

**2015 Annual Report to the Joint Standing Committee Regarding CT Public Act 14-11 -
*An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus***

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Annual Report to the Joint Standing Committee regarding CT Public Act 14-11

This report presents information about sexual misconduct policies, procedures, and institutional conduct reports at the University of New Haven. This report is intended to comply with the regulations of Connecticut Public Act 14-11, *An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus*, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University has taken to combat sexual violence on its campus.

Title IX and Sexual Misconduct Policy

The University of New Haven Title IX and Sexual Misconduct Policy was updated in July of 2015 to reflect best practices, community feedback, and the revisions suggested by the University's Campus Resource Team. This policy details the procedures that students and employees of the institution who report or disclose being the victim of sexual assault, stalking, or intimate partner violence, may follow after such an incident, provides University members with information regarding who they may report or disclose an incident to, as well as support and advocacy service information. This policy also delineates the options a reporting party, or individual who submits a report of an allegation of sexual misconduct, may take regarding a criminal complaint, institutional complaint, or confidential report. In addition, the Sexual Misconduct Policy provides information regarding informal remedies, interim measures and accommodations available to community members, and information regarding the University's compliance with court ordered protective orders. To review the information provided in the Title IX and Sexual Misconduct Policy, please see the complete document as provided with this report.

Educational Programming

In an effort to reduce the risk of sexual misconduct as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence and domestic violence occurring among its students, the University utilizes a range of campaigns, strategies and initiatives to promote awareness, educational, risk reduction and prevention programming. It is the policy of the University to offer programming to prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults) and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. Programs and other campaigns offered throughout the year to all students and employees include strong messages regarding not just awareness, but also primary prevention (including normative messaging, bystander intervention, and the interactions between sexual assault and substance use), and discuss institutional policies on sexual misconduct as well as the Connecticut definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches.

Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps,

identifying allies and/or creating distractions. Bystander empowerment training highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose, and motivates them to intervene as stakeholders in the safety of the community when others might choose to be bystanders.

Primary prevention programming has been defined as, “institutional action and strategies intended to prevent sexual assault, stalking, and intimate partner violence before it occurs by means of changing social norms and other approaches, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars, or panel discussions”. Awareness programming has been defined as, “institutional action designed to communicate the prevalence of sexual assaults, stalking, and intimate partner violence, including the nature and number of cases of sexual assault, stalking, and intimate partner violence reported at each institution of higher education in the preceding three calendar years, including but not limited to poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars, or panel discussions”. Accordingly, the following represent the University of New Haven’s primary prevention and awareness programming designed to prevent all types of sexual violence.

The following are programs and trainings were offered by the University of New Haven with the support of the Rape Crisis Center of Milford College Advocate and BHcare Community Educators:

Spring 2014 Semester <i>Approximately January 1, 2014 through May 31, 2014</i> <i>Total Programming Events: Approximately 33</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Residential Advisors & Directors Refresher Training	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	January 2014
Violence Prevention & Intervention Peer Educators	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	VPI Peer Educators	May 2014
Take Back the Night	Awareness Programming	Victimology Club, College Advocate & Dean of Students Office	Open to the Public	April 2014
Residence Hall & Classroom Presentations (Sexual Assault Awareness Month, RAD Course, etc.)	Primary Prevention Programming	College Advocate	Residential Students, Classroom Attendees	Various (approximately 5 per semester)
CT Clothesline Project	Awareness Programming	Victimology Club & College Advocate	Open to the Public	April 2014
Vagina Monologues – A memory, a rant, and a prayer	Awareness Programming	Victimology Club	Open to the Public	April 2014

Sexual Assault Awareness Month – Information Tables & Bake Sales	Awareness Programming	VPI Peer Educators & Dean of Students Office	Open to the Public	April 2014 (full week of Information Tables)
Sexual Assault Awareness Month – Teal Ribbon & Hair Extension Campaign	Awareness Programming	VPI Peer Educators & Dean of Students Office	Open to the Public	April 2014 (full week of Information Tables)
Support Groups – Healing Together, Surviving to Thriving	Support Services	College Advocate & BHcare Advocate	Open to Public; Surviving to Thriving Group closed	Weekly throughout semester (approx. 24 sessions)

Fall 2014 Semester <i>Approximately August 1, 2014 through December 31, 2014</i> <i>Total Programming Events: Approximately 87</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 2014
Campus Clarity – Think About It Online Course	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course - July 2014, Follow-up Courses: October 2014 & November 2014
Step Up! Introduction to Bystander Intervention	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer students –Mandatory	Two courses offered during Mandatory Orientation, August 2014
Bringing in the Bystander Presentations	Primary Prevention Programming & Awareness Programming	VPI Peer Educators	All incoming first-year and transfer students – Mandatory	Approximately 50 courses offered throughout the semester, Sept. – Nov. 2014
Violence Prevention & Intervention Peer Educators – Refresher Training	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	VPI Peer Educators	August 2014
Sex Ed Boot Camp	Awareness Programming	Student Committee for Programming & Events (SCOPE)	Open to the Public	September 10, 2014
Residence Hall & Classroom Presentations (It's On Us Presentations, RAD Course)	Primary Prevention Programming	College Advocate	Residential Students, Classroom Attendees	Various (approximately 5 per semester)

It's On Us, National Week of Action – Information Tables, Sexual Violence on College Campus Presentation, Mini RAD Course, Pledge Campaign	Awareness Programming	VPI Peer Educators, Dean of Students Office, Undergraduate Student Government Association	Open to the Public	November 17-21, 2014
It's On Us, Roundtables with Student Leaders	Awareness Programming	Dean of Students Office, Undergraduate Student Government Association	Open to the Public	October 6-9, 2014
Support Groups – Healing Together, Surviving to Thriving	Support Services	College Advocate & BHcare Advocate	Open to the Public; Surviving to Thriving Group closed	Weekly throughout semester (approx. 24 sessions)
Domestic Violence Speak Out & Vigil	Awareness Programming	Victimology Club & College Advocate	Open to the Public	October 2014

Spring 2015 Semester <i>Approximately January 1, 2015 through May 31, 2015</i> <i>Total Programming Events: Approximately 67</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Residential Advisors & Directors Refresher Training	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	January 2015
Bringing in the Bystander Presentations	Primary Prevention Programming & Awareness Programming	VPI Peer Educators	All incoming first-year and transfer students – Mandatory	Approximately 30 courses offered throughout the semester, March. – April. 2015
UNH Freebie Friday – Title IX/Clergy Compliance Coordinator Social Media Campaign for Awareness	Awareness Programming	Dean of Students Office & Title IX/Clergy Compliance Coordinator	Open to the Public	February 27, 2015
Take Back the Night	Awareness Programming	Victimology Club, College Advocate & Dean of Students Office	Open to the Public	April 14, 2015
Residence Hall & Classroom Presentations (Sexual Assault Awareness Month, RAD Course, etc.)	Primary Prevention Programming	College Advocate	Residential Students, Classroom Attendees	Various (approximately 5 per semester)

Bandana Project – Awareness for Intimate Partner Violence	Awareness Programming	Victimology Club & College Advocate	Open to the Public	April 23, 2015
Vagina Monologues – A memory, a rant, and a prayer	Awareness Programming	Victimology Club	Open to the Public	April 7, 2015
Sexual Violence Module – Greek Life	Primary Prevention Programming	Dean of Students Office	Sigma Chi Fraternity	March 29, 2015
Greek Week Presentation to all Greek Life members & It's On Us Campaign	Awareness Programming	Dean of Students Office	UNH Greek Life	April 13, 2015
Where Do You Stand? Campaign	Primary Prevention Programming	College Advocate	Open to the Public	April 21, 2015
Sexual Assault Awareness Month – Information Tables & Bake Sales	Awareness Programming	VPI Peer Educators & Dean of Students Office	Open to the Public	April 2015 (full week of Information Tables)
Sexual Assault Awareness Month – Teal Ribbon & Hair Extension Campaign	Awareness Programming	VPI Peer Educators & Dean of Students Office	Open to the Public	April 2015 (full week of Information Tables)
Support Groups – Healing Together, Surviving to Thriving	Support Services	College Advocate & BHcare Advocate	Open to Public; Surviving to Thriving Group closed	Weekly throughout semester (approx. 24 sessions)

Fall 2015 Semester <i>Approximately August 1, 2015 through October 1, 2015</i> <i>Completed Programming Events: Approximately 20</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 18, 2015
Campus Clarity – Think About It Online Course	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course - July 2015, Follow-up Courses: October 2015 & November 2015
Step Up! Introduction to Bystander Intervention	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer students –Mandatory	Two courses offered during Mandatory Orientation, August 23, 2015

UNIV 1000 Course- Step UP: From Bystander to UPstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	33 courses offered throughout the semester, Sept. – Oct. 2015
Blackboard & Tegrity Session on Sexual Violence on College Campuses for Students in Prato	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Study Abroad students at Prato, Tuscany Campus – Mandatory	September 1 & 29, 2015
Know Your IX Day – Lawn Sign Campaign	Awareness Programming	Dean of Students Office, Title IX Coordinator(s)	Open to the Public	September 7-11, 2015
Violence Prevention & Intervention Peer Educators Orientation Training	Primary Prevention Programming & Awareness Programming	College Advocate, BHcare Community Educator & Dean of Students Office	VPI Peer Educators	August 17-21, 2015
Residence Hall & Classroom Presentations (It's On Us National Week of Action, RAD Course, etc.)	Primary Prevention Programming	College Advocate	Residential Students, Classroom Attendees	Scheduled for Nov. 2015
It's On Us, National Week of Action – Information Tables, Sexual Violence on College Campus Presentation, Mini RAD Course, Pledge Campaign	Awareness Programming	VPI Peer Educators, Dean of Students Office, Undergraduate Student Government Association	Open to the Public	Scheduled for Nov. 2015
Support Groups – Healing Together	Support Services	College Advocate	Open to Public	Beginning October 7 th , 2015

Types of Educational Programming

Campus Clarity Online: Think About It Course

There are multiple platforms that have been historically utilized by the University to achieve education and awareness on campus with the primary goal of preventing further assault. For incoming students these platforms include online trainings completed prior to on-campus arrival, and bystander intervention training administered by Violence Prevention & Intervention Peer Educators, sponsored through an Office of Violence against Women (OVW) Campus Grant. The 2014-15 AY featured the first use of [Campus Clarity's](#) Think About It course for incoming students, a two hour online mandatory course before students arrive on campus. Think About It also administers two follow-up courses, in early October and right before the spring semester. We received positive feedback regarding this course, which introduced students to the concepts of rape/sexual violence myths, substance use/abuse, bystander intervention, and safety on campus. After further research,

the University decided to utilize the Graduate Think About It course for all incoming graduate students, in addition to all incoming undergraduates for 2015-16. We expect this 35 minute graduate online course to be well-received and elicit high compliance. The Think About It course for graduate students was administered in late July 2015, as was the incoming undergraduate student course.

Bringing in the Bystander Program (2011-2014)

The bystander intervention program historically delivered by VPI peer educators was based on the Bringing in the Bystander developed by the University of New Hampshire, and funded by the OVW Campus Grant program.

