



Sexual Violence Report
2015

SEXUAL VIOLENCE REPORT YEAR 2015 ASNUNTUCK COMMUNITY COLLEGE

I. NARRATIVE

Brief introduction about the institution, its history, its population and its efforts to ensure a safe and comfortable learning environment with respect to sexual violence.

Asnuntuck Community College is located in Enfield, Connecticut, just off Interstate 91, approximately halfway between the metropolitan areas of Springfield, Massachusetts, to the north and Hartford, Connecticut, to the south. Asnuntuck serves the north-central Connecticut communities of East Granby, East Windsor, Ellington, Enfield, Somers, Stafford Springs, Suffield, and Windsor Locks, and also draws students from south-central Massachusetts and the greater Hartford area.

The mission of Asnuntuck Community College is to offer quality education in an accessible, affordable, and nurturing environment. The College fulfills its mission by: offering associate degree and certificate programs for transfer opportunities, career preparation and enhancement, and lifelong learning; providing individualized support services to develop critical thinking skills, strengthen self-confidence, and foster personal growth; and supporting community and workforce development with business, industry, and community partnerships.

Asnuntuck Community College was established in 1969 by an act of the Connecticut state legislature as the twelfth institution in the Connecticut state community college system. Classes began in 1972 with an initial enrollment of 251. 12 Associate in Science degrees and 20 Associate of Art degrees were awarded to the first graduating class in 1974. The college operated under provisional approval until it was first accredited by the New England Association of Schools and Colleges in 1977 and accreditation has been reaffirmed through 2015.

Student Body: Average age: 27

Women: 53%

Minorities: 8% Hispanic or Latino; 14% one or more race (excluding white)

At Asnuntuck Sexual Misconduct is considered a serious issue that affects college students, impeding their ability to participate fully in their studies. We are committed to having an informed campus that understands reporting responsibilities and is aware of available campus resources critical to creating a culture of caring and compassion in support of our students and community.

Concise and informative explanation of reportable sexual violence statistics and data, including clarification of number of incidents, reports, disclosures, discipline, and final outcomes.

This report includes statistics about incidents that were disclosed during the year 2015; it also includes programs and campaigns during the same year. We continue to developing new programs, campaigns and trainings as well as maintaining and improving our Title IX webpage.

The events disclosed to our faculty and staff during the year 2015 did not occur on campus.

During the year 2015 there were no disciplinary cases, reason why we do not have any data reported for:

IV.a. Disciplinary cases and final outcomes of disciplinary cases relating to sexual violence (STUDENTS)

IV.b. Final Outcomes of appeals of original outcomes of cases relating to sexual violence (STUDENTS)

V.a. Disciplinary cases and final outcomes of disciplinary cases relating to sexual violence (EMPLOYEES)

V.b. Final Outcomes of appeals of original outcomes of cases relating to sexual violence (EMPLOYEES)

VI. "Total anonymous and confidential sexual violence reports or disclosures to the institution" were reported to our local "Sexual Assault Crisis Service" SACS which is currently one of our confidential resources on campus. We do not have access to this data.

The college counts with a "Sexual Assault Resource Team." The college has a Title IX Coordinator and is continuously updating the information and resources available in our web site. We recently added a new section on LGBT resources <http://www.asnuntuck.edu/LGBTQ%2B> and sent out the Dear Colleague Letter on Transgender Students to all employees. For further information about Sexual Misconduct policies and resources, please visit our web site at: <http://www.asnuntuck.edu/student-services/sexual-misconduct>

II. POLICIES

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (Effective 6/16/2016)

BOR/CSCU Policy on Consensual Relationships (Effective 11/21/2013)

BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child (Effective 1/15/2015)

BOR/CSCU Student Code of Conduct (Effective 6/16/2016)

BOR Human Resources Policies: <http://www.ct.edu/hr/policies>

(See copies at the end of the report)

III. WRITTEN NOTIFICATION

Rights and Options of Those Who Report/disclose

Those who report any type of sexual misconduct, including sexual harassment, sexual assault, stalking, and intimate partner violence, to a College employee will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. When choosing a reporting resource the following information should be considered:

- All reports of sexual misconduct, including sexual harassment, sexual assault and intimate, stalking, and partner violence, will be treated seriously and with dignity by the College.
- Referrals to off-campus counseling and medical services are available immediately and confidentially, whether or not those who report an assault feel ready to make any decisions about reporting the assault to police, the Dean of Students or the College's Title IX Coordinator.
- Those who have been assaulted have the right to take both legal action (criminal/civil action) and action in accordance with the **Student Code of Conduct** and **Policy Against Harassment** against the individual allegedly responsible.
- Those who may wish that her/his report of an assault to be handled in a confidential manner may contact the **Sexual Assault Crisis Center of Connecticut** or the **Network Against Domestic Abuse** both of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

Options for Changing Academic, Transportation and Working Arrangements

Asnuntuck Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation or working situations as well as honoring lawful protective or temporary restraining orders.

Agency Contact Information

It is the Policy of the College that whenever the College's Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, including sexual harassment, sexual assault, stalking, or intimate partner violence, the College's Title IX Coordinator or other employee shall immediately provide student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using campus, local advocacy, counseling, health, and mental health services. The following list of services, including contact information, is provided for this purpose:

- **211** –*Confidential and free service that provides crisis intervention assistance to those in need. Dial 211 or you may call 1-800-203-1234 or <http://www.211ct.or>*

- **The Network:** Hotline phone number (860) 763-4542 (24-hour crisis hotline) **Statewide hotline Phone (888) 774-2900 (24 hour crisis hotline)** <http://thenetworkct.org>
- **Connecticut Alliance to End Sexual Violence.** Please call their confidential 24-hour hotline English – (888) 999-5545, Spanish – (888) 568-8332, local Hartford – (860) 547-1022
- **Community Health Resources** –a private, non-profit, community-based system of behavioral health care. Additional information about CHR is available online: www.chrhealth.org
- **Enfield Social Services:** need based services to the community in order to sustain or improve the quality of life, with respect and appreciation for human and cultural differences. Enfield Social Services website <http://enfield-ct.gov/429/Social-Services>
- **Enfield Police Department** –(860) 763-6400
- **Saint Francis Hospital and Medical Center**, 114 Woodland Street, Hartford, CT (860) 714-4000
- **National Suicide Prevention Lifeline** 1-800-273-TALK (8255) www.suicidepreventionlifeline.org
- **New Directions of North Central Connecticut** (860) 741-3001 <http://newdirectionsct.org/>
- **GLBT National Help Center** 1-888-843-4564 email help@GLBThotline.org <http://www.glbthotline.org/>
- **Trans Lifeline:** a hotline dedicated to the wellbeing of transgender people, run by transgender people 877-565-8860 www.translifeline.org

Right to Notify Law Enforcement & Seek Protective and Other Orders

Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, shall be provided written information about her/his right to:

- (1) Notify law enforcement and receive assistance from campus authorities in making the notification; and,
- (2) Obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
 - standing criminal protective orders;
 - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
 - temporary restraining orders or protective orders prohibiting the harassment of a witness;
 - relief from physical abuse by a family or household member or person in a dating relationship;
 - family violence protective orders.

Information pertaining to how to apply for a restraining order is available at <http://jud.ct.gov/Publications/fm142.pdf> as well as through the Office for Victim Services.

In addition, the Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime. For further information, including contact information for the OVS, see: <http://jud.ct.gov/crimevictim/index.html>
Or call 1-800-822-8428

Students should be aware that under Connecticut law (Public Act 12-114, entitled An Act Concerning Domestic Violence) that became effective on October 1, 2012, among other provisions, requires clerks of court, upon request of the protected person, to send notice of a protective order to the President and the special police force, if any, at the College or University at which the victim is enrolled. The full text of the statute can be found at: <http://www.cga.ct.gov/2012/ACT/PA/2012PA-00114-R00HB-05548-PA.htm>

Rights of Both the Reported Victim and the Accused

Additionally, both the reported victim and the accused student are entitled to the following:

- to be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
- to request that student conduct proceedings begin promptly;
- to have student conduct proceedings be conducted by an official trained in issues relating to sexual assault and intimate partner violence;
- to present information, including other persons, on their behalf;
- to have the student conduct proceedings use the more likely than not standard in determining whether a violation of the *Expectations for Student Conduct* has been committed, i. e., whether it is more likely than not that the reported act of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, was committed by the accused student.
- to be informed in writing of the results of the proceeding as soon as possible after it concludes, normally no later than the next business day after it concludes; and
- consistent with the requirements of the Family Educational Rights and Privacy Act (FERPA) and other federal and state laws, have their identities kept confidential.

For any questions regarding Title IX please contact **Yhara Zelinka**, Academic Advisor and Title IX/Diversity Coordinator at the **Center for Advising & Student Achievement (C.A.S.A) Room 111 (860) 253-3092** or yzelinka@asnuntuck.edu

IV. SEXUAL VIOLENCE STATISTICS AND DATA

Please see the attached **APPENDIX A: SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA**

Prevention, Awareness and Risk Reduction Programs for Domestic Abuse, Sexual Assault & Stalking Year 2015

Haven “Understanding Sexual Assault” - Conducted during the Spring 2015

Haven uses a population-level approach to educate all students on the issues associated with sexual assault and relationship violence, taking into account their unique perspectives and experiences, providing:

- Key definitions and statistics
- Reflective and personalized content
- Bystander skill and confidence-building strategies
- Campus-specific policies, procedures and resources
- Rich data summaries to inform future programming

521 students registered and 486 completed this training
96 Faculty and Staff completed this training

Teen Dating Violence Awareness & Prevention -February 2015

- The Network Against Domestic Violence - Counselor visit
- Sexual Assault Crises Services – Counselor visit
- Tabling – front hall
 - Resource information for students to grab and go
 - Counselors interact with students
 - Subliminal messaging

Stalking Awareness and Prevention February & March 2015

- The Network Against Domestic Violence - Counselor visit
- Sexual Assault Crises Services – Counselor visit
- Tabling – front hall
 - Resource information for students to grab and go
 - Counselors interact with students
 - Subliminal messaging

Music and Our Culture – Awareness for Teen Dating Violence April 2015

Music in our Culture in conjunction with *Sexual Assault Crisis Service (SACS) & The Network Against Domestic Abuse & Enfield Together Coalition*

- Multiple tabling and displays events and subliminal messaging in conjunction with sexual assault, violence, and stalking in conjunction
- Interactive workshop with over 70 students in attendance. Examines themes of domestic abuse, sexual violence and stalking in popular music.
- Lunch served
- Over 90 students reached through tabling with snacks
- Over 70 students attended workshop with free lunch

Where Do You Stand I: workshop with Sexual Assault Crisis Service (SACS) & The Network Against Domestic Violence - April 2015

Where Do You Stand II: workshop with Sexual Assault Crisis Service (SACS) & The Network Against Domestic Violence - April 2015

- **Where Do You Stand I & II - Engaging Connecticut Men to End Sexual Violence**
Let's face it, sexual assault is NOT just a woman's issue! *The Sexual Assault Crisis Service* of the YWCA New Britain is part of the Connecticut Campaign to engage men to stand up against sexual violence. ***Where Do You Stand? Connecticut*** campaign was created by Men Can Stop Rape, a national organization redefining masculinity and male strength as part of preventing men's violence against women. Men Can Stop Rape trained Connecticut advocates to utilize bystander intervention theory and techniques to equip men with the tools necessary to take a stand against all forms of sexual violence.
- ***Where Do You Stand? Connecticut*** campaign empowers men to use their voice, influence, and actions to become a part of the solution. Statistically speaking, most men in our society believe it is wrong to rape a woman. However, majority of these men also live and participate in a culture which supports, glorifies, and justifies violence against women and girls. This bystander intervention program engages men in addressing the cultural norms which support sexual violence. It will help to give men the necessary tools and confidence to help hold other men accountable for their active participation in this culture, resulting in efforts to prevent sexual violence.
- **What Is Bystander Intervention?**
Bystander intervention aims at empowering each of us to be active in responding to and preventing sexual violence. Bystander intervention quite simply means having a willingness to take action when it's needed. Ending sexual violence and all forms of oppression, will take a lot of collective work. We all need to be willing to take action to

challenge cultures that support and allow sexual violence to occur. Bystander intervention techniques can involve a wide range of interventions from being direct to creating a distraction. Bystander interventions provide men with useful tools to stop a range of negative behaviors and to create spaces where everyone is safe and respected. **ACC Students** – participated through interactive role play.

“Faces of Survival” April 2015

On loan from Connecticut Sexual Assault Crisis Services, Inc. (CONNSACS), the tabletop display uses personal stories and pictures of 26 Connecticut sexual assault survivors to educate the public about the impact of sexual violence and to help combat the stigma surrounding the issue. We at ACC combine tabling with this so that resource information is readily available.



The Clothesline Project– April 2015

The Clothesline Project (CLP) is a program started on Cape Cod, MA, in 1990 to address the issue of violence against women. It is a vehicle for women affected by violence to express their emotions by decorating a shirt. They then hang the shirt on a clothesline to be viewed by others as testimony to the problem of violence against women.

Safe Hour. September 9, 2015

Confidential Counseling with the Sexual Assault Crisis Service (SACS)

October Domestic Violence Awareness Campaign

Bulletin Board. Display with important information regarding Domestic Violence, including statistics and resources



The Silent Witness. In 1990, the Silent Witness Initiative began promoting and education to support an end to domestic violence through community based exhibits. It started with a small group of volunteers in one state and grew into an international presence, with projects in all 50 states and 23 countries.

Silent Witness is the leading voice that honors the lives of domestic violence homicide victims through family support, community connections, and advocacy for change.



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SART Meeting October 2013, 2015

1. Introductions
2. Sexual Violence Report 2014 (summary by Y. Zelinka)
3. Website review (SART) <http://www.asnuntuck.edu/student-services/sexual-misconduct>
4. "Know Your S.A.R.T." flyer review
5. Open discussion for training and events

Music and Our Culture – Awareness for Teen Dating Violence, October 20, 2015

Music in our Culture in conjunction with ***Sexual Assault Crisis Service (SACS) & The Network Against Domestic Abuse.***

Candle Vigil. October 20, 2015 5:30 p.m. At this event we light a candle for each life lost over the past year due to domestic violence, hear testimonies from survivors and continue generating awareness on the severity of this issue. The event included poetry reading, healing songs with Faith Montaperto, presentation by The Network Against Domestic Abuse.



Not Anymore. Launched for Students on October 27, 2015.

Not Anymore, online interpersonal violence prevention program from Student Success™. This video-based program provided critical information about Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking, and much more.

This online course intended to empower students to make well-informed decisions about issues that affect the college years and beyond.

- Key definitions and statistics
- Reflective and personalized content
- Bystander skill and confidence-building strategies
- Campus-specific policies, procedures and resources
- Rich data summaries to inform future programming

210 new students took the training during the fall semester 2015

Title IX Presentation and Classroom visits First Year Experience

October 30th Title IX Power Point presentation and “Not Anymore” online training

November

Healthy Relationships. November 4 and 24, 2015

Confidential, Support Group Counseling, inviting for an open conversation on how to build healthy relationships and to identify signs of aggressive behaviors. Hosted by SACS on November 4th and by The Network of Domestic Abuse on November 24.

Title IX Presentation and Classroom visit First Year Experience class

November 5th Title IX Power Point presentation and “Not Anymore” online training

Title IX Presentation and Classroom visit Manufacturing and Technology Programs: November 17, November 19, December 9, and December 10th.

V. PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION

- a) Brochures
- b) Handbooks/Booklets/Pamphlets
- c) Bulletin Boards Information
- d) Flyers
- e) Online Statements of Campus Safety and Support Services (e.g., Women's Centers, etc.)
- f) PowerPoint Presentations

All of the above materials are included at the end of the report

VI. OTHER SUPPLEMENTAL INFORMATION

- a) Public Safety Materials (N/A)
- b) Institution Sexual Violence Reporting Procedures (See included flyer: *"What to Do When a Student Reports Sexual Violence, Relationship Violence, and Stalking."*)
- c) Institution Sexual Violence Forms:
 - *A Guide for Faculty & Staff: Sexual Misconduct & Interpersonal Violence*
 - *A Guide for Students: Sexual Misconduct & Interpersonal Violence*, and
 - *Title IX Sexual Misconduct & Interpersonal Violence (student signing sheet)*
- d) Redacted Sample of Investigation Results (N/A)
- e) Sexual Violence Website Information: Visit:
 - <http://www.asnuntuck.edu/student-services/sexual-misconduct>
 - <http://www.asnuntuck.edu/student-services/faculty-resources> and
 - <http://www.asnuntuck.edu/SexualMisconduct/KnowYourIX>
- f) Documentation of Training Offerings, if available, including number of participants
 - *"Title IX Training Attended by Asnuntuck Community College Year 2015"*
- g) Other Sexual Violence Reports (N/A)
- h) Other Supplemental Material
 - *Flyers from The Network and YWCA/SACS New Britain*

Yhara Zelinka

Title IX Coordinator

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ADDENDUMS

II. POLICIES

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

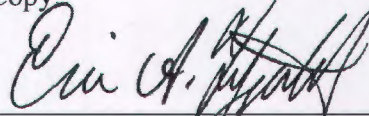
Policy Regarding

Sexual Misconduct Reporting, Support Services and Processes Policy

January 15, 2015

- WHEREAS, The Board of Regents in accord with the Connecticut State Colleges and Universities comprised of seventeen institution and a System Office, is committed to insuring that each member of every BOR governed college or university community has the opportunity to participate fully in the process of education and development; and
- WHEREAS, The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and relationship violence; and
- WHEREAS, The Board of Regents for Higher Education adopted policy regarding "Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy" on March 13, 2014; and
- WHEREAS, Public Act 14-11 An Act Concerning Sexual Assault, Stalking and Intimate Partner Violence on Campus and the federal Campus Sexual Assault Violence Elimination Act imposed new requirements on colleges and universities to address sexual violence on campuses; and
- WHEREAS, The Board of Regents consistent with the goal providing safe environments at all of its campuses for all who frequent them, has reviewed its policy regarding "Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy" and revised the policy so that it is consistent with the law; therefore be it
- RESOLVED, That the Board of Regents formally rescinds the "Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy" dated March 13, 2014 and adopts the "Sexual Misconduct Reporting, Support Services and Processes Policy" in substitution.

A True Copy:



Erin A. Fitzgerald, Secretary of the
CT Board of Regents for Higher Education

**Board of Regents for Higher Education
Connecticut State Colleges and Universities
Policy Regarding**

Sexual Misconduct Reporting, Support Services and Processes Policy

Statement of Policy

The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (CSCU) is committed to insuring that each member of every BOR governed college and university community has the opportunity to participate fully in the process of education and development. The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and intimate partner violence. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and intimate partner violence.

The BOR strongly encourages victims to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedies, or both. The only way that action can be taken against anyone who violates another in such a manner is through reporting. Each and every BOR governed college and university shall provide those who report sexual misconduct with many supportive options, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct. Each and every BOR governed college and university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All BOR and CSCU employees, victim support persons and community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all BOR and CSCU employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct regardless of the age of the reported victim.

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff, faculty and students are discouraged pursuant to BOR policy.

The Board of Regents for Higher Education hereby directs the Connecticut State Colleges and Universities to implement the Policy stated above pursuant to the following provisions:

Terms and Usage

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent cannot be assumed because there is no physical resistance or other negative response. A person who initially consents

to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent."

Sexual misconduct includes engaging in any of the following behaviors:

- (a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual's dress or appearance
- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

- (b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent:

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

- (c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

- (d) **Intimate partner, domestic and/or dating violence means** any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as "domestic violence" are against family or household members or persons in dating or cohabitating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a "dating relationship" existed is to be based upon the following factors: the reporting victim's statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

- (e) ***Stalking***, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

Confidentiality

When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSCU officials to preserve the privacy of the reported victim while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

Information provided to a confidential resource by a victim of a sexual misconduct or the person reported to have been the victim of sexual misconduct cannot be disclosed legally to any other person without consent, except under very limited circumstances, such as an imminent threat of danger to self or others or if the reported victim is a minor. Therefore, for those who wish to obtain the fullest legal protections and disclose in full confidentiality, she/he must speak with a confidential resource. Each BOR governed college and university will provide a list of such confidential resources in the College or University's geographic region to victims of sexual misconduct as well as publish these resources on-line and in various publications.

Where it is deemed necessary for the institution to take steps to protect the safety of the reported victim and/or other members of the campus community, the institution will seek to act in a manner so as not to compromise the privacy or confidentiality of the reported victim of sexual misconduct to the extent reasonably possible.

Mandated Reporting by College and University Employees

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct regardless of the age of the reported victim. A disclosure is the receipt of any communication of an incident of sexual misconduct not accompanied by a request for an investigation or adjudication by the institution. A report of sexual misconduct, on the other hand, is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution. Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic and other accommodations and to provide a referral for support and other services.

Further, in accordance with Connecticut State law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer who, in the ordinary course of their employment, has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required by law and Board policy to report the incident within twelve hours to their immediate supervisor and to the Department of Children and Families.

Rights of Those Who Report

Those who report any type of sexual misconduct to any BOR governed college or university employee will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. When choosing a reporting resource the following information should be considered:

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus's Title IX Coordinator.
- Those who have been the victim of sexual misconduct have the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence – all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

Options for Changing Academic, Housing, Transportation and Working Arrangements

The colleges and universities will provide assistance to those involved in a report of sexual misconduct, including but not limited to, reasonably available options for changing academic, campus transportation, housing or working situations as well as honoring lawful protective or temporary restraining orders. Each and every BOR governed college and university shall create and provide information specific to its campus detailing the procedures to follow after the commission of such violence, including people or agencies to contact for reporting purposes or to request assistance, and information on the importance of preserving physical evidence.

