misconduct. In cases where the circumstances of an alleged sexual misconduct suggest that the safety of the College community is at risk, the College may choose to act as a Complainant, even in the absence of a complaint by the victim of the alleged sexual misconduct.

Respondent

A Respondent is an individual accused of sexual misconduct in a complaint filed with the College.

Party or Parties

When the Complainant and the Respondent are discussed collectively, they will be referred to as the Parties and may be referred to individually as a Party.

Available Assistance

Accommodations and Interim Measures

Trinity College will identify appropriate options to determine whether accommodations or interim measures, when requested, are reasonably available in a particular case. It is not necessary for someone affected by sexual misconduct to file a complaint, participate in an adjudication process, or file a criminal complaint in order to request accommodations or interim measures from the College. The College will maintain the confidentiality of any accommodations or interim measures provided, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the accommodations or interim measures. All accommodations and interim measures will be conveyed to and/or coordinated with the Title IX Coordinator.

Accommodations and/or interim measures may include, but are not limited to, the following:

- No-contact orders issued by the College are measures that restrict encounters and communications between the parties.
- Academic accommodations are measures that include deadline extensions, incompletes, course changes or late drops, or other arrangements as appropriate.
- Residential accommodations are measures that include arranging for new housing or providing temporary housing options, as appropriate.
- Transportation or working arrangements may be changed or other employment accommodations made, as appropriate.
- Access to support services will be provided with assistance by the College, including advocacy, academic support, counseling, disability, health or mental health services, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable.
- Assistance with reporting a crime to local law enforcement may be requested at any time by an individual involved in an alleged incident of sexual misconduct. Such individuals may request orders of protection, restraining orders, or relief from abuse orders from courts of appropriate jurisdiction. The College will provide reasonable assistance upon

request. The College will also work to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate.

For a list of available resources and services, including information about medical care and evidence preservation, see “[Appendix A](#).”

Reporting Protocols and Confidentiality

Trinity College strongly encourages individuals to report incidents of sexual misconduct so that any victim of alleged sexual misconduct may gain access to available support and to allow the College to respond appropriately. The College will accept a report of sexual misconduct at any time but strongly encourages prompt reporting, as resolution options narrow over time, especially if the College no longer has disciplinary jurisdiction over the person accused.

This section describes the various reporting and disclosure options available and the associated confidentiality implications. Because of their role at Trinity College, some employees are able to maintain a higher degree of confidentiality, but most employees are required to report all relevant details of an alleged incident to other College officials who may be responsible for initiating, investigating, and adjudicating a complaint. The distinctions between these groups are explained below so that individuals can make informed choices about how and where they seek help and guidance.

In all cases, the College will handle information related to these cases with sensitivity and discretion, and victims can request confidentiality as detailed below. The College will not disclose the identity of the victim or the person accused of sexual misconduct, except as necessary to carry out the investigation and adjudication process or as permitted under state or federal law.

“Confidential” Reports Made to a College Employee

In most cases, a Complainant or a Reporter may seek assistance, support, and advice from certain designated employees without initiating a College investigation that could reveal the identity of a victim of alleged sexual misconduct or the fact that the Reporter or the victim of alleged sexual misconduct has disclosed the incident. There are two groups of employees to whom a report of sexual misconduct can be made without fear that the identity of the Reporter or the victim of alleged sexual assault will be disclosed to others on campus. The members of these two groups are listed, along with their contact information, in “Appendix A.” The distinctions between the two groups are outlined below.

1. Professional and Pastoral Counselors – Privileged Communications

Members of the Counseling Center with professional licenses, or who are supervised by such a person in a clinical capacity, and the College’s ordained chaplains are subject to recognized privileges that ethically prohibit them from disclosing information provided to

them in their professional or ecclesiastic capacities. As such, these individuals may not disclose privileged information told to them, in confidence, to anyone unless there is an imminent threat to life or safety. These employees are identified in “Appendix A” by the initials **PE**.

2. Non-licensed Counselors and Advocates – Confidential Communications

The nonstudent employees of the Women & Gender Resource Action Center (WGRAC) and the Health Center are confidential employees. They are not required to report information that identifies a victim of alleged sexual misconduct but are required to report general, non-personally identifying information about an alleged incident to the Title IX Coordinator. **This means that these employees will provide to the College general details, such as the nature, date, time, and general location of the alleged incident, but they will not disclose the names of those involved or other details that may reveal the identity of such individuals.** Before reporting any information to the Title IX Coordinator, these employees will first consult with the Reporter to ensure that the general report does not contain any personally identifying details. These employees are identified in “Appendix A” by the initials **CE**.

Note: **When required by law or by court order, or when required to avert a serious threat of danger to a person or property, any of the above employees (whether designated as privileged or confidential) may reveal otherwise confidential information, including the identities of Reporters and victims of alleged sexual misconduct.** An individual who speaks to any of the employees described above must understand that if a Reporter or a victim of alleged sexual misconduct wants to maintain confidentiality, the College may be unable to conduct an investigation into the particular incident or pursue disciplinary action against the person accused of sexual misconduct. However, privileged and confidential employees can provide information about and assist individuals in requesting other support and services, such as victim advocacy, academic support or accommodations, disability, health or mental health services, and changes to living, working, or transportation arrangements. A victim of alleged sexual misconduct who at first requests confidentiality may later decide to file a complaint with College officials and/or with law enforcement and will be assisted by privileged and confidential employees in doing so.

Connecticut state law specifically requires individuals to report incidents to law enforcement or to the appropriate state officials when the victim of alleged sexual misconduct is under the age of 18 or has an intellectual disability. The College should also be notified of any such report. If a report of sexual misconduct indicates a serious or ongoing threat to the College community, the College may be required to issue a timely warning to the community. The warning would not include any information that identifies the Reporter or a victim of alleged sexual misconduct.

Responsible Employees – Non-Confidential Communications

Other than those few employees who are subject to a recognized privilege or expressly designated as confidential employees, as described above, all College employees, including faculty, staff, and Resident Assistants (RAs) are Responsible Employees who are required to report incidents of sexual misconduct to the Title IX Coordinator or Deputy Coordinator. Responsible Employees are identified in “Appendix A” by the initials **RE**.

A disclosure to a Responsible Employee constitutes a report to the College and obligates the College to take immediate and appropriate steps to investigate the report, resolve the matter promptly and equitably, and remedy the effects of the reported sexual misconduct. As such, Responsible Employees are required to report to the Title IX Coordinator all relevant details about the incident, such as the name(s) of the victim(s) of the alleged sexual misconduct and person(s) accused of sexual misconduct, any witnesses, and the date, time, and specific location of the alleged incident. To the extent possible, this information will be shared only with people responsible for handling the College’s response and in accordance with state and federal law. Examples include College employees or agents who are responsible for processing, investigating, adjudicating, and responding to sexual misconduct reports, deans, program directors, supervisors, human resources staff, and Department of Campus Safety or other campus security personnel who are responsible for reporting campus crime statistics and issuing timely warnings under the Clery Act.

Absent a court order, a Responsible Employee should not share information with law enforcement without the consent of the victim of alleged sexual misconduct or unless that person has also reported the incident to law enforcement. Before a Reporter discloses any information to a Responsible Employee, the employee should explain the reporting obligations and direct the Reporter to privileged or confidential resources should that person wish to maintain confidentiality. A Reporter can still request confidentiality when discussing an incident with a Responsible Employee, but the employee and the College may not be able to honor that request, described below.

