



UNIVERSITY OF BRIDGEPORT

REPORT TO THE CONNECTICUT GENERAL ASSEMBLY EDUCATION COMMITTEE PURSUANT TO PUBLIC ACT 14-11

January 1 – December 31, 2014

TABLE OF CONTENTS

INTRODUCTION.....	1
BACKGROUND.....	1
OVERVIEW OF SEXUAL ASSAULT POLICIES AND PROGRAMS.....	1
1. University Policies regarding Sexual Assault, Stalking and Intimate Partner Violence.....	23
2. The University of Bridgeport’s Written Notification of Victim’s Rights and Options pursuant to the above Sexual Assault, Stalking and Intimate Partner Violence Policies.....	23
3. – 4. The Number and Type of Sexual Assault, Stalking and Intimate Partner Violence Prevention, Awareness and Risk Reduction Programs or Campaigns.....	25
5. – 8. The Number of Incidences of Sexual Assault, Stalking and Intimate Partner Violence Reported; Confidential or Anonymous Reports; Disciplinary Cases and Final Outcome.....	25

ATTACHMENT A

Assistance and Options for Victims of Sexual Assault, Intimate Partner Violence and Stalking

ATTACHMENT B

Summary of Sexual Assault, Stalking and Intimate Partner Reports, and Disciplinary Outcomes (calendar year 2014)

INTRODUCTION

The University of Bridgeport respectfully submits the following report to the Connecticut General Assembly Education Committee in accordance with Public Act 14-11. This report summarizes the University's policies and programs for preventing and responding to sexual assault and other forms of gender based violence and provides relevant data for calendar year 2014. The information presented demonstrates the University's commitment to gender equality and diversity and to maintaining a safe and secure campus environment.

BACKGROUND

In 1927, the legislature chartered our institution as the Junior College of Connecticut, and twenty years later, the governor of Connecticut expanded the charter and granted the University of Bridgeport ("UB") authority to confer baccalaureate degrees. The University has expanded over the years and presently includes 13 Schools offering over 125 programs, both graduate and undergraduate. UB is independent and non-sectarian and fully accredited by the New England Association of Schools and Colleges and the Board of Governors of the Connecticut Department of Higher Education.

The UB student body (total 5,300) consists of learners from 45 states and 80 countries who are assisted by a diverse faculty in a challenging learning environment with an emphasis on innovation and solution-seeking. The University also offers 13 Division II athletic teams and more than 50 active clubs and organizations, including co-ed intramural programs.

OVERVIEW OF SEXUAL ASSAULT POLICIES AND PROGRAMS

The University's efforts to prevent sexual assault and other crimes of interpersonal violence on campus involve our entire community—students, faculty, and staff—with leadership and support provided by Campus Security, Dean of Students, Residential Life, and the

University's Title IX Coordinator. Our 50-acre campus, situated along the Long Island Sound, is one of the safest in the region, and the University has received the Jeanne Clery Campus Safety Award and been recognized for the school's innovative Personal Alarm Locator (PAL) system.

1. University Policies regarding Sexual Assault, Stalking and Intimate Partner Violence

In accordance with Public Act 11-4a, the University has updated its policies regarding sexual assault, stalking and intimate partner violence. The following policies are widely disseminated to students and the community through our student handbook, Key to UB, available online at <http://www.bridgeport.edu/docs/StudentLife/KeytoUB>, Annual Security and Crime Reports, the UB website, email blasts, and numerous other publications:

TITLE IX/NON-DISCRIMINATION POLICY

The University of Bridgeport is committed to preventing or eliminating all forms of gender-based discrimination in its education programs or activities in accordance with its commitment to Title IX of the Education Amendments of 1972. Consistent with this commitment, it strictly prohibits sexual assault and all forms of intimate partner violence, stalking or harassing conduct. The University endeavors to educate students regarding prevention of sexual assault and to appropriately discipline students who violate the Code of Community Standards, as well to provide support and assistance to victims.

UB prohibits discrimination in admissions, educational programs and services, and employment on the basis of race, color, ethnicity, religion, age, creed, ancestry, sex, gender orientation or identity, marital status, genetic information, pregnancy, national origin, physical/mental/learning disability, veteran status and any other basis protected by law.

POLICY REGARDING CRIMES OF HATE OR VIOLENCE

Any act of violence or threat of violence based upon an individual's or group's gender,

race, color, national origin, religion, age, sexual orientation, disability, marital status, genetic information or veteran status will not be tolerated.

The University recognizes and respects the First Amendment right to free speech and expression. The essential concepts of academic and personal freedom require that we go to extraordinary lengths to ensure that even ordinarily distasteful opinions and speech be countenanced, whether popular or unpopular, politically correct or incorrect, foolish or wise, naive or sophisticated. At the same time, we expect members of the University community to be responsible and sensitive when exercising these rights. Free inquiry cannot long exist in a community that permits any of its members deliberately to harm, by deed or word, any of the rest of us.

SEXUAL MISCONDUCT AND ASSAULT

The University of Bridgeport prohibits all forms of sexual misconduct, including but not limited to sexual harassment, sexual assault, sexual exploitation, stalking, retaliation and any other form of gender based violence, such as intimate partner, domestic or dating violence. Sexual assault, sexual harassment, stalking, and gender-based violence are defined and further described in the Key to UB, Chapter Five, Code of Community Standards. These prohibitions extend to students both on and off campus to the full extent described in Chapter Five.