Violence Prevention & Intervention Peer Educators were trained in the [University of New Hampshire's Bringing in the Bystander program](#), and were asked to deliver this 90 minute program to all incoming students. Designed to meet the needs of student's course schedules, Peer Educators offered this presentation at multiple times throughout the day (approximately 3 presentations a day) throughout the semester, at which students could voluntarily choose which date and time to attend. Students received email notifications as a reminder of their need to attend the training and as a means of increasing overall attendance and compliance. Attendance was tracked by the Project Coordinator, a graduate assistant funded by the OVW Campus Grant Program.

The Bringing in the Bystander, a prevention workshop for establishing a community of responsibility, was presented by pairs of Peer Educators annually trained by the Milford Rape Crisis College Advocate, BHcare Domestic Violence Community Educator, and faculty/staff experts on sexual violence topics. Content topics include, but were not limited to, the continuum of sexual violence, facts about sexual violence, bystander responsibility, reflections on bystander behavior, an introduction to rape culture, an empathy exercise concerning the experience of trauma, the decision making process, and campus resources.

Step Up! Bystander Training and UNIV 1000 Course (Current)

During incoming student orientation, the Dean of Students Office provides a ninety minute presentation that serves as an introduction to the [Step UP bystander program](#), developed by the University of Arizona C.A.T.S. Life Skills Program in partnership with NCAA. This presentation includes information about the concept of bystander intervention, strategies for safe and effective intervention, different types of interventions (direct, indirect), and the information about resources on the UNH campus. This is offered twice at orientation, so all incoming students are able to attend and participate with our poll everywhere technology. This allows students to simultaneously self-report their perceptions of hook-up culture, substance use culture, and other issues. This self-reported information is streamed anonymously into the presentation and serves to demonstrate student's perceived notions of the campus climate versus their actual experiences and behaviors.

As of December 2014, the OVW Campus Grant ended and the Violence Prevention & Intervention Program transitioned into the Dean of Students Office, under the Title IX/Clery Compliance Coordinator. The VPI Program has been responsible for the first-year and transfer ('incoming') student presentations on sexual assault and bystander intervention. In addition to these presentations, the VPI Program has Peer Educators

that present the trainings, and assist various University departments by being resources at potentially triggering events.

For the 2015-16 AY, bystander prevention was strategically redesigned to provide the bystander training under the umbrella program of Step UP, with the slogan: 'From Bystander to Upstander'. We have moved the training from the VPI center, in the back of Sheffield Hall, to an existing classroom with full audio/visual technology. Additionally, the bystander training is housed in a University pilot course (UNIV 1000) that all first-year and transfer students were preregistered for on their class schedules. The course has been updated to a new format and new content, and shortened to the hour time frame that fits into block scheduling. These changes are expected to result in higher compliance with attendance, more standardization, and to be more effective as all presentations will be completed during the 'red zone' (September through early October) known for its high victimization rates.

The UNIV 1000 course is required for incoming first-year, and transfer students only. This course is described to students as the promotion of knowledge of university policies regarding sexual violence and safety by teaching students valuable bystander intervention strategies that can be used to foster the development of a safe and educational campus climate.

It's On Us Campaign

The White House launched a National [It's On Us campaign](#) in September 2014, for college campuses, specifically their student governments. In coordination with the Undergraduate Student Government Association President, the Title IX/Clery Compliance Coordinator hosted over 5 roundtables with students regarding issues of sexual violence and how our institution handles complaints. The College Advocate created a Facebook group, It's On Us at University of New Haven, that we have jointly promoted, which has over 200 members. At the request of students we developed a Facebook closed group, It's On Us UNH Campaign Team, for students who expressed an interest in working together to develop more related events and campaign awareness.

Furthermore, the Title IX/Clery Compliance Coordinator, in coordination with the Undergraduate Student Government Association President, hosted five roundtable discussions regarding sexual violence education and prevention at UNH. Recognized Student Organization Presidents and their executive boards were invited to attend roundtable discussions to express their concerns about existing programming, offer feedback about mandatory education, and learn about sexual violence education and policies at the University of New Haven. These roundtables were held in the fall of 2014, and were intended to encourage student leaders to have conversations about It's On Us and sexual violence with their organization's members. We found that students were interested in doing more awareness programming and learning more about sexual violence on college campuses, especially when the education was coming from fellow students. Other feedback included the need for more visibility for programming on these issues, and more accessibility/visibility regarding the resources available on campus. In response to this feedback, students were invited back to participate in a presentation regarding sexual violence resources on- and off-campus given by the USGA President and Title IX/Clery Compliance Coordinator.

Information Tables and Additional Programming

A secondary facet of education is the programming regarding sexual violence prevention, response, and University specific policies. The UNH Victimology Club has been responsible for the majority of programming that has been conducted during the academic year, and continued to provide numerous programming during the 2014-15 academic year. In addition to events sponsored by the Victimology Club, the VPI Peer Educators sponsored numerous information tables throughout the year to increase awareness (iAcknowledge Campaign, DV Awareness Month, April's Sexual Assault Awareness Month, It's On Us information tables, etc.). During these informational tables, Peer Educators provide extensive amounts of resources, and promotional items to passing students.

In January of 2015, the Title IX/Clery Compliance Coordinator and Peer Educators developed numerous promotional items, including: Teal Hair Extensions, Teal Bracelets, Awareness Ribbons, and five different T-shirts. These shirts were designed by the Violence Prevention and Intervention Program Graduate Assistant and Title IX/Clery Compliance Coordinator to create a visible campaign for the peer educators and issues of consent and sex. Students have had an overwhelming positive response to these shirts, and many were distributed throughout April's Sexual Assault Awareness Month.

Events sponsored by the College Advocate are supported by the Dean of Students Office and the VPI Peer Educators. These presentations often take place in collaboration with Recognized Student Organizations for the larger student population and/or the Office of Residential Life within the residential halls.

Awareness & Compliance Initiatives

Title IX of the Education Amendments of 1972

In order to achieve compliance as an institution under Title IX of the Education Amendments of 1972, the University is required to identify and train Responsible Employees, publish a nondiscrimination policy, employ and maintain a Title IX Coordinator, publish policies and procedures regarding sexual violence on our campuses, and provide incoming/ongoing training regarding sexual violence.

Responsible Employee Training

After the release of the Office of Civil Rights' Dear Colleague Letter in April of 2014 and the Question & Answers guidance in December of 2014, it became increasingly necessary for the University of New Haven to consider strategic methods for responsible employee training. Through dialogue on the Title IX Compliance Team, it was determined that it would be in the best interest of the University to establish all employees as 'responsible employees' as defined by Title IX. This decision reflected our belief that it would very difficult to justify the training and mandated reporting of some faculty and staff, and not others. Furthermore, it was concluded that our students and community would widely benefit from more mandated reporters and educated employees than fewer. Thus, we proceeded with researching methods for training all employees on this mandated reporting role, and ensuring that they fully understood all relevant responsibilities. This training serves as an additional avenue for prevention and awareness programming for all employees. As you

will see below, the online training used to notify employees of their responsibilities as responsible employees, also provides modules specifically highlighting information about risk reduction, awareness of sexual violence and rape culture, and information that assists faculty and staff in identifying possible sexual violence situations.

In consultation with Human Resources and our Title IX Coordinator, the University purchased software licenses from Campus Clarity's Lawroom for an hour-long course titled, EDU: Eliminate Campus Sexual Violence (CT). This online training was administered to all employees via their University email in late March 2015, with an expected deadline of April 30, 2015. This training included the following content, in compliance with Title IX, Reauthorized VAWA, CT Public Act 14-11, and Clery: Sexual Violence & Rape Culture, Legal Protections, Campus SaVE Act, relevant CT State Laws, Trauma & Sexual Assault, Dating & Domestic Violence, Campus Stalkers, Sex Discrimination & Harassment, Title IX, Reporting Requirements under Title IX, Confidentiality, Campus Culture, and Bystander Intervention. This comprehensive online training served to better educate all facets of the campus community, and is consistent with online training content provided by the University to all incoming students.

This training occurred concurrently with the administration of the Responsible Employee brochure to all employees via Adobe EchoSign software. All employees were required to digitally sign that they received the brochure, a secondary means of notifying them of their role and responsibilities.

CT Statute 14-11

In May of 2014, the Connecticut legislative branch passed CT Public Act 14-11, An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus. This Act required a number of distinct tasks that colleges needed to complete in order to maintain compliance, and to encourage more support services and reporting options for students of sexual violence on our campuses.

Know Your Rights Brochure

A primary component of the Public Act 14-11 was the requirement for institution's to create a "concise notification, written in plain language, to each student and employee of such institution who has been a victim of sexual assault, stalking, or intimate partner violence, of such victim's rights and options under such institution's policy". Thus, utilizing an initial template provided by the College Advocate, we developed a brochure that would include our written policy on sexual misconduct, resources for confidential disclosure and reporting options, the option to report to law enforcement and/or our institution, our retaliation policy, a notification of the Title IX Coordinator, notice of interim measures, formal complaint procedures, advisor privileges, and victim's rights. After many edits with the Title IX Compliance Team, this brochure was sent to Marketing for updates and professional review. We received the final product in early September, and have been utilizing it throughout the 2014-15 year. After updating the Sexual Misconduct Policy in the summer of 2015, the Know Your Rights Brochure was sent back to marketing for corrections and updates in accordance with new policy language.

Campus Resource Team

The Campus Resource Team is comprised of individuals selected by the President, and includes critical campus officials as well as local resources involved in responding to sexual misconduct incidents. The CRT is charged with reviewing campus policies and recommending protocols for providing support and services to students/employees who report being a victim. The team held four meetings during the spring 2015 semester to review, assess, and update protocols and/or policies.

In coordination with the President's Office, invitations to participate on the CRT were delivered to its members the first week of January, in compliance with CT Public Act 14-11. Then four meetings were held for the team to review and edit the Sexual Misconduct Policy/Procedures, and submit recommendations by the July 1st deadline.

Sexual Misconduct Policy

During the summer months of 2014, the Dean of Students Office began its annual review and edits of the Sexual Misconduct Policy. Revisions that were included in the 2014 finalized Sexual Misconduct Policy included:

- Changed relationship abuse to intimate partner violence
- Expanded examples of sexual harassment
- Included a clause regarding substance use as a secondary conduct issue, providing only educational follow-up in cases where such issues are reported
- Expanded policy to include all students, faculty, and staff
- Expanded to include definition of Intimidation
- Included a clause concerning No Contact Orders
- Increased resource contact information for all campuses
- Enhanced clarity of confidentiality clauses
- Delineated sanctions for the various violations of sexual misconduct
- Shortened the title to summarize the policy as Sexual Misconduct Policy

When the revisions to this policy were finalized, it was electronically delivered to all students via an email from Associate Dean Frederic Baker in September 2014. It was also electronically delivered by Human Resources via the Adobe EchoSign software, to all employees in November 2014. Furthermore, the full policy, as well as specific sections, was posted onto the University Title IX webpage for public use.

Throughout the year, the Title IX webpage has been continually updated in accordance with best practices and policy updates. This included the creation of a 'frequently asked questions' document that explained the role of Title IX Coordinators, how to report an incident of sexual violence, background information about Title IX, criminal versus institutional complaints and other common questions. The Title IX/Clery Compliance Coordinator also developed quick links for the relevant websites, including: www.newhaven.edu/titleix and www.newhaven.edu/sexualmisconduct.