Requests to a Responsible Employee for Confidentiality

When a Complainant and/or a Reporter discloses an incident of sexual misconduct to a Responsible Employee, the Complainant and/or Reporter may request that the information be kept confidential or request that the College not take action on the report. The Responsible Employee is still required to report the same information to the Title IX Coordinator but will also include the Complainant and/or Reporter’s request to maintain confidentiality. In such a case, the Title IX Coordinator will weigh the request for confidentiality against the College’s obligation to provide a safe, nondiscriminatory environment for all College community members, including any victim of alleged sexual misconduct. In evaluating the request for confidentiality, the Title IX Coordinator may consult with other College officials or law enforcement agencies, as appropriate, and may consider a range of factors, such as:

- whether it is likely that the person accused of sexual misconduct will commit additional acts of sexual or other misconduct, which will be informed by additional factors, such as:
 - whether there have been other sexual misconduct complaints about the same person;
 - whether the person accused of sexual misconduct has a history of arrests or records indicating a history of violence;
 - whether the person accused of sexual misconduct threatened further sexual misconduct or other violence against the victim of the alleged sexual misconduct or others;
- whether the alleged sexual misconduct was committed by multiple perpetrators;
- whether the alleged sexual misconduct involved use of a weapon;
- whether the victim of alleged sexual misconduct is a minor;
- whether the College possesses other means to obtain relevant evidence of the alleged sexual misconduct (e.g., security cameras, information known to College personnel, or physical evidence);
- whether the report of sexual misconduct reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the College to investigate and, if appropriate, pursue disciplinary action, even in the absence of a complaint by a victim of the alleged sexual misconduct. If none of these factors is present, the College may respect a request for confidentiality; however, because it may limit the College's ability to commence disciplinary proceedings, the College will weigh this question carefully.

Regardless of whether the College can honor the request for confidentiality, the College will take action as necessary to assist and support any victim of alleged sexual misconduct to the extent possible, including the measures listed in "Available Assistance," when such measures are requested and reasonably available.

If the College determines that it cannot honor a request for confidentiality, the College will inform a victim of alleged sexual misconduct prior to starting an investigation and will, to the extent possible, only share information with College officials with a need to know. The College will not compel a victim of alleged sexual misconduct to participate in a sexual misconduct investigation or disciplinary proceeding. In a case where the victim of alleged sexual misconduct does not wish to file a complaint and the College has sufficient information to indicate a potential threat to the safety of the community, the College will initiate the investigation and adjudication process as the Complainant in the case.

Because the College is under a continuing obligation to address sexual misconduct campuswide, reports of sexual misconduct (including anonymous and third-party reports in which names are

not mentioned) will also prompt the College to consider broader remedial action — such as increased monitoring, supervision, or security at locations where the reported sexual misconduct occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices.

Anonymous Reporting

Although the College encourages victims of alleged sexual misconduct or persons with information regarding sexual misconduct to talk to someone, the College provides an online form, accessible from the Campus Safety and SART websites (<http://www.trincoll.edu/cs> and click on “Anonymous Reporting”), for anonymous reporting to the Title IX Coordinator and Campus Safety officials. If the report includes personally identifying information, it may serve as notice to the College for the purpose of initiating an investigation and/or timely warning notice to the College community in order to alert the community to a perceived serious or ongoing threat to public safety.

Exception for Disclosures During Certain Public Awareness Events

Public awareness events, such as “Take Back the Night,” vigils, protests, or other forums in which disclosures of incidents of sexual misconduct occur, are not considered notice to the College of sexual misconduct for purposes of its obligation to investigate any particular incident(s). Such events may, however, inform the need for campuswide education and prevention efforts, and the College will provide information about Title IX resources at these events.

Complaint Investigation and Adjudication Process

Overview

The information in the sections below, except as noted, applies to Trinity College employees and students, as well as third parties who wish to file a complaint of sexual misconduct involving a Trinity employee (staff or faculty) or student through the College’s processes.

All Trinity students, faculty members, staff members, and covered third parties have the right to pursue complaints of sexual misconduct outside of Trinity College’s disciplinary processes and are encouraged to consult local, state, or federal law enforcement agencies, including the local police or the Department of Education’s Office for Civil Rights, regardless of whether they file a complaint with the College. See “Appendix A” for information on how to file an external complaint.

Trinity will not wait for the conclusion of a criminal investigation or proceeding to begin its own investigation and resolve complaints under this policy. The College will, however, comply with valid requests by law enforcement for cooperation in a criminal investigation. As such, the College may need to delay temporarily an investigation under this policy while law enforcement investigates. Once law enforcement has completed gathering evidence, the College will promptly

resume and complete its investigation. The College may also take interim measures to promote the safety and well-being of the victim of alleged sexual misconduct and the school community while law enforcement is gathering evidence.

The College's procedures for handling complaints of sexual misconduct will be prompt, fair, and impartial from the initial investigation to the final result in that they will be:

- Completed within reasonably prompt time frames as designated in this policy, which time frames may be extended for good cause and/or due to extenuating circumstances, with written notice to the Complainant and the Respondent of the delay and the reason for the delay;
- Conducted in a manner that is consistent with the College's policies and transparent to the Complainant and the Respondent, including timely notice of meetings at which the Complainant or Respondent may be present, and providing the Complainant, the Respondent, and Appropriate College Officials with any information that will be used during the process; and
- Conducted by officials who are trained annually in issues relating to sexual misconduct and related retaliation and who do not have a conflict of interest or bias for or against the Complainant or the Respondent.

Filing a Complaint

A report of Prohibited Conduct may be made verbally or in writing but will ultimately need to be recorded in written form to initiate the complaint process. A complaint may be filed by contacting any Appropriate College Official. See "[Appendix A](#)" for contact information.

When an Appropriate College Official receives actual notice, i.e., a written complaint of alleged misconduct that may constitute a violation of this policy, Trinity will initiate the following process:

1. The Appropriate College Official will promptly notify the Title IX Coordinator, who will determine the appropriate course of action.
2. Prior to an investigation or adjudication, the Title IX Coordinator or a Deputy Title IX Coordinator will consider the Complainant's request for confidentiality, if any, in accordance with the "[Reporting Protocols and Confidentiality](#)" section.
3. Upon receiving the complaint, and at any point during the investigation and adjudication process, the Title IX Coordinator or a Deputy Title IX Coordinator may determine that a complaint of sexual misconduct or related retaliation also contains allegations that, if proven, could constitute other forms of harassment or discrimination as defined by the College's policy on discrimination and harassment ([click here for policy](#)). If so, the Title IX Coordinator or Deputy Title IX Coordinator will consult with an Appropriate College Official to determine whether and how the other allegations of harassment or

discrimination may be investigated and adjudicated. In all cases, the parties will receive written notification of any additional allegations of harassment or discrimination that will be investigated and adjudicated.

4. In cases where the Title IX Coordinator or a Deputy Title IX Coordinator believes that the allegations, if proven, would not constitute a violation of this policy, the Complainant will be advised of other judicial and support options as appropriate, and no further investigation will be pursued under this policy. If new information is subsequently provided to the Title IX Coordinator or a Deputy Title IX Coordinator, a decision not to investigate further may be reevaluated.

Investigation and Adjudication Process

The College recognizes the interests of both parties to have the investigation and adjudication process completed in the most expeditious manner possible; however, the College expressly states that it must balance this with the need to ensure that a thorough investigation, full participation, and adequate response time is afforded all parties.

