

PUBLIC ACT 14-11: REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Eastern Connecticut State University
REPORTING OFFICE/DEPARTMENT: Division of Student Affairs
INSTITUTION CONTACT: Dr. Stacey Close, Title IX Coordinator
YEAR: 2015-2016

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Founded in 1889, Eastern Connecticut State University is Connecticut's Public Liberal Arts University. Eastern has an enrollment of 5139 students. In addition, the University has 201 full-time instructional faculty members. While the University's dedicated mission is to provide a liberal education that is practically applied, the well-being and safety of the University community also remains a top priority.ⁱ The Board of Regents, which governs Eastern Connecticut State University and its other 16 affiliated colleges and universities, developed the policies of the system that address issues of sexual assault, violence against children, interpersonal violence, and domestic violence.ⁱⁱ While adhering to the policies of the Board, Eastern Connecticut State University uses a proactive and multi-pronged strategic approach to combat issues of sexual assault, stalking, and interpersonal violence. Included in this binder are the narrative and reporting data for the year 2015 to 2016 and supportive material.

Central to this approach is the inclusion of key offices from throughout the University such as the Women's Center, Public Safety, Housing, Student Affairs, Counseling and Psychological Services, Judicial Affairs, and Office of Equity and Diversity. While the University provides training and education prevention to the key stakeholder departments, staff members in Housing such as hall directors and resident assistants serve as critical frontline support against sexual assault, stalking, and interpersonal violence for students residing on campus. Working closely with Housing, the director of the Women's Center serves as the advocate for student victims of sexual assault, interpersonal violence, and domestic violence. Using a victim centered approach, the director of the Women's Center works to connect victims with resources both on and off campus. The University's Public Safety Department is available 24 hours a day to assist, combat, and address issues of sexual assault, interpersonal violence, and domestic violence. Housing and Student Affairs staff members are also educated and trained to address best practices for combating sexual assault. While the rights of victims are carefully considered, Eastern Connecticut State University also ensures that respondents receive notification of their rights and also information about the resources that are available. In addition, respondents are provided an advocate on their behalf. The campus Judicial Affairs

Officer serves as the adjudicating arm for the University in sexual assault cases. The Student Code of Conduct Policy details the Judicial Affairs Officer's role in the process; in addition, it also includes information on the appeals process. Along with the other key stakeholders in combating sexual assault and interpersonal violence, the Office of Equity and Diversity's Title IX coordinator assists by organizing training and educational opportunities on sexual assault and interpersonal violence prevention.ⁱⁱⁱ As far as employees, the Office of Equity and Diversity's role is to connect employee victims of sexual assault, stalking, and interpersonal violence to available resources.

The data for this report is organized into six major sections. Section I is Sexual Violence Prevention, Awareness, and Risk Reduction Programs, while Section II is Sexual Violence Prevention and Awareness Campaigns. Section III includes data on Total Reported Incidences of Sexual Violence, while Section IV a and IV b includes data on Disciplinary Cases and Final Outcomes of Disciplinary Cases Relating to Sexual Violence and Final Outcomes of Appeals of Original Outcomes of Cases Relating to Sexual Violence. Sections V a and V b focus on Disciplinary Cases and Final Outcomes of Disciplinary Cases Relating to Sexual Violence and Final Outcomes of Appeals of Original Outcomes of Cases Relating to Sexual Violence. The final major portion, Section VI, addresses Total Anonymous and Confidential Sexual Violence Reports or Disclosures to the Institution.^{iv} The statutory reference definitions for sexual assault, sexual assault/intimate partner violence, stalking, and programming are also included. Both definitions and penalties are found at the end of the data.

I. SEXUAL VIOLENCE PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS**

As mentioned earlier, Eastern Connecticut State University makes use of a proactive and multi-pronged approach in addressing sexual violence through prevention, awareness, and risk reduction programs. In Section I Sexual Violence* Prevention, Awareness, and Risk Reduction Programs reportable data and statistics for the category of sexual assault, Eastern Connecticut

State University organized 21 prevention programs, 27 awareness programs, and 22 risk reduction programs. While the division held a number of prevention programs, this report will briefly highlight a few of those programs. For example, housing's staff program on prevention in 2015 that included 70 members of the staff. The director of the Women's Center conducted a program on prevention that included 330 residents. This narrative includes a list of all programs and describes the area that the program represents.^v

While the University provided 27 Awareness Programs, this report will highlight two programs and staff members. Under Section I for the Awareness Programs, "Understanding Affirmative Consent, STDS, and Relationships" was a critical program in the educational awareness for the college and University population at Eastern Connecticut State University. One of the Awareness Programs was the "Boys Will Be Boys" that allowed individuals to examine the sexual assault and grapple with issues of masculinity. Like with prevention efforts, Awareness Programs also include opportunities for staff members to increase their awareness of legislation and laws. A staff member in student affairs attended the ATIXA Training, while members of public safety attended training awareness programs at Fairfield University.^{vi}

In the category of Risk Reduction for sexual assault in Section I, the University provided 22 programs in the category. One of the Risk Reduction programs was "Swipe Right for Sex: Love and HIV in the Age of Dating Apps." Two of the programs that allowed the University to reach thousands of students, faculty, and staff in Prevention, Awareness, and Risk Reduction were the bulletin board campaign and the Haven Online program.^{vii}

As with the other two areas of Section I, staff members increased their knowledge of Prevention, Awareness, and Risk Reduction. Programs and training organized and developed by Eastern's campus community overlapped into each of the three categories: Prevention, Awareness,

and Risk Reduction. Some staff members completed sexual harassment training, alcohol/drug sexual assault training, while one staff member attended a legal issues conference at the University of Vermont.^{viii}

The Second Program Category in Section I was Stalking. In an effort to confront stalking that often comes with sexual assault, University staff developed and organized 12 Prevention Programs, 17 Awareness Programs, and 13 Risk Reduction Programs.

As with most institutions, students are an unquantifiable resource on critical issues of Awareness Programs. Housing sponsored "Somebody's Watching Me," a program on stalking. In addition, the University still continues "Tell Somebody," which allows students to go online and notify campus authorities if they believe someone might be in danger. A group of students also decided that they would have a "Hunting Ground" viewing on campus^{ix}

In Section I of the Category of Intimate Partner Violence, the University organized and provided 20 Prevention, 23 Awareness, and 23 Risk Reduction Programs for the campus community. Both the dean of students and judicial officer completed training on the prevention of intimate partner violence, while a group of 32 resident assistants completed bystander intervention efforts. The University also provided a sexual harassment prevention training for the new teaching faculty hires; in addition, the university provided online sexual assault, domestic violence, interpersonal violence, and stalking prevention for over 500 faculty and staff.^x

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS

In Section II the narrative discusses the Sexual Violence Prevention and Awareness Campaigns developed on campus for prevention and awareness in the categories of Sexual Assault,

Stalking, and Intimate Partner Violence. In an effort to prevent sexual violence, the University staff carried out 2 sexual assault campaigns and 3 intimate partner violence campaigns. As for awareness campaigns, there were 9 campaigns with a focus on sexual assault, 8 that dealt with stalking, and 8 that focused on intimate partner violence. Information tables took their messages directly to areas traversed by students. The range of awareness campaigns ran from the use of poetry in "Freedom 4 Ewa" to "It's Condom Sense," a program on consent. In addition, resident assistants organized "Baskets of Love" and "Tough as Tote" as campaigns for areas in their residence halls.^{xi}

III. TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE

Section III includes the reported incidences of sexual violence. In the program category of Sexual Assault, the University had 2 reported incidences of sexual assault and 13 disclosures. The Women's Center at the University served as an important support regarding the incidences and disclosures. Under the program categories of Stalking, the University had 2 incidences of stalking and 4 disclosures. As far as intimate partner violence, the campus received 12 reported incidences of intimate partner violence and 15 incidences of disclosed intimate partner violence. Those students that reported or disclosed the incidences were advised of on campus and off campus resources available to them.^{xii}