SEXUAL AND OTHER UNLAWFUL HARRASMENT

Any form of harassment based on an individual's or group's sex, color, national origin, religion, age, sexual orientation, disability, marital status, or other protected basis is strictly prohibited. The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free of all forms of harassment, exploitation, or intimidation. Every member of the

University community should be aware that the University is strongly opposed to sexual harassment, and that such behavior is prohibited both by law and by University policy. The University will respond promptly and effectively to reports of sexual harassment, and will take appropriate action to prevent, correct, and if necessary, discipline behavior that violates this policy.

Sexual Harassment means “any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, grade, benefit or service; (2) submission or rejection of such conduct by an individual is used as the basis for employment, grading or other decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual’s work or academic performance or creating an intimidating, hostile or offensive working or learning environment.”

Examples of sexual harassment include, but are not limited to:

- Physical assaults of sexual nature, such as: (1) sexual assault, sexual battery, molestation, or attempts to commit these assaults; and (2) intentional physical conduct which is sexual in nature, such as patting, pinching, brushing against another’s body, etc.
- Unwanted sexual advances, propositions or other sexual comments.
- Sexual or discriminatory displays, publications, or other ritual material on university property.

This policy also prohibits retaliation against a person who reports sexual harassment, assists someone with a report of sexual harassment, or participates in any manner in an investigation or resolution of a sexual harassment report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.

Any student who believes he or she has been discriminated against or harassed, including sexual harassment, by the University or a University employee in connection with a University service, program or activity in violation of federal or state law, including Title VI or Title IX, should promptly report the matter to the Title IX Coordinator or the Dean of Students. The matter will be promptly investigated and if substantiated, discipline will be imposed in accordance with the University's personnel policies. The student will be promptly notified of the outcome, including any remedial action. Any student who is not satisfied with the resolution may file a grievance under the University's Title IX resolution policy.

DISCIPLINARY POLICIES

Jurisdiction

University Policies shall apply to conduct that occurs on University premises, at University-sponsored activities, and off-campus conduct that adversely affects the University community and/or the pursuit of its objectives. Such policies apply to all such conduct by a student, while a student, even if it occurs outside of an academic term, when the student is not otherwise enrolled at the University. Moreover, the University continues to have the authority to administer the Code of Community Standards with respect to any such conduct by a student, while a student, even if the student subsequently graduates, withdraws, takes leave or is otherwise absent from the University, and even if the University does not learn of such conduct until after the student graduates, withdraws, takes leave, or is otherwise absent from the University. The Code of Community Standards shall apply to a student's conduct even if the student withdraws from school while a disciplinary matter is pending.

As the University attempts to maintain a safe environment for minors, students, and staff from other cultures who may not be familiar with their rights in our community, the University may take such action(s) as it deems necessary to protect the community and its members under all circumstances.

The University may withhold the award of a degree or the privilege of participating in graduations while a disciplinary action is pending.

The University Student Conduct Officer shall decide whether the University policies shall be applied to conduct occurring off campus, on a case-by-case basis, in his/her sole discretion or in consultation with the Title IX Coordinator or Deputy Title IX Coordinator if the incident is deemed to fall under Title IX guidelines as outlined in Chapter 6 of the Key to UB: Student Handbook.

Students whose behavior violates civil and/or criminal law are considered in violation of University policies and will be subject to University disciplinary action and, in some cases, may be arrested by public safety officers and subject to proceedings under the legal system as well. University disciplinary proceedings may impose sanctions regardless of the outcome of criminal proceedings arising from the same incident. As the University is charged with maintaining a safe environment, especially, although not only, for students, or staff from other cultures who may not be familiar with their rights in our community, the University may take such action as it deems necessary to protect the community and its members under all circumstances regardless of whether a student is believed to have committed a violation of law.

Proceedings regarding University policies may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus at the discretion of the University Student Conduct Officer. Determinations made or sanctions imposed under this Code shall not be subject to

change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the criminal law defendant. When a student is charged by federal, state, or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his/her status as a student. If the alleged offense is also being processed under the Code of Community Standards, the University may advise off-campus authorities of the existence of University policies and of how such matters are typically handled within the University community. The University will attempt to cooperate with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators (provided that the conditions do not conflict with campus rules or sanctions). Individual students and other members of the University community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

Code of Community Standards (as it pertains to sexual assault, intimate partner violence, and stalking)

SEXUAL MISCONDUCT – Sexual misconduct may be committed against a female or male, regardless of sexual orientation or gender identification, may result in physical and psychological harm, may be committed against a victim who is intoxicated or otherwise unable to give consent, may be committed against an intimate partner and may be committed by person(s) both known and unknown to the victim. Sexual misconduct includes, but is not limited to, the following categories:

(a) **Sexual Assault/Rape** includes any conduct prohibited by Connecticut General Statutes or any conduct classified as a federal forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. It includes any nonconsensual, unwanted, coerced, forced or threatened sexual contact and/or sexual intercourse. Where one of the

participants is physically or mentally incapacitated, such as by a drug, alcohol or other intoxicant, consent may not be legally given; therefore, sexual contact is in violation of the Code. Sexual contact is defined as, but is not limited to, any contact with the intimate parts of a person either directly or indirectly through clothing with a clothed or unclothed body part or object. Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. Past consent of sexual activity does not imply ongoing future consent.