1. The Title IX Coordinator or a Deputy Title IX Coordinator will provide a copy of this policy to the Complainant and Respondent and will inform both parties in writing that the College is investigating an allegation that the Respondent engaged in sexual misconduct and/or related retaliation. This will include notification of any additional possible policy violations being investigated in relation to the incident.
2. In the event a Respondent who has been notified of an investigation/adjudication fails to cooperate with the investigator, the investigation may proceed, a finding reached, and a sanction imposed based solely on the other information available. Furthermore, the Respondent may be subject to disciplinary action for failing to cooperate.
3. Although the College does not condone any other violations of College policy, a report of sexual misconduct and related retaliation is taken very seriously. Accordingly, where appropriate, the College will offer leniency with respect to other policy violations (e.g., minor drug or alcohol violations) that may be revealed as a result of a report of sexual misconduct. The nature and scope of the leniency will depend on the particular circumstances involved. The Appropriate College Official and/or other supervisory authority, as appropriate, will have sole discretion in determining the appropriate course of action.
4. The investigation will not include any inquiry into the Complainant's sexual history other than with the Respondent and as relevant to the allegations at hand.
5. The Complainant and Respondent will be afforded the same rights and opportunities throughout the investigation and adjudication process, including the opportunity to present evidence and witnesses on their behalf.
6. Duties of Participants:
 - i. Duty of Honesty - All Parties and witnesses are obligated to be completely honest during the course of the entire process set forth in this policy. Any person who knowingly makes a false statement — either

- explicitly or by omission — in connection with any part of the process may be subject to separate College disciplinary action.
- ii. Duty of Cooperation - All Parties and witnesses are obligated to cooperate with the Title IX Coordinator and any persons charged with implementing this policy. Any person who knowingly interferes with the actions taken to implement the reporting, investigation, or resolution of matters under this policy may be subject to separate College disciplinary action.
 - iii. Duty of Confidentiality – All Parties and witnesses are obligated to maintain the confidentiality of all information and materials they become aware of or possess as a result of their participation in the investigation or adjudication procedures set forth in this policy. Parties may share confidential information only with their identified adviser of choice. The Duty of Confidentiality continues beyond the conclusion of the case.
7. Complainants and Respondents are entitled to the same opportunities to have an adviser or support person of their choice (who may be an attorney or someone with legal training) present at any meetings or proceedings related to the investigation and adjudication process under this policy, provided the adviser's involvement does not result in the undue disruption, postponement, or delay of such meetings or proceedings. Advisers may provide guidance, support, or advice to the Complainant or Respondent privately but may not act as speaking advocates at a meeting or proceeding. An investigator or other College representative may bar an adviser from further participation if the adviser becomes disruptive or does not comply with these requirements and may thereafter proceed to complete an investigation or adjudication without the adviser.
8. If a Complainant or Respondent is concerned that any College official involved in the investigation or adjudication may be biased or have a conflict of interest, including the assigned investigator, the concerned party should inform the Title IX Coordinator, a Deputy Title IX Coordinator, or an Appropriate College Official immediately. If this concern involves the Appropriate College Official, the Title IX Coordinator, or a Deputy Title IX Coordinator, the Complainant or Respondent may report the conflict to any one of these individuals who is not implicated in the conflict. The Appropriate College Official or Title IX Coordinator, as applicable, will consider the reported conflict and inform the parties of whether and how the conflict may be resolved.

Conflict of Interest: As soon as possible, but no later than three (3) calendar days after receiving notice of the identity of the investigator(s) and/or adjudicator(s), the Parties should inform the Title IX Coordinator (in writing) of any conflicts or potential conflicts of interest with regard to the selected investigator(s) and/or adjudicator(s). The Title IX Coordinator will consider the nature of the conflict and determine if different individuals should be assigned as investigator(s) and/or adjudicator(s). The Title IX Coordinator's decision regarding any conflicts is final.

9. Students will play no role as investigators or panelists in the investigation and adjudication process.

Special Situations in the Investigation Process

The College retains the right to determine, in its sole discretion, if it will address a report of conduct that falls under this policy administratively and outside of the process described herein when the safety of the College community is at risk, if the material facts are undisputed, if there are extenuating circumstances involving either of the Parties, or if the Title IX Coordinator, in consultation with appropriate administrators, determines it is in the best interest of the College and/or the community to do so.

Regardless of whether a complaint is made, the College may investigate health, safety, or welfare concerns involving Trinity College students, employees, programs or activities, including concerns about sexual violence or harassment. The scope of such investigations will be determined on a case-by-case basis by the College's administration in consultation with legal counsel and may include outside investigators or consultants. Depending on the purpose of the investigation, disclosure of the results may be limited. Faculty, staff, and students are expected to cooperate fully with any investigation authorized by the College.

Investigation

1. If it is determined that an investigation and adjudication should proceed under this policy, the Title IX Coordinator or a Deputy Title IX Coordinator will assign one or more investigators to the case.
2. At the discretion of the Title IX Coordinator or Deputy Title IX Coordinator, the assigned investigator may be an employee of Trinity College and/or may be an external investigator hired by the College. The investigator also may be an attorney or someone with legal training. This decision will be informed by the complexity of the case, the availability of internal resources at the time of the investigation, and other reasonable considerations. In either case, the investigator will have appropriate training in investigating cases of alleged sexual misconduct, consistent with federal and state regulation.
3. Trinity's investigation and adjudication process does not require or permit the Complainant and Respondent to interact or communicate directly or indirectly with each other at any time during the investigation and/or disciplinary proceedings.
4. The investigator is authorized to contact any and all individuals with potentially relevant information and may interview such individuals on more than one occasion if necessary. The nature and scope of the investigation is within the discretion of the Title IX Coordinator or Deputy Title IX Coordinator.
5. The Title IX Coordinator or designee may also at any time take appropriate steps, including by way of example only, issuance of no-contact orders and/or no-trespass notices, temporary changes in assignment of duties or housing, changes in class schedules or class requirements, transportation accommodations, or other accommodations, if requested and reasonably available, to protect reporting or complaining parties on an

interim basis. These measures can be taken, regardless of whether a victim of alleged sexual misconduct pursues a complaint under this policy.

6. The Complainant and Respondent will be asked to identify all relevant evidence they would like the investigator to review, as well as witnesses they would like the investigator to interview. Both parties may provide, if they wish, a list of questions they would like the investigator to ask of particular witnesses or of each other. The investigator will exercise reasonable discretion in deciding which questions should be excluded.
7. All participants in the investigation are expected to cooperate fully by providing complete, accurate, and truthful information. They may also be expected to sign statements or other documents memorializing the information they provided and will be asked to keep the substance of the interview confidential. Failure to cooperate fully with the investigator may subject the individual to the full range of disciplinary actions, or dismissal of a complaint, as applicable.
8. Formal rules of evidence do not apply in the process described herein. In cases where an evidentiary or procedural question arises in connection with the investigation or adjudication process, the Title IX Coordinator or designated Deputy Title IX Coordinator will decide the question.
9. The investigator will compile the results of the fact-finding process into a preliminary report and provide this report to the Title IX Coordinator or a designated Deputy Title IX Coordinator, who will assess the adequacy and thoroughness of the preliminary report and request further investigation, if warranted. The preliminary report will not include the investigator's conclusions regarding whether the allegations are proven.
10. Once complete, the Title IX Coordinator or Deputy Title IX Coordinator will provide the preliminary report, including all relevant documentation, in writing, to the Complainant and Respondent simultaneously, in separate communications.
11. The Complainant and Respondent are encouraged to carefully and thoroughly review the preliminary report. Both parties may submit a written response to the preliminary report to the Title IX Coordinator or Deputy Title IX Coordinator within five (5) business days of receiving the investigator's preliminary report. The Title IX Coordinator or Deputy Title IX Coordinator may extend this deadline based on extenuating circumstances; however, both Complainant and Respondent will be provided the same duration of time in which to submit a written response.
12. The Complainant and Respondent will be provided the other party's written response and will have five (5) business days thereafter to provide a follow-up response, in writing, to the Title IX Coordinator or Deputy Title IX Coordinator.
13. The investigator and/or Title IX Coordinator or Deputy Title IX Coordinator may, based on the parties' written responses or other relevant information, determine that further investigation is required. In such cases, a secondary report will be provided in writing to the Complainant and Respondent simultaneously, and both will have the opportunity to provide written responses, as stated in subsections 11 and 12 above. This opportunity is limited to one secondary report.