The Campus Resource Team began its annual review and edits of the Sexual Misconduct Policy in February of 2015. Revisions that were included in the 2015 finalized Sexual Misconduct Policy included:

- Developed a Title IX Policy to include information regarding Title IX Coordinator roles, jurisdiction, and responsible employee/campus security authority reporting information
- Restructured the policy to include reporting and resource options at the beginning of the policy, as well as the guidance in the event of an incidence of sexual violence
- Expanded resources to include Statewide and National Resources
- Restructured the definition of terms to begin the Consent, Force, and Intimidation, as well as clarified the categories of Sexual Assault and Sexual Harassment
- Developed a section named Privacy & Confidentiality to delineate the responsibility of the University to protect its campus community and the requests of reporting parties
- Included additional information to clarify the Preliminary Investigation, Formal Investigation, and Formal Hearing processes
- Expanded the Sanctions to include information about each type of violation
- Included the Appeals information from the Code of Conduct specific to Sexual Misconduct violations

The revisions were finalized by July 1, 2015, and electronically delivered to all incoming students via the Think About It online platform. Students were prompted to acknowledge they received the policy through their online training. The University's Student Handbook, which houses the Title IX and Sexual Misconduct Policy, was electronically delivered to all students via email from Associate Dean Frederic Baker on August 21, 2015.

The [Title IX website](#) was reformatted for more visibility and accessibility, taking into account students who may access the page in crisis. Additional resources were posted to the webpage, as well as a digital copy of the Know Your Rights brochure. The edited brochure is expected to be uploaded in early October of 2015, due to marketing delays. Information related to Sexual Misconduct has been uploaded and all resources were updated to reflect the changes in our full policy. These resources can be located at www.newhaven.edu/sexualmisconduct. Consistent with best practices, the website was checked to ensure that this information complies with the three-click rule, thus all resources and information regarding sexual violence reporting is available on the website within three clicks. In fact, we found that these resources and webpages are the immediate results when searching on our website for information related to sexual assault, stalking, or intimate partner violence.

Memorandum(s) of Understanding

Public Act 14-11 required that all institutions of higher education enter into and maintain memorandum of understanding with at least one community-based sexual assault crisis service center and at least one community-based domestic violence agency. These MOUs were intended to ensure that students or employees of our institutions can access free and confidential counseling/advocacy services in our local community, as well as to establish partnerships related to training and committee involvement.

As such, utilizing templates from the primary oversight agencies for sexual assault crisis services (CONNSACS) and domestic violence agencies (CCADV) in Connecticut to develop appropriate MOUs with our respective agencies. The University of New Haven entered into Memorandum of Understandings with the following agencies in January of 2015: Milford Rape Crisis Center, BHcare, and Sexual Assault Crisis Center of Eastern

Connecticut. A memorandum of understanding was created between UNH and Safe Futures, a domestic violence agency for New London County, and we are awaiting confirmation of this MOU from Safe Futures. Each MOU was reviewed by the Dean of Students Office and Title IX Coordinator, prior to being signed by the UNH Title IX Coordinator and the respective Executive Director of the support agency.

Marketing & Publications

Throughout this year, the University developed a variety of publications in the form of brochures and handouts that would serve to educate the campus community and/or specific campus populations about sexual violence. In addition to the previously discussed Know Your Rights brochure, we developed a Responsible Employee Brochure, Campus Security Authority Brochure, and Sexual Misconduct on Campus: Responding to Students – Employee Guide for Assisting Students, Resources & Referral Options for Students, and consulted on the development of the Violence Prevention and Intervention funded brochures. Specific topic brochures included a Sexual Assault on College Campuses brochure, an Intimate Partner Violence brochure, and a Stalking brochure. The VPI program also produced a Same-Sex Relationship Abuse brochure. Please see Addendum 1, at the end of this report, for a closer look of the brochures produced in the fall of 2014.

Although research has shown that the efficacy of brochures is declining in the wake of social media and technology advancements as a means of publicity, the Responsible Employee and Campus Security Authority brochures were developed to inform individuals identified in these roles of their primary responsibilities under Title IX or Clery respectively, as well as UNH reporting procedures. This is an alternative resource for information, and has been utilized as a supplemental material to online trainings these individuals take.

The Sexual Misconduct on Campus: Responding to Students – Employee Guide for Assisting Students is a dual-sided handout that serves as a quick guideline for assisting faculty/staff when a student discloses an incidence of sexual violence. It not only includes step by step instructions for employees during the actual disclosure, but it informs them of the appropriate support services to refer a student to, as well as the immediate need to report the disclosure to the Title IX Coordinator(s). This should help increase reporting in a more timely and efficient manner.

The Resources & Referral Options for Students is intended to serve as a quick reference guide for referral and reporting options. It features four categories of reporting options or services that a student in crisis may need to utilize, including: Support Services, Emergency Police Information, Housing or Academic Accommodations, and Medical Assistance. Title IX Coordinator information is also prominently displayed on this information to increase visibility and knowledge of the Title IX Coordinator as a resource for students.

Faculty Syllabus Notice

Working in collaboration with the Dean of Students Office and Title IX Coordinator, the addition of a faculty syllabus notice was proposed. This team believed it could be used to increase visibility of the Title IX Coordinator's contact information and serve as a notice of nondiscrimination to all students. After approval

of the final language, the statement (see below) was provided to the Academic College Deans to be incorporated into their respective College's syllabi template. We received little to no resistance on this, and believe it will only serve to help students further identify the Title IX Coordinator.

"Commitment to Positive Learning Environment: The University adheres to the philosophy that all community members should enjoy an environment free of any form of harassment, sexual misconduct, discrimination, or intimate partner violence. If you have been the victim of sexual misconduct we encourage you to report this. If you report this to a faculty/staff member, they must notify our college's Title IX coordinator about the basic facts of the incident (you may choose to request confidentiality from the University).

If you encounter sexual harassment, sexual misconduct, sexual assault, or discrimination based on race, color, religion, age, national origin, ancestry, sex, sexual orientation, gender identity, or disability please contact the Title IX Coordinator, Caroline Koziatsek at (203) 932.7479 or ckoziatsek@newhaven.edu."

Committees on Sexual Misconduct

During the 2014-15 AY, the University enhanced its Sexual Assault Response Team by developing two distinct committees for issues of sexual misconduct; the Campus Education and Response Team (CERT) and the Campus Resource Team (CRT).

Campus Education and Response Team (CERT)

The Campus Education and Response team is a multidisciplinary team comprised of campus and local community resources. The team is charged with proactively educating the campus community on issues relating to sexual misconduct; intimate partner violence, and stalking, as well as providing ongoing educational campaigns for the University community.

The CERT held eleven meetings, and discussed topics including: increased communication between University departments regarding the need for support resources at potentially triggering events, possible awareness campaigns, special population considerations, diversity programming related to sexual violence, and trauma-informed services. A professional development component was incorporated in these meetings, by asking all members to read educational research or news articles that would further inform their perspective of sexual violence on campus.

Members of the CERT, include representatives from the following offices:

- | | |
|---------------------------------------|--|
| – Counseling & Psychological Services | – Title IX/Clery Compliance Coordinator |
| – Health Services | – Violence Prevention & Intervention Student Coordinator |
| – Faculty | – Milford Rape Crisis Center's College Advocate |
| – Residential Life | – Campus Police (Clery Compliance Officer) |
| – Dean of Students Office | |

Title IX Compliance Team

The Title IX Compliance Team is comprised of individuals who have direct oversight of the compliance needs regarding Title IX and its interactions with the Clery Act. This team has been meeting since early 2014 to discuss new strategies for Title IX compliance, including the recommendation to create the Title IX/Clery Compliance Coordinator position. The team consists of representatives from the Dean of Students Office, Campus Police, Clery Compliance Officer, College Advocate, Human Resources, Title IX Coordinator, and Director of Safety for Offsite Locations. The group met four times throughout the fall and spring semester to continue the dialogue between these departments regarding future compliance needs, updates to goals, and new legislation requirements.

Sexual Misconduct Process Team

Although not officially a committee or task force, the Sexual Misconduct Process Team consists of the faculty/staff who volunteer to be trained as Sexual Misconduct Investigators, Hearing Board members, and for the Appeals Board. This team also includes Human Resources staff, who work with the Title IX Coordinator to provide a fair and equitable Title IX grievance procedure for University employees. The Title IX Coordinator, Caroline Koziatsek, and Deputy Title IX Coordinator for Student Sexual Misconduct, Rebecca Johnson, are members of this group. The Dean of Students Office staff convenes these faculty/staff members as a group that conducts simultaneous trainings and operates as a larger cohesive group.

During the 2014-15 AY, the Dean of Students Office hosted three in-person training events, while also providing a robust Blackboard training site. Via Blackboard, members were provided four video modules that they were required to participate in, and corresponding quizzes as learning assessments for all videos. Furthermore, Title IX materials were uploaded to Blackboard, including diversity and cultural awareness resources, new legislation resources, relevant webinars, and other materials.

Our continuation of cross-training members for all roles in the process is beneficial, and it remains important for individual members to understand the entire process and the distinct responsibilities of each role.

Report of Complaints of Sexual Misconduct

Brought forward from January 1, 2014 through December 31, 2014

This report contains information about complaints of sexual misconduct that the University of New Haven received notice of, and the actions taken by the University to address those complaints. Specifically, this report includes descriptions of all student complaints that were processed through the Sexual Misconduct Disciplinary Process from January 1, 2014 through December 31, 2014.

The report is intended to provide the information requested in CT Public Act 14-11, *An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus*, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University of New Haven has taken to combat sexual violence on its campus. This report was composed to protect the privacy of the individuals involved, and further identifiable information is not provided to maintain the privacy and confidentiality of the parties involved.

The complaints in this report have been presented in statistical and narrative format and are organized according to the type of action the reporting party engaged in: Formal University Investigation/Hearing, or Informal Institutional Report. In the narrative portion of the report you will find cases that engaged in these processes, and may have engaged in a collaborative process with the Title IX Coordinator, Dean of Students Office, Campus Police, and Sexual Misconduct Board.

While this report is intended to be informative and enlightening, there are many limitations to reporting sexual violence on the University campus. The brief narrative descriptions are intentionally vague, as a complete description of the complexities or specifics of a given case could reveal identifiable information about a given party. Similarly, the report indicates only the type of category the complaint is associated with, such that “sexual assault” may refer to nonconsensual sexual contact or nonconsensual sexual intercourse, and “sexual harassment” may include sexual exploitation or sexual harassment. The ‘other’ category has been designated for reports of sexual misconduct that do not directly fall into the categories prescribed or if there was limited information within the report to designate a specific category of sexual misconduct.

The statistics below include all complaints of sexual misconduct brought forward from January 1, 2014 through December 31, 2014, regardless of when the alleged events occurred. The complaints of sexual misconduct are sorted in broad categories (e.g., sexual assault, intimate partner violence, sexual harassment, stalking) based on the reporting party’s allegations. Complaints involving more than one allegation of sexual misconduct are listed only once, based on the primary allegation. The reporting party is the person who reported having experienced a violation of sexual misconduct, or (in the case of third-party complaints) the person who is reported to have experienced it. The responding party is the person (or persons) alleged to have committed the misconduct.