IV. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE

Section IV a of the narrative provides data on Disciplinary Cases and Final Outcomes of Disciplinary Cases Relating to Sexual Violence. In the program category of Sexual Assault, the University had 2 cases. In the adjudicated cases for the two respondents, one respondent received a suspension, while the other respondent was expelled. Both respondents were given persona non grata status. While there were 2 disciplinary cases that involved stalking, judicial affairs issued 2 warnings and 2 probations. Intimate Partner Violence program category listed 12 cases. Of the 12 cases, there were 10 warnings, 11 probations, 1 suspension, 1 expulsion, 4 persona non grata, 0 sanctions/sexual violence remediation, and 23 other. Section IV b is the Final Outcomes of Appeals of Original Outcomes of Cases Relating to Sexual Violence. In this program category of Sexual Assault (Appeals of Original Outcomes of Cases Relating to Sexual Violence), 2 cases were upheld. There were no cases appealed in the areas of Stalking or Intimate Partner Violence.^{xiii}

V a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES)

&

V b. TOTAL ANONYMOUS AND CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE UNIVERSITY

The next major sections in the report are Section V a. Disciplinary Cases and Final Outcomes of Disciplinary Cases Relating to Sexual Violence (Employees), Section V b. Final Outcomes of Appeals of Original Outcomes of Cases Relating to Sexual Violence (Employees), and Section VI Total Anonymous and Confidential Sexual Violence Reports on Disclosures to the Institution. The data for these categories are included as follows. There were no cases in the program categories of Sexual Assault, Stalking, and Intimate Partner Violence for sections V a and V b. The University has a "Tell Somebody" reporting system that allows members of the campus community to report if they believe someone needs help. As mentioned earlier, the University provided both online education and prevention on sexual assault, stalking, and interpersonal violence through the Haven Online program. Haven Online allowed the University to educate both instructional faculty and staff members. In fact, staff members from areas such as facilities that are often left out of such educational and training opportunities again took part in the online training. As a result of Haven, employees were provided with contact information on which offices offered support and where to file reports in cases of sexual assault, stalking, and interpersonal violence. Along with the online training, the University provided in-person sexual harassment prevention training for faculty and staff.^{xiv}

CLERY DATA FROM PUBLIC SAFETY

The Eastern Connecticut State University reports also includes data provided from Eastern Connecticut State University's Public Safety regarding sex offenses, domestic violence, dating violence, and stalking reported to Public Safety. Members of Public Safety received 22 reports of domestic violence and 5 sexual assaults.^{xv}

CONCLUSION

The short narrative above is an overview of the Reportable Statistics and Data for Eastern Connecticut State University for 2015-2016. Along with the overview of the Reportable Statistics and Data, narrative includes information on the awareness, prevention, and risk reduction programs and campaigns organized and developed by the University. In addition, the narrative has information on the continued training efforts of staff members that organized the programs and campaigns.

ⁱNotes

ⁱ U.S. News and World Reports online <http://colleges.usnews.rankingsandreviews.com/best-colleges/eastern-connecticut-state-1425> and information from Institutional Research at Eastern Connecticut State University.

ⁱⁱ Board of Regents for Higher Education, Connecticut State College and University Policy Regarding Sexual Misconduct Reporting, Support Services and Processes Policy
<http://www1.easternct.edu/equityanddiversity/files/2014/07/sexualmisconduct.pdf>

ⁱⁱⁱ Information for all of offices mentioned are included in the color coded tab section of the binder.

^{iv} See Eastern Connecticut State University Reportable statistics and Data section.

^v See Eastern Connecticut State University Reportable statistics and Data section.

^{vi} See Eastern Connecticut State University Reportable statistics and Data section.

^{vii} See Eastern Connecticut State University Reportable statistics and Data section.

^{viii} See Eastern Connecticut State University Reportable statistics and Data section.

^{ix} See Eastern Connecticut State University Reportable statistics and Data section.

^x See Eastern Connecticut State University Reportable statistics and Data section.

^{xi} See Eastern Connecticut State University Reportable statistics and Data section.

^{xii} See Eastern Connecticut State University Reportable statistics and Data section.

^{xiii} See Eastern Connecticut State University Reportable statistics and Data section.

^{xiv} See Eastern Connecticut State University Reportable statistics and Data section.

^{xv} See Eastern Connecticut State University Reportable statistics and Data section. Information from Public Safety.

Program Description	Number of Attendees	Campaign, Program or Training	Trainer, Vendor, or Facilitator	Sexual Assault				Stalking				Intimate Partner Violence			
				Covered Topic of Sexual Assault	Preventive	Awareness	Risk Reduction (not available for campaigns)	Covered Topic of Stalking	Preventive	Awareness	Risk Reduction (not available for campaigns)	Covered Topic of Intimate Partner Violence	Preventive	Awareness	Risk Reduction (not available for campaigns)
duct Policies	1	Training	Victim Rights Center	Yes	Yes	No	No	Yes	Yes	No	No	Yes	Yes	No	No
duct Policies	1	Training	Victim Rights Center	Yes	Yes	No	No	Yes	Yes	No	No	Yes	Yes	No	No
mpus	7	Training	Sgt. Didato	Yes	No	No	No	No	No	No	No	No	No	No	No
	7	Training	A.D Ficko	Yes	No	No	No	Yes	No	No	No	Yes	No	No	No
	1	Training	Various	Yes	No	No	No	Yes	No	No	No	Yes	No	No	No
	1	Training	Various	Yes	No	No	No	Yes	No	No	No	Yes	No	No	No
ult Investigation	1	Training	Chris Bartolotta	Yes	No	No	No	Yes	No	No	No	Yes	No	No	No
r Training	1	Training	Association of Title Administrators	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes
r Training	1	Training	Association of Title Administrators	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes
& Campus Safety Risk Assessment	1	Program	Victim Rights Center	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
l Responsibilities for Accused	1	Program	Dr. Gary Pavela	Yes	No	Yes	Yes	No	No	No	No	Yes	No	Yes	Yes
ention Prevention Strategies	1	Program	Elise Delacruz	Yes	Yes	Yes	Yes	No	No	No	No	Yes	Yes	Yes	Yes
Victim Survivors of Sexual Assault	17	Training	Women's Center	Yes	Yes	No	Yes	No	No	No	No	Yes	Yes	No	Yes



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Eastern Connecticut State University
REPORTING OFFICE/DEPARTMENT: Division of Student Affairs
INSTITUTION CONTACT: Dr. Stacey Close, Title IX Coordinator
YEAR: 2015-2016

I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:			
Program Category	Number of Programs:		
	Prevention:	Awareness:	Risk Reduction:
<i>Sexual Assault</i>	21	27	22
<i>Stalking</i>	12	17	13
<i>Intimate Partner Violence</i>	20	23	23
Program Types: (List and Describe Each Program Type)			
*See Attached Document for Description			
A. SEXUAL ASSAULT			
<ul style="list-style-type: none"> • Gender-Based Misconduct from Policies to Resolution: Practical Steps to Solidifying Effective Systems • 2015 Fairfield University Public Safety Academy • LEC-Recert • Mashantucket Police Department • ATIXA Training Civil Rights Investigator Training & Certification • Intersections of the Clery Act & Title IX & Response to Sexual Violence • Gary Pavela on Working with the Accused Student: Your Campus' Legal & Moral Responsibilities • Doing Our Part: Sexual Violence Prevention & Intervention Strategies for Institutions for Higher Education • SAIV-RT Refresher • SOP Training for New RAs • Modified BCDs • SOP Game Show • Sexual Assault Response Protocol • Behind Closed Doors • Sexual Harassment Prevention Training • Boys Will Be Boys • Swipe Right For Sex: Love and HIV In The Age of Dating Apps 			