14. The investigator will create and submit to the Title IX Coordinator or Deputy Title IX Coordinator a final report based on the preliminary or secondary report. The final report will include all investigation materials deemed permissible, the Complainant's and Respondent's written responses, the investigator's finding of whether the allegations of the Complainant are substantiated, and the investigator's rationale including relevant credibility assessments of all witnesses. This recommendation will be determined by a "preponderance of the evidence" standard, i.e., whether it is more likely than not that the allegations of the complaint are proven.
15. The Title IX Coordinator or Deputy Title IX Coordinator will provide the final report simultaneously in writing to both parties. Each party will then be provided five (5) business days to submit their final statement on the report. Such final statements will be provided to the other party, who will in turn be provided five (5) business days to respond to/rebut the other party's statement one final time. All time periods in this section run concurrently.
16. If at any point a Respondent chooses not to contest the complaint, the Title IX Coordinator or a deputy Title IX Coordinator will convene an Administrative Panel as described below.

Determination and Sanction

1. If the investigator finds that the allegations are substantiated, the Title IX Coordinator or Deputy Title IX Coordinator will convene and charge an Administrative Panel of three College employees, in a closed session, to determine whether the findings, as presented in the investigative report, violate College policy. This panel will also apply the "preponderance of the evidence" standard described above. The panel will forward its decision to the Title IX Coordinator or Deputy Title IX Coordinator. The Title IX Coordinator or Deputy Title IX Coordinator may terminate the adjudication if the investigator finds that the facts alleged, more likely than not, are not substantiated by the evidence and findings.
2. The Administrative Panel will be drawn from a pool of College employees from the Office of the Vice President for Academic Affairs, the Office of the Dean of Campus Life, and the Human Resources Department. The pool will not include the Vice President for Academic Affairs, the Vice President for Finance and Operations, nor the Dean of Campus Life and Vice President for Student Affairs, who must remain available for appeals.
3. The Title IX Coordinator or Deputy Title IX Coordinator will inform the Complainant and the Respondent simultaneously of the Administrative Panel's decision, in writing, no later than one (1) business day following the decision. If the Administrative Panel finds that College policy has been violated, both parties may submit Impact Statements to the Title IX Coordinator or Deputy Title IX Coordinator within five (5) business days. Impact Statements will present the parties with the opportunity to share any information they would like the Administrative Panel to consider when assigning a sanction.

4. The Title IX Coordinator or Deputy Title IX Coordinator will reconvene the Administrative Panel and provide it with the Impact Statements and judicial/disciplinary history summary (date, charge, and disciplinary action) of the respondent, if applicable, along with any available precedents, i.e., sanctions imposed in similar cases.
5. The Administrative Panel will consider all of the documents and information provided in determining the appropriate sanction.
6. To the extent permitted by law, the Complainant and Respondent will be informed simultaneously, in writing, no later than one (1) business day following the conclusion of the disciplinary proceeding, of (a) the determination and the outcome of any disciplinary or other action arising out of an allegation of sexual misconduct and/or related retaliation; (b) the rationale for the result and any sanction(s); and (c) Trinity's procedures for appealing the outcome.
7. Sanctions will be imposed by the Appropriate College Official. Sanctions against a faculty member are subject to the procedure outlined in "Appendix B.9" of the *Faculty Manual*. Both parties to the case will be notified in writing of the final decision simultaneously.

Appeals

The Complainant and Respondent may appeal the outcome, subject to the limitations set forth below. The Title IX Coordinator or Deputy Title IX Coordinator will provide written notification to the Complainant and the Respondent of any applicable appeal procedures at the time the Complainant and Respondent receive notice of the outcome decision. The purpose of an appeal is to allow the College to review and correct material errors in the adjudication process.

Grounds

Appeals must satisfy one or more of the following bases for appeal:

1. Discovery of new factual information that was not known or available at the time of the adjudication and the presentation of which would have affected the original outcome. Omission of factual information that was known and available to the appealing party is not a valid ground for an appeal;
2. Material procedural error that rendered the adjudication fundamentally unfair;
3. Abuse of discretion in the issuance of a sanction, meaning that the Administrative Panel imposed a sanction that was significantly disproportionate to the offense; or
4. Evidence of bias in the adjudication.

The right of appeal is only available to a Respondent or Complainant.

Procedures

An appeal must be made in writing. An appeal in which the Respondent is a faculty employee must be directed to the Vice President for Academic Affairs; an appeal in which the Respondent

is a student must be directed to the Dean of Campus Life and Vice President for Student Affairs; and an appeal in which the Respondent is a staff employee must be directed to the Vice President for Finance and Operations. Any of these individuals may assign the appeal to a designee, so long as that person is appropriately trained and does not have a conflict of interest.

Appeals must be made within five (5) business days of receipt of the determination or within five (5) business days of receipt of the decision regarding sanctions and/or other actions and must include the grounds for appeal and an outline of any supporting evidence. Appeals transmitted via e-mail will be considered to be “in writing” for the purposes of this section.

The appellate official may deny the appeal if it does not satisfy at least one of the four grounds for appeal described above. In cases in which one or more of the appeal grounds have been met, the substance of the appeal will be weighed carefully. If the appellate official determines that there are sufficient grounds to alter the prior decision, it is the responsibility of the appellate official to determine the scope of a new review and to award one of the following two forms of relief:

- Return the case to the Title IX Coordinator or Deputy Title IX Coordinator, with instructions for further investigation, if applicable, and consideration by the same or a different Administrative Panel; the decision about the composition of the panel, which shall be at the sole discretion of the appellate official; or
- Return the case to the Title IX Coordinator or Deputy Title IX Coordinator with instructions to appoint a different Administrative Panel to review the case.

Absent extenuating circumstances, the appellate official will notify the Complainant and Respondent of the appeal decision (i.e., whether the grounds for appeal have been adequately established) simultaneously in writing within fifteen (15) business days of receiving the appeal and will notify the Title IX Coordinator or Deputy Title IX Coordinator in writing of instructions for any further action.

All decisions by the appellate official following a second review of the case are final. Absent extenuating circumstances, both parties will be notified of the final decision concurrently in writing within fifteen (15) business days of the deadline for the Complainant’s or Respondent’s response to the appeal but no later than one (1) business day following the decision, to the extent permitted by law.