Table 1. Sexual Misconduct Complaints by Reporting Party Affiliation

		Reporting Party Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	4	0	0	0	0	0	1	5
	Intimate Partner Violence	1	0	0	0	0	0	0	1
	Sexual Harassment	5	0	0	0	0	0	0	5
	Stalking	1	1	0	0	0	0	0	2
	Other	0	0	0	0	0	0	0	0
Total		11	1	0	0	0	0	1	

Table 2. Sexual Misconduct Complaints by Responding Party Affiliation

		Responding Party Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	4	0	0	0	0	1	0	5
	Intimate Partner Violence	1	0	0	0	0	0	0	1
	Sexual Harassment	3	0	0	0	0	0	1	4
	Stalking	2	0	0	0	0	0	0	2
	Other	0	0	0	0	0	0	0	0
Total		10	0	0	0	0	1	1	

*These statistics may vary from the published Annual Security Report statistics as it only includes those reports that the University received notice of and which engaged in the disciplinary process. Clery reportable crimes may also include aggregate data provided by confidential resources, such as Health Services, Counseling Services, and the Milford Rape Crisis Center College Advocate, which can appear as an increase in reported sex offenses.

The Milford Rape Crisis Center College Advocate received 21 unique reports of sexual misconduct from University of New Haven students in the 2014-15 Academic Year. Over the course of the academic years 2012-13, 2013-14, and 2014-15, the College Advocate reported receiving reports from 94 University of New Haven students. These statistics represent confidential reports, of which the University has limited information about. To protect the privacy and confidentiality requested by her clients, the College Advocate does not share identifiable or narrative information with the Title IX Coordinator, unless the report reveals a risk to the larger campus community or a pattern of predation.

Anonymous Online Reporting Procedures

Third party or anonymous reports alleging student sexual misconduct are accepted through the following mentioned contact venues. The information provided anonymously will only be used in compliance of *The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* for data collection. Under federal law the University is required to investigate all incidents of sexual harassment and discrimination, including sexual assaults, about which the University knows or has reason to know to protect the health and safety of the University community. The University may undertake an investigation even in those cases in which the complainant chooses not to cooperate.

1. Campus Police - Silent Witness (Anonymous Tips):

<http://www.newhaven.edu/student-life/police/silent-witness/>

2. Bias Incident Response Form:

<http://www.newhaven.edu/674504>

3. Behavioral Intervention Team Report It! Don't Ignore It! Form:

<http://www.newhaven.edu/reportit>

Although the University has publicized these anonymous reporting options, our records indicate that a majority of students choose to report sexual misconduct incidences through the Milford Rape Crisis Center's College Advocate, and Dean of Students Office. Our records also indicate that many third party reports arise from the Office of Residential Life or Campus Police Department's incident reports. Collaborative relationships between the Title IX Coordinator and these offices provide students with numerous options for reporting.

Descriptive Summaries of Complaints

The descriptive summaries of complaints are organized in tables based on the path that the reporting party chose to engage in after their disclosure; Formal Institutional Investigation/Hearing, Informal Institutional Reports, Formal Human Resources Investigation, or Informal Human Resources Report.

Formal Institutional Investigation/Hearing

During the 2014 calendar year (January 1, 2014 – December 31, 2014), there were 5 new formal complaints brought forward to the Sexual Misconduct Board, which are reported in this table.

Reporting Party	Responding Party	Category of Misconduct Reported	Descriptions/Actions Taken
Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	<p>A female UNH student alleged that a male UNH student engaged in sexual intercourse without her consent.</p> <p>The Sexual Misconduct Board did not find sufficient evidence to support the allegation, thus the responding party was found not responsible. No-contact order restrictions were continued and class accommodations were provided for the reporting party.</p>
Undergraduate Student	Unknown	Sexual Harassment	<p>A female UNH student alleged that members of her residence hall were sexually harassing her with inappropriate messages.</p> <p>The Sexual Misconduct Investigation Team was unable to identify possible responding party(s). Training was coordinated for the full residential building on sexual harassment and available resources.</p>
Undergraduate Student	Undergraduate Student	Stalking	<p>A female UNH student alleged that a male UNH student sent numerous unwanted messages to her and made threatening comments.</p> <p>The Sexual Misconduct Board found sufficient evidence, thus the responding party was found responsible. The responding party was expelled.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Contact</i>)	<p>A female UNH student alleged that a male UNH student engaged in touching of a sexual nature without her consent.</p> <p>The Sexual Misconduct Board found sufficient evidence, thus the responding party was found responsible. The responding party was placed on disciplinary probation through his graduation, has restricted access to residential buildings, and the no contact order restrictions were continued.</p>

Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Contact</i>)	<p>A female UNH student alleged that a male UNH student engaged in touching of a sexual nature without her consent.</p> <p>The Sexual Misconduct Board found sufficient evidence, thus the responding party was found responsible. The responding party was placed on disciplinary probation through his graduation, has restricted access to student organization meetings, no contact order restrictions were continued, and he was removed from on-campus residences.</p>
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Informal Institutional Report

<p><i>During the 2014 calendar year (January 1, 2014 – December 31, 2014), there were 7 new informal complaints brought forward to the Sexual Misconduct Board, which are reported in this table. In each case, the reporting party was provided information regarding the institutional complaint process, criminal complaint process, and informal remedies, however declined to pursue the matter at this time. Reporting parties were given access to all informal remedies, such as class accommodations, living or working accommodations, transportation accommodations, and support services available on/off campus.</i></p>			
Reporting Party	Responding Party	Category of Misconduct Reported	Descriptions/Actions Taken
Undergraduate Student	Undergraduate Student	Sexual Harassment	The Dean of Students received a report of incident in which a female UNH student was allegedly sexually harassed by a male UNH student. The reporting party was offered services, but declined to pursue a formal complaint.
Undergraduate Student	Undergraduate Student	Intimate Partner Violence	<p>A third party reported a possible intimate partner violence situation occurred between a female UNH student and male UNH student, who were previously in a dating relationship.</p> <p>The reporting party was contacted and declined to pursue a formal complaint. Support services and options were provided.</p>
Undergraduate Students	Undergraduate Student	Sexual Harassment	<p>A third party reported possible incidence of sexual harassment occurred between the reporting and responding party.</p> <p>The responding party declined to file a report and declined to pursue a formal complaint.</p>

Undergraduate Student	Non-University Affiliate	Sexual Assault (<i>Nonconsensual Sexual Contact</i>)	<p>A third party reported an alleged incidence of nonconsensual sexual contact between the female UNH student and responding party. The reporting party chose to pursue assistance from Campus Police, but declined to pursue a formal complaint.</p> <p>The responding party was permanently banned from campus, and criminal charges are pending.</p>
Unknown	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	<p>A third party reported indicated that a possible sexual assault may have occurred, but there was insufficient evidence to confirm the allegation. A specific reporting party was not identified.</p>
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The reporting party alleged that a male UNH student was sexually harassing her.</p> <p>An informal resolution was requested. The responding party met with the Dean of Students Office and was warned about harassing behaviors. A mutual no contact order was put into place, and the reporting party was provided class accommodations.</p>
Graduate Student	Undergraduate Student	Stalking	<p>A female UNH student alleged that a male UNH student may have been stalking her. The reporting party declined to pursue a formal complaint, but did request a mutual no contact order be put in place.</p> <p>A mutual no contact order was utilized and support services were offered to the reporting party.</p>


Conclusion

To learn more about the terminology used in this report, please review the University of New Haven's Title IX and Sexual Misconduct Policy for the definition of terms. The full Title IX Policy can be viewed online in the University's [Student Handbook](#), or it can be viewed directly at: <http://www.newhaven.edu/870176.pdf>.

In the event that sexual misconduct, gender-based violence or the crimes of sexual assault, stalking, dating violence or domestic violence do occur, the University of New Haven takes the matter very seriously. The University employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student's behavior represents a risk of violence, threat, pattern or predation. If a community member is accused of sexual misconduct, other gender-based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence, s/he is subject to action in accordance with the Sexual Misconduct Policy in the Student Handbook. Any community member wishing to officially report such an incident may do so by contacting the Title IX Coordinator, Caroline Koziatek (203.932.7479 or ckoziatek@newhaven.edu) or Deputy Title IX Coordinator for Student Sexual Misconduct, Rebecca Johnson (203.932.7176 or rjohnson@newhaven.edu). Anyone with knowledge about sexual misconduct or gender based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence is encouraged to report it immediately. Protective measures for victims are available from the campus whether a victim pursues a formal complaint through the University of New Haven process.

Addendum 1 – Marketing & Publication Images

Know Your Rights & Options Brochure



Primary Reporting Offices for Students

	Information and Support	Informal Remedies	Formal Resolution	Counseling Services	Confidentiality Level
Counseling and Psychological Services	•			•	Strictly Confidential
Health Services	•				Strictly Confidential
Campus Police	•		•		Confidential in accordance with State Law
Dean of Students	•	•	•		Mostly Confidential
Title IX Coordinator/ Human Resources	•	•	•		Mostly Confidential

Primary Reporting Offices for Employees

	Information and Support	Informal Remedies	Formal Resolution	Counseling Services	Confidentiality Level
Campus Police	•	•	•		Confidential in accordance with State Law
Dean of Students	•	•	•		Mostly Confidential
Title IX Coordinator/ Human Resources	•	•	•		Mostly Confidential
Employee Assistance Program				•	Strictly Confidential

Confidentiality Level Definitions:
 Strictly Confidential refers to the participants' obligation to keep all reports confidential unless a report of someone involving to harm themselves or others is made. Confidential in accordance with State Law means that the document will only release information to legal personnel and will otherwise adhere to state confidentiality restrictions. Mostly confidential refers to a document close to maintain confidentiality to the complainant's request, but recognizes that may be compromised (i.e. threats to the larger campus community) that require the ability to maintain complete confidentiality.

Retaliation:
 Retaliation is defined as any intentional adverse action taken by a responding individual or third third party, identifiable and/or identifiable purposes, against a participant or supporter of a participant in a civil rights investigation proceeding or other protected activity. Retaliation against an individual for alleging harassment, supporting a party bringing a grievance or for assisting in providing information relevant to a claim of harassment, is a serious violation of University policy. Complainants should report any alleged employment or retaliation to Title IX Coordinator.

Title IX Coordinator
 Caroline Koziatek
 Email: CKoziatek@unh.edu
 Office: 203.932.7479
 Bergami Hall, Lower level

Deputy Title IX Coordinator for Student Sexual Misconduct
 Rebecca Johnson
 Email: rjohnson@unh.edu
 Office: 203.932.7116
 Bartels Hall, Top Floor

Deputy Title IX Coordinator for Athletic Equity Compliance
 Deborah Chin
 Email: dchin@unh.edu
 Office: 203.932.7020

College Advocate
 Phone: 203.874.8712
 Email: mcco@unh.edu

The University's College Advocate provides support, advocacy, and crisis counseling for victims and relays the options available to victims of sexual assault and the campus community. She is available to be present with the victim from the time of disclosure of sexual assault.