(b) **Sexual Harassment** is any unwelcoming sexual conduct or advances related to any condition of employment, evaluation, student performance or any activity which creates an intimidating, hostile or offensive environment, including, but not limited to, unwarranted sex-related comments, sexually explicit comments or graphics, unwelcome touching, derogatory jokes based upon sex, using crude or offensive language, spreading rumors about a person's sexuality, placing a compromising photograph on the web, ogling, unwanted sexual advances, intimate partner violence, or retaliation against an individual reporting sexual harassment.

(c) **Sexual exploitation** includes, but is not limited to sexually engaging another person without having explicit consent; allowing a third party sexual access to a person impaired by drugs/alcohol; the prostitution of any person; electronically recording or transmitting sexual activities without permission; allowing someone to be watch during sexual activity without permission; spreading sexual related information about a person; voyeurism; or knowingly transmitting sexually transmitted diseases to a sexual partner.

STALKING – Stalking includes any conduct prohibited by Connecticut General Statutes 53a-181 and any course of conduct directed to a specific person that would cause a reasonable person to (i) fear for the person’s safety or the safety of others; or (ii) suffer emotional distress, including but not limited to, two or more acts directly or through a third party which monitors, observes, surveils, threatens, or communicates to or about a person. This misconduct can involve lying in wait or knowingly and/or repeatedly running into the victim; unwelcome excessive phone calls, text messages, notes, etc.; watching or recording the victim from a distance; threatening to harm a victim or a victim’s family, friends, teachers, pets, or property whether the threats are delivered personally or through a third party; vandalism of the victim’s property; sending unwanted gifts, or leaving items that hold significance within the relationship between the victim and stalker. It also includes

CYBERSTALKING - which is delivered through electronic devices and includes, but is not limited to, posting online, the use of websites, email, text messaging, online social media, phone calls, malicious emails and instant messaging; creating multiple online accounts to harass a victim; hacking into the victim’s personal website, email account(s), phone account(s) or social media account(s); or continuous posting of malicious and/or untrue information online to websites or social media.

VIOLENCE - actual or threatened assault on another individual, including but not limited to (a) **DATING VIOLENCE**, which means violence committed by a person who is or has been in a romantic or intimate relationship with the victim (which will be determined based upon the reporting person’s statement and the length and nature of the relationship) and includes sexual or physical abuse or threats of abuse; (b) **INTIMATE PARTNER VIOLENCE**, which means physical or sexual harm inflicted upon a current or former spouse or person in a dating relationship that results from sexual assault, stalking or family violence as defined by Connecticut criminal statutes; or (c) **DOMESTIC VIOLENCE**, which includes any crime of

violence committed by a current or former spouse, intimate partner, or person residing in the same household, or in violation of Connecticut family violence statutes.

Potential Sanctions for Violation of Code of Community Standards

The following sanctions may be imposed upon any student found to have violated the Code of the Community Standards:

1. Deferred Suspension – The student’s behavior warrants suspension, but due to mitigating circumstances, there is a desire to allow the student an opportunity to mature and/or the student has demonstrated she/he has learned from the experience. Such sanction is imposed with the understanding that any further violations of University rules or regulations will result in automatic suspension or expulsion. The student may not represent the University in any extra-curricular activity, run for, or hold office in any student group or organization.

2. Disciplinary Probation – A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional policies during the probationary period.

3. Disciplinary Warning – A notice in writing to the student that the student is violating or has violated institutional regulations. This sanction for minor violations may also include some penalty, work experience, or other sanction(s).

4. Dismissal – Separation from the University for an indefinite period of time – a minimum of two years. Readmission is possible, but not guaranteed and will only be considered after two years from the effective date of the dismissal, based on meeting all readmission criteria and obtaining clearance from the Dean of Students or designee.

5. Expulsion – Permanent separation of the student from the University. The student is barred from all University premises. Clearance to return may be granted only by the President or Provost.

6. Fines – Fines established and published before the disciplinary incident may be imposed.

7. Interim Suspension – The Dean of Students or in his or her absence, the USCO or other designee, may suspend a student for an interim period pending disciplinary proceedings or medical evaluation. Such interim suspension may become effective immediately without prior notice whenever there is evidence that such action is necessary for the safety of the University community or the student.

8. Loss of Privileges – Denial of specified privileges for a designated period of time. This may include having guests, visiting other part of campus, attendance of certain campus activities, etc.

9. Other Sanctions – Other sanctions may be imposed, e.g. anger or stress management training, sexual harassment sensitivity training, restitution, work/research assignment or project, community service, or restrictions. For any disciplinary action which is substance abuse related, the student may be required to receive counseling, on or off campus, or be required to complete an online educational program related to alcohol and/or substance abuse prevention.

10. Residence Hall Separation or Relocation – Separation of the student from the residence halls, or a specific residence hall, for a definite period of time, after which the student is eligible to return, or permanent separation from the residence hall system. Conditions for readmission may be specified. Student may not run or hold an office in any hall group or organization.

11. Restitution – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.

12. Revocation of Admission and/or Degree – Admission to or a degree awarded from the University may be revoked for fraud, misrepresentation, or other violation of University policies in obtaining the degree, or for other serious violations committed by a student prior to graduation.

13. Suspension – Separation from the University for a period of time – a maximum of two years. Readmission is possible, but not guaranteed and will only be considered after the set period of time has passed from the effective date of the suspension, based on meeting all readmission criteria and obtaining clearance from the Dean of Students or designee. Suspensions may be imposed in an administrative hearing if the charges are admitted to or if the facts of the case presented to the University Student Conduct Officer or the Title IX Coordinator in the administrative hearing do not dispute the charges presented in the hearing.

14. Withholding Degree – The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Code of Community Standards, including the completion of all sanctions imposed, if any.