Sanctions

Students

Disciplinary action for students may include admonition; lottery penalty; confiscation of property; censure; penums; educational sanctions; referral for alcohol/drug education, assessment, or counseling; restitution; fines; residential reassignment; restriction; prohibition

against participation; suspension or expulsion from any or all College program(s) and activities in which the student is enrolled or participating (including club or intercollegiate athletics); or any combination of these sanctions or those listed in the *Student Handbook*. It may also include other action as deemed appropriate under the circumstances (e.g., remedies applied to the Respondent to address the needs of the Complainant, including but not limited to room changes, class changes, building restrictions, extracurricular activity restrictions, modification of no-contact orders to favor the Complainant, and other actions to preserve the rights of the Complainant to a safe environment). Although sanctions for violation(s) of this policy can include any form of discipline as stated in this section, students found to have committed sexual assault will most likely receive a sanction of suspension or expulsion.

Staff

Disciplinary action for staff employees is governed by existing policies in the *Employee Handbook* and/or collective bargaining agreements, as applicable, and may include verbal warnings, written warnings, written reprimands, suspension, termination of employment, or other action as deemed appropriate under the circumstances.

Faculty

Disciplinary action for faculty employees include:

1. **Treatment**: Medical or psychological treatment may be indicated. The matter may be considered closed when the faculty member is verified by a competent professional to be able to resume his or her duties, or this action may be coupled with admonition, censure, or suspension.
2. **Admonition**: This sanction is a letter of admonition that will be sent to the Respondent by the Dean. In addition, a copy of the letter of admonition will be placed in the Respondent's official personnel file.
3. **Censure**: This sanction is a letter of admonition that will be sent to the Respondent by the Dean. In addition, the fact of the admonition will be published in the faculty minutes and a copy of the letter of admonition will be placed in the Respondent's personnel file.
4. **Suspension**: This penalty is a temporary separation from the College. The conditions for the return of the faculty member to the College will be stipulated as part of the sanction. Notice of this penalty will be placed in the Respondent's personnel file.
5. **Dismissal**: This sanction is a permanent separation from the College. Notice of this sanction will be placed in the Respondent's personnel file.

Prevention and Education

The College offers prevention and education programs designed reduce and eliminate sexual harassment, including sexual violence, in the campus community. These programs are available to faculty, staff, students, and covered third parties. Education programs include, but are not limited to, bystander intervention, social event management, and programs around consent. More information is available on the College website.

Training

Individuals conducting investigations and adjudications under this policy will receive training annually on the issues related to sexual misconduct, domestic violence, dating violence, stalking, and related retaliation and on how to conduct a prompt, fair, and impartial investigation and/or adjudication process that protects the safety of Complainants and promotes accountability. Further, the Title IX Coordinator, Deputy Title IX Coordinators, and Campus Safety will be educated in awareness and prevention of sexual assault, stalking, and intimate partner violence and in trauma-informed response.

Appendix A – Contact Information

Available Assistance for Victims of Alleged Sexual Misconduct

Immediate Assistance

An individual who has been subject to an incident of alleged sexual misconduct, has observed an incident, or is otherwise involved should seek immediate assistance as provided below.

- **Hartford Police Department: Emergency, call 911**
Non-emergency, call (860) 757-4000
- A victim of an alleged incident of sexual misconduct may also access the following off-campus, confidential advocates, support, and resources at any time (24/7):
 - Statewide Sexual Violence Hotline: (888) 999-5545
 - Statewide Sexual Violence Spanish Hotline: (888) 568-8332
 - Statewide Domestic Violence Hotline: (888) 774-2900
 - Statewide Domestic Violence Spanish Hotline: (844) 831-9200
- **Trinity College Campus Safety: (860) 297-2222, 76 Vernon Street. Campus Safety may, in turn contact the Administrator-on-Call (AOC).**
 - The Administrator-on-Call is a College administrator who is available 24 hours per day, every day. Campus Safety personnel and AOCs are considered Responsible Employees as defined in this policy (see the “Reporting Protocols and Confidentiality” section) and are therefore required to report incidents of sexual misconduct to the Title IX Coordinator. The AOC can assist the victim of alleged sexual misconduct with contacting confidential campus resources. The College’s immediate response to an incident of alleged sexual misconduct will include consideration of the victim of alleged sexual misconduct’s request for confidentiality in accordance with this policy and may also include the implementation of safety measures as deemed necessary.
- **Employee Assistance Program, for faculty and staff:** www.HigherEdEAP.com or (800) 225-2527.

Medical Care and Evidence Preservation

Any individual who may be experiencing or has experienced sexual misconduct, domestic violence, dating violence, stalking, or related retaliation is encouraged to immediately seek any necessary medical care and to seek help from an appropriate College official, law enforcement, and/or medical personnel, even if the individual is uncertain about whether to ultimately pursue a complaint, to file criminal charges, or to seek other legal remedies. *It is important for individuals to preserve all possible evidence in case they decide at some point to engage the legal process or to file a complaint with the College.* Therefore, if at all possible, victims of alleged sexual misconduct should refrain from changing clothes, showering, or otherwise changing their physical state after an incident until after consulting with medical personnel. The individual should also preserve any available physical evidence, documents, or electronic evidence

(e.g., text messages, photographs, social media posts, etc.). Such evidence may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order.

A victim of alleged sexual misconduct may seek medical care, including treatment for injuries, preventive treatment for sexually transmitted diseases, pregnancy tests and contraception, and other health services, plus evidence preservation through a medical exam (i.e., evidence collection kit), at the local facilities listed below. Campus Safety will facilitate transportation as needed and may be reached at (860) 297-2222.

- Hartford Hospital: SANE (Sexual Assault Nurse Examiner) available: 80 Seymour Street, Hartford: (860) 545-5000
- St. Francis Hospital, Hartford: SANE available: 114 Woodland Street: (860) 714-4000
- Hospital of Central Connecticut: SANE available: 100 Grand Street, New Britain: (860) 224-5011

An individual seeking medical attention as described in this policy may be accompanied by an advocate. YWCA Sexual Assault Crisis Services (SACS) offers 24/7 trained volunteer advocates who will accompany a person to the hospital, explain the process, provide advocacy, and stay with the person, if they wish, for the duration of the exam and time at the hospital. An advocate may be reached by calling:

Statewide Sexual Violence 24-Hour Toll-Free Hotline: (888) 999-5545

Statewide Sexual Violence 24-Hour Toll-Free Spanish Hotline: (888) 568-8332

Trinity College's Sexual Assault Response Team (SART) members (see below) are available during business hours to accompany a person to the Trinity College Health Center or other facility.

Ongoing Assistance

A victim of alleged sexual misconduct may receive ongoing assistance from on-campus resources as needed. The service locations and contact information for these resources are detailed below.

Title IX Coordinator

Responsible Employee (RE)

titleixcoordinator@trincoll.edu

(860) 297-4234, Hamlin/Cook, second Floor

Karla Spurlock-Evans

Dean of Multicultural Affairs and Senior Diversity Officer

Trinity College maintains a Sexual Assault Response Team (SART). SART members offer support, guidance, referrals, and information. SART members are trained to provide a prompt and thorough response to victims of all forms of alleged sexual misconduct. See below for detailed information on SART members and their individual ability to maintain confidentiality.

www.trincoll.edu/cs/SART.