Support Services Contact Information

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

Right to Notify Law Enforcement & Seek Protective and Other Orders

Those who report being subjected to sexual misconduct shall be provided written information about her/his right to:

- (1) notify law enforcement and receive assistance from campus authorities in making the notification; and,
- (2) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
 - standing criminal protective orders;
 - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
 - temporary restraining orders or protective orders prohibiting the harassment of a witness;
 - family violence protective orders.

Employee Conduct Procedures

Employees who are reported to have engaged in sexual misconduct are subject to discipline in accordance with the procedures applicable to the employee's classification of employment.

Student Conduct Procedures

The **Student Code of Conduct** provides the procedures for the investigation, definitions of terms, and resolution of complaints regarding student conduct, including those involving sexual misconduct, as defined herein.

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

Reported victims of sexual misconduct shall have the opportunity to request that disciplinary proceedings begin promptly; that such disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual misconduct and shall use the preponderance of the evidence (more likely than not) standard in making a determination concerning the alleged sexual misconduct.

Both the reported victim of sexual misconduct and the accused student are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual misconduct by an

advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled and provided such an advisor or support person may not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct and each student shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.

Both the reported victim and accused student are entitled to be provided at the same time written notice of the results of any disciplinary proceeding, normally within one (1) business day after the conclusion of such proceeding, which notice shall include the following: the name of the accused student, the violation committed, if any, and any sanction imposed upon the accused student. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The reported victim shall have the same right to request a review of the decision of any disciplinary proceeding in the same manner and on the same basis as shall the accused student; however, in such cases, if a review by any reported victim is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. The reported victim and the accused student are entitled to be simultaneously provided written notice of any change in the results of any disciplinary proceeding prior to the time when the results become final as well as to be notified when such results become final.

In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused student and the reported victim have the right to keep their identities confidential.

Dissemination of this Policy

Upon adoption by the Board all CSCU institutions shall, upon receipt, immediately post and maintain this policy at all times in an easily accessible manner on each institution's website. This policy shall thereafter be annually provided to all Title IX Coordinators, campus law enforcement officers and security personnel, and other campus personnel. Further, this policy shall be presented at student orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above.

ITEM

The Board of Regents for Higher Education replaces its' a policy regarding "Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy" by adopting the "Sexual Misconduct Reporting, Support Services and Processes Policy" which shall be applicable to each of the Connecticut State Colleges and Universities.

BACKGROUND

Although the Board approved the Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy in March 2013, it was understood that the Connecticut State Legislature and federal sources were developing additional requirements. The resolution underlying the adoption of the policy included a provision that the policy would be reviewed and revised in the fall of 2014 so that it would remain consistent with the law. Consequently, the attached re-titled policy is an updated version of the policy reviewed and approved by the Board in March 2014.

ANALYSIS

In accordance with the new provisions and greater clarity of the issues and their impact upon the colleges and universities, this policy has been re-titled so that it reflects its purpose of outlining not only the statement of the board policy, but also describe the services and processes to which the institutions must adhere. Revisions to the policy clarify that reported victims are encouraged to report and that employees must report disclosures of sexual misconduct. Terms and usage are more central to the operation of the document, and certain definitions have been revised and expanded, i.e. consent, stalking and sexual harassment. Stalking and dating violence are included under the provisions of sexual misconduct. The section regarding confidentiality has also been revised so that readers will understand who can keep reports confidential and who cannot. This revised policy also specifically addresses employees who may report sexual misconduct.

RECOMMENDATION

That the Board of Regents for Higher Education to rescind the policy regarding "Sexual Misconduct, Sexual Assault, and Sexual Intimate Partner Violence" by adopting the Sexual Misconduct reporting, Support Services and Processes Policy.

Policy on Consensual Relationships

BOR approved 11/21/13; annual distribution to employees required. Rescinds Connecticut State University System Policy regarding Consensual Relationships adopted pursuant to BR#05-13

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities' respects that the educational mission of its institutions is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the institution confers managerial, supervisory, or evaluative responsibilities, (including graduate assistants or undergraduate teaching assistants) carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the institution's educational mission.

Because of the inherent imbalance of power and need for trust, faculty members, supervisory staff, and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a staff member and a student as well as when they occur between a supervisor and employee.

Such relationships can create real conflicts, are susceptible to an appearance of exploitation, and can impair the trust and integrity of the teaching, coaching, or other supervisory or evaluative relationship and may cause a perception of favoritism or bias on the part of the staff. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual and could potentially lead to sexual harassment charges.

Policy

Prohibited

Between employee and student: Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at all State Universities and Colleges. The evaluative relationship can take a variety of forms, such as teacher to student, advisor to advisee, coach to athlete, supervisor to student employee, or similar relationship.

Strongly Discouraged

Between employee and student: Romantic, dating or sexual relationships between employees and students over whom said employee does *not* have supervisory or evaluative authority are strongly discouraged. Such relationships are not only susceptible to future conflicts of interest, but also may present the appearance of impropriety.

If this situation exists, no employee should agree to supervise or evaluate a student with whom he or she has, or formerly had, a consensual relationship. A faculty member should inform the Dean if such a student wishes to enroll in a credit bearing course that he or she is teaching so that alternate arrangements can be made. Nor should a faculty member direct the student's independent study, internship, or thesis; participate in decisions regarding grades; or write letters of recommendation or reference.

Between employee and employee: BOR discourages employees with supervisory or evaluative authority from engaging in romantic, dating or sexual relationships with employees who they supervise or evaluate. If such a relationship exists or develops, the supervisory employee must notify his/her manager so that arrangements can be made for the unbiased supervision and evaluation of the employee. These situations are handled on a case-by-case basis and may require transfer or reassignment of one or more employees.

In the event of a Sexual Harassment Charge

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit.

Sanctions

All violations of this policy should be reported to Human Resources for investigation and appropriate administrative action, up to and including disciplinary action.

Policy Regarding Reporting Suspected Abuse or Neglect of a Child

BOR approved 1/17/14 and Revised 1/15/15; requires annual distribution to employees

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities (CSCU) accept that institutions of higher education foster educational opportunities for people under the age of 18 years. The BOR, in acknowledging the special care required for children, strives to the utmost to protect children on its campuses from any form of abuse or neglect.

Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer, collectively referred to as "mandatory reporters" who in the ordinary course of their employment has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to cause a report to be made to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

The BOR recognizes that each CSCU campus must be a safe and secure environment for children to grow and develop. Therefore, the BOR further requires mandatory reporters to report any witnessed or suspected abuse or neglect of a child on a CSCU campus to their immediate supervisor in addition to DCF. The supervisor must report the incident to their director or vice president who must then inform the campus President and the System Office Vice President for Human Resources or his/her designee.

If the director or vice president reasonably believes that a reportable incident has occurred, and, if the suspected perpetrator is a BOR or CSCU employee, he/she will immediately contact their Chief Human Resources Officer who shall assign an objective person to investigate the report. An employee under investigation may be placed on administrative leave pending the results of the investigation. Employees who report suspicions of abuse or neglect are protected from any disciplinary action unless the report is determined to have been maliciously made. An employee who fails to report, but is later determined to have had previous knowledge of the abuse, may be subject to discipline.

A report is required if there is reasonable cause to suspect that a person under the age of 18 is in imminent harm, has had non accidental injuries or has been abused or neglected. Reasonable cause to believe or suspect that child abuse has occurred is sufficient to make a report.

All staff designated as mandatory reporters are required to take the Department of Children and Families Mandated Reporter Training, either on-line or in person, and Mandated Reporter Training will be included in New Employee Orientation. Compliance with training will be monitored by each CSCU campus's Department of Human Resources. A copy of this policy shall be disseminated annually to all employees.

Reasonable steps will be taken to preserve privacy while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the information reported, which information may be subject to privacy requirements of the Family Education

Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the CSCU community and to assure that the appropriate disciplinary processes are implemented.



BOR/CSCU STUDENT CODE OF CONDUCT

Contents

I. STUDENT CODE OF CONDUCT	1
PREAMBLE	1
INTRODUCTION	1
PART A: DEFINITIONS.....	2
PART B: APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT	4
PART C: SCOPE OF AUTHORITY.....	5
PART D: PROHIBITED CONDUCT.....	6
PART E: HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMATE PARTNER, DOMESTIC VIOLENCE & STALKING REPORTS	11
PART F: CONDUCT AND DISCIPLINARY RECORDS.....	13
PART G: INTERPRETATION AND REVISION.....	13
II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS	14
PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT	14
PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT	15
PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS	20
PART D: DISCIPLINARY SANCTIONS	21
1. Sanctions Which May Be Imposed for Violations of the Code:	21
2. Revocation of Admission and/or Degree.....	23
3. Consequences of Failure to Comply with a Duly Assigned Sanction.....	23
4. Sanctions Which May Be Imposed on Student Organizations.....	24
III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS	25
PART A: DISCIPLINARY PROCEDURES	25
PART B: DISCIPLINARY SANCTIONS.....	27
IV. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO CHARTER OAK STATE COLLEGE STUDENTS	29
PART A: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS	29
PART B: DISCIPLINARY PROCEDURES	30
PART C: INTERIM ADMINISTRATIVE ACTION.....	32
PART D: DISCIPLINARY SANCTIONS.....	32

I. STUDENT CODE OF CONDUCT

PREAMBLE

Academic institutions exist for the transmission of knowledge, the pursuit of truth, the development of students, and the general well-being of society. In line with this purpose, the Board of Regents for Higher Education ("BOR") in conjunction with the Connecticut State Colleges and Universities ("CSCU") has the duty to protect the freedoms of inquiry and expression, and furthermore, has the responsibility to encourage all of its members to develop the capacity for critical judgment in their sustained and independent search for truth.

CSCU has certain self-defined institutional values. Principal among these values is respect for the safety, dignity, rights, and individuality of each member of the CSCU Community. The opportunity to live, study, and work in an institution which values diverse intellectual and cultural perspectives and encourages discussion and debate about competing ideas in an atmosphere of civility is a basic component of quality higher education.

All members of CSCU must at all times govern their social and academic interactions with tolerance and mutual respect so that the students who pass through a CSCU door are enriched by these experiences and are prepared for full and enlightened participation in a multi-cultural society. Because of the BOR's and CSCU's commitment to principles of pluralism, mutual respect, and civility, certain activities are not acceptable on CSCU campuses. Acts of intolerance, of hatred or violence based on race, religion, sexual orientation or expression, disability, gender, age, or ethnic background are antithetical to the BOR's and CSCU's fundamental principles and values. It is the BOR's and CSCU's responsibility to protect our students' right to learn by establishing an environment of civility.

The disciplinary process is intended to be part of the educational mission of CSCU. Student disciplinary proceedings are not criminal proceedings and are not subject to court rules of procedure and evidence.

INTRODUCTION

This Student Code of Conduct (hereinafter the "Student Code" or "Code") is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education. The BOR has charged the President of the Board of Regents for Higher Education with developing procedures to protect those rights and to address the abdication of responsibilities in collaboration with the four State Universities, the twelve Community Colleges and Charter Oak State College. The Student Code describes the types of acts that are not acceptable in an academic community.

Disclaimer: This Code is neither a contract nor an offer of a contract between any BOR governed institution and any student. The provisions of this Code are subject to revision at any time.

PART A: DEFINITIONS

The following list of defined terms utilized throughout this Student Code is provided in an effort to facilitate a more thorough understanding of the Code. This list is not intended to be a complete list of all the terms referenced in the Student Code that might require interpretation or clarification. The Vice President for Student Affairs at a University, the Dean of Students at a Community College, the Provost at Charter Oak State College or their designee shall make the final decision of the interpretation of the definition of any term found in the Student Code. For purposes of interpretation and application of the Student Code only, the following terms shall have the following meanings:

1. ***"Accused Student"*** means any student accused of violating this Student Code.
2. ***"Advisor"*** means a person who accompanies an Accused Student or an alleged victim to a hearing (or a proceeding pertaining to a report of sexual violence) for the limited purpose of providing advice and guidance to the student. An advisor may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding pertaining to a report of sexual violence).
3. ***"Appellate Body"*** means any person or persons authorized by the University Vice President for Student Affairs, Community College Dean of Students, Charter Oak State College Provost or their designee to consider an appeal from a determination by a Hearing Body that a student has violated the Student Code.
4. ***"Calendar Days"*** means the weekdays (Mondays through Fridays) when the University or College is open.
5. ***"College"*** means either collectively or singularly any of the following institutions: Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.
6. ***"Complainant(s)"*** means the person(s) who initiates a complaint by alleging that a Student(s) violated the Code.
7. ***"CSCU"*** means either collectively or singularly, any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College,

Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.

8. ***“CSCU Affiliates”*** means individuals and/or entities with whom or with which the College or University has a contractual relationship.
9. ***“CSCU Official”*** means any person employed by the College or University to perform assigned administrative, instructional, or professional responsibilities.
10. ***“CSCU Premises”*** means all land, buildings, facilities, and other property in the possession of, or owned, used, and/or controlled by, the University or College, either solely or in conjunction with another entity.
11. ***“Disciplinary Officer” or “Conduct Administrator”*** means a University, College or CSCU official who is authorized to determine the appropriate resolution of an alleged violation of the Code, and/or to impose sanctions or affect other remedies as appropriate. Subject to the provisions of this Code, a disciplinary officer or conduct administrator is vested with the authority to, among other duties: investigate a complaint of an alleged violation of the Code decline to pursue a complaint, refer identified disputants to mediation or other appropriate avenues of resolution, establish charges against a student, enter into an administrative agreement developed with an Accused Student in accordance with Section II-B-3 of this Code, advise a Hearing Body, and present the case before the Hearing Body.
12. ***“Hearing Body” or “Hearing Panel”*** means any person or persons authorized by the University Vice President for Student Affairs, Community College Dean of Students or Charter Oak State College Provost to determine whether a student has violated the Code and to impose sanctions as warranted, including a hearing officer or hearing board.
13. ***“Institution”*** means the University or College within CSCU.
14. ***“Instructor”*** means any faculty member, teaching assistant or any other person authorized by the University to provide educational services, including, but not limited to, teaching, research, and academic advising.
15. ***“Member of the CSCU Community”*** means any person who is a student, an official or any other person who works for CSCU, either directly or indirectly (e.g., for a private enterprise doing business on a CSCU campus).
16. ***“Policy”*** means the written regulations, standards, and student conduct expectations adopted by the BOR and found in, but not limited to the Student Handbook, the Residence Life Handbook, the housing contract, the graduate and undergraduate catalogs, and other publicized University and College notices.
17. ***“Prohibited Conduct”*** means the conduct prohibited by this Code, as more particularly described in Part I-D of this Code.

18. ***“Reporting Party”*** means any person who alleges that a student has violated this Code.
19. ***“Student”*** means either (1) any person admitted, registered, enrolled or attending any CSCU course or CSCU conducted program, whether full-time or part-time, and whether pursuing undergraduate, graduate or professional studies, or continuing education; (2) any person who is not officially enrolled for a particular term but who has a continuing relationship with a CSCU; or (3) any person within two calendar years after the conclusion of their last registered Community College course unless the student has formally withdrawn, graduated or been expelled from the College.
20. ***“Student Code” or “Code”*** means this Student Code of Conduct.
21. ***“Student Organization”*** means an association or group of persons that have complied with the formal requirements for University or College recognition.
22. ***“Support Person”*** means a person, who accompanies an Accused Student, a Reporting Party or a victim to a hearing for the limited purpose of providing support and guidance. A support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process.
23. ***“University”*** means any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, and Western Connecticut State University, whichever the alleged violation of the Code occurred.
24. ***“Shall” and “will”*** are used in the imperative sense.
25. ***“May”*** is used in the permissive sense.

PART B: APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT

1. **Application of the Student Code:** The Student Code shall apply to the four Connecticut State Universities, the twelve Community Colleges, and the on-line college: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.

An alleged violation of the Student Code shall be addressed in accordance with the Code of Conduct, even if the accused Student has withdrawn from the Institution prior to the completion of the disciplinary procedures.

The Student Code shall apply to Students and to University Student Organizations. The term "student" shall generally apply to the student as an individual and to a Student Organization as a single entity. The officers or leaders of a particular Student Organization usually will be expected to represent the organization during the disciplinary process. Nothing in this Student Code shall preclude holding certain members of a Student Organization accountable for their individual acts committed in the context of or in association with the organization's alleged violation of this Code.

2. Distribution of the Student Code: The Student Code shall be made readily available electronically and/or in a printed publication to students, faculty and staff. The office responsible for Student Affairs will annually distribute and make available to students, faculty and staff, electronically and/or in a printed publication, any revisions to the Code.

3. Administration of the Student Code: A University's and Charter Oak State College's Provost or a Community College's Dean of Students shall be the person designated by the institution President to be responsible for the administration of the Academic Misconduct portion of the Student Code. A University's Vice President for Student Affairs, a Community College's Dean of Students, or Charter Oak State College's Provost shall be the person designated by the institution President to be responsible for the administration of the Non-Academic Misconduct portion of the Student Code.

PART C: SCOPE OF AUTHORITY

A Student who is found responsible for engaging in conduct that violates the Student Code on any CSCU campus or on property controlled by the BOR or by any CSCU Affiliate or any CSCU sponsored function or event shall be subject to the sanctions described in this Code. The Student Code of Conduct also applies to online activities, where applicable. Students who attempt to engage in conduct that violates this Code, who knowingly encourage, aid or assist another person in engaging in such conduct, or who agree with another person, explicitly or otherwise, to engage in such conduct, may also be subject to disciplinary action.

Off-campus misconduct by University students may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a Student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized University Student Organization; or (ii) a Student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the Accused Student poses a threat to the life, health or safety of any member of the CSCU or to the property of the CSCU.

Community College students conduct is subject to the Code on campus and off-campus whenever such conduct impairs College-related activities or affairs of another member of the College community or creates a risk of harm to a member or members of the College community. Students must be aware that, as citizens, they are subject to all federal and state laws in addition to all CSCU regulations governing student conduct and responsibilities. Students do not relinquish their rights nor do they shed their responsibilities as citizens by becoming members of the CSCU Community. However, where a court of law has found a student to have violated the law, an institution has the right to impose the sanctions of this Code even though the conduct does not impair institution-related

activities of another member of the university or college community and does not create a risk of harm to the college or university community. The decision to exercise this right will be in the sole discretion of the President of the impacted institution or his/her designee.

Charter Oak State College applies this Code to matriculated and non-matriculated students, including those participating in portfolio assessment, credential evaluation, testing, or contract learning. Jurisdiction shall be limited to student conduct that occurs while students are taking Charter Oak State College courses or availing themselves of Charter Oak State College services. However, if a matriculated Charter Oak State College student is found guilty of student misconduct at another institution, including but not limited to misrepresentation of records from other institutions, the student may be subject to disciplinary action at Charter Oak State College.

PART D: PROHIBITED CONDUCT

The following list of behaviors is intended to represent the types of acts that constitute violations of this Code.

1. Academic misconduct, which includes, but is not limited to, plagiarism and all forms of cheating.

Plagiarism is defined as the submission of work by a student for academic credit as one's own work of authorship which contains work of another author without appropriate attribution.

Cheating includes, but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests or examinations; (ii) use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems or carrying out other assignments; (iii) the acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff; and (iv) engaging in any other behavior specifically prohibited by a faculty member in the course syllabus.

2. Acts of dishonesty, including but not limited to the following:
 - a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution-issued document or record.
 - b. Knowingly furnishing false information to any CSCU Official, faculty member or office.
3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.

4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.

5. Sexual misconduct may include engaging in one of more behaviors:

(a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual's dress or appearance
- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

(b) **Sexual assault** shall include but is not limited to a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. Consent cannot be assumed because there is no physical resistance or other negative response. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). Consent must be affirmative. (See Sexual Misconduct Reporting, Support Services and Processes Policy).

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

(c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
 - Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
 - Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
 - Going beyond the bounds of consent (such as letting your friends hide in the closet to watch you having consensual sex);
 - Engaging in non-consensual voyeurism;
 - Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
 - Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
 - Possessing, distributing, viewing or forcing others to view illegal pornography.
6. Intimate partner violence is defined as:
- Including intimate partner violence, which is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault, as defined in section 5 above; (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment, as defined in section 5 above or, (5) sexual exploitation, as defined in section 5 above.
 - Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
 - Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
 - Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.
7. Violations of privacy, including, but not limited to, voyeurism and the use of web-based, electronic or other devices to make a photographic, audio or video record of any person without his or her express consent, when such a recording is intended or likely to cause injury or distress. This includes, but is not limited to: (i) surreptitiously taking pictures or videos of another person in spaces such as sleeping areas, bathrooms, gymnasiums, locker rooms, and changing areas; and (ii) sexually exploiting another person by electronically recording or permitting others to view or electronically record, consensual sexual activity without a partner's knowledge or permitting others to view or listen to such video or audio tapes without a partner's knowledge and consent. Publicizing or threatening to publicize such records will also be considered a violation of this Code.
8. Hazing, which is defined as an act which endangers the mental or physical health or safety of a Student, or which destroys, damages, or removes public or private property for the purpose of initiation or admission into, affiliation with or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of this Student Code.