Consent and Related Guidance

Sexual activity must be informed, knowing, and voluntary, from beginning to end in every situation. Consent to one form of sexual activity does not constitute consent to all forms of sexual contact. Each participant in sexual activity must consent to each act.

Consent must be actively demonstrated through mutually understandable words or actions that clearly convey a willingness to engage in the activity. Consent may not be inferred from silence or passivity. The person initiating the activity has the responsibility of obtaining advance

consent for each sexual activity and should be able to explain the basis why consent existed. Consent may be withdrawn at any time, but must be outwardly expressed. Once expressed, sexual activity must cease.

Consent is not effective if obtained from the use of force, threats, intimidation, coercion, incapacitation, or any other factor, which would eliminate a person's ability to exercise free will as to whether or not to have sexual contact. Coercion includes oppressive behavior which prevents another person from choosing whether to have sex or administering or pressuring another to consume a drug or intoxicant with the intent of impairing their ability to consent. A person is incapacitated and cannot give consent if he or she is mentally or physically helpless, unconscious, or unaware that sexual activity is taking place.

Alcohol and Other Drugs

Alcohol and drugs impair a person's ability to engage in decision-making. Engaging in sexual activity while under the influence of alcohol and drugs can result in confusion or disagreement over whether consent was freely and clearly given. Therefore, it is especially important to be cognizant regarding the other person's level of intoxication before engaging in sexual activity and, in cases of doubt, it is prudent to refrain from such activity. A person's intoxication is never an excuse for violent or harassing conduct or for failing to obtain consent.

Intimate Partner/Domestic/Dating Violence

The University strictly prohibits all forms of intimate partner violence, which is also referred to as domestic or dating violence, and includes any act of violence or threatened violence against a person with whom the assaulter is involved in a dating or sexual relationship (*See Key to UB, Chapter Five, Code of Community Standards*). It can affect individuals of all genders, gender identity, and gender expression.

Disciplinary Proceedings for Sexual Misconduct or Intimate Partner Violence

Any student (“Complainant”) who has been a victim of sexual assault or domestic, dating or intimate partner violence, or similar offense in violation of the Code of Community Standards (See Chapter Five) may elect for charges against the perpetrator (“Respondent”) to be heard by the Title IX Disciplinary Committee (TDC). In all instances where Code violations of the foregoing nature are reported to the University, a prompt investigation under the direction of the University’s Title IX Coordinator will be undertaken. The University shall notify the Complainant of his or her right to have charges heard by the TDC. If the Complainant so elects in writing, the University, pursuant to the direction of the Title IX Coordinator, shall promptly conclude the investigation. The Respondent shall be notified of the charges and a hearing will be promptly scheduled. If the Complainant does not elect for charges to be heard by the TDC, then the Student Conduct Administrator, in consultation with the Title IX Coordinator, shall determine based upon (i) the danger presented to the community and (ii) the probability that charges could be proven without the Complainant’s testimony, whether to initiate disciplinary proceedings against Respondent before the TDC or as otherwise permitted by Chapter Five.

Title IX Disciplinary Committee

The Title IX Disciplinary Committee is comprised of Faculty/Staff which have received specialized training regarding the adjudication process for Title IX related offenses under the Code of Community Standards. Members of the TDC shall review all related materials and determine, using the “preponderance of the evidence” standard, if any violations of the Code of Community Standards occurred.

Possible Sanctions Imposed by the Title IX Disciplinary Committee

Should the TDC determine that the respondent violated the Code of Community

Standards, the TDC shall make recommendations of sanctions to be imposed. Sanctions may range from Disciplinary Probation to Expulsion depending on the Respondent's disciplinary history and the specifics of the case heard by the TDC.

Procedural Rules for Title IX Disciplinary Committee Proceedings

TDC hearings shall be conducted in accordance with following guidelines:

1. TDC hearings shall not be open to the public.
2. The Complainant and the Respondent (and their respective advisors, if any) shall be allowed to attend the entire hearing at which information is received (excluding deliberations).
Admission of any other person to the hearing shall be at the discretion of the TDC.
3. If complaints have been filed against more than one Respondent arising out of the same incident, then the TDC may, in its absolute discretion, decide whether to hear the complaints separately or jointly.
4. The Complainant and the Respondent have the right to be assisted by an advisor of their choosing, at their own expense. Pursuant to CT State Law, the advisor may be an attorney; however, the advisor shall not be permitted to speak with the Complainant, members of the TDC or any other participant (other than the Respondent) during the hearing process.
5. The Complainant and the Respondent are responsible for arranging the attendance of their respective witnesses. The University will endeavor to assist where feasible upon request submitted by Complainant or Respondent at least two school days in advance by inviting witnesses who are members of the University community where feasible.

Witnesses will provide information to and answer questions from the TDC. Questions of

whether potential information will be received shall be resolved at the discretion of the TDC Chairperson.

6. Pertinent records, exhibits, and written statements may be accepted as information for consideration by the TDC at the Chairperson's discretion. The Respondent shall be permitted to respond to the charges in a written or oral statement.
7. All procedural questions are subject to the final decision of the TDC Chairperson.
8. The TDC shall determine by majority vote whether the Respondent shall be found responsible for violating the Code.
9. The TDC determination shall be made on the basis of whether it has been demonstrated that it is "more likely than not" that the Respondent violated the Code. This is also known as a "preponderance of the evidence" standard.
10. All hearings will be fair and impartial and will use a fundamental fairness standard when assessing whether the information presented constitutes a preponderance of the evidence.
11. A student may submit a challenge to the impartiality of any member of a hearing board before the hearing proceeds. Any member may elect to recuse herself /himself. If the member does not recuse himself/herself, the remaining members of the TDC panel shall determine whether or not the challenged member should be disqualified from serving.
12. Formal rules of process, procedure, and/or technical rules of evidence, such as those applied in criminal or civil court, are not used in Student Conduct Code proceedings.