Members of the Sexual Assault Response Team (SART) by Confidentiality Level

Privileged Employees (PE)

Spiritual and Religious Life: Chapel

The Reverend Allison Read: (860) 297-2013

Chaplain John Selders: (860) 297-2012

Counseling Center, 135 Allen Street, (860) 297-2415

Randolph M. Lee, Ph.D., Director

Kristine Kennan, Psy.D., Assistant Director

Katheryne (Kate) Marinchak, Psy. D., Psychologist

(After business hours: An available counselor's phone number may be obtained by calling the office number).

Confidential Employees (CE)

The Health Center, Wheaton Hall, (860) 297-2018

Martha Burke O'Brien, Director

Health Center Staff, with the exception of front desk staff

Women & Gender Resource Action Center (WGRAC), Mather Hall, second floor:

Laura Lockwood, Director: (860) 297-2408

Abdul Staten, Training and Program Coordinator: (860) 297-4131

Responsible Employees (RE)

All employees who are not listed above should be considered Responsible Employees. In particular, the following members of SART are Responsible Employees:

Campus Safety: (860) 297-2222

Interim Director Brian Heavren

Lieutenant Ramon Rosario

Officer Martin Torres

Dean of Students Office: (860) 297-2156

Joe DiChristina, Dean of Campus Life and Vice President for Student Affairs

Christopher Card, Dean of Students

Ann Reuman, Senior Associate Dean of Students

Robert Lukaskiewicz, Associate Dean of Students

Residential Life: (860) 297-2305, Hamlin/Cook

Area Coordinators: Jennifer Douglas, Christina Knight, Joel Copperthite, Daniel Levy

Multicultural Affairs: (860) 297-2562, Hamlin/Cook

Program Coordinator Patti Maisch

Trinity College Hillel: (860) 297-4195, 74 Vernon Street

Director Lisa Kassow

Queer Resource Center (QRC): (860) 987-6273, 114 Crescent Street

Coordinator Crystal Nieves

Ferris Athletic Center: (860) 297-5279

Coach Anne Parmenter, Assistant Coach Candace Greene, Coach Lori Shulman
Student Activities, Involvement and Leadership (SAIL): (860) 297-2049, Mather Hall Assistant
Director Romulus Perez

Other Resources

The U.S. Department of Education's Office for Civil Rights ("OCR") is responsible for enforcing Title IX, as well as other federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial aid. Inquiries and complaints may also be directed to OCR at (800) 421-3481 or ocr@ed.gov.

Appropriate College Officials

Karla Spurlock-Evans, Title IX Coordinator, Dean of Multicultural Affairs, and Senior Diversity Officer
Deputy Title IX Coordinator – to be named

Joe DiChristina, Dean of Campus Life and Vice President for Student Affairs

Christopher Card, Dean of Students

Ann Reuman, Senior Associate Dean of Students

Robert Lukaskiewicz, Associate Dean of Students

Tom Mitzel, Vice President for Academic Affairs

Sonia Cardenas, Dean of Academic Affairs

Melanie Stein, Dean of Academic Affairs

Beth Iacampo, Director of Human Resources

Wendy Vaillancourt, Associate Director of Human Resources

Venice Ross, Associate Director of Human Resources

Donna Ciarfella, Associate Director of Human Resources

Exhibit II

Trinity College:
Committed to Addressing
the Issue of Sexual Misconduct

Sexual Violence

Sexual Harassment

Dating/Domestic/
Relationship Violence

Stalking

YOUR RIGHTS— YOUR OPTIONS



Trinity College
HARTFORD CONNECTICUT

Trinity College
HARTFORD CONNECTICUT

**This booklet explains what rights
and options are available if you
or a friend is a victim of sexual assault;
rape;
dating, domestic, or relationship violence;
sexual harassment;
or stalking.**

It also explains the available on- and off-campus resources for support,
offers guidance for understanding your rights and options, and explains the levels of
confidentiality of campus administrators and staff. The College will help and support
you through any steps you decide to take while doing its best to protect your privacy and
confidentiality and provide due process.

To view the entire policy on sexual misconduct, please refer to the College’s *Student
Handbook* at www.trincoll.edu/SiteCollectionDocuments/StudentHandbook.pdf and the
SART (Sexual Assault Response Team) Web site at [www.trincoll.edu/cs/SART/Pages/
Policy.aspx](http://www.trincoll.edu/cs/SART/Pages/Policy.aspx). The SART Web site also provides photos and contact information for the
Title IX coordinator, deans, Campus Safety, and SART members; definitions; information
on “date rape” drugs; prevention tips for all students; and bystander intervention guidelines.

As Title IX coordinator, Dean of Multicultural Affairs Karla Spurlock-Evans
ensures that Trinity establishes and follows a prompt, thorough, and equitable process
for addressing allegations of sexual harassment, sexual assault, and discrimination or
differential treatment based on sex. Dean Spurlock-Evans receives a copy of all reports
filed. She encourages campus members to contact her with questions or concerns regarding
this process. With respect to specific cases, the Title IX coordinator will work with the
appropriate offices to provide academic and residential accommodations as well as
no-contact orders. *For Dean Spurlock-Evans’s contact information, please see the list
of resources on pages 8 and 9.*

Additional support services on campus

SART-Sexual Assault Response Team: www.trincoll.edu/cs/SART/
SART members can ***offer support, guidance, referrals, and information.***
SART members are trained in victim and survivor response. SART members are
designated as “responsible employees” and are **required to provide all relevant
details** of the incident, **including the names** of those involved, to the Title IX
coordinator. Your report will be documented and reported to the Title IX coordinator.
SART is coordinated by Laura Lockwood, director, WGRAC.

Campus Safety: (860) 297-2222
Director Cisco Ortiz, Lieutenant Ramon Rosario, and Officer Martin Torres

Counseling Center: See page 8

Residential Life (ORL): (860) 297-2305, Hamlin/Cook
Area Coordinators: Veronica Young, Jennifer Douglas, Christina Knight,
and Melissa Campbell

Office of Multicultural Affairs: (860) 297-2562, Hamlin/Cook
Dean and Title IX Coordinator, Karla Spurlock-Evans
Program Coordinator Patti Maisch

Student Services and Social Houses: (860) 297-5146, Mather Hall
Associate Director Timothy Dunn

Trinity College Hillel: (860) 297-4195, 74 Vernon Street
Director Lisa Kassow

Trinity College Chapel: See page 8

Queer Resource Center (QRC): (860) 987-6273, 114 Crescent Street
Coordinator Crystal Nieves

Ferris Athletic Center: (860) 297-5279
Assistant Coach for Volleyball and Softball Allee Beatty

**Student Activities, Involvement and Leadership (SAIL): (860) 297-2049,
Mather Hall**
Assistant Director Romulus Perez

Women & Gender Resource Action Center (WGRAC): See Page 8

Health Center: See Page 8.

Additional support services off campus

www.notalone.gov – This site provides information to anyone interested in finding
resources on how to respond to and prevent sexual assault on college campuses.

www.knowyourix.org – Students, know your rights under Title IX, including how to file
a complaint to the Department of Education.

www.itsonus.org – Take the pledge to not be a bystander to the problem but to be part
of the solution.

RESOURCES

Title IX Coordinator

Dean of Multicultural Affairs Karla Spurlock-Evans:
(860) 297-4234, Hamlin Hall, second floor
karla.spurlockevans@trincoll.edu

Adjudication, Investigation, Guidance

Dean of Students Office
Deans Christopher Card, Ann Reuman, and Rob Lukaskiewicz:
(860) 297-2156, Hamlin Hall

To whom can I talk in full confidence on campus?