Anonymous Reporting:

- **Silent Witnesses – Campus Police**
unh@unh.edu/studentlife/police/
 silent-witnesses
 • Go to unh@unh.edu/studentlife
 • Click on CARPUS Police Link
 • Go to Silent Witnesses – Anonymous tips
- **Report It, Don't Ignore It!**
unh@unh.edu/reportit
- **Bis Incident Response Team**
 • Go to unh@unh.edu/bisincident
 • Click on Bis Incident Response Team
 • Go to Bis Incident Response Team
 • Click on the Report Form

On-Campus Victim Resources:

- **University Counseling Center**
 203.932.7352
 SHEDDO 401, Lower level
- **Campus Police Department**
 203.932.7234
 Lower level of the Campus Bookstore
- **University Health Services**
 203.932.7273
 SHEDDO 401, Lower level
- **Dean of Students Office**
 203.932.7432
 Bartels Hall Student Center
- **Office of Residential Life**
 203.932.7076
 River Hall, Lower level

Local Off-Campus Victim Resources:


- **Rape Crisis Center of Milford**
 70 West River Street
 Milford, CT 06460
 203.777.2621
- **CONSACCS – Storbridge**
 24 West Main Street
 Storbridge, CT 06261
 860.568.8337 (Toll Free)
- **Domestic Violence Services – BH Care**
 435 East Main Street
 P.O. Box 658
 Andover, CT 06040
 203.777.2621
- **CCADV – Storbridge**
 24 West Main Street
 Storbridge, CT 06261
 860.568.8337 (Toll Free)

University of New Haven

KNOW YOUR RIGHTS & OPTIONS

Resource for UNH students and/or employees who have been a victim of sexual assault/harassment

Please utilize this document as a resource and guide of your rights and options. For the most comprehensive information and resources please refer to UNH's Sexual Misconduct, Intimate Partner Violence, and Stalking Policy.



Sexual harassment and sexual violence are prohibited by federal and state laws, including the Connecticut General Statutes, Title VII of the Civil Rights Act of 1964, Title IX of the Higher Education Act of 1972, and the Campus Safe Act (2013 VAWA Reauthorization). For more information visit: unh.edu/knowyourrights

University of New Haven Definitions

Sexual harassment and/or violence are prohibited by federal and state laws, including the Connecticut General Statutes, Title VII of the Civil Rights Act of 1964, Title IX of the Higher Education Act of 1972, and the Campus Safe Act (2013 VAWA Reauthorization). The UH requires that the following definitions may vary depending on their presence in federal or state statutes. Full definitions may be found online in the UNH Student Handbook.

Consent
 Defined as an understandable exchange of affirmative words or actions which indicate a willingness to participate in mutually agreed upon sexual activity. It must be informed, freely and actively given and it is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Silence, or an absence of resistance, does not imply consent. Consent to sexual activity may be withdrawn at any time by communicating the lack of consent to the other person. Sexual activity with someone who one should know to be or based on the circumstances reasonably should know to be mentally or physically incapacitated by alcohol or other drugs, unconsciousness or blackout, constitutes a violation of this policy.

Force
 Defined as the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (displayed threats) and coercion that overcomes resistance or produces consent (STDs Model Policy).

Intimidation
 Defined as a course of conduct directed at a person that would cause a reasonable person to fear for injury or harm through the use of threats (direct or implied).

Non-Consensual Sexual Contact
 Is any intentional sexual touching, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttocks, penis, or genitalia, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts, any intentional bodily contact in a sexual manner, through no fault of the victim, or by force, threats, or coercion, or knowledge of the victim's lack of consent.

Non-Consensual Sexual Intercourse
 Is any sexual intercourse, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Non-consensual sexual intercourse includes vaginal or anal penetration, by a penis, object, tongue, or finger, and oral copulation (mouth-to-genital contact or mouth-to-mouth contact), no matter how slight the penetration or contact. (For further information on sexual assault crimes under CT law, see CT General Statutes, Section 54-2a through 54-2b).

Sexual Exploitation
 Defined as the taking of sexual advantage, sexual or otherwise, of another in a sexual or intimate context. Sexual exploitation includes, but is not limited to, prostituting another person; engaging in prostitution; facilitating another person's sexual activity; allowing another person to engage in sexual activity with another person; or allowing another person to engage in sexual activity with another person.

Sexual Harassment
 Consists of unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature where:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's academic standing or employment or receiving any other benefit or privilege they are entitled to.
- Submission to or rejection of such conduct is used as the basis for academic or employment decisions affecting such person's or receiving any other benefit or privilege they are entitled to. This type of sexual harassment is more commonly known as Quid Pro Quo Sexual Harassment.
- Such conduct has the effect of substantially interfering with a person's academic or work performance or creating an intimidating, hostile, or offensive educational working, educational,

or living environment. This type of sexual harassment is more commonly known as a Hostile Environment due to Sexual Harassment.

Intimate Partner Violence
 Any physical or sexual harm against an individual that is committed by a current or former spouse or partner in a dating relationship with such individual, and that results from any action of sexual misconduct including sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, domestic violence, stalking, and intimidation. Intimate partner violence is a form of violence that is often characterized by the terms dating violence, domestic violence, and/or intimate partner violence. As such, this policy applies to each of these terms.

Stalking
 Defined as a course of conduct directed at a specific person that would cause a reasonable person to fear for her or his safety, for the safety of a third person, or for the individual's emotional distress due to repeated contact or the perception of such contact. Stalking behaviors include, for example, non-consensual communication by any means, use of surveillance (in person or via electronic means), collecting information about a person's habits, friends, family, or coworkers, unwanted visits to a residence, workplace, classroom, worship location, or other locations where an individual is commonly found.

Right to Pursue Legal and/or Institutional Process
 The University encourages all those who have experienced any form of sexual misconduct to report the incident promptly to seek out all available campus and community resources, and pursue University conduct action and/or legal proceedings against the offender.

Preliminary Investigations
 Upon receipt of a report, the reporting party will have an opportunity to meet with a member of the Dean of Students staff to discuss the matter and learn about the grievance process. In every report of sexual misconduct, the University's Title IX Coordinator, or designee, will make an initial determination of the risk of harm to individuals and the larger campus community, and will take the necessary steps to address identified risks.

The preliminary investigation will proceed to the extent where a reasonable assessment of the safety of the individual, as well as the campus community, has been made. If a reporting party requests to remain confidential, to postpone, or to decline an investigation, the University will consider this request in the light of the assessed risk to the individual and the larger campus community. However, confidentiality cannot be guaranteed if the University determines that a formal investigation is needed in order for it to effectively respond to the reported sexual misconduct and prevent further sexual misconduct from harming other community members. If the reporting party does not consent to an investigation, the University will take all reasonable steps to investigate and respond to the complaint consistent with their request, unless the University determines that a formal investigation is in fact necessary. The University reserves the right to investigate allegations of sexual misconduct against a formal grievance, or after its subsequent withdrawal.

Informal Remedies
 Informal remedies are available to the reporting party regardless of their decision to pursue a formal University investigation, at the discretion of the reporting party. The Dean of Students, or a designee, may utilize remedies during any stage of an investigation consistent with a reporting party's requests. Options include but are not limited to:

- An administrative no-contact order
- Campus, town, or off-campus no-contact orders
- Restorative justice education or mediation
- Restrictive assignment to a different class
- Follow up with the individual by a University official regarding their behavior
- Requiring the individual of University policies on definitions of sexual misconduct/relationship abuse/stalking

Formal Investigation
 After a preliminary investigation, and consistent with a reporting party's request, a formal University investigation will commence. Allegations of sexual misconduct involving students are investigated by a University Investigation Team composed of the Associate Dean of Students, or designee, plus one to two University employees under the supervision of the Title IX Coordinator or designee. Formal investigations are conducted when the alleged behavior occurred during a time when participants were members of the University community.

The Investigation Team will conduct a thorough and impartial investigation by interviewing witnesses, including the responding party, and gather additional information requested by the allegations. Both parties will have the opportunity to present witnesses, impact statements, and other evidence to the Investigation Team. The Investigation Team will summarize the information gathered during the investigation into a final report. The Team will then make a preliminary finding and may recommend a sanction(s) based on the alleged violation(s). The Investigation Team's preliminary finding will be based on the preponderance of evidence standard. Full details about the formal investigation process may be found online in the UNH Student Handbook.

Formal Hearing Resolution
 A formal Sexual Misconduct Board hearing may be the result of a formal investigation, in which either party is requesting a hearing to determine the findings and any applicable sanction(s) or a sanction-only hearing. The Sexual Misconduct Board shall consist of three (3) trained University employees and is advised by a member of the Dean of Students staff. A member(s) of the Investigation Team will testify before the Sexual Misconduct Board, in reports to all information, evidence, and reports collected during the investigation process. All parties have the right to be assisted by and to attend the hearing with an advisor of their choice. The Sexual Misconduct Board will conduct its hearing in accordance with due process protocols outlined in the Code of Conduct. Full details about the formal hearing resolution process may be found online in the UNH Student Handbook.

Sanction Statement
 The full definition(s) of specific sanctions is located in the Student Code of Conduct.

- Any student found responsible for violating the policy on Non-Consensual or Forced Sexual Contact where an intercourse has occurred will likely receive a sanction ranging from probation to expulsion, depending on the severity of the incident, and taking into account any previous campus conduct code violations.
- Any student found responsible for violating the policy on Non-Consensual or Forced Sexual Intercourse will likely face a recommended sanction of suspension or expulsion.
- Any student found responsible for violating the policy on Sexual Exploitation or Sexual Harassment will likely receive a recommended sanction ranging from probation to expulsion, depending on the severity of the incident, and taking into account any previous campus conduct code violations.
- Any student found responsible for violating the policy on Stalking will likely receive a recommended sanction ranging from probation to expulsion, depending on the severity of the incident, and taking into account any previous campus conduct code violations.

The contact body reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior.

Employee Remedies
 Violations of this policy will result in the discipline, up to and including termination. Remedies for faculty and staff may include, but are not limited to the following:

- Censure and/or verbal reprimand
- Suspension without pay
- Reassignment, warning, required training or education, probation, etc.
- Individuals who engage in such acts of harassment may also be subject to civil and criminal penalties.

Equality Statement
 The University of New Haven and Title IX recognize that the complainant and respondent (if accused) have equal and fair rights throughout the sexual misconduct complaint process.

HOW TO REPORT:

WHEN SHOULD I CONTACT A TITLE IX COORDINATOR?

Any responsible employee who has concerns or is notified of an incident of sexual misconduct/harassment is encouraged to contact the Title IX Coordinator immediately.

CONTACT A COORDINATOR IF YOU:

- ▶ wish to understand your options if you think you may have encountered sex discrimination or sexual misconduct
- ▶ have received a report of sexual misconduct/harassment. You should also report incidents of concern, especially if you are unclear if they would constitute sexual misconduct.
- ▶ need help on how to handle a situation by which you are indirectly affected
- ▶ seek guidance on possible informal remedies or administrative measures to de-escalate or alleviate a difficult situation
- ▶ have questions about University of New Haven policies and procedures.

QUESTIONS?

FOR ANY FURTHER INQUIRIES ABOUT YOUR ROLE AS A RESPONSIBLE EMPLOYEE OR TO MAKE A REPORT REGARDING A FACULTY/STAFF MEMBER, PLEASE CONTACT:


Caroline Koziatek
Vice President of Human Resources
Title IX Coordinator & Diversity Officer
Bergami Hall
300 Boston Post Road
West Haven CT, 06516
(203) 932-7479
ckoziatek@newhaven.edu

TO MAKE A REPORT REGARDING A STUDENT, PLEASE CONTACT:

Rebecca Johnson
Associate Vice President for Student Affairs
Dean of Students & Deputy Title IX Coordinator for Student Sexual Misconduct
(203) 932-7176
rjohnson@newhaven.edu

FOR INFORMATION REGARDING UNH SEXUAL MISCONDUCT/HARASSMENT POLICIES, PLEASE CONTACT:

Ric Baker
Associate Dean of Students
(203) 931-2905
rbaker@newhaven.edu




University of New Haven


TITLE IX RESPONSIBLE EMPLOYEE

The University of New Haven is a community committed to providing an environment that promotes excellence, responsibility, respect, understanding, integrity, and service.