Appeals from TDC Decision

Complainant or Respondent shall have the right to appeal the decision of the TDC within five (5) weekdays following the decision. Such appeals shall be in writing and shall be delivered to the Title IX Coordinator or his or her designee.

Except as required to explain the basis of new information, an appeal shall be limited to a review of the verbatim record of the TDC hearing and supporting documents for one or more of the following purposes:

- To determine whether the TDC hearing was conducted fairly in light of the charges and information presented, and in conformity with prescribed procedures giving the complaining party a reasonable opportunity to prepare and to present information that the Code was violated, and giving the Respondent a reasonable opportunity to prepare and to present a response to those allegations. Deviations from designated procedures will not be a basis for sustaining an appeal unless significant prejudice results.
- To determine whether the decision reached regarding the Respondent was based on substantial information, that is, whether there were facts in the case that, if believed by the fact finder, were sufficient to establish that a violation of the Code occurred.
- To determine whether the sanction(s) imposed were appropriate for the violation of the Code that the student was found to have committed.
- To consider new information, sufficient to alter a decision or relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the TDC hearing.

An appeal shall be referred to and considered by an Appellate Board (AB) and all parties shall be promptly notified of the AB decision. If the appeal is upheld, the matter shall be referred back to the TDC with appropriate instructions. The Title IX Coordinator shall determine whether the matter may be reconsidered by the same TDC panel or referred to a new TDC panel for rehearing. If an appeal is not upheld, the TDC decision shall be final.

Interim Actions

The Dean of Students, or his/her designee, working in conjunction with the Title IX Coordinator, has the authority to take immediate action to protect the safety and wellbeing of members of the UB community. A preliminary investigation will determine the need for immediate action pending a hearing. In certain circumstances, the University Student Conduct Officer (USCO), or a designee, may impose a University suspension or residence hall separation prior to hearing before a TDC in the interest of safety.

Interim suspension may be imposed only: (a) to ensure the safety and well-being of members of the University community or preservation of University property; (b) to ensure the student's own physical or emotional safety and well-being; or (c) if the student poses an on-going threat of disruption of, or interference with, the normal operations of the University. During the interim suspension or residence hall separation, a student shall be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the student might otherwise be eligible, as the USCO or designee may determine to be appropriate.

The interim suspension or residence hall separation does not replace the regular process, which shall proceed on the normal schedule, up to and through a TDC hearing, if required.

PREVENTION OF SEXUAL ASSAULT AND OTHER FORMS OF VIOLENCE

The University encourages students and our entire community to endeavor to prevent occurrences of sexual assault, intimate partner violence or other misconduct based upon gender, race, ethnicity or other discriminatory basis, and to join in creating a campus environment where such misconduct is not tolerated.

Educational Programs and Resources

Educational programs and workshops to promote awareness about sexual assault and related issues are coordinated by the Dean of Students, Residential Life, and the Title IX Coordinator. This includes orientation programs, training required for new students (Haven Program – Understanding Sexual Assault), and campus-wide awareness events such as “Take Back the Night”

BYSTANDER REPORTING

UB encourages anyone who witnesses a sexual assault or other act of violence on campus to safely intervene and promptly contact Bridgeport Police (911), Campus Security (203) 576-4911, or the Title IX Coordinator. Students may also submit an anonymous report. However, the University’s ability to investigate or to respond to anonymous reports is limited and reporters are encouraged to identify themselves to security personnel or to the Title IX Coordinator. Additionally, submitting an anonymous report may result in an investigation that determines the identity of the person who made the report.

RETALIATION PROHIBITED

The University strictly forbids retaliation against individuals who report sexual misconduct, file complaints of sexual misconduct, cooperate in the investigation of sexual misconduct, or hear or adjudicate complaints. Any retaliation by a student is in violation of the

Code of Community Standards.

ASSISTANCE TO SURVIVORS OF SEXUAL ASSAULT AND OTHER
CRIMES OF VIOLENCE

The following information is provided to assist survivors, supportive friends, and bystanders regarding what to do following an assault.

Emergency Assistance

When your health/safety is in danger, call 911 immediately and/or Campus Security at (203) 576-4911. If you are on campus you can press your PAL (Personal Alarm Locator). All University students and employees should carry a PAL while on campus. If you do not have a PAL, go to UB Security at Norsemen Hall, 221 University Avenue, to obtain one.

Medical Assistance

It is important to promptly seek medical attention and counseling to address the aftermath of an assault. Survivors are strongly urged to seek immediate medical assistance at Bridgeport Hospital, 267 Grant St, Bridgeport, CT 06610, (203) 384-3566. Trained hospital personnel will identify and treat injury, provide emergency contraception, and/or medication to prevent possible transmission of sexually transmitted infection, and gather and preserve evidence. Call for an ambulance, or ask UB Security (203) 576-4911 to arrange transportation. You may also go to Student Health Services, Room 119, 60 Lafayette St. 8:30am - 4:30pm, Monday – Friday, or seek assistance from your personal physician, but it is preferable to visit a local hospital emergency room which can provide a full range of services as soon as possible, and preferably within 72 hours of the assault.