9. Stalking, which is defined as repeatedly contacting another person when:
- a. The contacting person knows or should know that the contact is unwanted by the other person; and
 - b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

10. Harassment, which is defined as conduct which is abusive or which interferes with a person's pursuit of his or her customary or usual affairs, including, but not limited to, such conduct when directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation or expression, age, physical attribute, or physical or mental disability or disorder, including learning disabilities and mental retardation.
11. Conduct that is disorderly, lewd or indecent (including, but not limited to, public nudity and sexual activity in areas generally open to members of the campus community), breach of peace or aiding, abetting or procuring another person to breach the peace on CSCU premises or at functions sponsored by, or affiliated with the University or College.
12. Behavior or activity which endangers the health, safety, or well-being of oneself or others.
13. Offensive or disorderly conduct which causes interference, annoyance or alarm or recklessly creates a risk thereof at CSCU or CSCU premises, CSCU web or social media sites, at a CSCU-sponsored activity or in college or university courses, including cyber bullying. This offense does not apply to speech or other forms of constitutionally protected expression.
14. Unauthorized possession, duplication or use of keys (including, but not limited to, card access, card keys, fobs, etc.) to any CSCU premises or forcible and/or unauthorized entry on or into CSCU premises.
15. Starting fires, causing explosions, falsely reporting the presence of fire, bombs, incendiary or explosive devices, or falsely reporting an emergency.
16. Unauthorized or improper possession, use, removal, tampering or disabling of fire and/or safety equipment and warning devices, failure to follow standard fire and/or emergency safety procedures, or interference with firefighting or emergency response equipment or personnel.

17. Use, possession, purchase, sale or distribution of alcoholic beverages, except as expressly permitted by law and CSCU regulations. Alcoholic beverages may not, under any circumstances, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.
18. Use, possession, purchase, sale, distribution or manufacturing of narcotics, controlled substances and/or drugs, including, but not limited to, marijuana and heroin, or drug paraphernalia, except as expressly permitted by law.
19. Use, possession or distribution of firearms, ammunition for firearms, other weapons or dangerous instruments, facsimiles of weapons or firearms, fireworks, explosives or dangerous chemicals. A dangerous instrument is any instrument, article or substance that, under the circumstances in which it is being utilized, is capable of causing death or serious physical injury. The possession of a deadly weapon or dangerous instrument on campus is strictly prohibited, even if such item is legally owned.
20. Gambling, including, but not limited to, promoting, wagering, receiving monies for wagering or gambling for money or property on CSCU premises.
21. Disruption or obstruction of any College or University function, activity or event, whether it occurs on or off the campus, or of any non-University or College function, activity or event which is authorized by the institution to occur on its premises.
22. Intentional obstruction of the free flow of pedestrian or vehicular traffic on CSCU premises or at University or College-sponsored or supervised functions or interference with entry into or exit from CSCU premises or with the free movement of any person.
23. Failure to comply with the directions of CSCU officials or law enforcement officers acting in the performance of their duties and/or failure to identify oneself to these persons when requested to do so.
24. Conduct that violates published BOR/CSCU policies, rules, and regulations, including, but not limited to, residence hall rules and regulations.
25. Conduct prohibited by any federal, state, and/or local law, regulation or ordinance.
26. Unauthorized use of CSCU property or the property of members of the CSCU Community or of CSCU Affiliates.
27. Theft, unauthorized use, or abuse of University or College computers and/or peripheral systems and networks, including, but not limited to:
 - a. Unauthorized access to CSCU computer programs or files;
 - b. Unauthorized alteration, transfer or duplication of CSCU computer programs or files;

- c. Unauthorized use of another individual's identification and/or password;
 - d. Deliberate disruption of the operation of CSCU computer systems and networks;
 - e. Use of the Institution's computing facilities and resources in violation of copyright laws (including unauthorized peer-to-peer file sharing of copyrighted material, including, but not limited to, copyrighted music, movies, and software);
 - f. Use of computing facilities and resources to send obscene messages (which are defined as messages which appeal mainly to a prurient, shameful or morbid interest in nudity, sex, excretion, sadism or masochism, go well beyond customary limits of candor in describing or representing such matters, and are utterly without redeeming social value); and
 - g. Violation of the BOR Policy Statement on Acceptable and responsible use of Information Technology resources and/or any applicable BOR computer use policy.
28. Abuse of the CSCU conduct and disciplinary system, including but not limited to:
- a. Failure to obey the notice from a Hearing Body or CSCU Official to appear for a meeting or hearing as part of the Student Conduct system;
 - b. Falsification, distortion, or intentional misrepresentation of information to a Disciplinary Officer or Conduct Administrator, or before a Hearing Body;
 - c. Initiation of a conduct or disciplinary proceeding knowingly without cause;
 - d. Disruption or interference with the orderly conduct of a disciplinary proceeding;
 - e. Attempting to discourage an individual's proper participation in, or use of, the disciplinary system;
 - f. Attempting to influence the impartiality of a Disciplinary Officer, Conduct Administrator or member of a Hearing Body prior to, and/or during the course of, the disciplinary proceeding;
 - g. Harassment (verbal or physical) and/or intimidation of a Disciplinary Officer, Conduct Administrator, or member of a Hearing Body prior to, and/or during the course of the disciplinary proceeding;
 - h. Failure to comply with the sanction(s) imposed under the Student Code; and
 - i. Influencing or attempting to influence another person to commit an abuse of the disciplinary system.

PART E: HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMATE PARTNER, DOMESTIC VIOLENCE & STALKING REPORTS

In addition to disciplinary procedures applicable to State University students in Section II, Community College students in Section III, or Charter Oak State College Students in Section IV, for any hearing conducted involving allegations of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence the reported victim and the accused student shall each have the following rights::

1. At any meeting or proceeding, both the reported victim and accused student may be accompanied by an advisor or support person of the student's choice provided the advisor or support person does not cause a scheduled meeting or hearing to be delayed or postponed and provided an advisor or support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding or pertaining to a report of sexual misconduct);
2. The reported victim of sexual misconduct is entitled to request that disciplinary proceedings begin promptly;
3. Any hearing regarding an accusation of sexual misconduct shall (i) be fair, prompt and impartial; (ii) be conducted by a Hearing Body annually trained in issues relating to sexual misconduct (iii) use the preponderance of evidence (more likely than not) standard; (iv) shall allow both the accused student and reported victim the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding; (v) shall provide both the accused student and the reported victim with equal access to any information that will be used during meetings and hearings; and (vi) invoke the standard of "affirmative consent"¹ in determining whether consent to engage in sexual activity was given by all persons who engaged in sexual activity .
4. In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused student and the reported victim have the right to keep their identities confidential;
5. Any reported victim shall be provided written notice of the decision of the Hearing Body at the same time as the accused student, normally within one (1) business day after the conclusion of the Hearing. In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to any reported victim of sexual misconduct shall contain only the following: the name of the accused student, the violation committed, if any, and any sanction imposed against the accused student.
6. The reported victim shall have the same right to request a review of the decision of the Hearing Body (appeal rights) in the same manner and on the same basis as shall the accused student; however, if a request for review by a reported victim is determined to be properly made and if the review determines there is sufficient grounds for altering the decision of the Hearing Body, among the other actions that may be taken as set forth above, the sanction of the hearing may also be increased. Notwithstanding the foregoing, in any hearing pertaining to sexual misconduct both the reported victim and the accused student are entitled to be simultaneously provided notice of any change in the results of the hearing prior to the time when the results become final as well as to be notified when such results become final.

¹The standard of "Affirmative Consent" is set forth in the BOR Sexual Misconduct Reporting, Support Services and Processes Policy and is incorporated herein by reference.

PART F: CONDUCT AND DISCIPLINARY RECORDS

The written decision resulting from an administrative conference or a hearing under this Code shall become part of the student's educational record and shall be subject to the provisions of the Family Educational Rights and Privacy Act (FERPA). A student's disciplinary record shall be maintained separately from any other academic or official file maintained by the Institution. Disciplinary records will be maintained for a period of five (5) years from the date of the incident, except that the sanction of expulsion shall be noted permanently.

While student education records are generally protected from disclosure by FERPA, there are a number of exceptions to this rule. Students should be aware that a record concerning his/her behavior while a student at the College or University may be shared with other colleges or universities to which the student may subsequently wish to transfer or be admitted. Similarly, prospective employers may require a student to provide access to his/her education records as part of the employment application process. A record of having been sanctioned for conduct that violates Section I.D. of the Code may disqualify a student for admission to another college or university, and may interfere with his/her selection for employment.

PART G: INTERPRETATION AND REVISION

Questions regarding the interpretation of this Code shall be referred to the University's and Charter Oak State College's Provost or a Community College's Dean of Students or their designees for the administration of the Non-Academic Misconduct portion of the Student Code and to the University's Vice President for Student Affairs, a Community College's Dean of Academic Affairs or Charter Oak State College's Provost or their designees for the administration of the Academic Misconduct portion of the Student Code.

This Code shall be reviewed and revised, if and as necessary, every five (5) years, or as directed by the President of the Board of Regents for Higher Education.

II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS

Procedures for University students differ from those procedures applicable to either the Community Colleges or Charter Oak State College. This is due to the environmental, cultural, and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1) for University Students as set for in this Section II of the Code.

PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT

1. Instructor's Role:
When the instructor of record or his or her designee believes that an act of academic misconduct has occurred, he or she shall notify the student of the allegation and save any evidence of such misconduct in its original form. (Copies of the Accused Student's work will be provided to the Student upon request.) In addition, the instructor shall not transmit a final grade to the Registrar until such time as the allegation(s) of academic misconduct are finally determined. Each institution shall establish implementation guidelines in accordance with this Code.
2. Information from Person Other than Student's Instructor: Any member of the CSCU Community may provide information which might lead to a complaint against a Student alleging academic misconduct.
3. The Academic Misconduct Hearing Board: There shall be an academic misconduct hearing board convened by the University's Disciplinary Officer to consider allegations of academic misconduct lodged against a Student. The University's disciplinary officer shall be a non-voting member of the board and act as convener.
4. Hearing Process: The Accused Student shall be afforded adequate notice of the allegation, an opportunity to discuss the allegation with the instructor, and adequate time to request and prepare for a hearing. All parties shall have an opportunity to be heard and a record of the proceedings shall be made. The decision of a hearing board shall be communicated in writing.
5. Sanctions: If the academic misconduct hearing board determines that the Accused Student is "Not Responsible," the board shall not impose any sanctions. The board shall so advise the Student's instructor and the instructor shall reevaluate the student's course grade in light of the Board's determination. If the academic misconduct hearing board determines that the Accused Student is "Responsible," the academic sanction set forth in the instructor's course syllabus shall be imposed.

The academic misconduct hearing board may make a recommendation to change the academic sanction imposed by the instructor on the basis of its hearing of the evidence of academic misconduct. (Should the academic sanction not be changed pursuant to this recommendation, the University reserve the right to change the academic sanction.) Upon

consideration of the Accused Student's record of misconduct and/or the nature of the offense, the academic misconduct hearing board may impose additional non-academic sanctions in proportion to the severity of the misconduct. These sanctions may include the following: warning, written reprimand, discretionary sanctions, suspension and/or expulsion, as described in II.D of this Student Code of Conduct.

6. Appeals: The decision rendered by the academic misconduct hearing board may be appealed to the Provost/Academic Vice President, who shall review the record of the hearing, including any and all documents presented to the academic misconduct hearing board. An appeal shall be in writing and shall be delivered to the Provost/Academic Vice President within three (3) calendar days of receipt of the academic misconduct hearing board's written decision.

An appeal may be brought on any of four grounds: (a) a claim that error in the hearing procedure substantially affected the decision; (b) a claim that new evidence or information material to the case was not known at the time of the hearing; (c) a claim that the non-academic sanction(s) imposed were not appropriate for the violation of the Code for which the accused student was found responsible; and/or (d) a claim that the academic sanction imposed has resulted in a palpable injustice. The Provost/Academic Vice President shall have the right to deny an appeal not brought on any of the foregoing grounds. The decision rendered by the Provost/Academic Vice President shall be final and there shall be no further right of appeal.

PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT

The following procedures shall be followed in addressing allegations of non-academic misconduct.

1. Providing Information leading to a Complaint: Any person may provide information leading to the filing of a complaint against a Student or a Student Organization alleging a violation of the Student Code. A complaint must be made in writing and submitted to the University's Disciplinary Officer or Conduct Administrator.
2. Disciplinary Proceedings Against a Student Charged with a Violation of Law and a Violation of the Code: University proceedings may be instituted against an Accused Student who has been charged with a violation of state or federal law for conduct which also constitutes a potential violation of this Code (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. Proceedings under this Student Code may be carried out prior to, simultaneously with, or following the institution of civil or criminal court proceedings against the Accused Student. Determinations made or sanctions imposed under this Student Code shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

3. Disciplinary Proceedings Against a Student Charged with Sexual Assault, Sexual, Intimate Partner, Domestic Violence or Other Sex Related Offense: See Section I.E
4. Pre-Hearing Investigation and Administrative Disposition:
 - a. The Disciplinary Officer or Conduct Administrator may conduct an investigation to determine if the charges have merit and/or if they can be disposed of administratively by mutual consent of the Accused Student and the Disciplinary Officer or Conduct Administrator. Such disposition shall be final and there shall be no subsequent proceedings. If the charges are not admitted and/or cannot be disposed of by mutual consent, the Disciplinary Officer or Conduct Administrator may also present the case for the University at any subsequent hearing, but if he or she does, he or she shall not serve as a member of the Hearing Body.
 - b. The Disciplinary Officer or Conduct Administrator may conduct an investigation to determine if there is reason to believe the student has committed a violation of any part of Section I.D. of the Code and, after considering both the possible violation and the prior conduct record of the student, if the Disciplinary Officer or Conduct Administrator determines that a sanction of less than residential hall separation or suspension or expulsion from the University is appropriate, the Disciplinary Officer or Conduct Administrator shall schedule an administrative conference with the student. The student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the student shall have the opportunity to present information for the Disciplinary Officer's or Conduct Administrator's consideration. At the conclusion of the administrative conference, the Disciplinary Officer or Conduct Administrator shall determine whether it is more likely than not that the student has violated the Policy and, if so, impose a sanction less than residential hall separation, or suspension or expulsion from the University. The Disciplinary Officer or Conduct Administrator shall provide the student with a written explanation for the determination. The decision of the Disciplinary Officer or Conduct Administrator shall be final.
5. Hearing Bodies: A Student accused of misconduct has the right to be heard by an impartial Hearing Body. Any concern surrounding the impartiality of the Hearing Body or any member thereof will be referred to the Vice President for Student Affairs or his or her designee, who will review the matter and make a determination. Any Hearing regarding an accusation of sexual assault, sexual misconduct, intimate partner, domestic violence or other sex related offense or intimate partner violence shall be conducted by an impartial Hearing Body trained in issues relating to sexual assault, sexual violence, intimate partner, and domestic violence.
6. Hearing Procedures:
 - a. Notice of Hearing: Normally, a hearing will be conducted within ten (10) calendar days of the Accused Student being notified of the charges. Notice may be provided to the Accused Student by in-hand delivery, by registered mail, with delivery receipt attached or by certified mail, return receipt requested by University email or by overnight delivery with signature of recipient required. Should the

Accused Student refuse to accept in-hand delivery, a written statement of the attempted delivery of the notice signed by the person attempting to make such delivery shall constitute notice. Should the Accused Student refuse to sign for registered or certified mail, the postal document indicating such refusal shall constitute notice.

The notice shall advise the Accused Student of each section of the Student Code alleged to have been violated and, with respect to each such section, a statement of the acts or omissions which are alleged to constitute a violation of the Code, including the approximate time when and the place where such acts or omissions allegedly occurred.

The Accused Student shall be afforded a reasonable period of time to prepare for the hearing, which period of time shall not be less than three (3) Calendar Days. The Accused Student, the Reporting Party and/or any alleged victim may request a delay of the hearing due to extenuating circumstances. Any decision to postpone the hearing shall be made by the Disciplinary Officer or Conduct Administrator or by the Hearing Body, or by the designee of the Vice President for Student Affairs.

- b. Hearing: Hearings shall be closed, but the Hearing Body may, in its discretion, admit any person into the hearing room. The Hearing Body shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.

The Accused Student, the Reporting Party and any alleged victim shall have the right to be present at all stages of the hearing process except during the private deliberations of the Hearing Body and the presentation of sanctions. In hearings involving more than one Accused Student, the Hearing Body may determine that, in the interest of fairness, separate hearings should be convened.

In any Hearing alleging sexual assault, sexual, intimate partner, domestic violence or other sex related offense, any alleged victim and the Accused Student are entitled to:

- 1) be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
- 2) present evidence and witnesses on their behalf;
- 3) in accordance with the Family Educational Rights and Privacy Act (FERPA), to have their identities kept confidential.

In addition, the alleged victim of sexual assault, sexual, intimate partner, domestic violence or other sex related offense is entitled to request that disciplinary proceedings begin promptly.

- c. Record of Hearing: When expulsion or suspension from the University or residence hall separation is a possibility, the University shall make a recording of the hearing. The recording shall be the property of the University. No other recordings shall be

made by any person during the hearing. Upon request, the Accused Student may review the recording in a designated University office in order to prepare for an appeal of the decision rendered by the Hearing Body. Further disclosure of the recording shall be governed by applicable state and federal law.

- d. Opportunity to Present a Defense: The Accused Student shall have the full opportunity to present a defense and information, including the testimony of witnesses, in his or her behalf. The Reporting Party and the Accused Student may question the statements of any person who testifies in a manner deemed appropriate by the Hearing Body. The Reporting Party and the Accused Student may make concluding statements regarding the charges made and the information presented during the hearing. The Hearing Body may question the Accused Student and the Reporting Party, any witness presented by the Accused Student or the Reporting Party, and any other witness(es) the Hearing Body may choose to call to testify.
- e. Accused Student Can Choose Whether or Not to Testify in His or Her Own Defense: The Accused Student who is present at the hearing shall be advised by the Hearing Body that he or she is not required to testify, to answer questions, or to make any statement regarding the complaint or the allegations set forth in the complaint. Refusal to do so shall not be considered by the Hearing Body to constitute evidence of responsibility.
- f. Non-Appearance of Accused Student at Disciplinary Hearing: If an Accused Student does not appear at a disciplinary hearing, the Hearing Body shall enter a plea of "not responsible" on behalf of such student and the hearing shall proceed in the normal manner of hearing evidence, weighing facts, and rendering judgment. The failure of an Accused Student to appear at the disciplinary hearing shall not be considered by the Hearing Body to constitute evidence of responsibility.
- g. Advisors and Support Persons: The Reporting Party, any alleged victim, and the Accused Student shall each have the right to be accompanied by an Advisor and Support Person. The Advisor and the Support Person should be someone whose schedule allows attendance at the scheduled date and time for the disciplinary hearing because delays will not normally be allowed due to the scheduling conflicts of an Advisor or Support Person.
- h. Presentation of Evidence: Only evidence introduced at the hearing itself may be considered by the Hearing Body in determining whether it is more likely than not that the alleged violation was committed by the accused student.
- i. Evidence of Prior Convictions or Disciplinary Actions: Evidence of prior criminal convictions or University disciplinary actions may be presented to the Hearing Body only after a determination of responsibility has been made and only for consideration in connection with determining the sanction.
- j. Accommodation of Witnesses: The Hearing Body may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the Reporting Party, the Accused Student, and/or other witnesses during the hearing by

providing separate facilities, by using a visual screen, and/or by permitting participation by telephone, videophone, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, where and as determined in the sole judgment of the Hearing Body to be appropriate.

- k. Written Notice of Decision: The Accused Student shall receive written notice of the decision of the Hearing Body that shall set forth the decision rendered, including a finding of "responsible" or "not responsible," and the sanctions imposed, if any. The decision of the Hearing Body, as well as the sanction(s) imposed, if any, generally will not be released to third parties without the prior written consent of the Accused Student. However, certain information may be released if and to the extent authorized by state or federal law.

With respect to Hearings alleging sexual assault, sexual, intimate partner, domestic violence or other sex related offense, any alleged victim shall receive written notice of the decision of the Hearing Body at the same time as the Accused Student, normally within one (1) business day after the conclusion of the Hearing.

In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to any alleged victim of sexual assault, sexual, intimate partner, domestic violence or other sex related offense shall contain only the following: the name of the student, the violation committed and any sanction imposed against the student.

6. Review: An Accused Student may request that the decision of the Hearing Body be reviewed by the Vice President for Student Affairs or his or her designee. A request for review must be made in writing to the Vice President for Student Affairs or his or her designee within three (3) Calendar Days of the Accused Student's receipt of the written notice of decision. For good cause shown, the Vice President for Student Affairs may extend the three-University Calendar Day limitation on filing a request for a review. An Accused Student may request only one review of each decision rendered by the Hearing Body. A decision reached as a result of an Administrative Disposition may not be reviewed.
- a. Grounds for Review: The Accused Student has the right to request a review of the decision of the Hearing Body on the grounds that: (i) the procedures set forth in this Code were not followed and, as a result, the decision was substantially affected; (ii) the sanction(s) imposed were not appropriate for the violation of the Code for which the Accused Student was found responsible; and/or (iii) new information, sufficient to alter the decision, or other relevant facts were not brought out in the original hearing because such information and/or facts were not known to the Accused Student at the time of the original hearing. The review shall be limited to a review of the record except as required to explain the basis of new information.
- b. Review Procedures: In order to prepare for the review, the Accused Student may review the recording of the original hearing in a designated University office but will not be permitted to remove the recording from that office or make copies. The review will not be heard by anyone involved in the initial hearing. The review shall be considered and a decision rendered within ten (10) Calendar Days of the filing of the request for review.

If a request for review is granted, the matter shall be referred to the original Hearing Body for reconsideration of its original determination or to a newly-constituted Hearing Body for a new hearing, or the sanction imposed may be reduced, as appropriate. If a request is not granted, the matter shall be considered final and binding upon all involved.