- Mead Hall Mandatory Meeting
- Freedom4Ewa
- The Bystander Effect: Take Action
- It's Condom Sense
- Hunting Ground Viewing Party
- Understanding Affirmative Consent, STDs, and Relationships
- Domestic Violence Victim Advocacy Training
- Students Fight Back
- Freedom4Ewa
- In Her Shoes
- The Empathy Gap: Screening
- The Empathy Gap: Lecture
- Speak Up, Speak Out: Immigrant Rights
- Creatomg and Sistaomg Successful Support Groups
- Pre-Departure Study Abroad Orientation

B. STALKING

- Gender-Based Misconduct from Policies to Resolution: Practical Steps to Solidifying Effective Systems
- 2015 Fairfield University Public Safety Academy
- LEC-Recert
- Mashantucket Police Department
- ATIXA Training Civil Rights Investigator Training & Certification
- Intersections of the Clery Act & Title IX & Response to Sexual Violence
- Sexual Harassment Prevention Training
- Somebody's Watching Me
- Boys Will Be Boys
- Mead Hall Mandatory Meeting
- Hunting Ground Viewing Party
- The Hunting Ground
- Domestic Violence Victim Advocacy Training
- Students Fight Back
- Freedom4Ewa
- In Her Shoes
- The Empathy Gap: Screening
- The Empathy Gap: Lecture
- Pre-Departure Study Abroad Orientation

C. INTIMATE PARTNER VIOLENCE

- Gender-Based Misconduct from Policies to Resolution: Practical Steps to Solidifying Effective Systems
- 2015 Fairfield University Public Safety Academy
- LEC-Recert
- Mashantucket Police Department
- ATIXA Training Civil Rights Investigator Training & Certification
- Intersections of the Clery Act & Title IX & Response to Sexual Violence

- Gary Pavela on Working with the Accused Student: Your Campus' Legal & Moral Responsibilities
- Doing Our Part: Sexual Violence Prevention & Intervention Strategies for Institutions for Higher Education
- SAIV-RT Refresher
- SOP Training for New RAs
- Modified BCDs
- SOP Game Show
- Sexual Assault Response Protocol
- Sexual Harassment Prevention Training
- Boys Will Be Boys
- Somebody's Watching Me
- Mead Hall Mandatory Meeting
- Freedom4Ewa
- Be a Superhero: Bystander Intervention
- It's Condom Sense
- Baskets of Love
- Tough As A Tote!
- Domestic Violence Victim Advocacy Training
- Students Fight Back
- In Her Shoes
- The Empathy Gap: Screening
- The Empathy Gap: Lecture
- Speak Up, Speak Out: Immigrant Rights
- Pre-Departure Study Abroad Orientation

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:

Campaign Category	Number of Campaigns:	
	Prevention:	Awareness:
<i>Sexual Assault</i>	2	9
<i>Stalking</i>	0	8
<i>Intimate Partner Violence</i>	3	8

Campaign Types: (List and Describe Each Campaign Type)

*See Attached Document for Description

A. SEXUAL ASSAULT

- Information Table: Stalking
- Information Table: Domestic Violence
- Information Table: Sexual Assault
- Sexual Assault Bulletin Board Campaign

B. STALKING

- Information Table: Stalking
- Information Table: Domestic Violence
- Information Table: Sexual Assault

C. INTIMATE PARTNER VIOLENCE

- Information Table: Stalking
- Information Table: Domestic Violence
- Information Table: Sexual Assault

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III. TOTAL REPORTED INCIDENTS OF SEXUAL VIOLENCE:

Incident Category	Number of Incidents Reported:	Number of Incidents Disclosed:
<i>Sexual Assault</i>	2	13
<i>Stalking</i>	2	4
<i>Intimate Partner Violence</i>	12	15

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>	2	0	0	1	1	2	0	0
<i>Stalking</i>	2	2	2	0	0	0	0	0
<i>Intimate Partner Violence</i>	12	10	11	1	0	4	0	23

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>	2	2	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	Final Outcome:
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Category	Total Number of Cases:	Reprimand:	Education/ Training:	Administrative Leave:	Termination:	Other:
<i>Sexual Assault</i>						
<i>Stalking</i>						
<i>Intimate Partner Violence</i>						

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

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>				
<i>Stalking</i>				
<i>Intimate Partner Violence</i>				

Public Safety and Clergy Data

Incidences	
Domestic Violence	22
Sexual Assault	5

*"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,

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.

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.

FLYERS, BROCHURE, AND CONTACT DATA

The Sexual Assault & Interpersonal Violence Response Team (<http://www.easternct.edu/saiv/>)

University Response to a Report of Sexual Misconduct

1) Assignment of a Sexual Assault & Interpersonal Violence Response Team, Coordinator

Whenever the University receives a report of sexual misconduct or sexual assault, the complainant will be referred to a Sexual Assault & Interpersonal Violence Response Team (<http://www.easternct.edu/saiv/members/>) Coordinator. The coordinator will serve as a resource person to identify, explain, and navigate the complainant's reporting options and the available support services. This can include referrals to counseling, educational support, pastoral care, medical treatment, and information about University and legal processes. The coordinator can also provide assistance in rearranging class schedules, extracurricular activities, housing and on-campus dining arrangements; to the extent that a student's requests are reasonable and can be accommodated, every effort will be made to do so. Where appropriate, the goal of any adjustment will be to minimize the burden on the complainant's educational program. Similarly, an accused student will also be assigned a coordinator, to provide him or her with support, information and assistance.

2) No-Contact Orders Issued to the Complainant and the Accused

Upon receipt of a report of alleged sexual misconduct in which the accused is a current student at Eastern, the complainant has the option to request a no-contact order, which will then be issued to the complainant and the accused.

Intimidation or Threats to Inhibit Reporting

The University strongly encourages students to report any incident of sexual misconduct or sexual assault. Eastern takes such reports very seriously. Any actual or threatened retaliation or any act of intimidation to prevent or otherwise obstruct the reporting of sexual misconduct or sexual assault by an accused student or third party is itself prohibited and will result in disciplinary sanctions. A complainant or witness who is threatened in any way should immediately report these concerns to their assigned Sexual Assault & Interpersonal Violence Response Team Coordinator or to Eastern Police (<http://www.easternct.edu/police/>).

Timely Warning to Campus

In an effort to provide timely notice to the Eastern community, and in the event of an incident that may pose a serious, ongoing threat to members of the Eastern community, a mass email Crime Alert is sent to all students and employees on campus. Updates to the Eastern community about any particular case resulting in a Crime Alert may be distributed via email and may be posted on the Eastern Police website.

Reporting Options

A student has the option to pursue a criminal complaint with the appropriate law enforcement agency, to pursue a complaint through the University disciplinary process, or to pursue both processes simultaneously.

When a student is sexually assaulted, s/he has reporting options. Victims of sexual misconduct are encouraged, but not required, to file a report. If a student makes the decision to file a report, the student has reporting options available:

1. Anonymous Report
2. Formal Report
3. Criminal Complaint

4. Informal Report

Full Confidential Report

Anonymous Report: A student may fill out or seek assistance in completing an Anonymous Report Form. An Anonymous Report does not contain the name of the victim or the offender. An Anonymous Report will be kept on file by the SAIV-RT Coordinator and recorded with the Eastern Police Department for purposes of the Jeanne Clery reporting disclosure requirements. Anonymous Reports allow Eastern to track reported incidents of sexual assault. Completing one of the Anonymous forms does not constitute an incident report, a police report, or a student conduct report, and Eastern will not initiate investigatory or student conduct proceedings. The victim will not be contacted by Eastern unless the victim indicates a desire to be contacted.