Crisis Counseling Support and Assistance

The University of Bridgeport has a partnership with The Center for Family Justice, which provides 24-hour crisis counseling/consultation for survivors of sexual assault or other forms of

domestic or intimate partner violence. Their phone number is (203) 333-2233 or (888) 999-5545 after hours. UB Counseling Services, located on the 2nd floor of Carstensen Hall, 174 University Avenue, (203) 576-4454, also offers free, confidential counseling for students Monday through Friday 8:30am - 4:30pm.

Report the Assault

Survivors of sexual assault or other forms of violence on campus are encouraged to report the incident to Campus Security and/or the Bridgeport Police Department as soon as possible. Students may call Campus Security (203) 576-4911, the Bridgeport Police (911), or for non-emergencies, call (203) 576-7671. Any student or other individual with knowledge of a sexual assault or other crime on campus is encouraged to report the matter to Campus Security (203) 576-4911.

If you feel more comfortable reporting the incident to University support staff, the following individuals have special training to provide assistance:

- Dean of Students (203) 576-4392
- Title IX Coordinator (203) 576-4602
- Director or Associate Director of Residential Life and Student Conduct (203) 576-4228

Survivors may also elect to speak with faculty or a staff member with whom they feel comfortable. Faculty or staff must then report the incident to the Title IX Coordinator, who will assist you in identifying options, providing resources and support, and addressing any immediate concerns. By reporting the incident to the University, a survivor ensures that the matter will be investigated, any necessary protective measures are implemented, and appropriate accommodations are made.

Upon receipt of a report of sexual assault, the Title IX Coordinator, working in conjunction

with Campus Security and the Student Conduct Officer, will conduct an initial Title IX review, including an assessment of any risk of harm to individuals and/or to the campus community, and will take steps to address those risks. Thereafter, an investigation may continue depending on a variety of factors, including the survivor's desire to pursue disciplinary action and the risk posed to the campus community if disciplinary proceedings are not pursued. If a determination is made to pursue further investigation and disciplinary action, the investigation will be conducted by Campus Security and will be referred to the Student Conduct Officer to initiate disciplinary proceedings.

Confidential Resources

The University of Bridgeport encourages all members of our community to report incidents of sexual assault or similar misconduct, but realizes that there may be survivors who are unwilling to make a formal report or to speak with law enforcement or Campus Security. The following confidential resources are available for students who wish to talk to someone about an incident of sexual misconduct or abuse in a confidential manner or to explore options without having the matter reported to the University:

- UB Counseling Services, located on the 2nd floor of Carstensen Hall, 174 University Avenue (203) 576-4454, 8:30am - 4:30pm
- Student Health Services, located in room 119 of the Student Health Science Building, 60 Lafayette Blvd, 8:30am - 4:30pm

Protective Orders

Students are encouraged to notify Campus Security of any court issued protective orders. Students who feel they need protection should report concerns to Campus Security or the Dean of Students.

Counseling Support and Accommodations

Survivors are encouraged to seek counseling and support at University Counseling Services, located at on the 2nd floor of Carstensen Hall, 174 University Avenue (203) 576-4454, 8:30am-4:30pm or The Center for Family Justice 203-333-2233 or (888) 999-5545 after hours. Services are free and confidential. Counseling and other support are the key elements to recovery. The University provides accommodations to survivors, including changes in housing arrangements or modification in class schedules, where appropriate, and survivors should contact Counseling Services, the Dean of Students or the Title IX Coordinator to request assistance.

2. The University of Bridgeport's Written Notification of Victim's Rights and Options pursuant to the above Sexual Assault, Stalking and Intimate Partner Violence Policies

Please see Attachment A.

3. – 4. The Number and Type of Sexual Assault, Stalking and Intimate Partner Violence Prevention, Awareness and Risk Reduction Programs or Campaigns

During calendar year 2014, the University of Bridgeport presented or sponsored the following prevention, risk reduction and awareness programs or campaigns addressing sexual assault, stalking and intimate partner violence:

SP/FA 2014	Dean of Students and Title IX Coordinator issued email blast campaign to all students including resource information related to sexual assault prevention efforts at the University, including reporting options.
SP/FA 2014	Residential Life Staff conducted floor/hall meetings for all residential students including information on sexual assault prevention and awareness, including reporting options.
February 2014	Community Standards Hearing Board/University Grievance Committee Formal Training conducted by Director of Residential Life and Student Conduct under the auspices of the Title IX Coordinator

April 2014	“UB AWARE: In the Dark” programming series presented by Residential Life, Health Services, Counseling Services. Over five (5) nights, different program topics were presented and included sexual assault prevention/awareness, LGBT awareness, and safer sex practices.
August 2014	Theatre performance (by professional theatre troupe “Equalogy”) focusing on sexual assault and bystander education during new student orientation for over 400 new domestic and international students
August 2014	Residential Life Student Staff Training conducted by Director of Residential Life and Student Conduct under the auspices of the Title IX Coordinator
August 2014	Community Standards Hearing Board/University Grievance Committee Formal Training conducted by Director of Residential Life and Student Conduct under the auspices of the Title IX Coordinator
August 2014	University of Bridgeport named as one of 30 recipients of the 2014 Avon Campus Grants to Activate Bystanders to Reduce Sexual Assault, Dating Abuse and Stalking
Fall 2014	The Office of Human Resources conducted a formal training on Sexual Harassment/Sexual Assault Awareness for all university staff/administration/faculty.
Fall 2014	Residential Life and Student Conduct presented formal education and training for members of the UB Athletics program.
Fall 2014	Creation of bystander education programming in partnership with the Center for Family Justice
September 2014	Implementation of “Haven – Understanding Sexual Assault” – online educational software program – for all students enrolled at the University of Bridgeport
September 2014	Title IX and Residential Life and Student Conduct staff presented formal education and training for members of the UB Athletics program.
October 2014	The University of Bridgeport, in conjunction with The Center for Family Justice, held its 5 th Annual Domestic Violence Vigil to raise awareness on campus regarding domestic violence.
October 2014	In October, Residential Life and Student Conduct implemented “Operation Jungle Red” – a multiday program series focusing on the socialization of men and ways to decrease violence against women.