- c. Status of Student Pending Review: All sanctions imposed by the Hearing Body shall be and continue in effect pending the outcome of a review. Any request to delay the commencement of sanctions pending a review must be made by the Accused Student, in writing, to the Vice President for Student Affairs or his or her designee.
- d. With respect only to Hearings related to sexual assault, sexual, intimate partner, domestic violence or other sex offense, the alleged victim shall have the same right to request a review in the same manner and on the same basis as shall the Accused Student as set forth above; however, in such cases, if a review by any alleged victim is granted, among the other actions that may be taken as set forth above, the sanction of the Hearing may also be increased.

Upon review, if the decision or sanction of the disciplinary proceeding is changed, any alleged victim must be notified in writing of the change in decision or sanction at the same time that the Accused Student is notified.

PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS

In certain circumstances, the Vice President for Student Affairs, or his or her designee, may impose an interim suspension or residence hall separation on an Accused Student prior to the hearing before the Hearing Body.

1. Basis for Imposition of Interim Suspension or Residence Hall Separation: An interim suspension may be imposed upon an Accused Student only: (i) to ensure the safety and well-being of members of the University Community or preservation of University property; (ii) to ensure the Student's own physical or emotional safety and well-being; or (iii) if the student poses an ongoing threat of disruption of, or interference with, the normal operations of the University.

A residence hall separation may be imposed if a Student's continued presence will disrupt the academic and social well-being of the residential community. Residence hall separation is the removal of a student from the University residence hall in which he or she resides. Such separation may include a restriction of access to all or designate University residence halls. During the period of the separation, the removed Student shall not be permitted to enter the designated hall(s) as a guest of another resident.

An interim suspension or residence hall separation is not a sanction and will continue in effect only until such time as a hearing on the alleged violation has been completed.

2. Effect of Interim Suspension or Residence Hall Separation: During the interim suspension or residence hall separation, the removed Student shall be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the Student might otherwise be eligible, as the Vice President for Student Affairs, or his or her designee, may determine to be appropriate.
3. Procedure: The Accused Student shall be notified, either orally or in writing, of the pending imposition of an interim suspension or residence hall separation. Whenever possible prior to the imposition of the interim suspension or suspension, the affected Student will be afforded an opportunity to meet with the Vice President for Student Affairs, or his or her designee. Otherwise, the meeting will be held on the first Calendar Day that the Student is available.

At that meeting, the Accused Student will be advised of his/her reported behavior and be offered the opportunity to provide information upon which the determination may be based whether or not the Student engaged in conduct warranting an interim suspension or residence hall separation.

Any Student placed on an interim suspension will be given an opportunity to appear at an administrative conference or a formal hearing on the misconduct charges lodged against him or her in accordance with II.B.5 of this Code within ten (10) Calendar Days of being placed on such suspension, or as soon as practical after the Accused Student is prepared to participate in such a hearing.

PART D: DISCIPLINARY SANCTIONS

Sanctions which may be imposed for violations of the Student Code are listed below. In determining appropriate sanctions, the Hearing Body may take into consideration any and all prior violations of the Code for which the Accused Student was determined to be responsible. The Hearing Body shall have the authority to defer the imposition of any sanction when deemed appropriate. The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code, including the completion of all sanctions imposed, if any.

1. Sanctions Which May Be Imposed for Violations of the Code: The following sanctions may be imposed, individually or in various combinations, on any student found to have violated the Student Code, and will be entered into the Student's disciplinary records. Notation of disciplinary sanctions shall be on file only in the appropriate office in the Division of Student Affairs and shall not be released without the written consent of the Student except to appropriate University enforcement personnel, University police, staff and administrators, or as required by law.
 - a. Warning: A disciplinary warning is a written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that

the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

- b. Fine: A sanction involving the imposition of a specified dollar amount due and payable by a specified date.
- c. Probation: Disciplinary probation is a designated period of time during which a Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within University Community. Disciplinary probation may involve the imposition of certain restrictions and/or conditions upon the Student including, but not limited to, financial restitution, community service, fines, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required. If the Student fully complies with the terms and conditions imposed in connection with the disciplinary probation, full student privileges will be restored to the student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice of the alleged violation and the procedures set forth in this Code shall be followed.
- d. Loss of Privileges: Denial of specified privileges for a designated period.
- e. Restitution: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.
- f. Discretionary Sanctions: Work assignments, essays, service to the University, or other related discretionary assignments, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required.
- g. Residence Hall Warning: A written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.
- h. Residence Hall Probation: Residence hall probation is a designated period during which an Accused Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the residence hall in which the Student resides. Residence hall probation may include restrictions and/or conditions on the exercise of residence hall activities

and privileges. Periodic contact with a designated member of the residence hall staff or professional may be required. If the Accused Student fully complies with the terms and conditions imposed in connection with the residence hall probation, full residence hall privileges will be restored to the Student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice and the procedures set forth in this Code shall be followed.

- i. Residence Hall Separation: Separation of the Student from the residence halls for a definite period of time, after which the Student is eligible to return. Conditions for readmission may be specified.
 - j. Residence Hall Expulsion: Permanent separation of the Student from the residence halls.
 - k. Suspension: Suspension is temporary disciplinary separation from all universities among CSCU and the denial of all student privileges. Suspension shall be effective on the date that notice of the suspension is provided to the Accused Student, or later, if so stated in the notice, and shall prescribe the date and conditions upon which the Student may petition for readmission to the University. A Student separated from all universities within CSCU by suspension may under the terms of the suspension be excluded from the premises of all CSCU premises when in the judgment of the suspending authority, the Student's continued presence would constitute a danger to persons or property or a threat to the academic process. Notwithstanding the foregoing, the suspending authority of the suspended Student's home University or his or her designee may authorize a suspended student who has been excluded from all University premises to enter the premises of the student's home University for designated purposes.
 - l. Expulsion: Expulsion is permanent disciplinary separation from all universities within CSCU and the denial of all student privileges. Expulsion shall be effective on the date that notice of expulsion is provided to the Accused Student, or later, if so stated in the notice. A student separated from all universities of CSCU by expulsion may under the terms of the expulsion be excluded from all CSCU Premises when in the judgment of the expelling authority the Student's presence would constitute a danger to persons or property or a threat to the academic process.
2. **Revocation of Admission and/or Degree**: Upon the recommendation of the Hearing Body, admission to or a degree awarded from the University may be revoked by the University, acting through its President (or his or her designee) for fraud, misrepresentation, or other violation of University standards in obtaining admission or the degree.
 3. **Consequences of Failure to Comply with a Duly Assigned Sanction**: Failure to comply with sanctions which have been assigned through a formal judicial process may lead to one or more of the following consequences:

- a. Denial of access to certain university services, including, but not limited to housing and parking;
- b. Denial of access to administrative processes, including, but not limited to, course add/drop, pre-registration, registration, and room selection; and/or
- c. Withholding of the privilege of participation in university sponsored activities and/or public ceremonies, or formal disciplinary charges under II.B hereof.

4. Sanctions Which May Be Imposed on Student Organizations

- a. Sanctions: Those sanctions listed in subsections 1.a through f of Section II.D.
- b. Loss of recognition: Loss of recognition for a specified period of time results in the loss of privileges, such as the use of university space, access to student activity fee funding, and/or the privilege of functioning as a student organization. Loss of recognition for more than two (2) semesters shall require that an organization reapply for University recognition. Conditions for future recognition may be imposed by the hearing body.

III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS

Procedures for Community College students differ from those procedures applicable to either the Universities or Charter Oak State College. This is due to the environmental, cultural and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Community College Students as set for in this Section III of the Code.

PART A: DISCIPLINARY PROCEDURES (Academic and Non-Academic Misconduct)

In regard to College Students, the following procedures shall govern the enforcement of the Code:

1. Information that a student may have violated the Code should be submitted to the Dean of Students, Dean of Academic Affairs or other designee of the President (hereinafter referred to as "the Dean"), normally within thirty (30) calendar days of the date of a possible violation or within thirty (30) calendar days of the date that the facts constituting a possible violation were known.
2. Upon receipt of information relating to a possible violation, the Dean may immediately place restrictions on or suspend a student on an interim basis if, in the judgment of the Dean, the continued presence of the student at the College or continued participation in the full range of college activities poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process.
 - a. "Interim restrictions" are limitations on the Student's participation in certain College functions and activities, access to certain locations on campus or access to certain persons, that do not prevent the Student from continuing to pursue his/her academic program. A Student upon whom the Dean has placed interim restrictions shall be afforded written reasons for the restrictions, as well as the time period during which the interim restrictions shall apply. The decision of the Dean regarding interim restrictions shall be final.
 - b. "Interim suspension" is the temporary separation of the Student from the College that involves the denial of all privileges, including entrance to College premises. Prior to imposing an interim suspension, the Dean shall make a good faith effort to meet with the Student. At this meeting, the Dean shall inform the Student of the information received and provide the Student an opportunity to present other information for the Dean's consideration. Based upon the information available at that time, the Dean shall determine whether the Student's continued presence on campus poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process. A Student suspended on an interim basis by the Dean shall be provided written reasons for the suspension and shall be entitled to an administrative conference or a hearing as soon as possible, normally within ten (10) calendar days from the date the interim suspension was imposed. The decision of the Dean regarding an interim suspension shall be final.
3. Following the imposition of interim restrictions or interim suspension, if any, the Dean shall promptly investigate the information received by meeting with individuals who may have

knowledge of the matter, including the accused Student, and by reviewing all relevant documents. If upon the conclusion of the Dean's investigation, the Dean determines that there is insufficient reason to believe the Student has committed a violation of any part of Section I.D. of this Policy, the Dean shall dismiss the matter and shall so inform the Student in writing.

4. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I. D. of this Code and, after considering both the possible violation and the prior conduct record of the Student, that a sanction of less than suspension or expulsion is appropriate, the Dean shall schedule an administrative conference with the Student. The Student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the Student shall have the opportunity to present information for the Dean's consideration. At the conclusion of the administrative conference, the Dean shall determine whether it is more likely than not that the Student has violated the Policy and, if so, impose a sanction less than suspension or expulsion. The Dean shall provide the Student with a written explanation for the determination. The decision of the Dean shall be final.
5. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I.D. of this Code and, after considering both the violation and the prior conduct record of the Student, that a sanction of suspension or expulsion is appropriate, the Dean shall provide the Student with reasonable written notice of a meeting and shall inform the Student that his/her failure to attend the meeting or to respond to the notice may result in the imposition of the maximum permissible sanction. At the meeting, the Dean shall provide the Student with a written statement that shall include the following:
 - a. a concise statement of the alleged facts;
 - b. the provision(s) of Section I.D. that appear to have been violated;
 - c. the maximum permissible sanction; and
 - d. a statement that the student may resolve the matter by mutual agreement with the Dean, or may request a hearing by notifying the Dean in writing, which must be received by 5:00pm on the following business day.
6. If the Student requests a hearing, he/she is entitled to the following:
 - a. to be heard within five (5) days or as soon as reasonably possible, by an impartial party or panel whose members shall be appointed by the Dean;
 - b. if the Dean appoints an impartial panel, to have a Student on the panel if requested by the Student;
 - c. to appear in person and to have an advisor who not shall attend as a representative of the Student. However, if there is pending at the time of the hearing a criminal matter pertaining to the same incident that is the subject of the hearing, a lawyer may be present for the sole purpose of observing the proceedings and advising the Student concerning the effect of the proceedings on the pending criminal matter;
 - d. to hear and to question the information presented;
 - e. to present information, to present witnesses, and to make a statement on his or her behalf; and
 - f. to receive a written decision following the hearing.

7. As used herein, the term "impartial" shall mean that the individual was not a party to the incident under consideration and has no personal interest in the outcome of the proceedings. Prior to the commencement of the hearing, the Student who is subject to the hearing may challenge the appointment of an impartial party or panel member on the ground that the person(s) is (are) not impartial. The challenge shall be made in writing to the Dean and shall contain the reasons for the assertion that the person(s) is (are) not impartial. The decision of the Dean shall be final.
8. The written decision of the impartial party or panel shall specify whether, based on the information presented, it is more likely than not that the Student committed the violation(s) reported and shall state the sanction to be imposed, if any. The written decision shall be provided to the Student.
9. Sanctions imposed by an impartial party or panel are effective immediately. The President may, for good cause, suspend imposition of the sanctions imposed by the impartial party or panel to allow the Student time to prepare a written request for review. If a written request is received, the President may continue to suspend imposition of the sanctions until he has reviewed and acted on the Student's request.
10. A written request for review of the decision of the impartial party or panel must be received by the President within three (3) calendar days after the Student is notified of the decision and must clearly identify the grounds for review. The review by the President is limited to the record of the hearing, the written request, and any supporting documentation submitted with the request by the Student. The decision of the impartial party or the panel shall be upheld unless the President finds that:
 - a. a violation of the procedures set forth herein significantly prejudiced the Student; and/or
 - b. the information presented to the impartial party or panel was not substantial enough to justify the decision; and/or,
 - c. the sanction(s) imposed was (were) disproportionate to the seriousness of the violation.
11. Decisions under this procedure shall be made only by the college officials indicated.

PART B: DISCIPLINARY SANCTIONS

The prior conduct record of a Student shall be considered in determining the appropriate sanction for a Student who has been found to have violated any part of Section I.D. of this Code. Sanctions shall be progressive in nature; that is, more serious sanctions may be imposed if warranted by the prior conduct record of the Student.

A "sanction" may be any action affecting the status of an individual as a Student taken by the College in response to a violation of this Policy, and for the purposes of this Section III of the Code include but are not limited to the following:

1. "Expulsion" is a permanent separation from the College that involves denial of all Student privileges, including entrance to College premises;

2. "Suspension" is a temporary separation from the College that involves denial of all Student privileges, including entrance to college premises for the duration of the suspension, and may include conditions for reinstatement;
3. "Removal of College Privileges" involves restrictions on Student access to certain locations, functions and/or activities but does not preclude the Student from continuing to pursue his/her academic program;
4. "Probation" is a status that indicates either (a) serious misconduct not warranting expulsion, suspension, or removal of College privileges, or (b) repetition of misconduct after a warning has been imposed;
5. A "Warning" is a written notice to the Student indicating that he or she has engaged in conduct that is in violation of Section I.D. of this Code and that any repetition of such conduct or other conduct that violates this Code is likely to result in more serious sanctions;
6. "Community Restitution" requires a Student to perform a number of hours of service on the campus or in the community at large.

IV. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO CHARTER OAK STATE COLLEGE STUDENTS

Procedures for Charter Oak State College students differ from those procedures applicable to either the Community Colleges or the Universities. This is due to the environmental, cultural, and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Charter Oak State College Students as set for in this Section IV of the Code.

PART A: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS

Hearing participants may include the accused student(s), a complainant, witnesses, support person(s), and the members of the hearing body.

The complaining party, any alleged victim, and the student who has been charged shall each have the right to:

1. Be notified of all charges.
2. Review any written complaint(s) submitted in support of the charge(s).
3. Be informed of the hearing process.
4. Request a delay of a hearing due to extenuating circumstances.
5. Be accompanied by an advisor or support person during the hearing.
6. Be present at all stages of the hearing process except during the private deliberations of the hearing body.
7. Submit a written statement regarding the incident.
8. Give a personal statement.
9. Question all statements and other information presented at the hearing.
10. Present information and witnesses when deemed appropriate and relevant by the hearing body.
11. Be informed of the finding(s) as well as any sanctions imposed.
12. Present a personal or community impact statement to the hearing body upon a finding of "Violation."

In addition to the above-mentioned rights, a student who has been charged with a violation of the Student Code of Conduct shall have the right to:

1. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called to speak at the hearing when the Chair of the disciplinary hearing knows such information.
2. Request an alternate hearing panel member when there is reasonable cause to believe that the hearing panel will be unable to conduct an impartial hearing.
3. Be presumed not to be in "violation" of the code unless the facts presented at the hearing prove otherwise.
4. Deny or admit violating the Code of Conduct.
5. Decline to give a personal statement.
6. Present Character Witnesses, if appropriate.

7. Receive a written notice of the sanction(s) imposed.

PART B: DISCIPLINARY PROCEDURES

The Administration and the Faculty of Charter Oak State College believe that all members of the academic community are entitled to expect compliance with Section I.D.1 Prohibited Conduct. Accordingly, any Student or employee of the College may initiate a disciplinary process in the manner specified by this section. Once the process has been initiated, all subsequent decisions concerning possible discipline of a Student or students rest with the appropriate College officials. The President shall designate the Provost or another College official to have responsibility for the disciplinary procedures.

1. A statement of possible violation must be filed in writing with the Provost within thirty (30) business days of the date of the alleged violation or within thirty (30) business days of the date the alleged violation was known. Said statement must specify the Student conduct in question and the part or parts of Section I.D.1 Prohibited Conduct, which it is alleged said conduct violates, if applicable.
2. If the Provost determines that the alleged conduct may violate the provisions of the Code or otherwise threatens the safety or order of the College, the Provost shall, within ten (10) business days of receiving a written statement, provide written notice to the Student of the statement of possible violation(s) and the fact that the allegations will be investigated. The investigation shall be conducted by the Provost and/or his or her designee(s), and may include but not be limited to interviews with witnesses, the complainant(s), and review of any pertinent materials and information, and shall include an interview with the Student suspected in engaging in misconduct conduct unless the Student suspected declines to be interviewed. The investigation shall be completed within thirty (30) business days of the Provost's receipt of the written statement of possible violation. A record of the investigations will be maintained.
3. Following completion of the informal investigation specified above, the Provost will (a) determine that there is insufficient basis in fact and dismiss the matter or (b) conclude that there is a sufficient factual basis for discipline.
4. If the Provost determines there is a sufficient factual basis for moving forward with disciplinary proceedings, he or she shall cause a written statement of charges to be provided to the Student. Said statement shall contain (a) a concise statement of the facts on which the charge is based; (b) a citation of the rule or rules alleged to have been violated; (c) a statement of the maximum penalty sought; (d) a statement that the Student may request a hearing by responding in writing to the Provost within thirty (30) business days requesting such hearing; and (e) a statement that failure to request a hearing may result in imposition of the penalty sought.
5. If the Student requests a formal hearing, the Student is entitled to the following: (a) a hearing be conducted within thirty (30) business days after receipt by Provost of a written request for a hearing; (b) to be heard by an impartial panel chaired by the Dean of the Faculty or his/her designee and composed of no fewer than two members of the Charter Oak State College Faculty, one appointed by the Dean of the Faculty and one Student appointed by the Student Association; (c) to appear in person or through a conference call or other mutually agreed upon electronic means, or to have a representative attend on his/her behalf; (d) be accompanied by a support person during the hearing; (e) to hear and have a reasonable opportunity to question adverse witnesses and to present evidence and testimony in his/her behalf; and (f) to receive a written decision within ten (10) business days following the hearing specifying the panel's

findings and the penalty assessed, if any. The hearing shall be taped and a record shall be maintained of this hearing.

6. Hearing: A hearing shall be conducted following the guidelines specified below:

On-site:

- a. A hearing shall be conducted in private.
- b. Admission of any person into the hearing room shall be at the discretion of the chair of the hearing body. The chair, who is the Dean of the Faculty or his/her designee, shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceeding.
- c. Except as directed by the chair, support persons shall limit their role in a hearing to that of a consultant to the accused, to the complainant or to the victim.
- d. The complainant and the accused are responsible for presenting their respective witnesses, any additional information, and any concluding statements regarding the charges and the information.
- e. In a manner deemed appropriate by the chair, the complainant and/or the accused may question the statements of any person who testifies.
- f. The hearing panel may question any witness presented by the accused and the complainant, including the complainant and the accused as well as any other witnesses the chair may choose to call.
- g. Pertinent records, exhibits, and written statements may be accepted as information for consideration by the Hearing Body at the discretion of the chair.
- h. All procedural questions are subject to the final decision of the chair or the Provost.
- i. After the hearing has concluded, the hearing panel, in private, will decide whether the Student charged with misconduct is in violation of the Student Code of Conduct. The Dean of the Faculty or his/her designee may participate in the discussion, but is a non-voting member. Only evidence introduced at the hearing shall be considered in the determination of the decision. Each decision shall be made on the basis of whether or not the information presented at the hearing substantiates the charges in a more likely than not manner.
- j. If the panel finds that the student violated the Student Conduct Code, the panel, in private, shall review the Student's academic transcript and disciplinary record, hear a character witness, if appropriate, and impose the appropriate sanction (s). The decision of the panel will be provided in writing to the Provost. The decision and sanction will be sent to the student in writing by the Provost.
- k. A taped record of the hearing will be maintained. The record shall be the property of the College.

Via the Phone:

- a. For the accused or complainant who cannot attend in person, Charter Oak State College will set up a conference call.
- b. Twenty-one (21) business days before the hearing, the Provost must receive all materials to be presented by the accused and by the complainant, including the names and relationships of the character witnesses and support persons. The Provost will send copies of the materials to the hearing panel, the accused, and

the complainant at least seven (7) business days before the hearing. The Provost will arrange for the conference call.