- Chaplain: (860) 297-2013, Trinity College Chapel
The Reverend Allison Read
Chaplain John Selders: (860) 297-2012
- Counseling Center: (860) 297-2415, 135 Allen Place
Director Dr. Randy Lee, Assistant Director Dr. Kristine Kennan,
Dr. Kate Marinchak, and Bonnie Scranton, LCSW

To whom can I talk in full confidence off campus?

- Statewide Sexual Violence 24-Hour Toll-Free Hotline: (1-888) 999-5545
- Statewide Sexual Violence 24-Hour Toll-Free Spanish Hotline: (1-888) 568-8332
- Statewide Domestic Violence 24-Hour Toll-Free Hotline: (1-888) 774-2900
- Statewide Domestic Violence 24-Hour Toll-Free Spanish Hotline: (1-844) 831-9200

To whom can I talk to in semi-confidence on campus?

- Women & Gender Resource Action Center (WGRAC), Mather Hall, second floor
 - Director Laura Lockwood: (860) 297-2408
 - Training and Program Coordinator: (860) 297-4131
- The Health Center, Wheaton Hall
 - Director Martha Burke O'Brien and Staff: (860) 297-2018

How do I contact law enforcement?

- Campus Safety: Emergency–(860) 297-2222;
 Routine–(860) 297-3333, 76 Vernon Street
 - Director Cisco Ortiz, Lieutenant Ramon Rosario
- Hartford Police Department: Emergency–911;
 Routine–(860) 757-4000

WHAT ARE MY RIGHTS?

You have the right to request confidentiality.

You have the right to request confidentiality, even if the College is mandated to report a disclosure. If you file a report and want to request confidentiality, you can talk with the Title IX coordinator, who may consult the appropriate College officer and make a decision based on available information.

You have the right to contact law enforcement.

You have the right to contact law enforcement–Campus Safety or the Hartford Police Department–at any time. You also have the right to decline to notify Campus Safety or the Hartford police. The College will not contact law enforcement unless requested or unless a threat of imminent danger exists. *For contact information, please see the list of resources on pages 8 and 9.*

You have the right to notice of and access to available services: support services, information, referrals, medical assistance, and access to a sexual assault counselor or advocate.

You have the right to accommodations regardless of whether you report the incident to Campus Safety or the Hartford Police Department.

For contact information, please see the list of resources on pages 8 and 9.

- **A “no-contact” order** is offered to students whether or not they request that the College fully investigate the incident. Information is also provided to the student regarding his/her right to pursue a restraining order from the court. Academic, transportation, employment, and residential accommodations are offered to ensure the safety and security of the student.
 - Title IX Coordinator Dean Karla Spurlock-Evans
 - Dean of students or associate deans
- **Academic Accommodations**
 - Short-term or interim accommodations can be arranged by WGRAC. Long-term accommodations are arranged with the dean of students or associate deans.
- **Residential, Transportation, and Employment Accommodations**
 - Title IX Coordinator Dean Karla Spurlock-Evans, the dean of students, or associate deans

You have the right to a fair and impartial internal disciplinary process.

- If you file a complaint with the College and ask that the incident/s be investigated or if the College undertakes an investigation based on other circumstances, you have a right to a fair and impartial investigation.
- The Title IX coordinator will ensure both the complainant and the respondent receive due process. Both accuser and accused are entitled to have an adviser of their choice present during an internal disciplinary proceeding as well as at any related meeting.

- The procedure will be conducted by officials who receive annual training on issues related to sexual misconduct and stalking as well as how to conduct a hearing process that provides safety and due process and provides accountability.
- For information and details of the internal disciplinary process, please see the *Student Handbook at www.trincoll.edu/SiteCollectionDocuments/StudentHandbook.pdf*.
 - For disciplinary procedure against another student: page 93
 - For disciplinary procedure against faculty: page 102
 - For disciplinary procedure against administration or staff: page 107

WHAT CAN I DO?

You are encouraged to get a medical exam and an evidence collection kit.

It is important to preserve evidence for proof of sexual assault, dating or domestic violence, and stalking, or for obtaining a protection order. One method of preserving evidence is obtaining an evidence collection kit and medical exam at Hartford Hospital, Saint Francis Hospital, or the Hospital of Central Connecticut. Campus Safety can provide transportation for this exam.

- You or whomever you are seeking assistance from can call an advocate through the State Sexual Violence or Domestic Violence 24-hour hotlines listed in the Resources section. The advocate will meet you at the hospital and stay for the duration. S/he will provide assistance and advocacy if you wish. You need to have the exam performed within 120 hours (five days) of the assault but are encouraged to get it as soon after the incident as possible. An exam can take four or more hours. You are encouraged not to bathe, brush your teeth, use the toilet, douche, or change clothing. You are encouraged to bring a change of clothes; if you can't, clothes will be provided by the hospital. If you don't wish to go to the hospital, the ***Health Center offers medical exams*** as well as emergency contraception and STI/"date rape" drug testing. Toxicity tests, whether at the hospital or the Health Center, need to be administered within 72 hours of the assault.

You can file an external complaint with the Hartford Police Department and press criminal charges.

The College encourages you to file a report with the ***Hartford Police Department***, and College officials will assist you in notifying them, if you so choose. You have five years from the date of the incident to file a report in Connecticut. A member of Campus Safety or SART can accompany you. Evidence can be used from the evidence collection kit if one is completed within 120 hours of the incident. *For contact information, please see the list of resources on pages 8 and 9.*

You can call Trinity's Campus Safety Department.

Campus Safety officers are mandated reporters. They must report all relevant details of the incident, including names of those involved, to the Title IX coordinator and other campus officials who may need to be informed. If you do not want your name or the name of the offender reported, you have other options (see page 3). You can file an anonymous report or speak to a fully or semi-confidential person. *For contact information, please see the list of resources on pages 8 and 9.*

INTIMATE PARTNER VIOLENCE (IPV): DOMESTIC VIOLENCE, RELATIONSHIP VIOLENCE, DATING VIOLENCE

Intimate partner violence is any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as stalking or domestic violence as designated under Connecticut general statutes. **Domestic violence** is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. It includes asserted violence misdemeanor and felony offenses committed by the victim's current or former spouse, current former cohabitant, or anyone else similarly situated under domestic or family violence law. The offenses that are designated as domestic violence are against family or household members or persons in dating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a court. **Domestic, dating, and relationship violence** can include physical, sexual, emotional, and economic abuse, threat of abuse, or psychological actions or threats of actions that influence another person.

STALKING

Stalking is a pattern of repeated and unwanted attention, harassment, contact, or any other course or conduct directed at a specific person that would cause a reasonable person to feel fear.

DEFINITION OF EFFECTIVE CONSENT

Effective consent is informed, freely and actively given mutually understandable words or actions that indicate a willingness to participate in a mutually agreed upon sexual activity. Consent may never be given by minors (in Connecticut, those not yet sixteen [16] years of age), mentally disabled persons, and those who are incapacitated as a result of alcohol or other drug use (voluntary or involuntary) or those who are unconscious, unaware, or otherwise physically helpless. Consent that is obtained through the use of fraud or force (actual or implied) whether that force be physical force, threats, intimidation, or verbal coercion, is not effective consent.

***For Connecticut Penal Code Offenses, including definitions of first, second, and third degree felonies, please see:**

www.cga.ct.gov/2011/pub/chap952.htm#Sec53a-72.htm

- Speak up and step in safely if the actions or words of a friend, teammate, or Greek brother or sister are harmful.
- Don’t blame survivors—it is never their fault.