The University adheres to the philosophy that all community members should enjoy an environment free from sexual misconduct of any kind.



CAMPUS POLICE:
300 Boston Post Road
203.932.7070 (EMERGENCY)
203.932.7014 (non-emergency)



MORE INFORMATION:

REPORTING STRUCTURE

The University of New Haven provides all community members with access to its sexual misconduct policy, which details definitions as well as possible sanctions for sexual misconduct or harassment policy violations. As a responsible employee, you should be well informed of these policies and review them often.

Title IX requires that responsible employees report all known incidents of sexual discrimination or misconduct. In doing so, you are required to disclose as much information about the incident as you have available.

BEFORE SPEAKING TO ANY STUDENTS ABOUT A COMPLAINT, IT IS YOUR RESPONSIBILITY TO:

- Notify him/her that as a responsible employee, you are required to report all known facts of a sexual misconduct violation to the Title IX Coordinator, which may include personal identifying information.
- Advise him/her that they can ask the University to maintain confidentiality. While every effort is made to preserve the privacy of the student, confidentiality cannot be guaranteed if the University determines that a formal investigation is needed in order for it to effectively respond to the harassment and prevent the harassment of other students.
- If they wish to discuss the incident in complete confidence, they should report to only those licensed professionals in Health Services, Counseling and Psychological Services, or the University Chaplain.
- Lastly, the University encourages all those who have experienced any form of sexual misconduct to seek out all available campus and community resources, and pursue University conduct action and/or legal proceedings against the offender.

You ARE a University of New Haven RESPONSIBLE EMPLOYEE.

The University of New Haven (UNH) is continually working to remain in compliance with regulations regarding Title IX of the Education Amendments of 1972. UNH does not discriminate on the basis of sex in the areas of education, employment, and public accommodation. Title IX has regulated that institutions must identify "responsible employees." Responsible employees are tasked with reporting all incidents of sexual or gender-based harassment/misconduct and are required to participate in training throughout the academic year. The UNH Sexual Misconduct policy recognizes that the term sexual misconduct includes sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, intimate partner violence, domestic violence, stalking and intimidation.

THE DEPARTMENT OF EDUCATION'S OFFICE OF CIVIL RIGHTS DEFINES A RESPONSIBLE EMPLOYEE AS ANY EMPLOYEE:

- who has the authority to take action to redress sexual harassment/misconduct;
- who has been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX coordinator or other appropriate designee;
- who a student reasonably believes has this authority or duty.

As such, any member of the UNH community who is currently employed by the University has been designated as a responsible employee.

The University of New Haven is also required to provide training for responsible employees on the subjects of sexual misconduct, gender-based harassment, dating violence, and similar topics annually. Participation in such trainings allows for all responsible employees to understand and correctly use the reporting structures for sexual misconduct complaints as well as to assist students who may wish to make these complaints.

It is the University of New Haven's sincerest hope that, through participation in training, each member of this community can actively work to prevent all gender-based and sexual discrimination/harassment. UNH has appointed a Title IX coordinator, to whom all complaints and grievances may be reported. The Title IX coordinator works collaboratively with offices throughout the University to ensure a timely, effective, and comprehensive response to all sexual misconduct and/or harassment complaints.

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THE CLERY ACT REQUIRES YOU TO REPORT:

- ▶ Murder
- ▶ Negligent Manslaughter
- ▶ Forcible Sexual Assaults
- ▶ Non-forcible Sexual Assaults
- ▶ Domestic Violence
- ▶ Dating Violence
- ▶ Stalking
- ▶ Robbery
- ▶ Aggravated Assault
- ▶ Burglary
- ▶ Motor Vehicle Theft
- ▶ Arson
- ▶ Hate Crimes
*May also be considered one of the above crimes
- ▶ Drug/Alcohol Violations
- ▶ Weapons Violations

UNH is required to provide an Annual Security and Fire Safety Report (ASFSR). This report is a disclosure of statistics for offenses that occur on campus — in or on non-campus buildings — on property owned or controlled by UNH, as well as on public property within, or immediately adjacent to, our campuses.

University of New Haven

CAMPUS SECURITY AUTHORITY

What are your responsibilities?

CAMPUS POLICE:
300 Boston Post Road
203.932.7070 (EMERGENCY)
203.932.7014 (non-emergency)

QUESTIONS?

FOR ANY FURTHER INQUIRIES ABOUT YOUR ROLE AS A CAMPUS SECURITY AUTHORITY, PLEASE CONTACT:

Kevin Holster
Campus Police Sergeant
UNH Clery Coordinator
(203) 932-7014
kholster@newhaven.edu

FOR INFORMATION REGARDING UNH CONDUCT POLICIES INCLUDING THE ALCOHOL/DRUG AND SEXUAL MISCONDUCT POLICIES, PLEASE CONTACT:

Ric Baker
Associate Dean of Students
(203) 932-2905
rbaker@newhaven.edu

You **ARE** a University of New Haven **CAMPUS SECURITY AUTHORITY.**

According to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of New Haven is required to disclose "statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a 'Campus Security Authority:'"

Campus Security Authority (CSA) has been legally defined as: "An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings." **FOR THE UNH CAMPUS, THE FOLLOWING POPULATIONS HAVE BEEN IDENTIFIED AS CAMPUS SECURITY AUTHORITIES:**

- ▶ University Police Department
- ▶ Office of Residence Life Staff & Resident Assistants
- ▶ Student Affairs Professionals
- ▶ Athletics Department Staff & Coaches
- ▶ Faculty Advisors for Recognized Student Organizations
- ▶ Living Learning Community Faculty Coordinators

- ▶ TeamREC Staff
- ▶ Violence Prevention and Intervention Center Peer Educators
- ▶ Greek Life representatives
- ▶ Other campus representatives

A member of the UNH community who has significant responsibility for student and campus activities may be deemed a CSA. Faculty without responsibility for students beyond the classroom, clerical staff, and maintenance/facilities employees are NOT considered CSAs.

The University of New Haven is also required to report any arrests, referrals, and reports made annually. This includes weapons, substance use, and alcohol violations. Statistics of these violations include whether an individual was held responsible and whether the incident has been investigated. The Clery Act also requires that UNH use timely warning notifications in cases of emergency. Thus, UNH uses emergency procedure technologies such as the EmergenSeeU app, text/phone automated messages, email, and online notifications.

MORE INFORMATION:

ADDITIONAL REQUIREMENTS

UNH is also required to maintain a daily crime log. This log, kept by the UNH Campus Police, records all crimes reported daily — in chronological order — with the following information:

- ▶ Nature of the Crime
- ▶ General Location
- ▶ Date/Time
- ▶ Disposition
- ▶ Date of Report

THE UNIVERSITY OF NEW HAVEN MUST ALSO REPORT ALL EMERGENCY SITUATIONS, INCLUDING BUT NOT LIMITED TO:

- ▶ Suspected Arson
- ▶ Missing Persons
- ▶ Immediate threats to the health/safety of the campus

ALL REPORTS SHOULD GO THROUGH CAMPUS POLICE. DO NOT ASSUME SOMEONE ELSE HAS MADE OR WILL MAKE THE REPORT.

CALL IMMEDIATELY IF:

- ▶ Someone is injured or ill
- ▶ You see or smell smoke/fire
- ▶ You witness someone being hurt
- ▶ You see a crime in progress
- ▶ You see something suspicious

Sexual Assault Pamphlet

ON-CAMPUS RESOURCES

Campus Advocate
MRCC@newhaven.edu | 203.305.1759

University Counseling & Psychological Services
203.932.7332

Campus Police Department
203.932.7014 | 203.932.7070 (Emergencies)

University Health Services
203.932.7079

Office of the Dean of Students
203.932.7432

Office of Residential Life
203.932.7070

OFF-CAMPUS RESOURCES AND HOTLINES

Rape Crisis Center of Milford
203.878.1212

RAINN
www.rainn.org


CONNSACS
www.connsacs.org

Statewide 24-hour Toll-Free and Confidential Hotline
1.888.999.5645 (English) | 1.888.568.8332 (Spanish)

All services are for all genders and sexual orientations and are Spanish/English speaking unless otherwise specified.


HELP IS AVAILABLE

This project was supported by Grant No. 2010-WA-AK-0010 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this program are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.



University of New Haven

SEXUAL ASSAULT AMONG COLLEGE STUDENTS



**VIOLENCE PREVENTION
AND INTERVENTION CENTER**

VIOLENCE PREVENTION AND INTERVENTION CENTER

Lower Level Sheffield | 203.479.4168
www.newhaven.edu/vpic

Sources:

www.newhaven.edu/sexualmisconduct
www.rainn.org/get-information/statistics/sexual-assault-victims
www.rainn.org/statistics
<http://ospe.harvard.edu/files/ospe/files/rape-on-campus.pdf>
 Walters, M.L., Chen J., & Breiding, M.J. (2013). The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 findings on victimization by sexual orientation. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.
www.aidslibrary.edu/media/view/240951/original/
 Hines, D.A., Malley-Morrison, K., & Dutton, L.B. (2012). Family Violence in the United States: Defining, Understanding, and Combating Abuse, 2nd Edition.
 National Institute of Justice & Centers for Disease Control & Prevention. Prevalence, Incidence and Consequences of Violence Against Women Survey, 1999.
 Fisher, Brenda, Francis Cullen, Michael Turner. The Sexual Victimization of College Women. Washington, D.C.: National Institute of Justice and Bureau of Justice Statistics, U.S. Department of Justice, 2000.
 The World Health Organization, 2002.