- c. The procedures outlined in the "on- site" section will be followed, unless they specifically apply only to the on-site hearing.
- d. Within ten (10) business days of the conclusion of the formal hearing, a Student may appeal the decision, in writing, to the President. An appeal shall be limited to a consideration of the verbatim record of the hearing and supporting documents for one or more of the following: a.) the process set forth in the guidelines was not followed and resulted in prejudice to the Student; b.) the evidence presented was insufficient to justify the decision; and c.) sanction(s) imposed was/were disproportionate to the gravity of the offense. The President may accept the decision of the hearing panel, overturn their decision, return the matter to the original hearing panel, or appoint a new hearing panel. The decision of the original hearing panel or the new hearing panel or the President will be sent to the Student in writing by the President and will be final.
- e. During any appeal period, any sanctions will remain in place and the Student will not be allowed to participate in a graduation ceremony nor graduate until the review process has been completed and a final decision rendered.

PART C: INTERIM ADMINISTRATIVE ACTION

The President or his/her designee may impose an interim "College Suspension" and/or other necessary restrictions on a Student prior to a hearing on the Student's alleged violation. Such action may be taken when, in the professional judgment of the President or his/her designee, a threat of imminent harm to persons or property exists.

Interim Administrative Action is not a sanction. Rather, it is an action to protect the safety and well-being of an accused Student, or other members of the College community, or greater community or to protect property. Such action is in effect only until a hearing is completed.

PART D: DISCIPLINARY SANCTIONS

Disciplinary penalty shall mean any action affecting the status of an individual as a Student taken by the College in response to a Student's misconduct in violation of Section I.D.1 Prohibited Conduct above, which penalties shall include but not be limited to:

1. Warning - A written notice that the Student has violated College Policy and a warning that another violation will likely result in a more severe sanction.
2. Restitution - Compensation for loss of or damage to property.
3. Academic Sanctions
4. Suspension - Suspension is a temporary disciplinary separation from the College involving denial of all Student privileges, including entrance to College premises. A notation of "suspension" will be placed in the Student database but will not be placed on the Student transcript. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of suspension. Suspensions shall range from one semester to two years.
5. Students who are suspended will receive no refund of tuition or fees.
6. A Student who has been suspended must apply for re-matriculation if he/she plans to return.

7. Expulsion - Expulsion is mandatory separation from the College involving denial of all Student privileges, including entrance to college premises for a minimum of 5 years. After the length of the term for expulsion has expired, the Student may request in writing directed to the Provost permission to re-matriculate. That permission must indicate why Charter Oak State College should allow the Student to return.
8. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of expulsion. A permanent notation of "Dismissed" shall be placed on the Student's transcript.

Failure to comply with requirements of Restitution or Academic Sanctions above will result in dismissal from the institution. The Student must complete the requirements of the sanction before he/she would be allowed to apply for readmission and/or graduate.

IV. SEXUAL VIOLENCE STATISTICS AND DATA



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Asnuntuck Community College
REPORTING OFFICE/DEPARTMENT: Title IX Coordinator/Academic Affairs
INSTITUTION CONTACT: Yhara P. Zelinka
YEAR: 2015

I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:			
Program Category	Number of Programs:		
	Prevention:	Awareness:	Risk Reduction:
<i>Sexual Assault</i>	8	8	2
<i>Stalking</i>	2	2	2
<i>Intimate Partner Violence</i>	6	6	2
Program Types: <i>(List and Describe Each Program Type)</i>			

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:		
Campaign Category	Number of Campaigns:	
	Prevention:	Awareness:
<i>Sexual Assault</i>	2	2
<i>Stalking</i>	1	1
<i>Intimate Partner Violence</i>	3	5
Campaign Types: <i>(List and Describe Each Campaign Type)</i>		
Please see details in the attached document with a complete list of events during the year 2015		

III. TOTAL REPORTED INCIDENTS OF SEXUAL VIOLENCE:		
Incident Category	Number of Incidents Reported:	Number of Incidents Disclosed:
<i>Sexual Assault</i>	0	3
<i>Stalking</i>	0	1
<i>Intimate Partner Violence</i>	0	1

IV.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):								
Case Category	Total Number of Cases:	Final Outcome:						
		<i>Warning:</i>	<i>Probation:</i>	<i>Suspension:</i>	<i>Expulsion:</i>	<i>Persona Non Grata (PNG):</i>	<i>Sanctions/ Sexual Violence Remediation:</i>	<i>Other:</i>
<i>Sexual Assault</i>	0	0	0	0	0	0	0	0
<i>Stalking</i>	0	0	0	0	0	0	0	0
<i>Intimate Partner Violence</i>	0	0	0	0	0	0	0	0

IV.b. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):			
Appeal Category	Total Number of Cases:	Outcome of Appeal Decision:	
		<i>Upheld:</i>	<i>Overturned:</i>
<i>Sexual Assault</i>	0	0	0
<i>Stalking</i>	0	0	0
<i>Intimate Partner Violence</i>	0	0	0

V.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES):						
Case Category	Total Number of Cases:	Final Outcome:				
		<i>Reprimand:</i>	<i>Education/ Training:</i>	<i>Administrative Leave:</i>	<i>Termination:</i>	<i>Other:</i>
<i>Sexual Assault</i>	0	0	0	0	0	0
<i>Stalking</i>	0	0	0	0	0	0
<i>Intimate Partner Violence</i>	0	0	0	0	0	0

V.b. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES):		
Appeal Category	Outcome of Appeal Decision:	
	Upheld:	Overtured:
<i>Sexual Assault</i>	0	0
<i>Stalking</i>	0	0
<i>Intimate Partner Violence</i>	0	0

VI. TOTAL ANONYMOUS OR CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION:				
Category	Number of Reports:		Number of Disclosures:	
	Anonymous:	Confidential:	Anonymous:	Confidential:
<i>Sexual Assault</i>	N/A	N/A	N/A	N/A
<i>Stalking</i>	N/A	N/A	N/A	N/A
<i>Intimate Partner Violence</i>	N/A	N/A	N/A	N/A

*"Sexual Violence" was used aggregately to encompass sexual assault, stalking, and intimate partner violence, as defined by C.G.S. The full text of each of the above reportables is as follows:

- I. A copy of its most recent policies regarding sexual assault, stalking and intimate partner violence;
- II. A copy of its most recent concise written notification of the rights and options of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies;
- III. The number and type of sexual assault, stalking and intimate partner violence prevention, awareness and risk reduction programs at the institution;
- IV. The type of sexual assault, stalking and intimate partner violence prevention and awareness campaigns held by the institution;
- V. The number of incidences of sexual assault, stalking and intimate partner violence reported or disclosed to such institution;
- VI. The number of confidential or anonymous reports or disclosures to the institution of sexual assault, stalking and intimate partner violence;
- VII. The number of disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence; and
- VIII. The final outcome of all disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, including, but not limited to, the outcome of any appeals of such final outcome, to the extent reporting on such outcomes does not conflict with federal law.

STATUTORY REFERENCES AND DEFINITIONS

SEXUAL ASSAULT

Sec. 53a-70. Sexual assault in the first degree: Class B or A felony. (a) A person is guilty of sexual assault in the first degree when such person (1) compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

(b) (1) Except as provided in subdivision (2) of this subsection, sexual assault in the first degree is a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court or, if the victim of the offense is under ten years of age, for which ten years of the sentence imposed may not be suspended or reduced by the court.

(2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment of at least ten years, a portion of which may be suspended, except as provided in subdivisions (1) and (2) of this subsection, or a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years. Notwithstanding the provisions of subsection (a) of section 53a-29 and except as otherwise provided in this subsection, a court may suspend a portion of a sentence imposed under this subsection and impose a period of supervised probation pursuant to subsection (f) of section 53a-29.

Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other

person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

(b) Sexual assault in the second degree is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which nine months of the sentence imposed may not be suspended or reduced by the court.

Sec. 53a-72a. Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

(b) Sexual assault in the third degree is a class D felony or, if the victim of the offense is under sixteen years of age, a class C felony.

SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE

Sec. 10a-55m. (a) (1) "*Affirmative Consent*" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

Sec. 10a-55m. (a) (5) "*Intimate partner violence*" means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a, stalking under section 53a-181c, 53a-181d or 53a-181e, or family violence as designated under section 46b-38h.

Sec. 53a-70b. Sexual assault in spousal or cohabiting relationship: Class B felony. (a) For the purposes of this section:

(1) "Sexual intercourse" means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed by an object manipulated by the actor into the genital or anal opening of the victim's body; and

(2) "Use of force" means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim.

(b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

(c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

STALKING

Sec. 53a-181c. Stalking in the first degree: Class D felony. (a) A person is guilty of stalking in the first degree when such person commits stalking in the second degree as provided in section 53a-181d and (1) such person has previously been convicted of a violation of section 53a-181d, or (2) such conduct violates a court order in effect at the time of the offense, or (3) the other person is under sixteen years of age.

(b) Stalking in the first degree is a class D felony.

Sec. 53a-181d. Stalking in the second degree: Class A misdemeanor. (a) For the purposes of this section, "course of conduct" means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any action, method, device or means, (1) follows, lies in wait for, monitors, observes, surveils, threatens, harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person's property.

(b) A person is guilty of stalking in the second degree when:

(1) Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for such person's physical safety or the physical safety of a third person; or

(2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person's employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person's place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

(c) Stalking in the second degree is a class A misdemeanor.

Sec. 53a-181e. Stalking in the third degree: Class B misdemeanor. (a) A person is guilty of stalking in the third degree when he recklessly causes another person to reasonably fear for his physical safety by wilfully and repeatedly following or lying in wait for such other person.

(b) Stalking in the third degree is a class B misdemeanor.

PROGRAMMING:

Sec. 10a-55m. (a) (2) "*Awareness programming*" means institutional action designed to inform the campus community of the affirmative consent standard used pursuant to subdivision (1) of subsection (b) of this section, and 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 or disclosed to 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;

Sec. 10a-55m. (a) (6) "*Primary prevention programming*" means 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;

"Risk Reduction"

"*Risk Reduction*" is not statutorily defined. However, the Federal regulations for the Violence Against Women Act amendments to the Clery Act (VAWA), provides the following definition:

- Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

While VAWA's definition is criticized as implying that victims can prevent sexual violence by participating in risk reduction programs, it is still helpful in categorizing institution's sexual violence programs and initiatives for reporting purposes. Examples of risk reduction programs related to sexual violence include, but are not limited to: blue safety lights on campus, self-defense classes, safety tips, bystander intervention techniques, the buddy system, rape whistles, and related educational programming.

CONCERNING "REPORTS" vs "DISCLOSURES" IN PART IV OF THE AFOREMENTIONED:

A *disclosure* is a communication of an incident of sexual violence not accompanied with a request for an investigation or adjudication, although there may be a request for accommodations and referral to services.

A **report** is a disclosure accompanied by an immediate request for an investigation and adjudication.

All inquiries concerning this handbook may be directed to Gregory F. Daniels, Assistant Counsel, Connecticut State Colleges and Universities, at 860-723-0018 or DanielsG@ct.edu.

V. PUBLIC AWARENESS, PREVENTION, AND RISK
REDUCTION INFORMATION



Title IX

Sexual Assault/Domestic Violence

Confidential Services

- **211** –Confidential and free service that provides crisis intervention assistance to those in need. Dial 211 or you may call 1-800-203-1234 or www.211ct.org
- **The Network Against Domestic Abuse:**
24-hour crisis hotline (860) 763-4542
Statewide 24 hour hotline (888) 774-2900
- **YWCA** –Sexual Assault Crisis Service.
Confidential 24-hour hotline English – (888) 999-5545,
Spanish – (888) 568-8332, local Hartford – (860) 547-1022
- **GLBT National Help Center** 1-888-843-4564
help@GLBThotline.org <http://www.glbthotline.org/>
- **Trans Lifeline:** a hotline dedicated to the well being of transgender people, run by transgender people
877-565-8860 www.translifeline.org
- **YWCA Campus Advocate:**
Amanda Carrington, 860-225-4681 ext.257

Sexual Assault/Domestic Violence

Non Confidential Support On Campus

- Yhara Zelinka, Title IX Coordinator, (860) 253-3092
yzelinka@asnuntuck.edu
- Timothy St. James-Interim Dean of Students (860)253-3011
TStJames@acc.comnet.edu
- Security: Monday to Thursday 7:00am to 10:00 pm, Friday:
7:00 am – 5:00 pm, Saturday 8:00 am -4:00 pm. Contact:
(860) 253-3012 or (860) 253-3013
- Any members of the Sexual Assault Resource Team (S.A.R.T)

Sexual Assault Resource Team (S.A.R.T.)

- Yhara Zelinka - Title IX Coordinator (860) 253-3092 yzelinka@asnuntuck.edu
- Timothy St. James-Interim Dean of Students (860)253-3011 TStJames@acc.commnet.edu
- Michael Stefanowicz, Dean Academic Affairs (860) 253-3102 mstefanowicz@asnuntuck.edu
- Jill Rushbrook, Director of Academic Advising (860) 253-3068 jrushbrook@asnuntuck.edu
- Laurie Chancey, Sociology Instructor (860) 253-3152 Lchancey@asnuntuck.edu
- Cheryl Cyr, Interim Associate Director Human Resources (860) 253-3045 ccyr@asnuntuck.edu
- Angelina Hinojosa, Information Literacy Librarian (860) 253-3169 ahinojosa@asnuntuck.edu
- Tim McIntosh, Security Officer (860) 253-3012 Tmcintosh@asnuntuck.edu
- Joseph Muller, Building Superintendent II (860) 253-3055 jmuller@asnuntuck.edu
- Jen Oliver, Assistant Director- YWCA/Sexual Assault Crisis Service, (860) 225-4681 ext. 217
joliver@ywcanewbritain.org
- Stephanie Chandler, Family Violence Victim Advocate-The Network
(860) 763-7430 Ext. 303 Stephanie@thenetworkct.org
- Veronica E. Daniels, Student Representative veronicae.daniels@gmail.com

harassment, sexual assault, or risk of injury to or impairing the morals of a child 3) temporary restraining orders or protective orders prohibiting the harassment of a witness, 4) relief from physical abuse by a family or household member or person in a dating relationship, and 5) family violence protective orders.

Both the reported victim and the accused student are entitled to the following...

1) to be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed; 2) to request that student conduct proceedings begin promptly; 3) to have student conduct proceedings be conducted by an official trained in issues relating to sexual assault and intimate partner violence; 4) to present information, including other persons, on their behalf; 5) to have the student conduct proceedings use the more likely than not standard in determining whether a violation of the **Expectations for Student Conduct** has been committed, i. e., whether it is more likely than not that the reported act of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, was committed by the accused student. 6) to be informed in writing of the results of the proceeding as soon as possible after it concludes, normally no later than the next business day after it concludes; and 6) consistent with the requirements of the Family Educational Rights and Privacy Act (FERPA) and other federal and state laws, have their identities kept confidential.

*You are not to blame for
an abuser's behavior*

Know your S.A.R.T.

Yhara Zelinka - Title IX Coordinator
(860) 253-3092 yzelinka@asnuntuck.edu

Timothy St. James-Interim Dean of Students
(860)253-3011 TStJames@acc.commnet.edu

Michael Stefanowicz, Dean Academic Affairs
(860) 253-3102 mstefanowicz@asnuntuck.edu

Jill Rushbrook, Director of Academic Advising
(860) 253-3068 jrushbrook@asnuntuck.edu

Laurie Chancey, Sociology Instructor,
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Tmcintosh@asnuntuck.edu

Joseph Muller, Building Superintendent II,
(860) 253-3055 jmuller@asnuntuck.edu

Jen Oliver, Assistant Director- YWCA/Sexual Assault Crisis Service, (860) 225-4681 ext. 217
joliver@ywcaneubritain.org

Stephanie Chandler, Family Violence Victim Advocate-The Network (860) 763-7430 Ext. 303
Stephanie@thenetworkct.org

Veronica Daniels-Student Rep. veronicae.daniels@gmail.com

CONFIDENTIAL SERVICES

The Network: Hotline phone number
(860) 763-4542 (24-hour crisis hotline)
Statewide hotline Phone (888) 774-2900
<http://thenetworkct.org/>

CT Alliance to End Sexual Violence.
Please call their confidential 24-hour hotline
English – (888) 999-5545, **Spanish** – (888)
568-8332, local Hartford – (860) 547-1022

YWCA 860.225.7443 Campus Advocate
Amanda Carrington (860) 225-4681
ext. 257

Sexual Assault Resource Team

Sexual Harassment

Sexual Assault

Intimate Partner Violence

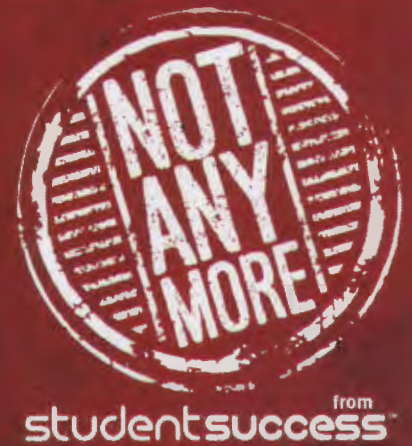
Dating Violence

Stalking

You are Not Alone!
We want to Help!



Our campus' answer to interpersonal violence.



You're being asked to complete **Not Any More** — an online program designed to help you deal with the issues of **sexual assault, sexual harassment, dating violence, stalking, bullying, and alcohol and drug abuse.**

Not Any More uses peer presenters, survivor testimonials, video-based scenarios, bystander testimonials and more, to cover crucial topics like consent, healthy and unhealthy relationships, what to do in the event violence occurs, and more.



You'll also learn how to **identify potentially dangerous situations** as well as how to **intervene** to put a stop to them.

Not Any More gives you the **knowledge and power** to make your campus safer — for you, and for the people you care about.



Contact: Dean Katie Kelley (860)253-3011, Yhara Zelinka/Title IX Coordinator (860)253-3092



STOP DOMESTIC VIOLENCE

Domestic violence is a pattern of coercive, controlling behavior that can include physical, emotional, psychological, sexual or financial abuse. It is a pervasive, life-threatening crime that affects thousands of individuals in Connecticut regardless of age, gender, economic status, race, religion, sexual orientation or education. Victims are left feeling scared, confused, dependent and insecure about their ability to survive on their own, financially or otherwise. The children of a battered parent must contend with these same fears and realities.

Confidential Services The Network Against Domestic Abuse

Hotline (860) 763-4542 Statewide hotline Phone (888) 774-2900
Non Confidential On Campus: **Yhara Zelinka Title IX Coordinator**
860.253.3092



Notice of Non-discrimination: Asnuntuck Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, political belief, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individuals have been designated to handle inquiries regarding the non-discrimination policies: Yhara Zelinka, Title IX Coordinator yzelinka@asnuntuck.edu (860) 253-3092 and Katie Kelley Section 504/ADA Coordinator, kkelley@asnuntuck.edu (860) 253-3011, Asnuntuck Community College, 170 Elm Street, Enfield, CT 06082.



Music and Our Culture

October 13th

12pm-12:30pm

Free Lunch & Fun Discussion

Location:



Music & Our Culture



October 13th

12pm-12:30pm

Free Lunch & Fun Discussion

Location:

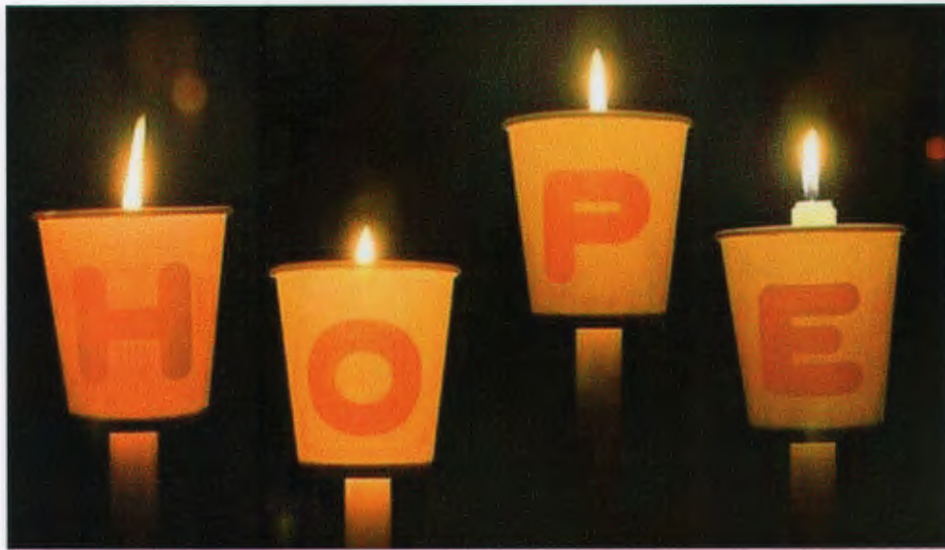


Candlelight Vigil for Domestic Violence

October 20th 5:30pm

Asnuntuck Community College

Front Lawn



Guest Speakers, Refreshments, Community Resources

We light these candles as a symbol of hope. We light them to break out of the dark silence of domestic violence and help light the way to help, safety, and healing.

Program:

- * Healing music from singer/guitarist Faith Montaperto
- * Welcome and Introduction by Sherry Paquette
- * Speaker #1 Domestic Violence Community Youth Educator Annalisa from The Network.
- * Candle lighting ceremony
- * Moment of silence
- * Introduction to next speaker
- * Survivor Speaker Dorian Owens.
- * "I Got Flowers Today" read by an Asnuntuck student.
- * Closing remarks



Candlelight Vigil For Domestic Violence



October 20, 2015

Asnuntuck Community College

5:30pm

Hosted by:

The Network

&

YMCA New Britain SACS

Resources for victims of abuse

- ♦ 24/7 confidential domestic violence hotline 860-763-4542
- ♦ 211
- ♦ Sexual Assault Crisis Service
Hotline 24/7
(English) 888-999-5545
(Spanish) 888-568-8332

I got flowers today.
It wasn't my birthday or any other
special day.
We had our first argument last
night,
And he said a lot of cruel things
that really hurt me.
I know he is sorry and didn't
mean the things he said.
Because he sent me flowers today.