To learn how to get involved in organizing educational events on these issues, to become a bystander intervention trainer, or to be certified as a sexual assault counselor, please contact Laura Lockwood at: laura.lockwood@trincoll.edu or (860) 297-2408.

DEFINITIONS OF SEXUAL MISCONDUCT, STALKING, AND CONSENT*

Trinity College expressly prohibits sexual misconduct in all forms. Sexual misconduct includes the following:

Nonconsensual Sexual Intercourse: Rape

Any sexual penetration (oral, vaginal, or anal), however slight, with any object or sexual intercourse by a man or a woman upon a man or a woman without effective consent. Rape is a crime of violence in which one person forces, coerces, or manipulates another person into sexual intercourse. Rape includes vaginal, oral, or anal penetration and includes forced or coerced oral sex.

Nonconsensual Sexual Contact: Sexual Assault

Any intentional sexual touching by a man or woman upon a man or woman without effective consent, whether such touching is direct or through clothing. Sexual touching includes any intentional sexual contact with the breasts, buttocks, groin, genitals, mouth, or other bodily orifice of another; or touching another with any of these body parts; or making another touch you or himself or herself with or on any of these body parts; or any intentional bodily contact in a sexual manner, even though not involving the previously mentioned body parts.

Sexual Harassment

Unwanted conduct of a sexual nature (physical, verbal, written, electronic, photographic) that is severe or pervasive and creates an intimidating or hostile education and/or work environment; or, unwelcome demands or requests for sexual favors or pressure for dates that occurs between people of differing power (student/professor) and becomes a term or condition of one’s education or employment, i.e. quid pro quo sexual harassment.

Sexual Exploitation

Sexual exploitation is any conduct in which a person takes nonconsensual, unjust, or abusive sexual advantage of another for his or her own benefit or to benefit or advantage anyone other than the person being exploited. This refers to behavior that does not constitute sexual misconduct or sexual harassment.

You can disclose or report anonymously.

The link below offers an **anonymous disclosure/reporting site** for all violations of Trinity College policy, including sexual assault, rape, stalking, dating or domestic violence, and sexual harassment. This report is sent to the Title IX coordinator and Campus Safety director. It is listed in the *Policy on Sexual Misconduct* and can be accessed from these Web sites:

- SART (www.trincoll.edu/cs/SART/pages/policy.aspx)
- Campus Safety (www.trincoll.edu/CS/pages/anonymous-reporting.aspx)
- Human Resources (www.trincoll.edu/abouttrinity/offices/HR/pages/harassment.aspx)

Names are optional! The form is sent to the Title IX coordinator and the director of Campus Safety. If substantial information and/or names are provided to the Title IX coordinator, she must take action on the report. It is possible a timely warning to the campus will be issued if deemed necessary by the Title IX coordinator in consultation with the appropriate College officer. The College is obligated to investigate every report and can do so to the degree possible, depending on the information provided.

You can disclose in full confidence. No report will be filed.

The Counseling Center staff, ordained chaplains, and 24-hour state hotline advocates have privileged communication under the law. They do not file reports to the Title IX coordinator. They will keep your information and name confidential unless it is determined that you and/or the campus are in imminent danger. *For contact information, please see the list of resources on pages 8 and 9.*

You can disclose privately and in semi-confidence. No names will be reported.

The Women & Gender Resource Action Center (WGRAC) and Health Center staffs offer support, guidance, and referrals. Their reports to the Title IX coordinator will not contain your name or the name of the accused person/s unless they deem it necessary due to a threat of imminent danger to the student or the campus, or they have knowledge that the accused person/s is a repeat offender. *For contact information, please see the list of resources on pages 8 and 9.*

You can file an internal complaint with the College.

The College encourages you to file a complaint with the **dean of students for formal adjudication**. The Title IX coordinator, the dean of students, or an associate dean of students will help you understand the process and see that any pre-hearing accommodations such as a no-contact order, change of residence, or transportation, employment, or classroom accommodation are put in place. The College will conduct an investigation in advance of any hearing. The College will discuss accommodations for the hearing that preserve the right of both parties to hear and respond to testimony. The College can pursue a complaint as long as the accused is still a student, administrator, or faculty member. The College encourages timely reporting. *For contact information, please see the list of resources on pages 8 and 9.*

How to Bring a Complaint against a Faculty or Staff Member

If you wish to bring a complaint against a member of the administration/staff or faculty, you should consult the Title IX coordinator, the dean of the faculty, or the director of human resources. You can request confidentiality from the Title IX coordinator, who will consult with the appropriate College officer in considering your request.

- Title IX Coordinator: (860) 297-4234**
Karla Spurlock-Evans, Dean of Multicultural Affairs,
karla.spurlockevans@trincoll.edu
- Dean of the Faculty: (860) 297-2130**
Tom Mitzel, thomas.mitzel@trincoll.edu
- Director of Human Resources: (860) 297-2273**
Beth Iacampo, beth.iacampo@trincoll.edu

BYSTANDER INTERVENTION AND
SEXUAL ASSAULT PREVENTION

Everyone at Trinity has a role to play in preventing sexual misconduct and stalking. Bystander intervention is the most effective means of preventing an incident of sexual assault on campus.

Bystander intervention involves developing the awareness, skills, and courage needed to intervene in a situation when another individual needs help. Bystander intervention allows individuals to send powerful messages about what is acceptable and expected behavior in our community.

When are you more likely to intervene?

- You are alone in witnessing the situation or with only a few others: the more people present, the lesser the likelihood of a bystander intervening, i.e. someone else will do it.
- You know how to intervene or what to do.
- You are aware there is a problem and recognize the potential negative impact.
- You have something in common with the victim: gender, race, or a similar situation happened to you.
- You can intervene safely, without harm to yourself or others.
- You have witnessed active bystander behavior in the past or were helped by an active bystander.

Questions to ask during the situation:

- What are my available options?
- How can I intervene safely?
- Are there others I can call upon for help?
- What are the benefits/costs of taking action?

Tips and ABCs:

- Intervene at the earliest point possible.
- Look for early warning signs of trouble.
- Intervening does not necessarily mean confronting.
- Ask for help.
- Assess for safety. Be with others. Care for the potential victim.

How do I intervene safely?

- The 3 D's:
 - Direct
 - Distract
 - Delegate

Definitions and Examples:

- Direct: Tell someone directly to halt an action.**
“Don’t leave (the party) with her. She can’t stand up. My friends and I will walk her back to her dorm.”
“Stop hitting him. Now.”
“Stop disrespecting her. That’s harassment.”
- Distract: Take someone out of the situation. Engage the person in another situation.**
“Don’t I know you from psych class? Can we talk about that exam?”
“Isn’t that Ke\$ha playing? Let’s go dance!”
“My car is out back. Can I give you a ride home?”
- Delegate: Find others to intervene with you or for you.**
Talk to the social host or bartender and enlist their help.
Find friends of those involved in the situation and ask them for their help.
Call Campus Safety for their help or to notify the Administrator on Call (AOC).
Call the Hartford Police Department if the situation merits.

Take Individual Responsibility:

- Take care of yourself as well as others.
- Keep an eye out for your friends.
- Get consent for every step of a sexual interaction.
- Respect yourself and your body.
- Drink responsibly. Know your limits. Drinking increases aggression, decreases comprehension, and decreases inhibition. It decreases enjoyable sex. It increases the likelihood of nonconsensual sex or rape.