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| October 2014 | In October, the Second Annual Take Back the Night Rally against Sexual Assault took place. Sponsored by the Dean of Students, Health Services, Counseling Services, Residential Life and Student Conduct, Campus Activities, Student Programming Board, Campus Security, Athletics, the Title IX Coordinator and the Center for Family Justice. |
| December 2014 | In December, Residential Life and Campus Activities sponsored a bystander intervention program by the Center for Family Justice. |

5. – 8. The Number of Incidences of Sexual Assault, Stalking and Intimate Partner Violence Reported and the Number of Confidential or Anonymous Reports; the Number of Disciplinary Cases and the Final Outcome of Disciplinary Cases

Please see Attachment B. In calendar year 2014, there were 12 reported incidents involving relationship violence, 4 allegations of sexual assault, 3 reports of sexual harassment, and 2 stalking complaints. In most incidences, the respondent was a student; however, in one case, the respondent was a faculty member and the matter was referred for disciplinary action and subsequent termination. There were 9 complaints adjudicated by student disciplinary proceedings. The charges were substantiated in 6 cases with discipline ranging from deferred suspension to suspension, and in 3 matters, the evidence was determined to be insufficient. Several matters could not be adjudicated because the survivor did not wish to participate and other evidence was insufficient to establish a violation. There were no anonymous or confidential complaints, although several complainants initially spoke confidentially with a counselor and subsequently reported a complaint to the Title IX Coordinator or Residence Life staff. The University has expanded options for anonymous and confidential reporting and therefore anticipates a possible increase in such reporting in the current year.

CONCLUSION

As a result of the commitment of our staff, faculty, and students, and with the support of our community partners, The Center for Family Justice, and local law enforcement, who

actively participate on our Community Resource Team, we have made progress in preventing incidents of sexual assault and other interpersonal violence, while increasing public awareness and reporting, and providing support for victims. Our work is ongoing as each new class of students presents unique challenges and requires careful stewardship.

We would be pleased to provide any additional information you may require or to answer any questions. Please feel free to contact our Title IX Coordinator, Dr. Melitha Przygoda, telephone (203) 576-4602, mprzygod@bridgeport.edu, or Carolyn Linsey, General Counsel, telephone (203) 576-2374, clinsey@bridgeport.edu.

Attachment A



ASSISTANCE AND OPTIONS FOR VICTIMS OF SEXUAL ASSAULT, INTIMATE PARTNER VIOLENCE AND STALKING

University of Bridgeport

The University of Bridgeport strives to prevent and eliminate sexual misconduct within its community consistent with its commitment to Title IX of the Education Amendments of 1972, which prohibits gender-based discrimination in educational programs or activities, and the essential values of respect and responsibility. If you are a victim of sexual assault, stalking or intimate partner violence, the University encourages you to seek help and support and offers a wide range of services and options (in addition to resources available in the community).



MEDICAL ATTENTION

Two local hospitals, Bridgeport Hospital and St. Vincent's Medical Center provide a wide range of services for survivors of interpersonal violence. Follow up evaluation and testing is recommended. Medical evidence may also be collected. Campus Security (203) 576-4912 can assist with arranging transportation. You can also visit Student Health Services, Health Science Building Room 119, 60 Lafayette St., (203) 576-4712, Monday through Friday, 8:30 am — 4:30 pm.



ADVOCACY AND SUPPORT

You may speak confidentially with a member of Counseling Services, Carstensen Hall, 2nd floor, (203) 576-4454, counselingservices@bridgeport.edu or Student Health Services, Room 119 Health Sciences Building, (203) 576-4712, healthservices@bridgeport.edu

You may contact The Center for Family Justice for 24-hour crisis and intervention services including counseling. The Center for Family Justice, main office (203)334-6154; Sexual Assault Hotlines: (203) 333-2233; Toll Free TTY TDD access 9am–5pm (888)999-5545; En Espanol (888)568-VEDA

REPORT THE ASSAULT

You are encouraged to report sexual assault, intimate partner violence or stalking to the Bridgeport Police Department (emergency 911, non-emergency (203) 576-7671) and/or to Campus Security, (203) 576-4911 or ubsecurity@bridgeport.edu.



SAFETY SERVICES

Campus Security provides walking escorts on campus, shuttle transportation throughout campus and the local community, and verification that your P.A.L. (Personal Alarm Locator) is working.



HOUSING/ ACADEMICS

Upon request and if appropriate, the University may make accommodations regarding your on-campus housing (Office of Residential Life and Student Conduct (203) 576-4228); academic schedule (Office of the Dean of Students (203) 576-4392) or provide assistance regarding your immigration status (Office of International Student Services (203) 576-4395).