I got flowers today.
It wasn't our anniversary any other
special day.
Last night, he threw me into a
wall and started to choke me.
It seemed like a nightmare.
I couldn't believe it was real.
I woke up this morning sore and
bruised all over.
I know he must be sorry.
Because he sent me flowers today.

I got flowers today,
and it wasn't Mother's Day or any
other special day.
Last night, he beat me up again.

And it was much worse than all
the other times.
If I leave him, what will I do?
How will I take care of my kids?
What about money?
I'm afraid of him and scared to
leave.
But I know he must be sorry.
Because he sent me flowers today.
I got flowers today.
Today was a very special day.
It was the day of my funeral.
Last night, he finally killed me.
He beat me to death.
If only I had gathered enough
courage and strength to leave him,
I would not have gotten flow-
ers...today.

**INTERPERSONAL VIOLENCE
AWARENESS MONTH**

1 IN 3 WOMEN
1 IN 4 MEN

33% OF WOMEN AND 25% OF MEN IN THE U.S.
HAVE EXPERIENCED RAPE, PHYSICAL VIOLENCE
AND/OR STALKING BY AN INTIMATE PARTNER
IN THEIR LIFETIME. ¹

20-35%
50%

OF LGBTQ COUPLES EXPERIENCE
INTERPERSONAL VIOLENCE. ²

OF TRANSGENDER PEOPLE HAVE BEEN PHYSICALLY
ABUSED BY A PARTNER AFTER COMING OUT AS
TRANSGENDER³

¹ Statistics represent the experience of cis gender women and men.
² <https://www.cisgender.org/resources/interpersonal-violence-report-2018-a-part>
³ <https://www.cisgender.org/resources/interpersonal-violence-report-2018-a-part>

EROG

HEALTHY RELATIONSHIPS

eliminating racism
empowering women
ywca

FREE CONFIDENTIAL GROUP DISCUSSION

5:30-7:00 P.M.
Room 218

FAQ:

Q: Who will be there to facilitate the discussion?

A: A trained sexual assault victim advocate/counselor named Chelsea. You may have seen her tabling in the entranceway of the building last semester.

Q: Who can attend?

A: This is an informal welcoming space for open dialogue. Every student has a different perspective, so we encourage all to attend.

Q: Do I need to talk about personal stuff that happened to me?

A: You may share as much or as little as you would like. You are in control of your story, and a successful group session can occur without discussing specifics of an individual's trauma.

Q: What if that time doesn't work or another student is already there?

A: There are a few options. If 5:30pm works, you are welcome to join and have a group discussion. If you do not feel comfortable with that you may call the counselor at 860-225-4681 x257 and set up an individual session to be held on or off campus at a time that works for you.

Q: Will the counselor tell the school that I attended?

A: No. The counselor is a confidential resource. The only reason confidentiality would be breached is if there was suspected child abuse or an individual was at risk of hurting themselves or someone else.

Joins us for an
open conversation
on how to build
healthy
relationships and to
identify signs of
aggressive
behaviors



Any Questions? Call Sexual Assault/Victim Counselor Chelsea Culbert at (860)225-4681x257

When and Where

Wednesday,
November 4th
@ 5:30 p.m.

Room 218



HEALTHY RELATIONSHIPS

FREE CONFIDENTIAL GROUP DISCUSSION

**5:30-7:00 P.M. Room
218 November 24**

FAQ:

Q: Who will be there to facilitate the discussion?

A: A trained sexual assault victim advocate/counselor named Stephanie from The Network.

Q: Who can attend?

A: This is an informal welcoming space for open dialogue. Every student has a different perspective, so we encourage all to attend.

Q: Do I need to talk about personal stuff that happened to me?

A: You may share as much or as little as you would like. You are in control of your story, and a successful group session can occur without discussing specifics of an individual's trauma.

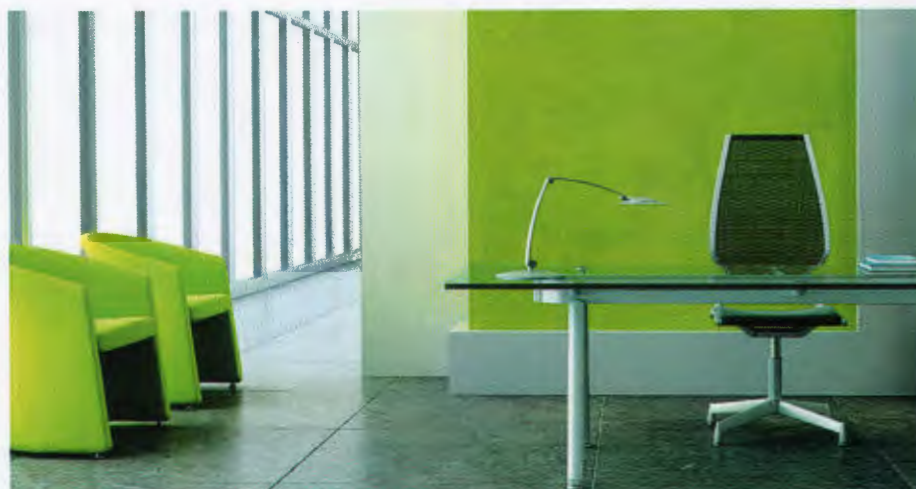
Q: What if that time doesn't work or another student is already there?

A: There are a few options. If 5:30pm works, you are welcome to join and have a group discussion. If you do not feel comfortable with that you may call the counselor at 860-763-7436 x303 and set up an individual session to be held on or off campus at a time that works for you.

Q: Will the counselor tell the school that I attended?

A: No. The counselor is a confidential resource. The only reason confidentiality would be breached is if there was suspected child abuse or an individual was at risk of hurting themselves or someone else.

Joins us for an
open conversation
on how to build
healthy
relationships and to
identify signs of
aggressive
behaviors



Any Questions? Call Sexual Assault/Victim Counselor Stephanie Chandler at (860)763-7430x303

When and Where

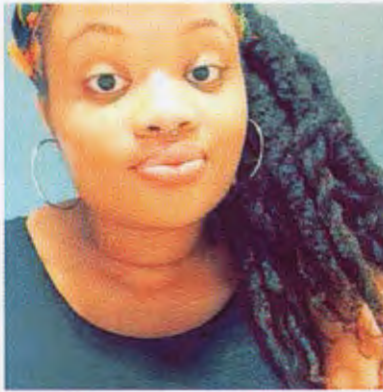
Tuesday,
November 24th
@ 5:30 p.m.

Room 218





Sexual Assault Crisis Service



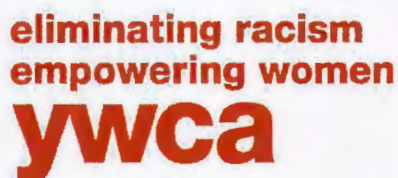
Amanda is the Campus Advocate of the Sexual Assault Crisis Service (SACS), a program of the YWCA New Britain. Amanda began as a counselor/advocate in 2016, and was previously involved with social change and anti-oppression work in Hartford.

As Campus Advocate, Amanda provides counseling, advocacy, education, and outreach to college students in the area, including those at Asnuntuck Community College. Amanda received her B.A. in Sociology and Anthropology from Spelman College in Atlanta.

Amanda is a free and confidential resource for sexual violence survivors and their loved ones. She can meet with you on campus for short-term counseling in a confidential space. Please consider reaching out to her for support. You may call Amanda to learn more or schedule an appointment (hours are flexible) at **860-225-4681 ext. 257**.

If you are in need of immediate assistance call the statewide toll-free 24-hour crisis hotline at **1-888-999-5545 (English)** or **1-888-568-8332 (Spanish)**.

Notice of Non-discrimination: Asnuntuck Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the basis of veteran status or criminal record. The following individuals have been designated to handle inquiries regarding the non-discrimination policies: Yhara Zelinka, Title IX Coordinator, yzelinka@asnuntuck.edu (860) 253-3092 and Cheryl Cyr, 504/ADA Coordinator, ccyr@asnuntuck.edu (860) 253-3045, Asnuntuck Community College, 170 Elm Street, Enfield, CT 06082.



Sexual Assault Crisis Service "SACS"

offers free, confidential service for victims of sexual assault, including:

- 24-hour English and Spanish confidential hotlines with immediate access to trained, certified counselors
- Bilingual and male counselors, and sign language interpreters available upon request
- Short-term, individual crisis counseling
- Support groups
- Counseling in school settings. Children may be referred by school faculty or parent/guardian.
- Accompaniment throughout medical, police, and court procedures
- Information and referrals
- Campus advocacy and trainings
- Volunteer opportunities and state certified counselor training

ACC Campus Advocate: *Amanda Carrington*

Sexual Assault Crisis Service (SACS)
YWCA New Britain
(860) 225-4681 ext. 257
acarrington@ywcanewbritain.org

CRISIS HOTLINES

Statewide in English- 1-888-999-5545
En Español para Todo el Estado- 1-888-568-8332
Local New Britain- 860-223-1787
Local Hartford- 860-547-1022

Notice of Non-discrimination: Asnuntuck Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the basis of veteran status or criminal record. The following individuals have been designated to handle inquiries regarding the non-discrimination policies: Yhara Zelinka, Title IX Coordinator, yzelinka@asnuntuck.edu (860) 253-3092 and Cheryl Cyr, 504/ADA Coordinator, ccyr@asnuntuck.edu (860) 253-3045, Asnuntuck Community College, 170 Elm Street, Enfield, CT 06082.



Title IX (9)

Contact: Yhara Zelinka Title IX Coordinator

203.253.3092 yzelinka@asnuntuck.edu

What is Title IX?

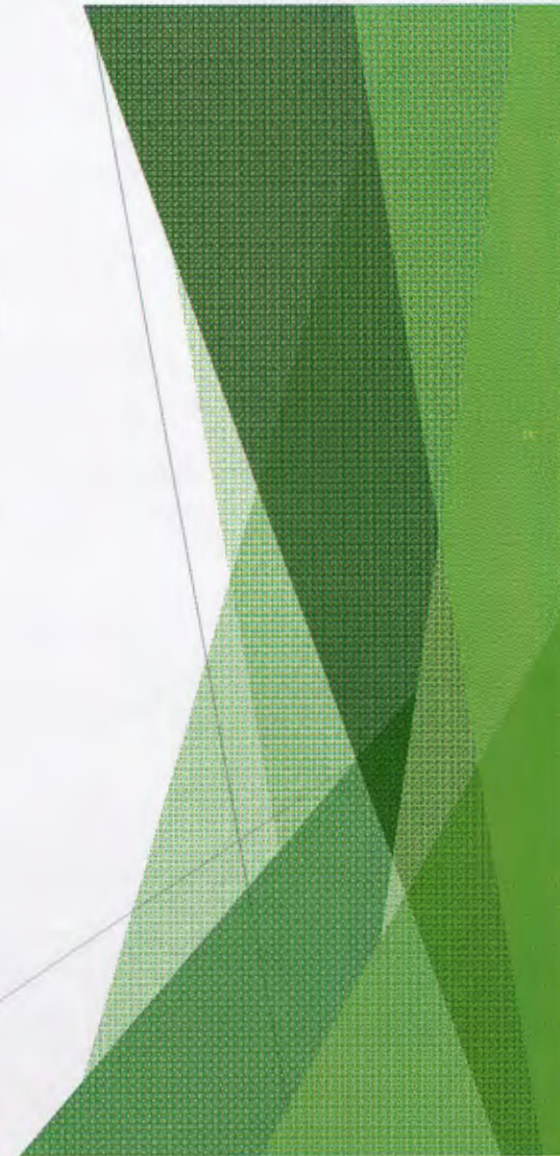
Title IX of the Education Amendments of 1972 (“Title IX”)


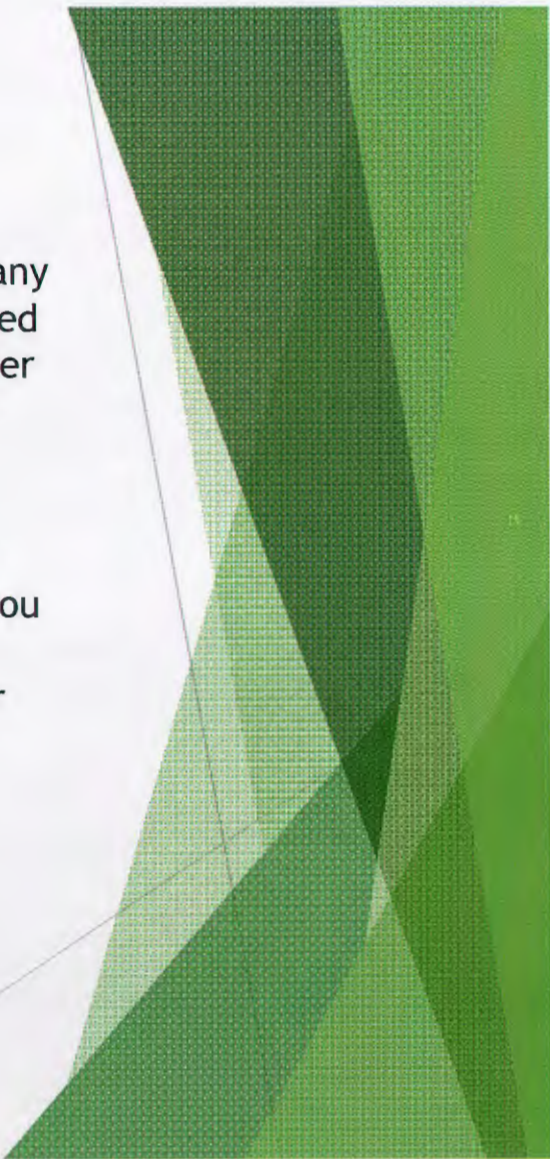
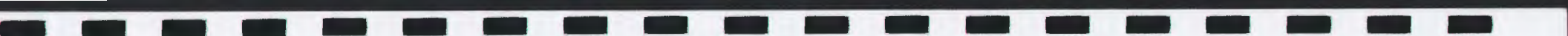
is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities receiving any federal financial assistance (hereinafter “schools”, “recipients”, or “recipient institutions”) must comply with Title IX.

Title IX ensures that students can access their civil right to education without experiencing sex discrimination or gender-based violence.

Title IX is not just about sports; it is a prohibition against sex-based discrimination in education. It addresses discrimination against pregnant and parenting students and women in STEM (science, technology, engineering, and math) programs. It also addresses sexual harassment, gender-based discrimination, and sexual violence. Sexual violence includes attempted or completed rape or sexual assault, as well as sexual harassment, stalking, voyeurism, exhibitionism, verbal or physical sexuality-based threats or abuse, and intimate partner violence.

<https://www.youtube.com/watch?v=lFAs9fegJsl#t=19>





Title IX does not apply to female students only. Title IX protects any person from sex-based discrimination, regardless of their real or perceived sex, gender identity, and/or gender expression. Female, male, and gender non-conforming students, faculty, and staff are protected from any sex-based discrimination, harassment or violence.

Your school must be proactive in ensuring that your campus is free of sex discrimination. You are protected under Title IX even if you do not experience sex discrimination directly. Schools must take immediate steps to address any sex discrimination, sexual harassment or sexual violence on campus to prevent it from affecting students further

What Is...

- ▶ **Sexual Harassment:** can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.
Sexual harassment is unwelcome conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, including rape and sexual assault.
- ▶ **Sexual Assault:** is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.
- ▶ No On My Campus video by Tunxis Community College
- ▶ <https://www.youtube.com/watch?v=J7QoKoTayBI&feature=youtu.be>

What Is...

- ▶ **Stalking:** is defined as any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, TEXTING etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom, home or workplace.
- ▶ <https://www.youtube.com/watch?v=8VrLr5Q3q9w&feature=youtu.be>
- ▶ **Dating/Relationship Violence:** Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.

What Is...

- ▶ ***Domestic Violence*** is an act between family or household members that includes but is not limited to:
 1. Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
 2. Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
 3. Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.

<https://www.youtube.com/watch?v=XXox6ma1gtE>

Consent

- ▶ **Consent** is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision - indicated clearly by words or actions - to engage in mutually accepted sexual contact. Consent cannot be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent).
- ▶ Consent is an active, voluntary, enthusiastic, straight forward, sober and informed agreement and a mutually satisfying experience had by all.
- ▶ Consent must be given every time, every step, regardless of past experiences.
- ▶ <https://www.youtube.com/watch?v=kjhafxrZBGs>

Incidents of Sexual Assault, Stalking and IPV Reported to UConn in 2014

Type of Incident	Number of Incidents Reported	Incident Alleged to have Occurred in 2014 ⁴	Number of Incidents Alleged to have Taken Place at UConn and/or Alleged to have Been Committed by a UConn Community Member	Victim Chose Not to Participate in University Process	Confidential or Anonymous Reports
Sexual Assault	85	59	46	24	12
Stalking	18	18	17	8	0
IPV	28	24	19	4	1

Information from the "University of Connecticut Report Pursuant to Connecticut General Statutes Section 10a-55m"

<http://titleix.uconn.edu/wp-content/uploads/sites/1417/2015/10/Corrected-PA-14-11-FINAL-FOR-DISTRIBUTION-9-30-15.pdf>

Incidents of Sexual Assault, Stalking and IPV Reported to ACC in 2014

Type of Incident	Number of Incidents Reported	Incident Alleged to have Occurred in 2014 ⁴	Number of Incidents Alleged to have Taken Place at ACC and/or Alleged to have Been Committed by an ACC Community Member	Victim Chose Not to Participate in Process	Confidential or Anonymous Reports
Sexual Assault	3	N/A	0	3	N/A
Stalking	0	N/A	0	0	N/A
IPV	5	N/A	0	5	N/A

Incidents disclosed to ACC during 2014 by Faculty/Staff did Not Occurred on campus. Confidential reports/disclosures through external agencies only YWCA/SACS (Sexual Assault Crisis Service or The Network Against Domestic Abuse.

Statistics

- ▶ Sexual Assault in Connecticut

- <http://connsacs.org/resources/get-the-facts/sexual-assault-in-connecticut/>

- <http://connsacs.org/resources/get-the-facts/men-and-sexual-assault/>

- <http://connsacs.org/resources/get-the-facts/lgbt-and-sexual-assault/>

Who to Contact

On Campus/Non Confidential

- ▶ Tim St. James, Interim Dean of Students, (860) 253-3011 Tstjames@asnuntuck.edu
- ▶ Yhara Zelinka, Title IX Coordinator, (860) 253-3092 yzelinka@asnuntuck.edu
- ▶ Security: Monday to Thursday 7:00am to 10:00 pm, Friday: 7:00 am - 5:00 pm, Saturday 8:00 am -4:00 pm. Contact: (860) 253-3012 or (860) 253-3013
- ▶ Any members of the Sexual Assault Resource Team (S.A.R.T) OR College Advocates
- ▶ <http://www.asnuntuck.edu/SexualMisconduct/KnowYourIX/Sexual%20Assault%20Resource%20Team%20%28S.A.R.T.%29>

Confidential

- ▶ 211 -Confidential and free service that provides crisis intervention assistance to those in need. 211 or you may call 1-800-203-1234 or <http://www.211ct.org>
- ▶ ***The Network Against Domestic Abuse:*** Hotline phone number **(860) 763-4542**
- ▶ Statewide hotline Phone **(888) 774-2900**
- ▶ ***Connecticut Alliance to End Sexual Violence*** 24-hour hotline English - **(888) 999-5545**, Spanish - **(888) 568-8332**, local Hartford - **(860) 547-1022**

**Our campus' answer to
interpersonal violence.**



You're being asked to complete **Not Anymore** — an online program designed to help you deal with the issues of **sexual assault, sexual harassment, dating violence, stalking, bullying, and alcohol and drug abuse.**

Not Anymore uses **peer presenters, survivor testimonials, video-based scenarios, bystander testimonials** and more, to cover crucial topics like consent, healthy and unhealthy relationships, what to do in the event violence occurs, and more.



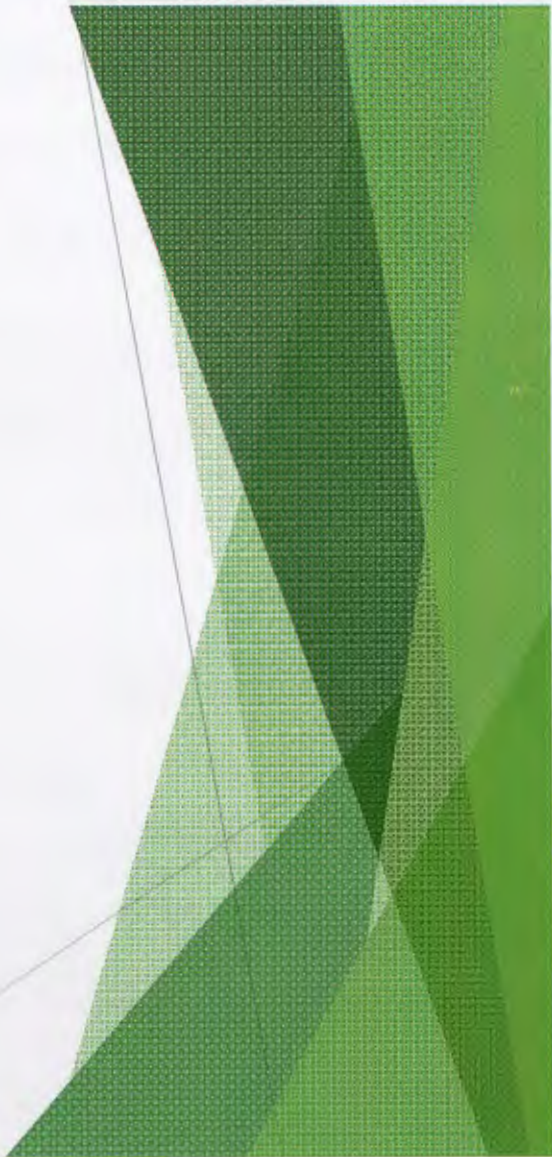
You'll also learn how to **identify potentially dangerous situations** as well as how to **intervene** to put a stop to them.