WHAT IS SEXUAL ASSAULT?	FACTS ABOUT SEXUAL ASSAULT	IF YOU ARE A VICTIM OF SEXUAL ASSAULT:
<ul style="list-style-type: none"> » Sexual assault is attempted or completed unwanted sexual contact, touching, or penetration. » This can be done with an object, finger, genitals, or other body parts. » Any sexual contact that is involuntary, such as with force, threat, coercion, or without consent is sexual assault. » Consent is the verbal and nonverbal affirmative agreement to sexual activity, and must be given/received at every stage. » Consent can be withdrawn at any time. » Incapacitation by drugs or alcohol revokes consent. » Anyone can be a victim of sexual assault, regardless of gender. Likewise, offenders may be of any gender or identity. <p><small>For the University's Sexual Misconduct Policy: www.newhaven.edu/sexualmisconduct</small></p>	<ul style="list-style-type: none"> » Approximately 1 in 4 college women will experience attempted or completed rape during their college careers. » Every 2 minutes, someone is sexually assaulted in the U.S. » 73% of those who have been raped don't label their experience as rape. » On college campuses, 94% of victims know their offender. » David Lisak and Paul Miller conducted a study that found of 1,882 college men that 76 men were responsible for 439 of the reported 483 rapes. » Alcohol-related sexual assaults are 5 times more likely to occur than forcible sexual assaults. » Men can be sexually assaulted; about 3% of men in the U.S., or 2.78 million men, have experienced attempted or completed rape. » According to The National Institute of Justice, 8% of men surveyed reported experiencing sexual assault in a 6-month period while in college. » Fewer than 5% of sexual assaults are reported to campus officials. » A study conducted by the CDC in 2010, found that 1.7 million lesbian or bisexual women and more than 2 million gay or bisexual men experience sexual violence in their lifetime. <p>AFTER BEING SEXUALLY ASSAULTED YOU ARE:</p> <ul style="list-style-type: none"> » 3 times more likely to be depressed. » 6 times more likely to suffer from post-traumatic stress symptoms such as flashbacks, emotional numbness, trouble sleeping, guilt or shame. » 13 times more likely to abuse alcohol. » 26 times more likely to abuse drugs. 	<ul style="list-style-type: none"> » Get to a safe place. » Reach out for support from someone you trust. » If you think you might want evidence collected, don't change your clothes, bathe, or go to the bathroom. » If you have changed, bring the clothes you were wearing at the time of the assault in a paper bag to the hospital. » Seek medical attention as soon as possible. » If you think the assault could result in a pregnancy, you may want to consider medical intervention (e.g., Plan B). » Contact the police, a hotline number listed, or visit UNH's Counseling Center, Health Services or Campus Police to obtain support and resources. » An advocate or friend can accompany you to the hospital. <p>HELPING A FRIEND</p> <ul style="list-style-type: none"> » Listen, but don't push them to talk if they don't want to. » Avoid victim-blaming questions/statements like "Why did you get so drunk?" » Don't get mad at your friend for what has happened to them. » Allow them to make their own decisions about what steps they want to take next. » Remind them that you care about them, and to take care of themselves. » Don't forget to take care of yourself and manage your own emotions. » Don't express any wish or intent to harm the perpetrator.
<h1 style="margin: 0;">CONSENT</h1> <p style="margin: 0;">IS AN ACTIVE, SOBER, VERBAL</p> <h1 style="margin: 0;">YES.</h1> <p style="margin: 0;">NOT THE ABSENCE OF A</p> <h1 style="margin: 0;">NO.</h1>		

Same-Sex Relationship Abuse among College Students Pamphlet

ON-CAMPUS RESOURCES

Campus Advocate
MRCC@newhaven.edu | 203-305-1759


Counseling & Psychological Services
203-932-7332

Campus Police Department
203-932-7014 | 203-932-7070 (Emergencies)


University Health Services
203.932.7079

Dean of Students Office
203-932-7432

Office of Residential Life
203-932-7076



SAME-SEX RELATIONSHIP ABUSE AMONG COLLEGE STUDENTS



VIOLENCE PREVENTION AND INTERVENTION CENTER

Lower Level Sheffield | 203.479.4168
www.newhaven.edu/vpic

SOURCES:
www.frostburg.edu/fsu/assets/File/gbv/SameSexCard.pdf
www.scribd.com/doc/57833573/Domestic-Violence-in-the-LGBT-Community
www.americanbar.org/groups/domestic_violence/resources/statistics.html
www.stopabuseforeveryone.org/brochures/Gay-Mens-Brochure.pdf
www.stopabuseforeveryone.org/brochures/Lesbian-Womens-Brochure.pdf

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OFF-CAMPUS RESOURCES AND HOTLINES

National Anti-Violence Project Hotline (LGBTQ):
24-hour Hotline: 212-714-1141
English and Spanish
Runs an online support group

Connecticut Coalition Against Domestic Violence
24-hour Statewide and Confidential Hotline:
888-774-2900 | 844-831-9200 Spanish
www.ctcadv.org

**BHCare — The Umbrella Center for Domestic
Violence Services**
203-736-2601 | www.bhcare.org

Rape Crisis Center of Milford
203-878-1212 | www.rapecrisisctr.org

HELP IS AVAILABLE

FACTS ABOUT SAME-SEX RELATIONSHIP ABUSE	HOW TO HELP A FRIEND	WHAT TO DO IF YOU ARE BEING ABUSED
<ul style="list-style-type: none"> ▶ One out of 3 to 1 out of 4 same-sex couples have experienced relationship abuse. ▶ One study found that 51% of LGBTQ relationship abuse victims were women, 42% were men, and 5% were transgendered. ▶ The pattern of abuse is a cycle of physical, emotional, and/or psychological maltreatment. This leaves victims feeling scared, alone, and as though the abuse is their fault. ▶ Physical and sexual abuses often co-occur. ▶ LGBTQ abusers may threaten to "out" their partner. Thus, the threat of isolation is intensified. ▶ LGBTQ victims may be reluctant to seek help out of fear of showing a lack of solidarity with the LGBTQ community. ▶ Individuals in same-sex couples are more likely to fight back, which leads authorities to think the abuse is mutual. 	<ul style="list-style-type: none"> ▶ Don't ignore it. ▶ Let your friend know privately that you are aware of the situation. ▶ Be a good listener. ▶ Let your friend make her/his own decisions about what to do. ▶ Do not judge your friend's decisions. ▶ Remember that leaving an abuser is a process, not an event. ▶ Let your friend know s/he is not responsible for the abuse and does not deserve it. ▶ Give your friend the space to express their hurt, anger, and/or fear. ▶ Don't express any wish or intent to harm the abuser. ▶ Remember that the person may be in more danger of violence when they leave their abuser. ▶ Tell your friends about available resources. 	<ul style="list-style-type: none"> ▶ Call 911 if you are in danger. ▶ Don't keep silent. Tell a friend. Seek help through counseling or a support group. ▶ Establish a safe word or sign with those whom you trust, so they know when to call for help for you. ▶ Keep records of all incidents and dates violence occurs, in case you want to report the abuse to the police. ▶ Notify your workplace and school of the abuse. ▶ Try not to be provoked into retaliating with verbal or physical abuse yourself. ▶ Plan for the worst. Have a safe and secret place to go to. <div style="background-color: #fff9c4; padding: 10px; text-align: center; margin-top: 10px;"> <p style="color: #800040; font-weight: bold; font-size: 1.2em;">You are NOT ALONE.</p> </div>
<p style="color: #800040; font-weight: bold; font-size: 1.2em;">NOBODY DESERVES TO BE ABUSED.</p> <p style="font-size: x-small;">This project was supported by Grant No. 2010-WA-AX-0010 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this program are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.</p>	<p style="color: #800040; font-weight: bold; font-size: 1.2em;">You may be in an abusive relationship if your partner:</p> <div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> • Is jealous, possessive, or isolates you • Makes you feel as though you are always walking on eggshells • Blames you for their abusive behavior, and says you provoked it • Tries to control where you go, whom you talk to, or whom you see • Hits, pushes, punches, kicks, or hurts you physically • Constantly criticizes or humiliates you <ul style="list-style-type: none"> • Tries to prevent you from attending school or work • Intimidates you with words or weapons • Threatens you, your loved ones, or your pets • Monitors where you are and who you are with • Calls/texts you repeatedly • Forces you to engage in sexual acts that are unwanted or make you uncomfortable </div>	

Intimate Partner Violence Pamphlet

ON-CAMPUS RESOURCES

University Counseling & Psychological Services
203.932.7332

Campus Police Department
203.932.7014 | 203.932.7070 (Emergencies)

University Health Services
203.932.7079

Office of the Dean of Students
203.932.7432

Office of Residential Life
203.932.7076

OFF-CAMPUS RESOURCES AND HOTLINES

Connecticut Coalition Against Domestic Violence (CCADV)
888-774-2900 (English & Spanish)
24hr Statewide Toll Free & Confidential Hotline
<http://www.ctcadv.org>

CCADV Spanish Only
844-831-9200

Umbrella Center for Domestic Violence Services – BHcare
203-736-2601 | www.bhcare.org/page/16596

HELP IS AVAILABLE

All services are for all genders and sexual orientations and are Spanish/English speaking unless otherwise specified.


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VIOLENCE PREVENTION AND INTERVENTION CENTER

Lower Level Sheffield | 203.479.4168
www.newhaven.edu/vpic


Sources:
<http://unh-web-01.newhaven.edu/wwwmedia/viewbooks>
www.jay.cuny.edu/3892.phpurces
www.ncadv.org/images/TakeStandAgainstDVBrochure.pdf
www.americanbar.org/groups/domestic_violence/resources/statistics.html
www.ctadv.org/information-about-domestic-violence/national-statistics/www.womenslaw.org/laws_state_type.php?id=13226&state_code=PG
www.shastacollege.edu/Student%20Services/Dean%20of%20Students/Health%20%20Illness/Assault%20Assault%20Domestic%20and%20Dating%20Violence.pdf
 Black, M.C., Basile, K.C., Breiding, M.J., Smith, S.G., Walters, M.L., Merrick, M.T., Chen, J., & Stevens, M.R. (2011). The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.

Produced by Dept. of M.L.C. 8/6/6 0/15



University of New Haven

INTIMATE PARTNER VIOLENCE



VIOLENCE PREVENTION AND INTERVENTION CENTER

DOES YOUR PARTNER...

<p>Use coercion and threats?</p> <ul style="list-style-type: none"> Makes/ carries out threats to do something to hurt you. Threatens to leave or commit suicide. Makes you drop charges against them. Makes you do illegal things. <p>Intimidate you?</p> <ul style="list-style-type: none"> Makes you afraid by using looks, actions, and gestures. Smashes things, destroys property, abuses or threatens pets, and displays weapons. Shows up where you are or calls you repeatedly. <p>Minimize, deny and blame?</p> <ul style="list-style-type: none"> Makes light of the abuse and doesn't take your concerns seriously. Says the abuse didn't happen. Shifts responsibility for their abusive behavior. Tries to make you think the abuse was your fault. 	<p>Use emotional abuse?</p> <ul style="list-style-type: none"> Puts you down, makes you feel bad about yourself, calls you names, and/or plays mind games. Humiliates you or makes you feel guilty. Tells you no one else will want you. <p>Isolate you?</p> <ul style="list-style-type: none"> Controls where you go and what you do. Controls who you see and talk to. Limits your outside involvement, including school or activities in the community. Uses jealousy to their justify actions. <p>Sexually abuse you?</p> <ul style="list-style-type: none"> Coerces you into having sex when you didn't want to. Forces or threatens to force you to engage in sexual activity that are uncomfortable and/or unwanted. Threatens to end the relationship and ruin your reputation if you don't have sex with them. 	<p>Physically abuse you?</p> <ul style="list-style-type: none"> Slaps, pushes, shoves, or kicks you. Hurts you by pulling your hair. Hits you with a fist or something hard. Slams you against something. Tries to hurt you by choking or suffocating you. Beats you up. <p>Use privilege?</p> <ul style="list-style-type: none"> Treats you like a servant. Makes all major decisions. Acts like the master of the house Puts you down because of your race, gender or disability. <p>Use economic abuse?</p> <ul style="list-style-type: none"> Prevents you from getting or keeping a job. Makes you ask for money or gives you an allowance. Takes your money from you. Doesn't allow you to have access to accounts or income.
IF YOU ARE IN AN ABUSIVE RELATIONSHIP:	INTIMATE PARTNER VIOLENCE CAN BE EXPERIENCED AS:	FACTS ABOUT ABUSIVE RELATIONSHIPS:
<ul style="list-style-type: none"> Think of a safe place to go during an argument; avoid rooms with no windows or with weapons. Make a list of safe people to contact, keep it with you at all times, along with money, a credit card and identification. Establish a safe word or sign with those whom you trust, so they know when to call for help for you. Memorize important phone numbers. Keep records of all incidents and dates violence occurs, and file police reports for the incidents. Notify your work place and school of the abuse. 	<div style="display: flex; justify-content: space-around;"> <div> <p>► PHYSICAL</p> <p>► EMOTIONAL</p> <p>► FINANCIAL</p> </div> <div> <p>► VERBAL</p> <p>► SEXUAL</p> </div> </div> <hr/> <p>HELPING A FRIEND</p> <ul style="list-style-type: none"> Listen and validate feelings/concerns. Take the situation seriously. Help with safety planning. Connect them with resources. Support and respect all their decisions. Don't tell them to leave and/or get mad if they don't. 	<ul style="list-style-type: none"> One study found that 57% of women who were in abusive relationships said it occurred while they were in college. It is estimated that sexual assault occurs in 70% of abusive relationships. 1 in 5 college women have been verbally abused. 1 in 4 college students are harassed by their partner through texts or online. About 84% of college students in abusive relationships are psychologically (emotionally) abused & 50% are physically abused. 38.6% of all males who were in abusive relationships endured their violence between the ages of 18 and 24.