Contact the appropriate office or the University's Title IX Coordinator or Deputy Coordinator (contact info below) for assistance.

TITLE IX RESOLUTION PROCESS

Dr. Melitha Przygoda, Ed.D., Title IX Coordinator, provides overall assistance with regard to the resolution process and can be contacted at (203) 576-4588, titleix@bridgeport.edu or at the Office of Human Resources, Wahlstrom Library, 7th floor. Tracy Brockman-Diaz, Deputy Title IX Coordinator, can also provide assistance and can be contacted at (203) 576-4304, titleix@bridgeport.edu or at the Office of Human Resources, Wahlstrom Library, 7th floor.

FORMAL RESOLUTION PROCESS

Your complaint of sexual misconduct, sexual harassment and/or domestic/intimate partner violence by another person will be formally investigated and referred to a hearing before a University Grievance Committee comprised of faculty/staff who are specially trained to hear cases involving sexual misconduct. Complaints against faculty/staff/other members of the university community will also be appropriately investigated.

As the student reporting the offense, also referred to as the 'complainant', you have the following rights during the formal resolution process:

- ☒ You have the right to have a hearing held in a fair, prompt and impartial manner.
- ☒ You have the right to have a hearing which uses the preponderance of the evidence standard, also known as the "more likely than not" standard, in making determinations.
- ☒ You have the right to have a hearing conducted by trained university staff.
- ☒ You have the right to participate in the formal hearing and provide information to the committee.
- ☒ You have the right to not be directly interacting with, or questioned by, the student(s) alleged to have committed the offense during the hearing process.
- ☒ You have the right to have alternative measures provided to participate in the hearing including the use of dividers in the hearing room, conducting the hearing over the phone or through an online process.
- ☒ You have the right to review all original reports prior to the hearing.
- ☒ You have the right to have an advisor, including an attorney, present at the hearing.
- ☒ You have the right to provide witnesses and additional information, in writing, for consideration by the committee.
- ☒ You have the right to be notified, in writing, of all charges being addressed under the Code of Community Standards.
- ☒ You have the right to be notified, in writing, of the date/time/location of the hearing at least five (5) days before it occurs.
- ☒ You have the right to be notified, in writing, of the outcome of the hearing.
- ☒ You have the right to appeal the outcome of the hearing.

Sanctions, or outcomes placed on students found to have violated the Code of Community Standards, include, but are not limited to:

- ◆ Disciplinary Probation
- ◆ Deferred Suspension
- ◆ Suspension
- ◆ Expulsion

Please refer to the University of Bridgeport Student Handbook, the *Key to UB*, Chapters 5 and 6 for more details about the complaint resolution process and services available to victims. Hard copies of the *Key* are available in the Dean of Students Office, room 116 Student Center and the online version is at <http://www.bridgeport.edu/life/student-services/key-ub-student-handbook/>

Attachment B

Summary of Sexual Assault, Stalking and Intimate Partner Reports, and Disciplinary Outcomes (calendar year 2014)

Complainant	Respondent	Date	Charges	Outcome
Student	Nonstudent	Feb. 2014	Stalking	Not adjudicated; Nonstudent banned from university property
Student	Nonstudent	May. 2014	Stalking	Not adjudicated; Nonstudent banned from university property
Student	Student	Aug. 2014	Intimate Partner Violence	Adjudicated; Suspended
Nonstudent	Student	Aug. 2014	Intimate Partner Violence	Not adjudicated at desire of complainant; Order of No Contact issued to respondent
Student	Nonstudent	Aug. 2014	Intimate Partner Violence	Not adjudicated; Nonstudent banned from university property
Student	Student	Sept. 2014	Intimate Partner Violence	Adjudicated; Placed on Disciplinary Probation
Student	Student	Sept. 2014	Intimate Partner Violence	Adjudicated; Placed on Disciplinary Probation
Student	Student	Sept. 2014	Sexual Assault	Adjudicated; UGC found Insufficient Evidence for formal sanctioning
Student	Student	Sept. 2014	Sexual Harrassment	Adjudicated; UGC found Insufficient Evidence for formal sanctioning
Student	Student	Sept. 2014	Sexual Harrassment	Adjudicated; UGC found Insufficient Evidence for formal sanctioning
Student	Nonstudent	Sept. 2014	Intimate Partner Violence	Not adjudicated; Nonstudent banned from university property
Student	Nonstudent	Oct. 2014	Intimate Partner Violence	Not adjudicated; provided resources to assist with concerns involving his wife (nonstudent)
Student	Student	Oct. 2014	Intimate Partner Violence	Adjudicated; Placed on Disciplinary Probation
Student	Student	Oct. 2014	Intimate Partner Violence	Not adjudicated; order of no contact issued
Student	Student	Oct. 2014	Sexual Assault	Not adjudicated at desire of complainant; alleged assailant banned from building
Student	Student	Nov. 2014	Intimate Partner Violence	Not adjudicated; provided resources
Student	Nonstudent	Nov. 2014	Intimate Partner Violence	Not adjudicated; Nonstudent banned from university property
Student	Student	Dec. 2014	Intimate Partner Violence	Not adjudicated at desire of complainant; alleged assailant banned from building
Student	Student	Dec. 2014	Sexual Assault	Adjudicated; Placed on Deferred Suspension; named a PNG for campus
Student	Student	Dec. 2014	Sexual Harrassment	Adjudicated; Placed on Deferred Suspension
Student	Nonstudent	Dec. 2014	Sexual Assault	Not adjudicated; Referred to HR as respondent was faculty member