Not Anymore gives you the **knowledge and power** to make your campus safer — for you, and for the people you care about.



Contact: Dean Tim St. James (860)253-3011, Yhara Zelinka/Title IX Coordinator (860)253-3092

Mandatory Training



Yhara Zelinka, Title IX Coordinator Room 111 860.253.3092



VI. OTHER SUPPLEMENTAL INFORMATION

Dear Faculty and Staff,

Sexual Misconduct is a serious issue that affects college students, impeding their ability to participate fully in their studies. At Asnuntuck we are committed to having an informed campus that understands reporting responsibilities and is aware of available campus resources critical to creating a culture of caring and compassion in support of our students and community. Please take time to review the information presented in both this email and our website under Student Services "Sexual Misconduct Policies:"

<http://www.asnuntuck.edu/student-services/sexual-misconduct>

The above link contains the Connecticut Universities and Community Colleges Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy. You can also find important information for prevention of sexual assault, domestic violence, dating violence and stalking, and identify the federal and state agencies that address these issues. Please pay special attention to the link for "Rights and Options:"

<http://www.asnuntuck.edu/SexualMisconduct/RightsandOptions>

The college will be working to implement faculty/staff trainings and will continue to offer workshops and multiple activities for our student body for education on prevention and to promote awareness.

Disclosing/Reporting Obligations: Under federal law, all faculty and staff who are made aware of a possible incident of sexual assault, sexual harassment, stalking, intimate partner violence, domestic violence, and dating violence are mandated reporters and have the responsibility to:

- Fill out the "Notification Form for Reporting Sexual Assault, Stalking, or Intimate Partner Violence Disclosure" available on-line under Faculty Resources at:

<http://www.asnuntuck.edu/student-services/faculty-resources>

The purported incident must be reported to Yhara Zelinka, Title IX Coordinator at the Academic Center for Student Advancement, Office 111 (860) 253-3092 or via e-mail at:

yzelinka@asnuntuck.edu

Faculty and staff are not confidential reporters and cannot guarantee confidentiality to anyone reporting a Title IX issue. If a student or employee asks to discuss something in confidence, faculty and staff must clarify they may not be able to maintain confidentiality.

If a student or employee chooses to not continue the conversation, faculty and staff should urge the individual to contact the Title IX Coordinator, and share available resources and confidential services listed under "Who To Contact:"

<http://www.asnuntuck.edu/SexualMisconduct/WhoToContact>

Faculty and staff should report the Title IX matter to the appropriate office. In order to protect individuals' rights, including privacy and due process, faculty and staff may not investigate the alleged incident. As the Title IX Coordinator for the campus, any member of the college may

contact me directly to report/disclose or file a complaint. If you have any questions, concerns, or would like to learn more information, please contact me at (860) 253-3092 or yzelinka@asnuntuck.edu

Thank you for your support.

Yhara P. Zelinka
Title IX Coordinator

What to Do When a Student Reports Sexual Violence, Relationship Violence, and Stalking

1. LISTEN

Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*

Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. Explain that the College takes these matters very seriously and after your conversation, you will be calling the Title IX Coordinator who can help and provide further assistance if required.

Ask about their Safety.

Do not ask questions or try to make a judgement about the incidents. 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.

Inform of the importance persevering any evidence and seek medical attention:

If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.

Campus Security:
(860) 253-3012
Enfield Police Department:
(860) 763-6400

Provide a copy of the
"Guide for Students
Misconduct & Interpersonal
Violence"

3. ALERT

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

Yhara Zelinka
860.253.3092
yzelinka@asnuntuck.edu

Title IX requires you to provide all the 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.



Confidential Support & Resources:

CT Alliance To End Sexual Violence

1-888-999-5545 English

1-888-568-8332 Español <http://endsexualviolencect.org/>

CT Coalition Against Domestic Violence (CCADV) Call 888-774-2900 for help or to talk to someone.

Para hablar o recibir ayuda, llama al 844-831-9200 <http://www.ctcadv.org/>

The Network Against Domestic Abuse

24 hotline (860) 763-4542 <http://thenetworkct.org/>

Campus Advocate: Amanda Carrington (860) 225-4681 ext. 257 acarrington@ywcaneubritain.org

YWCA <http://ywcaneub.org/sexual-assault-crisis-services/>

Notice of Non-discrimination: Asnuntuck Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, political belief, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individuals have been designated to handle inquiries regarding the non-discrimination policies: Yhara Zelinka, Title IX Coordinator yzelinka@asnuntuck.edu (860) 253-3092 and Cheryl Cyr, Section 504/ADA Coordinator, CCyr@Asnuntuck.edu (860) 253-3045, Asnuntuck Community College, 170 Elm Street, Enfield, CT 06082.



A Guide for Faculty & Staff: Sexual Misconduct & Interpersonal Violence

Asnuntuck is committed to maintaining a safe environment for all students and employees. All faculty and staff are considered "responsible employees" and are mandated reporters under Board Policy. Faculty and staff must share any **disclosed or reported*** instance of sexual misconduct or interpersonal violence to the Title IX Coordinator.

*A **disclosure** is a communication of an incident of sexual violence not accompanied with a request for an investigation or adjudication, although there may be a request for accommodations and referral to services. A **report** is a disclosure accompanied by an immediate request for an investigation and adjudication.

What do I do if someone discloses or reports... Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence, Domestic Violence, or Dating/Relationship Violence?

Take 3 Steps:

1) SHOW CONCERN:

- Ask if the person is safe
- Listen and provide non-judgmental concern and support

2) SHARE RESOURCES:

- Resources are available on the website: www.asnuntuck.edu/student-services/sexual-misconduct

3) SEND FORM (on reverse side) to the Title IX Coordinator:

- Explain you are a mandated reporter, meaning that you must share the disclosure or report to the Title IX Coordinator (using the form on the reverse side)
- Further action will be taken at the person's request **or** if the safety of the person or others is at risk
- Fill out the Title IX Reporting Form (on reverse side) and send to the Title IX Coordinator (see below)
- Contact the Title IX Coordinator with any questions:

Yhara Zelinka - Title IX Coordinator • 860.253.3092 • yzelinka@asnuntuck.edu

<i>Sexual Misconduct Definitions</i>	<i>Interpersonal Violence Definitions</i>
<p>Sexual Harassment: can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.</p> <p>Sexual Assault: is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.</p> <p>Stalking: is defined as any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.</p>	<p>Intimate Partner Violence: is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from 1) sexual assault; 2) sexual assault in a spousal or cohabiting relationship</p> <p>Domestic Violence is an act between family or household members that includes but is not limited to:</p> <ul style="list-style-type: none"> • Physical abuse, which can include but is not limited to, slapping, pulling hair or punching. • Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat. • Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person. <p>Dating/Relationship Violence: Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.</p>



Notification for Reporting Sexual Assault, Stalking, or Intimate Partner Violence Disclosure

Date: _____

From

Faculty/Staff Member _____ Department _____ E-mail: _____

Student: _____ ID _____ E-mail: _____

Complainant

Name of Student or Employee _____ DOB or ID# _____

Gender: _____ Age: _____ Phone: _____ E-Mail: _____

(Identity will not be shared except in very limited circumstances)

Expectation of Student/Employee:

☐ **Disclosure only:** Share information without a request for investigation and resolution.

Resource materials provided to the Student/Employee

☐ A Guide for Students: Sexual Misconduct & Interpersonal Violence

☐ Sexual Assault Resource Team Flyer (S.A.R.T.)

☐ Other _____

(Materials available at www.asnuntuck.edu/student-services/sexual-misconduct)

☐ **Filing a Report:** Investigation and action by College requested and must be completed within 60 days.

Date of Report/Disclosure _____

General category of report/disclosure:

☐ Sexual Harassment

☐ Sexual Assault

☐ Stalking

☐ Intimate Partner Violence

☐ Domestic Violence

☐ Dating Violence

Please deliver, marked confidential via e-mail or hand delivered to:

Yhara Zelinka

Title IX Coordinator-Room 111

(860) 253-3092, yzelinka@asnuntuck.edu



A Guide for Students: Sexual Misconduct & Interpersonal Violence

Asnuntuck Community College is committed to maintaining a safe and healthy campus climate for all students. Reporting any act of sexual misconduct and interpersonal violence is strongly encouraged. All disclosures or reports of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, will be treated seriously and with dignity by the College. The College can provide those who disclose or report sexual misconduct or interpersonal violence with many supportive options, including referrals to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct and interpersonal violence.

What do I do if I have experienced... ?

Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence, Domestic Violence, or Dating Violence? (Detailed Definitions are on the reverse)

YOU HAVE THE RIGHT TO:

→ ***Choose whether or not to DISCLOSE or REPORT sexual misconduct or interpersonal violence.***

Disclosure: When you tell someone that you experienced sexual misconduct or interpersonal violence, but not necessarily for the purposes of officially reporting the incident to the college or to pursue disciplinary action. It's okay to tell someone because you need someone to talk to or need help finding resources and services.

Report: When you tell someone because you want the college to be aware of the act of sexual misconduct or interpersonal violence or you want to initiate a formal complaint and/or start a grievance or disciplinary process.

WAYS TO SEEK HELP:

→ ***Preserve any evidence and seek medical attention:***

- If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.
- Campus Security: (860) 253.3012 / Enfield Police Department: (860) 763-6400

→ ***DISCLOSURE - Seek Advice & Support:***

- ***You have a choice to DISCLOSE CONFIDENTIALLY to the resources listed below.***

Confidential Support & Resources:

- CT Alliance To End Sexual Violence 1-888-999-5545 English 1-888-568-8332 Español
- CT Coalition Against Domestic Violence (CCADV) Call 888-774-2900 for help or to talk to someone. Para hablar o recibir ayuda, llama al 844-831-9200
- The Network Against Domestic Abuse (860) 763-4542
- YWCA/Sexual Assault Crisis Service. Campus Advocate Amanda Carrington (860) 225-4681 ext. 257
- Religious Leader or Mental Health Provider

If you choose to DISCLOSE to an ASNUNTUCK FACULTY or STAFF member, know that all faculty and staff are MANDATED REPORTERS. This means that any disclosed instance of sexual misconduct or interpersonal violence must be submitted to the Title IX Coordinator(s). Disclosures will only be maintained as numerical data for campus security (Clery Act, etc.) Further action will only be taken at the student's request or if the safety of the student or others is at risk.

→ ***REPORT - File a REPORT on campus with the following individuals:***

- Campus Security: (860) 253-3012 or (860) 253-3013
- Title IX Coordinator: Yhara Zelinka 860.253.3092 yzelinka@asnuntuck.edu
- Interim Dean of Students: Timothy St. James 860.253.3011 TStJames@acc.commnet.edu

Know Your Rights & Options

You have the right to...

- **Take both Legal Action (criminal/civil action) and Disciplinary Action** in accordance with the Student Code of Conduct and Policy Against Harassment against the individual allegedly responsible.
- **Request a change in Academic, Transportation and Working Arrangements** : Asnuntuck Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation or working situations as well as honoring lawful protective or temporary restraining orders.
- **Notify Law Enforcement & Seek Protective and Other Orders**
Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, shall be provided written information about her/his right to:
 - (1) notify law enforcement and receive assistance from campus authorities in making the notification; and,
 - (2) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order.
 Such orders include: standing criminal protective orders, protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child, temporary restraining orders or protective orders prohibiting the harassment of a witness, relief from physical abuse by a family or household member or person in a dating relationship, and family violence protective orders.

Both the reported victim and the accused student are entitled to the following...

- to be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
- to request that student conduct proceedings begin promptly;
- to have student conduct proceedings be conducted by an official trained in issues relating to sexual assault and intimate partner violence;
- to present information, including other persons, on their behalf;
- to have the student conduct proceedings use the more likely than not standard in determining whether a violation of the *Expectations for Student Conduct* has been committed, i. e. , whether it is more likely than not that the reported act of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, was committed by the accused student;
- to be informed in writing of the results of the proceeding as soon as possible after it concludes, normally no later than the next business day after it concludes; and consistent with the requirements of the Family Educational Rights and Privacy Act (FERPA) and other federal and State laws, have their identities kept confidential.

<i>Sexual Misconduct Definitions</i>	<i>Interpersonal Violence Definitions</i>
<p><i>Sexual Harassment:</i> can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.</p> <p><i>Sexual Assault:</i> is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.</p> <p><i>Stalking:</i> is defined as any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.</p>	<p><i>Intimate Partner Violence:</i> is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from 1) sexual assault; 2) sexual assault in a spousal or cohabiting relationship</p> <p><i>Domestic Violence</i> is an act between family or household members that includes but is not limited to:</p> <ul style="list-style-type: none"> • Physical abuse, which can include but is not limited to, slapping, pulling hair or punching. • Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat. • Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person. <p><i>Dating/Relationship Violence:</i> Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.</p>

Title IX Training Attended by Asnuntuck Community College Year 2015

Date	Training	Location	Attendees
1/9/2015	CONNSACS - Sexual Violence on College Campuses		Karen Dardanelli, Jenna Crawford
1/15/2015	CCESV - Providing Trauma Informed Services When Working With Survivors From Oppressed Communities	TXCC	Cheryl Cyr, Jenna Crawford, Karen Dardanelli
2/3/2015	Haven: Understanding Sexual Assault - Sent to all students	ACC	521 students registered and 486 completed this training 96 Faculty and Staff completed this training
3/4/2015	Haven: Understanding Sexual Assault - Sent to all faculty and staff	ACC	210 new students took the training during Fall 2015
3/24/2015	Initiating Green Dot Violence Prevention on Campus	CCADV	Sherry Paquette
7/28/2015	CONNSACS Presents Sexual Violence on Campus	ACC	Campus Resource Team (SART), Judicial Hearing Board, Campus Victim Advocates
8/20/2015	Federal Guidance: Title IX Coordinator Mandates and Obligations	ACC	Jill Rushbrook and Katie Kelley
8/27/2015	Faculty and adjunct Professional Days	ACC	ACC employees, FT faculty, PT faculty+F19
9/10/2015	The Network Against Domestic Abuse: Intimate Partner Violence	ACC	Campus Resource Team (SART), Judicial Hearing Board, Campus Victim Advocates
10/19/2015	Not Anymore Sexual Violence online Training	ACC Online	Yhara Zelinka Title IX Coordinator 210 new students took the training during Fall 2015
10/20/2015	Trauma Informed Care online training by the Victims of Crime Training	ACC Online	Yhara Zelinka Title IX Coordinator
11/9/2015	Victim Assistance Training Online: Core Competencies and Skills: Basic Communication Skills.	ACC online	Yhara Zelinka Title IX Coordinator

VERBAL ABUSE

The Signs:

- Name calling/put downs, like "stupid" and "loser"
- Yelling, screaming, swearing at you
- Blaming the victim

Tips to Remember:

- The scars from verbal abuse can last much longer than physical pain
- Abuse is never justified
- It's not your fault
- Surround yourself with a positive support system



ARE YOU BEING ABUSED?

Does your boyfriend/girlfriend:

- Look at you or act in ways that scare you?
- Act jealous or possessive?
- Put you down or criticize you?
- Try to control where you go, what you wear or what you do?
- Text you excessively?
- Blame you for the hurtful things they say and do?
- Threaten to kill or hurt you or themselves if you leave them?
- Try to stop you from seeing or talking to friends and family?
- Try to force you to have sex?
- Do they hit, slap, push or kick you?

ARE YOU ABUSIVE?

Do you ever:

- Call your girlfriend/boyfriend names?
- Text or call them excessively and get upset when they don't respond?
- Monitor their email or profile on a social networking site?
- Feel you have a right or need to know where they are most of the time?
- Get jealous or angry when they spend time with friends or family?
- Ask them to change their clothes or style of dress?
- Get in their face during a disagreement?
- Push, slap, or punch them for any reason?
- Restrain them to keep them from leaving?

WE'RE THE KIND OF GUYS WHO TAKE A STAND ON OUR CAMPUS

TO PREVENT SEXUAL ASSAULT WHERE DO YOU STAND?

Connecticut's leading voice to end sexual violence

CONN SACS

Connecticut Sexual Assault Crisis Services

www.connacs.org | (860) 282-0801 | wdsact@connacs.org

www.mencanstoprape.org

MEN CAN STOP RAPE

Men preventing sexual and sexual assault

4 THINGS YOU CAN DO TO TAKE A STAND

Challenge the Behavior

Explain why what he's doing is unacceptable: *"It's not okay to keep harassing her. She's made it clear she isn't interested."*

Ask Questions

Encourage him to think about his motivation and actions:
"Why do you want to be with someone who doesn't want to be with you?"

Appeal to His Best Self

Communicate that you respect him and know he's capable of making the right decision: *"You're better than this. You know the right thing to do."*

Use "I" Statements

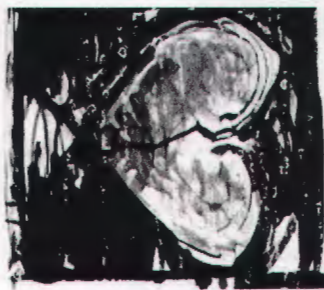
State your feelings, the reason for them, and what you want:
"I don't feel comfortable being a part of this because it's clear she's moved on, and I think you should too."

WHERE DO YOU STAND?

www.connsacs.org



wdysct@connsacs.org



If you said yes to even one question, you may be in an abusive relationship or creating an abusive relationship. Call us if you need to talk.

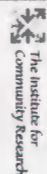
We're here 24 hours a day, 365 days a year. All calls are anonymous and confidential.

888-774-2900



24 Hour Domestic Violence Hotline: **1.888.774.2900**

Teens: Healthy Relationships and Dating Violence
A project in collaboration between:



**ARE YOU A VICTIM AT HOME?
WE CAN HELP**

**NETWORK AGAINST DOMESTIC ABUSE
24 HOUR HOTLINE
(860) 763-4542**

OUR SERVICES

24 Hour Hotline · Emergency Shelter
Individual Counseling · Legal Advocacy and Referrals

**ALL SERVICES ARE COMPLETELY
CONFIDENTIAL**

*Partially Funded
by the
State of Connecticut Department of Social Services*



ARE YOU BEING BATTERED?

1. Are you frightened by your partner's temper?
2. Has your partner hit, kicked, shoved, or thrown things at you when angry?
3. Are you punched in places where bruises don't show?
4. Does your partner verbally abuse you?

IF YOU ARE BATTERED: KNOW YOUR RIGHTS

You and your children have the right to:

- live free of threats and abuse
- police protection and medical attention
- legal help

IF YOU ARE IN IMMEDIATE DANGER

1. Go to a safe place. Call the police from a neighbor's or a pay phone.
2. Prepare beforehand to leave in a hurry
Be ready to take the following with you:
 - money · children's birth certificates
 - checkbook · if married, your certificate
 - car keys · a change of clothing

HELP IS AVAILABLE.

The member organizations provide a strong network of emergency and support services to those affected by domestic violence. Services provided include but are not limited to safety planning, emergency shelter, 24-hour crisis intervention, counseling, support groups, advocacy, children's programs and prevention through education and public awareness.

The Coalition's member agencies are:

The Umbrella
Ansonia
(203) 736-9944

Prudence Crandall Center
New Britain
(860) 225-6357

The Center for Women & Families
Bridgeport
(203) 384-9559

Domestic Violence Services of Greater New Haven
New Haven
(203) 789-8104

Women's Center of Greater Danbury
Danbury
(203) 731-5206

The Women's Center of SECT
New London
(860) 701-6000

Domestic Violence Program United Services
Dayville
(860) 774-8648

Domestic Violence Crisis Center
Norwalk
(203) 852-1980

Network Against Domestic Abuse
Enfield
(860) 763-4542

Women's Support Services
Sharon
(860) 364-1900

Domestic Abuse Service Greenwich YWCA
Greenwich
(203) 622-0003

Domestic Violence Crisis Center
Stamford
(203) 357-8162

Interval House
Hartford
(860) 527-0550

Susan B. Anthony Project
Torrington
(860) 482-7133

Meriden-Wallingford Chrysalis
Meriden
(203) 238-1501

Safe Haven
Waterbury
(203) 575-0036

New Horizons
Middletown
(860) 347-3044

Domestic Violence Program United Services
Willimantic
(860) 456-9476

"You're nothing without me."

DOMESTIC VIOLENCE

IT'S NOT JUST PHYSICAL.

www.ctcadv.org

888.774.2900

CCADV
Connecticut Coalition Against Domestic Violence

HOW DO YOU KNOW IF SOMEONE IS IN AN ABUSIVE RELATIONSHIP?

Whether you know it or not, some of the people in your life may be facing violence at home - maybe a friend, a co-worker, or even a family member. For many reasons, it is often hard for victims to acknowledge they are being abused by the persons who are supposed to love them.

This list identifies a series of behaviors typically demonstrated by batterers and abusive people. All of these forms of abuse - psychological, economic, and physical - come from the batterer's desire for power and control. The list can help you recognize if you or someone you know is in a violent relationship.

Abusing Authority

Always claiming to be right (insisting statements are "the truth"); telling them what to do; making big decisions; using "logic".