- "Tell Somebody" Reporting Form (<https://7.selectsurvey.net/easternct/TakeSurvey.aspx?SurveyID=ml2l69l>)
- Anonymous Crime Reporting Form (<https://selectsurvey.net/easternct/TakeSurvey.aspx?SurveyID=llL24m6>)
- Non-Anonymous Complaint/Referral Form (<https://selectsurvey.net/easternct/TakeSurvey.aspx?SurveyID=l2LK472>)

Confidential Reporting

Formal Report: Sexual assault is a crime and is a violation of the Student Code of Conduct (<http://kb.easternct.edu/article.aspx?article=1429&p=11>). As such, a student may file a Formal Report with the Eastern Police or the Office of Judicial Affairs (<http://www.easternct.edu/judicialaffairs/>). This report will include the name of the student filing the report and the name of the alleged offender, if known. Upon the filing of a Formal Report, the Eastern Police will conduct an investigation.

The results of the investigation will be forwarded to the Director of Judicial Affairs and the Dean of Students, who will follow procedures outlined in the Student Handbook for the handling of matters of sexual misconduct. Upon a finding of responsibility, the University will take disciplinary action against the offender. The offender may also be prosecuted under Connecticut Criminal Statutes, and the victim may also take civil action against the offender. The results of these various actions are independent of each other.

After the filing of a Formal Report, the student has the option to take no further action with respect to the investigation. In that instance, the student will be advised that the University may still take action regarding the alleged offender in order to protect the University community.

Criminal Complaint: Sexual assault and rape are against the law in the State of Connecticut and may be prosecuted under Connecticut criminal and/or civil statutes. In that respect, and in addition to the reporting options listed above, students who have been sexually assaulted are encouraged to contact the Eastern Police Department directly by calling 860-465-5310 or 911 for emergencies. The police will inform you of your rights and options. The police will conduct an investigation and will keep the complainant informed on matters to prosecute. The police will review all cases with the State's Attorney's Office. The State's Attorney will make the final decision to prosecute under state law. This may be combined with the University judicial process.

Filing a Criminal Report with the Eastern Police is different than filing a Formal Report with the University.

Informal Report: You may informally report the incident to the University Police. University Police will inform you of your rights and options and will guide you to victim services. The victim may, at a future time, choose to pursue charges through the University Judicial system or as a criminal complaint.

All reports will be recorded with Eastern Police Department for purposes of the Jeanne Clery reporting disclosure requirements. These Reports allow Eastern to track reported incidents of sexual assault.

***Please note** that internet activity can be tracked and stored on the computer system being used. The **Escape** feature will quickly direct you to another website, but does not remove the history of visiting this site. If you have any concerns, it is recommended that a public computer (such as the library) be used to access this site.

Public Safety (<http://www.easternct.edu/police/>)

Welcome to Eastern Connecticut State University and the Department of Public Safety Web site. The officers and staff of our department take pride in the strong relationships they have fostered over the years with our university community. I truly believe our department strives to provide dedicated and professional service as outlined in our mission.

University Police Officers are required to take and pass a demanding police academy program and receive state certification as police officers sworn to uphold the Constitutions of the United States and the State of Connecticut. They must continually attend mandated training to keep them current regarding legal decisions and statutory changes. These officers are committed to your safety and to providing a safe environment for everyone that attends or visits our campus. Our department offers many safety-related programs to enhance our crime prevention efforts, safety awareness and overall campus security.

Please feel free to forward any suggestions that you feel will improve our service to this community. Our doors are open 24/7 if you need any additional assistance or information.

Chief Jeffrey A. Garewski



Office

Director:

Jeffrey A. Garewski
(mailto:GarewskiJ@easternct.edu)
Public Safety Building
(860) 465-5310

Administrative Assistant:

Melissa Colonese
(mailto:coloneseM@easternct.edu)
Public Safety Building
(860) 465-5313

Featured News

For weather updates on closings or delays (<http://www.easternct.edu/easternalert/>), call 860-465-4444.

Or sign up for Eastern Alert (<http://www.easternct.edu/easternalert/accountcreation/>)



TITLE IX

On June 23, 1972, President Richard Nixon signed Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., into law. Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity.

<http://www.justice.gov/crt/about/cor/coord/titleix.php>

If you have been or suspect you may have been a victim of interpersonal violence contact:

Office of Equity and Diversity
(Resource for both students and University employees)

(860) 465-5791

Women's Center
(Resource for students)

(860) 465-4314



**EASTERN
CONNECTICUT
STATE UNIVERSITY**

Office of Equity and Diversity

Sexual Harassment

Sexual Harassment is Illegal

and is prohibited by

The Connecticut Discriminatory Employment Practices Act

(section 46a-60 (a) (8) of the Connecticut General Statutes)

and

Title VII of the Civil Rights Act of 1964

(42 United States Code Section 2000e et. seq.)

Sexual harassment means . . .

Any unwelcome sexual advances or requests 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 employment;
- ▼ Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- ▼ Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

It is the policy of Eastern Connecticut State University that no member of the academic community may sexually harass another.

Individuals who engage in acts of sexual harassment may also be subject to civil and criminal penalties.

If you have a complaint to file or questions on Eastern Connecticut State University's policy or procedures on sexual harassment contact:

Office of Equity and Diversity
(860) 465-5791

Claims of harassment by students are also investigated by the:

Office of Student Affairs
(860) 465-4412

Complaints may also be directed to the:

**Connecticut Commission on
Human Rights & Opportunities**

21 Grand Street
Hartford, Connecticut 06106

(860) 541-3400

(800) 477-5737



EASTERN CONNECTICUT STATE UNIVERSITY

1. Go to a safe place. Go to an RA's room, a friend's room, or any open offices on campus that you feel comfortable in.

2. Call someone you trust. A friend, a family member, a victim advocate or the police are good resources to call. You do not have to go through this alone.

Eastern Police
www1.easternct.edu/police
 911 or 860-465-5310

3. Preserve evidence. If you think you might want to report the crime to the police, do not shower, douche, eat, or brush your teeth. If the incident involves any written or electronic evidence such as pictures, texts, social media posts, or videos, try to preserve copies.

4. Seek medical attention. You do not need to make a formal report to the university or press charges to receive medical attention and treatment. You will have options for prevention of pregnancy and sexually transmitted infections.

Student Health Services
www1.easternct.edu/health
 860-465-5263

5. Receive a forensic exam. If you are unsure about whether you want to report the crime to the university or the police, that is okay. You can still have evidence collected at the local hospital, and then decide about reporting at a later date.

Eastern and its community partners offer a variety of services and resources to assist you in dealing with this difficult time.

**On Campus
 Counseling and Psychological Services**
www1.easternct.edu/counseling
 860-465-0181

The Women's Center
www1.easternct.edu/womenscenter
 860-465-4313

Campus Ministry
www1.easternct.edu/campusministry
 860-423-0856

**Off Campus
 Windham Hospital Emergency Dept.**
 112 Mansfield Avenue, Willimantic, CT
www.windhamhospital.org
 860-456-6715

**The Sexual Assault Crisis Center
 of Eastern Connecticut**
 90 South Park Street, Willimantic
www.saccec.org | 860-456-2789

**United Services,
 Domestic Violence Program**
 132 Mansfield Avenue, Willimantic, CT
www.unitedservicesct.org | 860-456-9476

**Connecticut Judicial Branch,
 Office of Victim Services**
 225 Spring Street, Wethersfield, CT
www.jud.ct.gov/crimevictim
 1-800-822-8428

All forms of interpersonal violence – including sexual harassment, sexual assault, sexual exploitation, domestic and dating violence, and stalking – are violations of Eastern's policies. It is strongly encouraged that you report any incidents as soon as possible, even if you are unsure whether you will seek prosecution of the assailant. Your report is not a commitment to prosecute.