Stalking Pamphlet

ON-CAMPUS RESOURCES

University Counseling & Psychological Center
203-932-7332

Campus Police Department
203-932-7014 | 203-932-7070 (Emergencies)

University Health Services
203-932-7079

Dean of Students Office
203-932-7432

Office of Residential Life
203-932-7076

OFF-CAMPUS RESOURCES AND HOTLINES

RAINN
www.rainn.org/news-room/sexual-assault-issues/stalking

Connecticut Coalition Against Domestic Violence
24-hour Statewide Toll Free and Confidential Hotline:
888-774-2900 English and Spanish
www.ctcadv.org

Rape Crisis Center of Milford
203-878-1212 | www.rapecrisisctr.org

HELP IS AVAILABLE

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University of New Haven

STALKING



VIOLENCE PREVENTION AND INTERVENTION CENTER

Lower Level Sheffield | 203.479.4168
www.newhaven.edu/vpic

SOURCES:
www.victimsofcrime.org/docs/src/ayta_english_color.pdf?afvsn=4
www.jjay.cuny.edu/3893.php
www.wgac.colostate.edu/stalking-statistics
www.loveisrespect.org

Produced by Dept. of M.E.C. 79654-1214

VIOLENCE PREVENTION AND INTERVENTION CENTER

WHAT SHOULD I DO?	DID YOU KNOW?	HOW DO I KNOW IF I'M BEING STALKED?
<ul style="list-style-type: none"> ▶ If you're in immediate danger, call 911. ▶ Take threats seriously. ▶ Don't respond to communication attempts. ▶ Document all incidents and save all texts, gifts, voicemails, and other evidence. ▶ Avoid going places alone. ▶ Plan how to get away safely if confronted by your stalker. ▶ Vary your routine. ▶ Consider getting an order of protection. ▶ Notify the school, campus police, and your place of employment. ▶ File a police report for all incidents. ▶ If you share a class, a living space, or are otherwise in close proximity with your stalker, contact the Dean of Students so this can be remedied. ▶ To access the campus policy on stalking, go to website for the Office of the Dean of Students. 	<ul style="list-style-type: none"> ▶ 1 in 6 women, and 1 in 19 men in the United States will have been stalked during some point in their lives. ▶ The highest rates of stalking occur between ages 18 and 24. ▶ The most common type of stalker for women is a current or former partner. Men are as likely to be stalked by an acquaintance as they are a current or former partner. ▶ A study found that more than 13% of college women were stalked in one school year. ▶ Those who identify as LGBTQ are twice as likely as heterosexual individuals to be stalked on a college campus by a stranger. ▶ Two-thirds of stalkers pursue their victims at least once per week, but many daily, using more than one method. ▶ Stalking persists an average of 15 months, but can last for years. 	<p>Is someone:</p> <ul style="list-style-type: none"> ▶ Following/spying on you? ▶ Making unwanted and repeated calls and hanging up, or trying to talk to you? ▶ Sending you unwanted emails or texts? ▶ Leaving you unwanted gifts or other items? ▶ Vandalizing or damaging your property? ▶ Using technology to track or monitor you? ▶ Threatening your safety or the safety of someone close to you, including pets? ▶ Repeatedly showing up where you are, with no reason to be there? ▶ Using actions to control, track or frighten you? <p>If so, you may be being stalked.</p>
<p>STALKING CAN HAPPEN TO ANYONE</p> 	<p>Using Technology to Stalk</p> <ul style="list-style-type: none"> • Social Media such as Facebook, Twitter, Snapchat, Instagram, Tumblr and similar sites are breeding grounds of information for stalkers. • Give out your password and/or user names only to trusted individuals. • If you believe you are being stalked online, monitor any relevant posts or pictures and screenshot any messages or attempts from the stalker for evidence. 	<p>How Can I Help a Friend Who is Being Stalked?</p> <ul style="list-style-type: none"> • Listen and support your friend. • Take the situation seriously. • Offer to contact campus police. • Encourage her or him to contact the resources listed in this pamphlet for more information.



For students who have experienced any form of sexual assault, harassment, intimate partner violence (domestic or dating violence), and/or stalking.

Medical Assistance

UNH Health Services

203.932.7079

Milford Hospital

203.876.4000

Urgent Care

Walk-in Center

203.876.4101

Yale New Haven Hospital

Main Campus

203.688.2222

St. Raphael's Campus

203.789.3464

Police Emergency Assistance

On-Campus:

UNH Campus Police

203.932.7070

Off-Campus:

West Haven

Police Department

911

Support Services

UNH Counseling & Psychological Services

203.932.7332

Rape Crisis Center of Milford

24/7 Hotline

203.878.1212

Umbrella Center for Domestic Violence Services

24/7 Hotline: 203.789.8104

CONN-SACS Statewide Toll Free Hotlines

888.999.5545 English

888.568.8332 Spanish

Housing or Academic Accommodations

Dean of Students Office

203.932.7432

Office of Residential Life

203.932.7076

Campus Access Services

203.932.7332

More information for on- and off-campus resources can be found at www.newhaven.edu/sexualmisconduct

Medical Assistance

- ▶ Students are encouraged to go to UNH Health Services for medical services during regular business hours. UNH Health Services is able to provide health services and referrals.
- ▶ A Sexual Assault Exam is available at any local hospital. The exam includes preventive treatment for STIs, pregnancy, and evidence collection. You may contact the College Advocate to accompany you to this exam. A police report or criminal complaint is NOT required to receive this medical assistance. This exam is free regardless of your decision to file a criminal complaint.

Police Emergency Services

- ▶ UNH Campus Police provides 24-hour emergency services and police protection.
- ▶ If you are involved in an off-campus emergency, you are encouraged to call 9-1-1 for emergency services from West Haven Police Department.
- ▶ If you have the EmergenseeU app, you can activate the app to send live video, audio, and GPS to public safety as well as your personal contacts in times of distress.

Support Services & Accommodations

- ▶ The Dean of Students Office assists with housing & academic accommodations, referrals, and disciplinary procedures.
- ▶ Counseling & Psychological Services can provide individual counseling and psychotherapy, crisis intervention & consultations.
- ▶ The College Advocate & Rape Crisis Center of Milford provides a 24/7 crisis hotline, advocacy and counseling services.
- ▶ The Umbrella Center for Domestic Violence Services provides a 24/7 crisis hotline, walk-in crisis centers, advocacy, referrals, and counseling services.
- ▶ The Office of Residential Life & Campus Access Services facilitate housing/academic accommodations.

Title IX Coordinator

Caroline Koziatsek, 203.932.7479

Ensures Title IX Compliance & investigates complaints of Title IX or University policy violations.

Deputy Title IX Coordinator for Student Sexual Misconduct

Rebecca Johnson, 203.932.7176

Ensures all complaints of student sexual misconduct are effectively investigated and the educational environment is restored for all parties.



University of New Haven

SEXUAL MISCONDUCT ON CAMPUS: RESPONDING TO STUDENTS

EMPLOYEE GUIDE FOR ASSISTING STUDENTS

Information to assist students who have experienced any form of sexual assault, harassment, intimate partner violence (domestic or dating violence), and/or stalking.

1. LISTEN

Create a safe environment for the student by actively listening, and responding in a non-judgmental supportive manner.

- ▶ Remind the student that the only confidential sources on campus are Health Services, Counseling & Psychological Services, and the University Chaplain. The College Advocate is a confidential resource available to all students through our partnership with Milford Rape Crisis Center.
- ▶ Ask about their safety.
- ▶ Do not ask questions or try to make a judgment about the incident. You are not the investigator.

2. PROVIDE

Ensure the student's safety and wellbeing by providing the student with resources on and off campus, as well as their reporting options.

- ▶ Students should receive a copy of UNH's *Know Your Rights* brochure, which provides them with numerous resources as well as their reporting options. Hard copies of the brochure are available in the Dean of Students Office, Title IX Coordinator Office, Campus Police, and thru all confidential sources. The brochure is also available online at www.newhaven.edu/titleix.
- ▶ Connect students with Health Services, Counseling & Psychological Services, or another confidential source if they so choose.

3. ALERT

To continue to ensure the student's safety, you are required to report the disclosure to UNH's Deputy Title IX Coordinator for Student Sexual Misconduct.

Rebecca Johnson, 203.932.7176, rjohnson@newhaven.edu

Title IX requires you provide all information you were given about the incident, including identifying information of any students

involved. If the student has requested confidentiality, you may include that in your report.

Disclosures involving employees should be reported to the University Title IX Coordinator,

Caroline Koziatek, 203.932.7479, ckoziatek@newhaven.edu

The University's Sexual Misconduct Policy describes the University's prevention policy toward sexual misconduct of any kind, including sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, intimate partner violence, domestic violence, stalking, and intimidation. It also provides guidance for students, faculty, or staff who have been subjected to sexual misconduct, outlines the University's disciplinary response, and identifies campus and community resources available to members of the University community.

To read the entire UNH Sexual Misconduct Policy, please visit www.newhaven.edu/sexualmisconduct.

RESOURCES & REFERRAL OPTIONS FOR STUDENTS

In the event that a student discloses a sexual misconduct incident to you, please provide them with the following options.

Medical Assistance	Support Services	Police Emergency Assistance	Housing or Academic Accommodations
UNH Health Services 203.932.7079 Milford Hospital 203.876.4000 Urgent Care Walk-in Center 203.876.4101 Yale New Haven Hospital Main Campus 203.688.2222 St. Raphael's Campus 203.789.3464	UNH Counseling & Psychological Services 203.932.7332 Rape Crisis Center of Milford 24/7 Hotline 203.878.1212 Umbrella Center for Domestic Violence Services 24/7 Hotline 203.789.8104 CONN SACS Statewide Toll Free Hotlines 888.999.5545 English 888.568.8332 Spanish	On-Campus: UNH Campus Police 203.932.7070 Off-Campus: West Haven Police Department 911	Dean of Students Office 203.932.7432 Office of Residential Life 203.932.7076 Campus Access Services 203.932.7332

Right to Pursue Legal and/or Campus Process

The University encourages all those who have experienced any form of sexual misconduct to report the incident promptly, to seek out all available campus and community resources, and pursue University conduct action and/or legal proceedings against the offender.

Retaliation

Both Title IX and UNH prohibit retaliation against any person for using this reporting system and/or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take strong responsive action if it occurs. All parties should report any subsequent problems of harassment or retaliation to the University's Title IX Coordinator.