Disrespect

Interrupting; changing topics; not listening or responding; twisting their words; putting them down in front of other people; saying bad things about their friends or family.

Abusing Trust

Lying, withholding information; cheating on them; being overly jealous.

Breaking Promises

Not following through on agreements; not taking a fair share of responsibility; refusing to help with childcare or housework.

Economic Control

Interfering with their work or not letting them work; refusing to give them money or taking their money; taking their car keys or otherwise preventing them from using the car; threatening to report them to welfare or other social service agencies.

Minimizing, Denying & Blaming

Making light of abusive behavior and not taking the victims' concerns about it seriously; saying the abuse didn't happen; shifting responsibility for abusive behavior.

Emotional Withholding

Not expressing feelings; not giving support, attention, or compliments; not respecting feelings, rights, or opinions.

Self-Destructive Behavior

Abusing drugs or alcohol; threatening suicide or other forms of self-harm; deliberately saying or doing things that will have negative consequences (e.g., telling off the boss).

Isolation

Preventing or making it difficult for them to see friends or relatives; monitoring phone calls; telling them where they can and cannot go.

Harassment

Making uninvited visits or calls; following them; checking up on them; embarrassing them in public; refusing to leave when asked.

Adapted with permission from the "Take Action Kit" from the Family Violence Prevention Fund, and from "Domestic Violence: The Facts" from Peace at Home.

WHAT CAN I DO TO HELP VICTIMS?



LISTEN



LEARN



LEND A HAND

- **Ask** direct questions about their situation, gently. Give them time to talk. Ask again a few days later. Don't rush into providing a solution.
- **Listen** without judging. Your friend, relative or co-worker may believe the abuser's negative messages. They may feel ashamed, inadequate, and afraid they will be judged by you.
- Let them know that you care about them and that it's **not their fault**. Explain that there's never an excuse for physical violence in a relationship - not alcohol or drugs, not financial pressure, not depression, not jealousy... not anything.
- If they remain in the relationship, continue to be their friend while firmly expressing your **concern** for their **safety**. Remember that for many victims, leaving an abusive relationship can take time and may not happen right away.
- Explain that domestic violence is a crime - as much of a crime as robbery or rape - and that they can seek **protection** from the police or courts.
- Emphasize that **when they are ready**, they can make a choice to leave the relationship, and that **help is available**. Also emphasize that domestic violence tends to get worse and becomes more frequent with time, and that it does not go away on its own.
- If they have a restraining order, let them know that by contacting them in any way the abuser has broken the law. If they choose, they can ask the police to arrest the abuser for doing so, especially if they have evidence. **Encourage them** to save letters or e-mail sent from the abuser, or messages left on their answering machine or voice mail, along with the date the contact was made.
- Many battered immigrant victims who have legal immigration status do not know that their batterer cannot take that status away. You should know that if immigrant victims are U.S. citizens, lawful permanent residents, or have a valid visa, they **cannot be deported** unless they have entered the U.S. on fraudulent documents, violated conditions of their visa, or have been convicted of certain crimes.

DOMESTIC VIOLENCE —

IT'S NOT JUST PHYSICAL.

HOW CAN I HELP IN MY COMMUNITY?

- Let the young people in your **life** know early on that violence in a relationship is **never acceptable**, under any circumstances. Make sure they know that if anyone they date ever hits or hurts them, there are places they can go for help.
- Invite community leaders to **speak out** against domestic violence at school assemblies, Boy and Girl Scout meetings, and other places where youth gather.
- Take domestic violence **seriously** at all times, and demand that your friends do the same. If you hear a friend joke about domestic violence, take a stand. Doing this sends the powerful message that domestic violence is not a laughing matter.
- Encourage your workplace, faith community, and local schools to contact the local domestic violence agency for speakers, educational materials, and **volunteer** opportunities.
- Make a personal commitment to **talk** about domestic violence whether it is with a friend you suspect is either a victim or perpetrator of abuse, or with co-workers who might be enlisted to get involved too.
- Support your local domestic violence agency by becoming a **volunteer** or financial supporter.
- Make sure that the places in your community gyms, supermarkets, laundromats, businesses, post offices, libraries etc. - have **information** about domestic violence and where to go for help.
- Remember that domestic violence happens in lesbian, gay, bisexual, transgender, and straight communities regardless of age, race, ethnicity, religion, education, income or physical ability. There's never an excuse for abuse.



888.774.2900

www.ctcadv.org

**eliminating racism
empowering women**
ywca

YWCA New Britain
Sexual Assault Crisis Service
19 Franklin Square, New Britain, CT 06051

Main Office:
New Britain SACS (YWCA)
19 Franklin Square
New Britain CT, 06051
860-225-4681

Satellite Office:
Hartford SACS
(located within the Hispanic Health Council)
175 Main St.
Hartford, CT 06106



We're here to help...

This project is funded in part by the Office of Victim Services,
Superior Court operations division, State of Connecticut Judicial
Branch, Victims of Crime Act Victims Assistance Act Grant
Program Funded by The United Way and New Alliance

Sexual Assault Crisis Service

YOU ARE NOT ALONE!



24-hour Toll-free Hotlines

English: 1-888-999-5545

Spanish: 1-888-568-8332

**eliminating racism
empowering women**
ywca

**YWCA New Britain
19 Franklin Square
New Britain CT 06051**

www.ywcaneubritain.org

We're here to help...

We offer assistance to sexual assault survivors and their loved ones. All services are confidential and absolutely FREE.



We serve all towns in Hartford County plus Plymouth and part of Tolland County.

Andover, Avon, Berlin, Bloomfield, Bolton, Bristol, Broad Brook, Burlington, Canton, Collinsville, East Granby, East Hartford, East Windsor, Ellington, Enfield, Farmington, Glastonbury, Granby, Hartford, Hartland, Hebron, Manchester, Marlborough, New Britain, Newington, North Canton, North Granby, Plainville, Plymouth, Rocky Hill, Simsbury, Somers, South Glastonbury, South Windsor, Southington, Stafford, Stafford Springs, Suffield, Tolland, Vernon, West Granby, West Hartford, West Hartland, West Simsbury, Wethersfield, Windsor and Windsor Locks.

What can the Sexual Assault Cr

Our goal...

To offer comprehensive services to sexual assault survivors and the people in their lives.

We focus on empowering survivors of sexual assault to make their own decisions.

We will not give you advice or tell you what you should do. We are here to listen without judgment, and to provide a safe and healing environment. We believe all survivors of sexual assault can heal, and are capable of deciding what is right for them.



Break the silence...

Crisis Service Provide?

We Offer...

- 24-hour English and Spanish confidential hotlines with immediate access to trained, certified counselors.
- Accompaniment/advocacy for sexual assault survivors and their loved-ones throughout medical, police and court procedures.
- Short term, individual counseling.
- A variety of support groups.
- Information and referrals regarding additional services.
- Prevention education presentations.
- Bilingual and male counselors, as well as sign language interpreters available upon request.

Volunteer Opportunities at Sexual Assault Crisis Service

All volunteers must be 18 years of age or older. Volunteers are required to complete a Counselor Advocate Training Course which meets the requirements set forth under C.G.S 52-146k. Trainings run twice a year through our Hartford and New Britain offices.

YWCA New Britain

sexual assault crisis service

YWCA New Britain Sexual Assault Crisis Service offers free and confidential services to sexual assault survivors and their loved ones.

our services include:

- 24 hour hotline in English and Spanish with access to trained and certified Counselor Advocates
- Accompaniment throughout medical, court, and police procedures
- Short-term counseling
- Support groups
- Information and referrals
- Prevention Education
- Counselor Advocate trainings

serving:

Andover, Avon, Berlin, Bloomfield, Bolton, Bristol, Burlington, Canton, East Granby, East Hartford, Ellington, Enfield, Farmington, Glastonbury, Granby, Hartford, Hartland, Hebron, Manchester, Marlborough, New Britain, Newington, Plainville, Plymouth, Rocky Hill, Simsbury, Somers, South Windsor, Southington, Stafford, Suffield, Tolland, Vernon, West Hartford, Wethersfield, Windsor, and Windsor Locks.

Toll Free Hotline

English: 1-888-999-5545

Spanish: 1-888-568-8332

New Britain Office:

YWCA New Britain
19 Franklin Square
New Britain, CT 06051
860-225-4681
860-225-7443 (Fax)

Hartford SACS Satellite Office:

75 Charter Oak Avenue
Building One, Suite 1-304
(Parking on Wyllys Street)
Hartford, CT 06106

www.ywcanewbritain.org

eliminating racism
empowering women
ywca

Are you at risk of Domestic Abuse?

If you think you may be in a domestic violence situation, please answer Yes or No to these questions.

Y N

Do you ever feel like you're walking on eggshells?

Does your partner have a "Jekyll and Hyde" personality?

Do you make excuses or "cover" for your partner's behavior?

Does your partner yell at you or call you names?

Does your partner threaten, push and/or shove you?

Does your partner use your children against you (for example, threaten to call the child protection agency, kidnap or hurt them)?

Does your partner sometimes throw and/or break things around the house?

Do you ever have sex to avoid an argument?

This is just a partial list of warning signs. If you answered Yes to any of these questions, you may be in a domestic violence situation.

You have just taken your first step toward breaking the cycle of domestic violence: recognizing the abuse!

Network Against Domestic A

Crisis Counseling and Support

The Network operates a confidential hotline 24 hours a day providing information, referrals, crisis intervention and court accompaniment.

Emergency Shelter

The Network maintains a 15-bed emergency shelter for women and children in a violence crisis. The counselors will assist you and provide referrals.

Counseling and Support Groups

The Network offers short-term counseling to victims of domestic violence. We also offer community support groups that focus on self-esteem issues that accompany it.

Victim Advocacy

The Network provides assistance with criminal justice system issues under the Connecticut Family Violence Law, including in court appearances and orders.

The next step is yours...

Right now, you may be questioning if you should trust yourself, your emotions and what you have just read. Only you know how you feel at this moment. It takes a lot of courage and self-respect to reach out for help. But there is help and support just a phone call away. Picking up the phone now may help you open a window and give you a new outlook on your life.

Call the Network any time for more information, or log on to our web site at: **networkagainstdomesticabuse.org**

Our services are *free of charge* and all information is *confidential*—we do not disclose to Caller ID.

Domestic Abuse?

If you think you may be in a domestic violence situation, please answer Yes or No to these questions.

Y N

- ☐ ☐ Do you ever feel like you're walking on eggshells?
- ☐ ☐ Does your partner have a "Jekyll and Hyde" personality?
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**You have just taken
your first step toward breaking
the cycle of domestic violence:
recognizing the abuse!**

Network Against Domestic Abuse provides these services:

Crisis Counseling and Support

The Network operates a confidential hotline 24 hours a day, seven days a week. Assistance includes information, referrals, crisis intervention and counseling.

Emergency Shelter

The Network maintains a 15-bed emergency shelter for women and children involved in a domestic violence crisis. The counselors will assist you and your children with support, information and referrals.

Counseling and Support Groups

The Network offers short-term counseling to victims dealing with the effects of domestic violence. We also offer community support groups that focus on domestic violence and the emotions and self-esteem issues that accompany it.

Victim Advocacy

The Network provides assistance with criminal court procedures and referrals for victims within the Connecticut Family Violence Law, including information regarding protective and restraining orders.

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networkagainstdomesticabuse.org

Our services are *free of charge* and all information is *confidential*—we do not subscribe to Caller ID.

What to bring to the shelter

If you have time, take these important things with you:

- Social security cards
- Birth certificates
- Marriage license
- Medical and financial records
- Address book
- Keys
- Driver's license/identification
- School records
- Immunization/physical records
- AFDC card
- Protective or restraining order papers

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- Keys
- Driver's license/identification
- School records
- Immunization/physical records
- AFDC card
- Protective or restraining order papers



the network

reaching out for a violence free society

www.thenetworkct.org

CONSENT is:

1. ^{How's that? GREAT!} Active ^{based on} 2. Equal ^{UP} Power

Just because a partner didn't say "no" doesn't mean they have given consent. Ask, because only "YES" means "YES."

If someone is underage, drunk, asleep or in another vulnerable position, they cannot consent.

3. ^{UP} Choice ^{gears} 4. ^a Process

We must make sure our partners feel free to say "yes" or "no" without pressure. If we aren't willing to take "no" for an answer, consent cannot happen.

Consent requires ongoing conversations with lots of trust. Just because someone says yes to making out doesn't mean they want to do anything else. You can change your mind at any time.

Respect your dating partners.
Be someone who asks, listens, and cares about consent.



www.haven-oakland.org

24-hour Crisis and Support Line: 1-877-922-1274



@havenuproot



WHAT IS DOMESTIC ABUSE?

Domestic Violence is a pattern of abusive behavior in a relationship where one person tries to control or dominate the other.

The violence can take many forms such as emotional, psychological, physical, sexual and/or financial. The abuse leaves the victim feeling scared, confused, dependent and insecure. In most cases, the abuse escalates unless there is some kind of intervention because the abuser maintains control over the victim.

Some examples of the abusive behavior are: name-calling or put-downs, withholding of money, actual or threatened physical harm, sexual assault, following and checking up on the victim, blaming the victim for the behavior, minimizing the behavior or denying the behavior occurred.

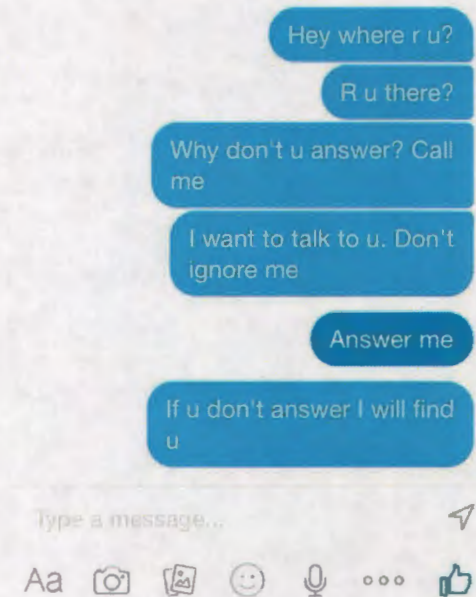
The abuser may exhibit the behaviors once in a while or all the time.

Although the abuser's partner is the primary target, violence is often directed toward children as well, and sometimes toward family members, friends, and even bystanders in attempts to control their partner.



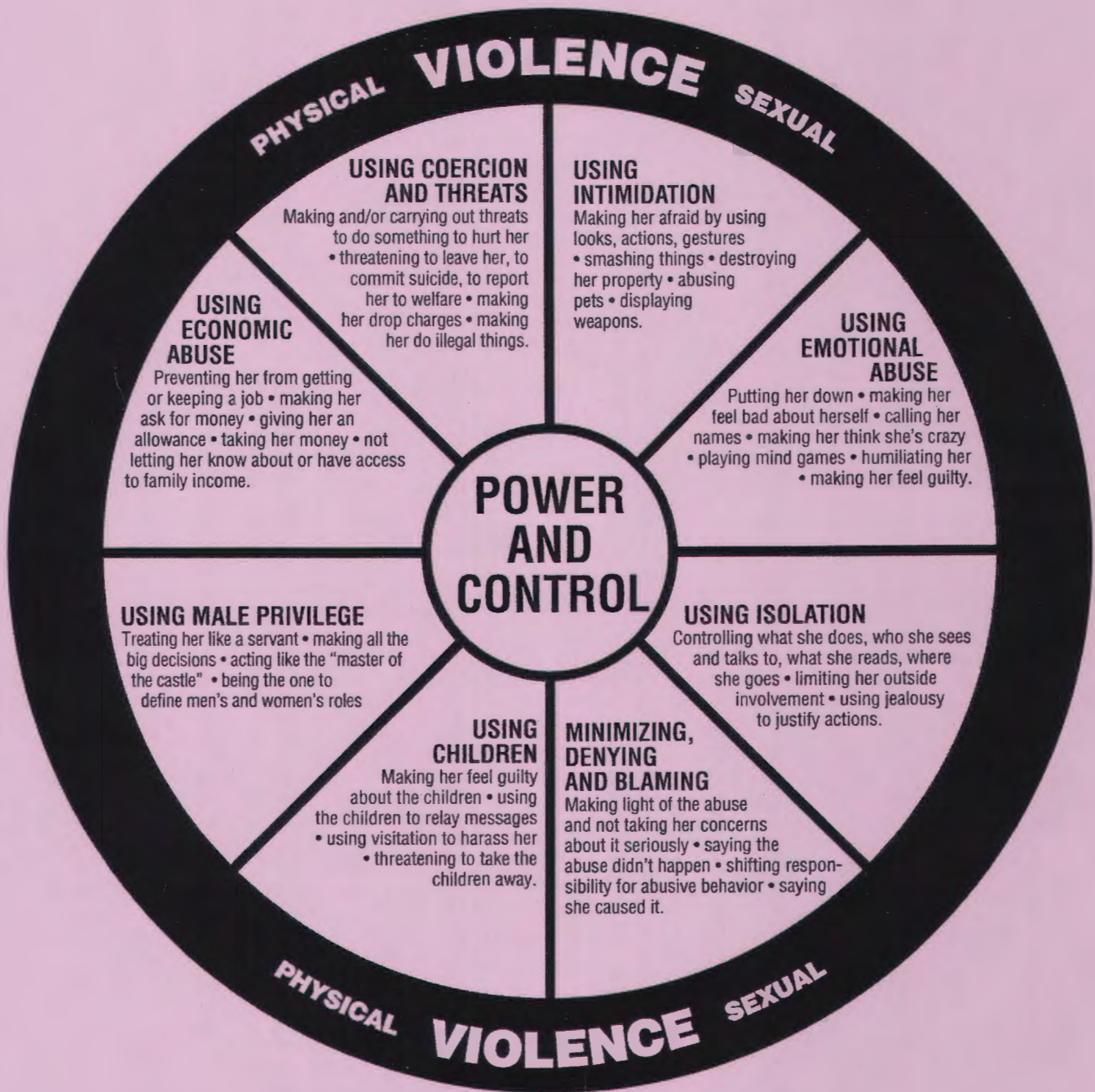
WARNING SIGNS

- Possessiveness
- Jealousy
- Dislikes victim's family and/or friends
- In a hurry to get romantically involved
- Lying
- Secretiveness
- Imposition of their opinions and/or beliefs on the victim
- Belittling victim's opinions and/or beliefs
- A bad temper
- Physical aggressiveness
- Verbal mistreatment of other people
- Blames others for their problems and/or mistakes
- "Playful" use of force during sex
- Unreliability
- Acts differently when alone then with others
- Invades the victim's privacy
- Cruelty to animals or children
- Charm or charisma



warning signs:
verbal abuse

Calling you names,
belittling you, and/or
putting you down



DOMESTIC ABUSE INTERVENTION PROJECT

202 East Superior Street
Duluth, Minnesota 55802
218-722-2781
www.duluth-model.org

Member Agencies

The Umbrella Center for Domestic Violence Services
Ansonia, CT

The Center for Women & Families
Bridgeport, CT

Women's Center
Danbury, CT

Domestic Violence Program United Services
Dayville, CT

Network Against Domestic Abuse
Enfield, CT

Domestic Abuse Services Greenwich YWCA
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Interval House
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Meriden-Wallingford Chrysalis
Meriden, CT

New Horizons
Middletown, CT

Prudence Crandall Center
New Britain, CT

The Umbrella Center for Domestic Violence Services
New Haven, CT

Safe Futures
New London, CT

Domestic Violence Crisis Center
Norwalk, CT

Women's Support Services
Sharon, CT

Domestic Violence Crisis Center
Stamford, CT

Susan B. Anthony Project
Torrington, CT

Safe Haven
Waterbury, CT

Domestic Violence Program United Services
Willimantic, CT

The following statistics represent the victims who received services from CCADV's 18 member domestic violence organizations during the period of July 1, 2013 through June 30, 2014. Please note that these numbers only represent those victims who sought services at our member agencies and do not represent the total number of individuals victimized by domestic violence in Connecticut.

Total victims served**46,750****Crisis Services - 27,753 contacts with victims in crisis**

Crisis services include calls to the statewide domestic violence hotline, as well as individual agency hotlines.

Safe Home Services - 1,787 victims housed

Safe home or emergency shelter services are provided to female, male, and child victims in serious physical danger who have no other safe housing options.

Community Services - 27,003 victims served

Community services include individual counseling, safety planning, support groups, court advocacy, information & referrals, transportation, housing advocacy, basic needs, parenting support and activity groups for teens and youth. These services were provided over 109,000 times throughout the fiscal year.

Court Based Services - 39,373 cases involving victims

Victims involved in criminal or civil court cases were provided with counseling, safety planning, guidance related to the court process, and information & referrals. Additionally, court-based Family Violence Victim Advocates were available in all criminal courts to provide victim advocacy on criminal matters. Court-based victim advocacy on civil matters was only funded in two family courts for this time period.

Community Education Services - 989 events

Community education is provided across the state and includes training for law enforcement, medical professionals, religious & civic organizations, businesses and other interested stakeholders. Domestic violence prevention programs are also provided at schools from elementary through college.

Domestic violence is a pattern of coercive, controlling behavior that can include physical, emotional, psychological, sexual or financial abuse. It is a pervasive, life-threatening crime that affects thousands of individuals in Connecticut regardless of age, gender, economic status, race, religion, sexual orientation or education. Victims are left feeling scared, confused, dependent and insecure about their ability to survive on their own, financially or otherwise. The children of a battered parent must contend with these same fears and realities.

Please note that in 2013 CCADV member organizations began utilizing a new data collection system to more uniformly and accurately compile service statistics.