As a member of the Eastern community, you may file a report with both on-campus and off-campus authorities. You can find these resources listed in this brochure. It is your choice whether or not to file a report. If you choose to report a crime, it is important to preserve any evidence that you have that might prove a crime was committed.

The SAIV-RT can help you file a report with the University or obtain a no-contact order. The SAIV-RT can assist you in contacting the police or you can contact them directly to file a police report or obtain a protective order. Even if you do not report, you have the option for special campus accommodations.

If You Have Been Assaulted in the Past
 Remember that it is never too late to seek help. You can meet with the SAIV-RT Coordinator or any other SAIV-RT resource on campus or in the community for information and support. You are not alone. You have the right to ask questions and receive answers.

Members of the SAIV-RT

Eastern enforces Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs or activities. Some forms of sex-based discrimination, whether sexually-based or not, include sexual assault, dating violence, domestic violence and stalking. All forms of interpersonal violence and harassment are against university policy. Eastern encourages you to file a report with the Office of Judicial Affairs. The Director of Judicial Affairs can pursue complaints against a current student or Eastern organizations and clubs, and help you understand the disciplinary process. The Office of Diversity and Equity can pursue complaints against a faculty member, staff member or administrator.

Mandated reporters are those who give notice to the University, and other necessary personnel, of incidents of dating or domestic violence, sexual assault and all other forms of interpersonal violence. You can trust that our mandated reporters will take such incidents seriously, will practice confidentiality protocol, and will initiate an investigation.

A Note About Confidentiality

All members of the SAIV-RT will use discretion and honor confidentiality to the best of their ability. Members of the SAIV-RT with one asterisk by their name indicates that they are empowered by law to maintain confidentiality.

Starsheemar Byrum, Coordinator of the SAIV-RT; Director of the Women's Center
byrums@easternct.edu | 860-465-4314

Designated Police Sergeant,
of the Eastern Police Department
860-465-5310

Jane Neu, Associate Director
of Student Health Services *
neuj@easternct.edu | 860-465-5263

Director of CAPS, Counseling and
Psychological Services *
860-465-5778

Dr. Stacey Close, Title IX Coordinator
closes@easternct.edu | 860-465-5791

Angelo Simoni, Director of Judicial Affairs
simonia@easternct.edu | 860-465-0063

Dr. Walter Diaz, Dean of Students
diazw@easternct.edu | 860-465-5244

Amy Coffey, Associate Dean
of Arts and Sciences
coffeya@easternct.edu | 860-465-5383

LaMar Coleman, Director of Housing
and Residential Life
colemanla@easternct.edu | 860-465-0072

Father Larry LaPointe, Campus Minister *
lapointel@easternct.edu | 860-423-0856

For more information about the SAIV-RT,
visit: www1.easternct.edu/saiv

Have You Experienced Sexual Assault, Sexual Harassment, Sexual Exploitation, Stalking, Domestic Violence or Dating Violence?

Eastern Connecticut State University prohibits all forms of sexual misconduct, including sexual assault, sexual harassment and exploitation, and all forms of interpersonal violence such as intimate partner violence, dating and domestic violence, and forms of stalking.

This brochure describes supportive resources that Eastern offers to students who have experienced such harassment, exploitation, stalking or violence. Services are also available to bystanders.

For more information, visit:
www1.easternct.edu/saiv



EASTERN
CONNECTICUT
STATE UNIVERSITY

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

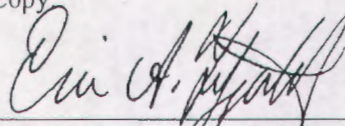
WHEREAS, The Board of Regents for Higher Education adopted policy regarding "Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy" on March 13, 2014; and

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.

12/5/2014 – BOR Academic & Student Affairs Committee
1/15/2015 – Board of Regents

University Policy

A primary concern of the University is the health and well being of each student; therefore, Eastern is committed to creating a community that is free from acts of sexual violence. Sexual violence includes any unwanted, unwelcome, forceful or coercive sexual contact.

Sexual assault, as defined for purposes of this policy and procedures, is a crime. Degrees of sexual assault range from unwanted or coercive sexual contact to forced or coerced sexual penetration (Conn. General Statutes, sec. 53a-70 to sec. 53 a.-74). Acts of sexual assault are not tolerated at Eastern Connecticut State University.

A victim/survivor of a sexual assault has the right to pursue legal proceedings against any alleged offender through the criminal or civil proceedings of the Connecticut courts. A victim/survivor of a sexual assault has the right to pursue disciplinary action against an accused student assailant through the judicial procedures of the University Student Conduct Code, or against an alleged offender who is a University employee through University disciplinary procedures.

University Procedures

The University supports a student's right to exercise an informed choice about actions taken in cases of sexual assault; however, it urges any victim/survivor to contact the University police immediately if a sexual assault occurs. The Eastern Connecticut State University Police work collaboratively with the Office of the Vice President/Dean of Student Affairs to provide an immediate response to a victim/survivor of sexual assault.

Any University faculty, staff member, administrator, or student who is made aware of a sexual assault involving a member of the Eastern Connecticut University community has the responsibility to report the sexual assault to the University Police.

Where to Get Help

A victim/survivor of sexual assault can get immediate help by contacting the University Police. The University maintains a twenty-four-hour-a-day University Police service. If a sexual assault victim/survivor contacts a faculty, administrator, staff member, student employee, or student, the first assistance and response is to get help for the victim/survivor by notifying the University Police of the incident. The University Police response to the incident requires confidentiality, as permitted by law, for both the victim/survivor and alleged offender.

At the time of initial contact, the University Police give first priority to the emotional and physical condition of the victim/survivor. This includes transporting the victim/survivor to the hospital, if desired or required. The victim/survivor is also notified of options for legal, medical, and counseling support, available through on-campus or community related services. An emergency sexual assault notification card is given to the victim/survivor by the University police that describes the available services. Copies of the notification card are also available at the following campus offices:

- University Police Department: 465-5310 (Emergency Hotline: 911)
- Residential Housing: 465-5297
- Health Services Center: 465-5263
- Women's Center: 465-4313
- Office of Student Affairs: 465-4412
- Office of Equity and Diversity: 465-4484
- Counseling and Psychological Services: 465-0181

Confidentiality/Rights

The University maintains confidentiality, as permitted by law, in matters pertaining to a victim/survivor of sexual assault or an alleged offender. No personal identifying information is included in any statistical reports and in informational reports concerning sexual assaults that are provided by the University, as required by the Campus Security Act of 1990.

The victim/survivor has a right to choose among available services, and the right to choose to take judicial action (criminal/civil action, or action in accordance with the University Student Code or disciplinary procedures) against the alleged offender. The victim/survivor has the right to have the sexual assault treated seriously and with dignity by the University.

Sexual Assault Team

Any questions concerning the University sexual assault policies and procedures should be referred to the Sexual Assault Team. The role of the Sexual Assault Team is to provide an ongoing assessment and review of the University's sexual assault policies and procedures, evaluate these policies and procedures, and advise the University on educational programs for sexual assault awareness, prevention, and community safety. The Sexual Assault Team review is to include input from faculty, staff, and students.

Here is a list of Resources to Assist Sexual Violence Victims:

<http://www1.easternct.edu/saiv/> (<http://www1.easternct.edu/saiv/>)

<http://www1.easternct.edu/saiv/resources-within-willimantic/>
(<http://www1.easternct.edu/saiv/resources-within-willimantic/>)

<http://www.saccec.org/> (<http://www.saccec.org/>)

<http://www.connsacs.org/> (<http://www.connsacs.org/>)

Sexual Assault Awareness

During each fall orientation, and at planned sessions throughout the academic year, students are presented information designed to create student awareness of circumstances leading to sexual assault, including acquaintance rape. Sessions are also planned for faculty, staff members, and administrators. Each entering student is also given an emergency sexual assault notification card that explains available services for victims/survivors of sexual assault, as well as the immediate response role of the University Police.

CONTACTS

A. Reports of Interpersonal Violence and Domestic Violence by an Eastern employee are made in accordance with the policy set forth by the policies of the Board of Regents. To report Interpersonal Violence and Domestic Violence employees should contact:

University Police at (860) 465-5310 or 911

Dr. Stacey Close

close@easternct.edu

Associate Vice President for Equity and Diversity at (860) 465-5791

Mr. Steve Weinberger

Weinbergers@easternct.edu

Vice President for Human Resources at (860) 465-3787

B. Reports of Interpersonal Violence and Domestic Violence by an Eastern student against another student are made in accordance with the Guidelines for Student Rights and Responsibilities in the Student Handbook. To report Interpersonal Violence and Domestic Violence, students should contact University Police at (860) 465-5310, and/or Dr. Stacey Close, Associate Vice President of Equity and Diversity, at (860) 465-5791. For advocacy and further information including your Title IX rights and reporting procedures visit the Sexual Assault & Interpersonal Violence Response Team (SAIV-RT) website at www1.easternct.edu/saiv/. Please contact Starsheemar Byrum, Women's Center and SAIV-RT Coordinator at (860) 465-431 for assistance or with any questions regarding support and advocacy. For general information on Title IX, also see Dr. Stacey Close, Associate Vice President of Equity and Diversity, at (860) 465-5791.

REPORTING PROCEDURES

A. University Employees:

Employees (complainants), after contact with employee personnel above, may report issues of Interpersonal Violence and Domestic Violence by another employee or student to the Office of Equity and Diversity, Gelsi-Young Hall, Room 254. The reports should be filed with the University as soon as possible after the incident(s) occurred, but generally no later than thirty (30) calendar days after the occurrence of the alleged act(s) or the complainant's learning of the alleged act(s).

Complaints submitted after the designated deadline *may* be accepted at the discretion of the Associate Vice President for Equity and Diversity and with the approval of the President. Reports may also be filed with University Police.

Complaints may be pursued as disclosures or reports. A formal report requires a complete and full investigation of the complainant's allegations by the Office of Equity and Diversity and the filing of a written report, consisting of findings and recommendations, with the University President. In determining whether to pursue a complaint formally, the wishes of the complainant will be taken into consideration.

Any formal investigation conducted by the Office of Equity and Diversity shall be initiated within fourteen (14) calendar days of the filing of a report. The complainant and the respondent(s) will be notified by the Office of Equity and Diversity of the initiation of the investigation. Both parties will be informed of their rights under the policies and their ability to have advocates. Upon completion of the investigation, the Associate Vice President for Equity and Diversity or his or her designee shall prepare a report setting forth findings of fact. The complainant and the respondent(s) shall be advised of the completion of the report and shall have an opportunity to review the report prior to its submission to the President. The President or his or her designee shall endeavor to respond to the report prepared by the Office of Equity and Diversity within fourteen (14) calendar days of receipt. It is the goal of the University that all reports of Interpersonal Violence and Domestic Violence filed with the Office of Equity and Diversity be addressed and resolved within sixty (60) days of receipt.

The University shall endeavor, to an extent consistent with its obligations under this policy and the requirements of applicable law, to protect the privacy of persons by whom, or against whom, reports have been made.

B. Complaints against University Students:

Claims of Interpersonal Violence or domestic violence by students shall be the addressed in accordance with the Student Code of Conduct and Statement of Disciplinary Procedures, set forth in the Student Handbook.

Contacts Phone and Emails, Students

Dr. Walter Diaz
Dean of Students
(860) 465-5244
diazw@easternct.edu (mailto:diazw@easternct.edu)

Ms. Starsheemar Byrum
Coordinator, Women's Center
(860) 465-4314
byrums@easternct.edu (mailto:byrums@easternct.edu)

Off Campus Resources

Connecticut Coalition Against Domestic Violence
1-888-774-2900

United Services
860-456-6715

Sexual Assault Crisis Center of Eastern Connecticut
860-456-3595

Windham Community Memorial Hospital
860-456-6715

Statement of Policy and Grievance Procedures on Discrimination and Sexual Harassment

It is the policy of Eastern Connecticut State University that unlawful discrimination be prohibited in education, employment and the provision of services by the University. Consequently, it shall be a violation of University policy for any member of the University community to discriminate against any individual with respect to any terms, conditions, or privileges relating to employment or attendance at the University because of such individual's race, color, ethnicity, religious creed, national origin, gender, age, sexual orientation, marital status, genetic information, disability or any other conditions established by law.

Sexual harassment is a type of discriminatory behavior. It is the policy of Eastern Connecticut State University that no member of the academic community may sexually harass another.

It is also the policy of the University that no individual involved in a complaint process shall suffer retaliation for participation in the process. Such retaliation shall not be tolerated at the University.

I. DEFINITIONS

- A. *Discrimination* is defined as unequal treatment, or unlawful behavior that produces unequal treatment, as defined in the Connecticut General Statutes, U.S. EEOC Guidelines, Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. Sexual harassment, defined below, is considered discriminatory behavior.
- B. *Sexual harassment* is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic performance or advancement; (ii) submission to or rejection of such conduct is used as the basis for employment or academic decisions affecting such individual; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, or of creating an intimidating, hostile, or offensive working or academic environment. Gender harassment, defined as discriminatory behavior towards an individual based on his or her gender, is a form of sexual harassment. It may consist of the use of sexist language, illustrations, examples, and gestures that demonstrate discriminatory behavior.

II. CONTACTS

- A. Anyone alleging discrimination and/or harassment by an Eastern employee may contact Dr Stacey Close, Associate Vice President for Equity and Diversity, 254 Gelsi Young Hall.
- B. Discrimination and harassment complaints may also be filed with the Connecticut Commission on Human Rights and Opportunities, the U.S. Equal Employment Opportunity Commission, or any other agency that enforces laws concerning discrimination.
- C. Claims of discrimination or harassment by students are investigated in accordance with the Guidelines for Student Rights and Responsibilities in the Student Handbook. Contact Mr. Kenneth Bedini, Vice President of Student Affairs, 220 Gelsi Young Hall.

III. COMPLAINT PROCEDURES

To file a complaint, please use the Discrimination and Discriminatory Harassment Complaint Form. (<http://www1.easternct.edu/equityanddiversity/files/2014/09/discrimcomplain.doc>)

- A. Complaints against University Employees: Complaints of discrimination or sexual harassment may be filed with the Office of Equity and Diversity, Gelsi-Young Hall, Room 254. Complaints should be filed with the University as soon as possible after the incident(s) occurred, but generally no later than thirty (30) calendar days after the occurrence of the alleged act(s) or the complainant's learning of the alleged act(s). Complaints submitted after the designated deadline *may* be accepted at the discretion of the Associate Vice President for Equity and Diversity and with the approval of the President. For example, exceptions to the filing date may be made for students filing after the thirty day period as a result of a complaint against university professors from whom they are currently taking classes. Complaints may also be filed with the Connecticut Commission on Human Rights and Opportunities, the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, and/or any other agency that enforces laws concerning discrimination in employment. Individuals may also seek guidance from the Office of Equity and Diversity on problem-solving strategies that may lead to resolution without filing a complaint.

Complaints may be pursued by the University on an informal or formal basis. An informal resolution consists of mediation between the complainant and the respondent(s), and may not include a full investigation. A formal complaint requires a complete and full investigation of the complainant's allegations by the Office of Equity and Diversity and the filing of a written report, consisting of findings and recommendations, with the University President. A formal investigation may be commenced when the parties have failed to agree upon an informal resolution. In determining whether to pursue a complaint formally or informally, the wishes of the complainant will be taken into consideration.

Any investigation conducted by the Office of Equity and Diversity shall be initiated within fourteen (14) calendar days of the filing of a complaint. The complainant and the respondent(s) will be notified by the Office of Equity and Diversity of the initiation of the investigation. Upon completion of the investigation, the Associate Vice President for Equity and Diversity or his or her designee shall prepare a report setting forth findings of fact, a determination as to whether discriminatory conduct has occurred, and, if applicable, recommendations for addressing the discriminatory conduct. The complainant and the respondent(s) shall be advised of the completion of the report and shall have an opportunity to review the report prior to its submission to the President.

The President or his or her designee shall endeavor to respond to the report prepared by the Office of Equity and Diversity within fourteen (14) calendar days of receipt. It is the goal of the University that all discrimination complaints filed with the Office of Equity and Diversity be resolved within ninety (90) days of receipt.

The University shall endeavor, to an extent consistent with its obligations under this policy and the requirements of applicable law, to protect the privacy of persons by whom, or against whom, discrimination complaints have been made.

- B. Complaints against University Students:

Claims of discrimination or harassment by students shall be addressed in accordance with the Student Code of Conduct and Statement of Disciplinary Procedures, set forth in the Student Handbook.

III. CONFLICT IN PROVISIONS

If any provision of this policy is determined to be inconsistent with a provision of an applicable collective bargaining agreement, the provision of the applicable collective bargaining agreement shall prevail.

IV. POLICY REVIEW

This Statement of Policy on Discrimination shall be reviewed annually by the Office of Equity and Diversity, in collaboration with the Office of the President, and revised as necessary.

Revised 2012

You are not alone. We're here to help.

Eastern Connecticut State University's Sexual Assault & Interpersonal Violence Response Team, also known as the SAIV-RT and designated by the Division of Student Affairs, is a campus community-based team. The SAIV-RT works comprehensively to respond to all forms of interpersonal violence, including, but not limited to sexual assault, dating violence, domestic violence, and stalking.

The team provides supportive options including, but not limited to, counseling, medical support, judicial and legal services, academic intervention, referrals, advocacy, and general information regarding sexual assault and interpersonal violence. The SAIV-RT provides a proactive and informed response to issues of interpersonal violence and is available to help anyone. On this website you will find many resources: definitions of interpersonal violence, the policies in place to protect students, faculty and staff, and the various steps you can take to if you or someone you know has experienced harassment or assault.

If you, or someone you know, is a survivor of sexual assault, dating violence, domestic violence and stalking, the SAIV-RT can assist in providing a private, safe and supportive space to talk, an opportunity to understand options for on-campus and off-campus reporting procedures, and assist in addressing other campus concerns. For more information about the Sexual Assault & Interpersonal Violence Response Team, or to report a sexual assault or any form of interpersonal violence you may contact any member of the team.

Please note that internet activity can be tracked and stored on the computer system being used. The **Escape** feature will quickly direct you to another website, but does not remove the history of visiting this site. If you have any concerns, it is recommended that a public computer (such as the library) be used to access this site.



SAIV-RT Coordinator:

Starsheemar Byrum
(mailto:byrums@easternct.edu)
Student Center, 116
(860) 465-4314
(860) 465-5722

Dean of Students:

Dr. Walter Diaz
(mailto:diazw@easternct.edu)
Gelsi-Young Hall, 222
(860) 465-5244
(860) 465-5015

Title IX Coordinator:

Dr. Stacey Close

(mailto:close@easternct.edu)

Gelsi-Young Hall, 255

(860) 465-5791

(860) 465-0650

Options for Reporting Sexual Assault and Interpersonal Violence

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 are available immediately and confidentially, whether or not those who report feel ready to make any decisions about reporting to police or a University employee.
- 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 clergy members, a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Eastern 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.

Confidential Reporting Options

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 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, members 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, members 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 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, they 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. These on-campus resources can be found here (<http://www1.easternct.edu/saiv/members/>). To find off-campus resources in your part of the state, you can refer to this page (<http://www1.easternct.edu/saiv/resources/>).

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 BOR policy (<http://www1.easternct.edu/saiv/child-abuse/>) to report the incident within twelve hours to their immediate supervisor and to the Department of Children and Families.

Please note that internet activity can be tracked and stored on the computer system being used. The **Escape** feature will quickly direct you to another website, but does not remove the history of visiting this site. If you have any concerns, it is recommended that a public computer (such as the library) be used to access this site.

**What To Do If You Have Been
Assaulted or Stalked**

1. **Go to a safe place.** Go to a friend's room, an RA's room, or any open offices on campus that you feel comfortable in.
2. **Contact someone you can trust.** A friend, a family member, or a victim advocate are good resources to call. You do not have to go through this alone. In addition to the campus SAIV-RT Members (<http://www1.easternct.edu/saiv/members/>), there are 24-hour hotlines available for support: Victim Advocates from the Sexual Assault Crisis Center of Eastern Connecticut can be reached at 888-999-5545.
3. **Preserve evidence.** If you think you might want to report the crime to the police, do not shower, douche, eat, brush your teeth, or wash your clothes. If the incident involves any written or electronic evidence such as pictures, texts, emails, social media posts, or videos, try to preserve copies.
4. **Seek medical attention as soon as possible.** You do not need to make a formal report to the University or press charges to receive medical attention and treatment. You will have options for prevention of pregnancy and sexually transmitted infections.
5. **Receive a forensic exam.** If you are unsure about whether you want to report the crime to the University or the police, that is okay. You can still have evidence collected at the local hospital, and then decide about reporting at a later date.

Seek Support from the SAIV-RT

The Sexual Assault & Interpersonal Violence Response Team supports and assists students in navigating campus and community resources. The SAIV-RT can help you file a formal report with the University; obtain a no-contact order; assist you in contacting the police to file a police report; obtain a protective order; provide assistance with legal procedures; and provide accommodations related to class assignments and/or on-campus living arrangements. They recognize the impact sexual assault, interpersonal violence and stalking can have on your life.

If You Have Been Assaulted in the Past

Remember that it is never too late to seek help. You can meet with the SAIV-RT Coordinator or any other SAIV-RT resource on campus or in the community for information and support. You are not alone. You have the right to ask questions and receive answers.

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The Rights of Reporters

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 CSU 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.

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Resources at Eastern

A variety of supportive resources are available on campus and in the community to assist you in dealing with sexual assault and interpersonal violence. These resources are available whether you are a residential or commuter student, and whether the incident occurred on campus or off campus.

Eastern and its community partners provide a range of services, resources, and mechanisms for you. In all cases, you have the choice to begin with an exploratory conversation. Making contact does not obligate you to press charges. For information on your options, you are encouraged to contact any of the following contacts. To go to a particular section, click one of the tabs below:

24/7 Help Academic and Campus Medical Emotional and Spiritual

Law and Legal

University Police (<http://www1.easternct.edu/police/>)
911 or 860-465-5310

Suicide Prevention Lifeline (<http://www.suicidepreventionlifeline.org/>)
1-800-273-TALK (8255)

Your Resident Assistant (<http://www1.easternct.edu/housing/staff-ras/>) and/or **Hall Director** (<http://www1.easternct.edu/housing/staff-live-in/>)
Sexual Assault Crisis Center of Eastern Connecticut (SACCEC)
(<http://www.saccecc.org/>)
860-456-2789 or 1-888-999-5545

Windham Community Memorial Hospital Emergency Room
(<http://www.windhamhospital.org/services/medical-specialties/emergency-care>)
860-456-6715

Please note that internet activity can be tracked and stored on the computer system being used. The **Escape** feature will quickly direct you to another website, but does not remove the history of visiting this site. If you have any concerns, it is recommended that a public computer (such as the library) be used to access this site.

Resources Within the Willimantic Community

24/7 Help Medical Help Faith-Based Support

Sexual Assault Crisis Center

of Eastern Connecticut (SACCEC) (<http://www.saccec.org/>)

90 South Park Street, Willimantic, CT 06226

888-999-5545 or 860-456-3595

United Services – Willimantic Office (<http://unitedservicesct.org/>)

132 Mansfield Avenue, Willimantic, CT 06226

(860) 456-9476

Please note that internet activity can be tracked and stored on the computer system being used. The **Escape** feature will quickly direct you to another website, but does not remove the history of visiting this site. If you have any concerns, it is recommended that a public computer (such as the library) be used to access this site.

Resources Around the State of Connecticut

Click on a County to be brought to the list of resources for that area. For Eastern Connecticut State University and Willimantic resources only, click a link below.

Resources at Eastern (<http://www1.easternct.edu/saiv/resources-at-eastern/>) | Resources Within the Willimantic Community (<http://www1.easternct.edu/saiv/resources-within-willimantic/>)

Please note that internet activity can be tracked and stored on the computer system being used. The **Escape** feature will quickly direct you to another website, but does not remove the history of visiting this site. If you have any concerns, it is recommended that a public computer (such as the library) be used to access this site.

Fairfield County

Includes: Bethel, Bridgeport, Brookfield, Cos Cob, Danbury, Darien, Easton, Fairfield, Greenwich, Monroe, New Canaan, New Fairfield, Newtown, Norwalk, Redding, Riverside, Ridgefield, Shelton, Sherman, Stamford, Stratford, Trumbull, Weston, Westport, and Wilton

Hartford County

Includes: Avon, Berlin, Bloomfield, Bristol, Burlington, Canton, Collinsville, East Granby, East Hartford, East Windsor, Enfield, Farmington, Glastonbury, Granby, Hartland, Hartford, Manchester, Marlborough, New Britain, Newington, Plainville, Rocky Hill, Simsbury, South Windsor, Southington, Suffield, West Hartford, Wethersfield, Windsor, and Windsor Locks

Litchfield County

Includes: Barkhamsted, Bethlehem, Bridgewater, Canaan, Colebrook, Cornwall, Goshen, Harwinton, Kent, Litchfield, Morris, New Hartford, New Milford, Norfolk, North Canaan, Plymouth, Roxbury, Salisbury, Sharon, Thomaston, Torrington, Warren, Washington, Watertown, Winchester, and Woodbury

Middlesex County

Includes: Chester, Clinton, Cromwell, Deep River, Durham, East Haddam, East Hampton, Essex, Haddam, Killingworth, Middlefield, Middletown, Old Saybrook, Portland, and Westbrook

New Haven County

Includes: Ansonia, Beacon Falls, Bethany, Branford, Cheshire, Derby, East Haven, Guilford, Hamden, Madison, Meriden, Middlebury, Milford, Naugatuck, New Haven, North Branford, North Haven, Orange, Oxford, Prospect, Seymour, Southbury, Wallingford, Waterbury, West Haven, Wolcott, and Woodbridge

New London County

Includes: Bozrah, Colchester, East Lyme, Franklin, Griswold, Groton, Jewett City, Lebanon, Ledyard, Lisbon, Lyme, Montville, Mystic, New London, North Stonington, Norwich, Old Lyme, Pawcatuck, Preston, Salem, Sprague, Stonington, Uncasville, Voluntown, and Waterford

Tolland County

Includes: Andover, Bolton, Columbia, Coventry, Ellington, Hebron, Mansfield, Somers, Stafford, Storrs, Tolland, Union, Vernon, and Willington

Windham County

Includes: Ashford, Brooklyn, Canterbury, Chaplin, Danielson, Dayville, Eastford, Hampton, Killingly, Plainfield, Pomfret, Putnam, Scotland, Sterling, Thompson, Willimantic, Windham and Woodstock

Fairfield County

Shelters/Safe Homes

The Center for Women and Families of Eastern Fairfield County – Domestic Violence Service Kathie's Place

- Phone: (203) 384-9559
- Address: 753 Fairfield Avenue, Bridgeport, CT 06604

Domestic Violence Crisis Center – Norwalk Site Safehouse

- Phone: (203) 852-1980
- Address: 5 Eversley Avenue, Norwalk, CT 06851

Domestic Violence Crisis Center Safehouse

- Phone: (203) 588-9096
- Address: 777 Summer Street, Stamford, CT 06901

Women's Center of Greater Danbury – Domestic Violence Service Elizabeth House

- Phone: (203) 731-5206
- Address: 2 West Street, Danbury, CT 06810

YWCA – Domestic Abuse Services of Greenwich

- Phone: (203) 622-0003
- Address: 259 East Putnam Avenue, Greenwich, CT 06830

Women's Advocacy/Support Groups

Healing Streams Support Group for Women

- Phone: (203) 374-5309
- Address: Confidential Address, Trumbull, CT 06611

Town of Westport – Center for Senior Activities Just for Women

- Phone: (203) 341-5099
- Address: 21 Imperial Avenue, Westport, CT 06880

Women's Center of Greater Danbury – I Am Ok

- Phone: (203) 731-5200
- Address: 2 West Street, Danbury, CT 06810

Youth/Student Support Groups

Project Return Heal – Health, Empathy, Altruism, Love

- Phone: (203) 222-8129
- Address: 124 North Compo Road, Westport, CT 06880

Town of Wilton – Youth Services

- Phone: (203) 834-6241
- Address: 180 School Street, Wilton, CT 06897

Women's Center of Greater Danbury – Teen Self-Esteem Support Group

- Phone: (203) 731-5200
- Address: 2 West Street, Danbury, CT 06810

Suicide Survivors Support Groups

AFSP Southern Connecticut Chapter – Survivors of Suicide Support Group

- Phone: (203) 313-1391
- Address: (n/a) Westport, CT 06880

Family Centers – Center for Hope

- Phone: (203) 655-4693
- Address: 590 Post Road, Darien, CT 06820

Mental Health Related Support Groups

Catholic Charities – Diocese of Bridgeport – New Heights Center Building Self-Esteem

- Phone: (203) 794-0819
- Address: 66 West Street, Danbury, CT 06810

Depression and Bipolar Support Alliance – Greater Fairfield

- Phone: (203) 779-5253
- Address: 47 Long Lots Road, Westport, CT 06880

Depression and Bipolar Support Alliance – Greenwich

- Phone: (203) 661-8282
- Address: 27 Stag Lane, Greenwich, CT 06831

Depression and Manic Depression Group of Norwalk

- Phone: (203) 854-6745
- Address: Confidential Address, Norwalk, CT 06854

Emotions Anonymous International – Bethel

- Phone: (203) 744-4360
- Address: 46 Main Street, Bethel, CT 06801

Emotions Anonymous International – Bridgeport

- Phone: (203) 254-3633
- Address: 877 Park Road, Bridgeport, CT 06606

Emotions Anonymous International – Georgetown

- Phone: (203) 227-5150
- Address: Church Street, Georgetown, CT 06829

Emotions Anonymous International – Westport

- Phone: (203) 655-8435
- Address: Corner of Church/Myrtle Street, Westport, CT 06880

YAPS – Young Adult Peer Support

- Phone: (203) 681-5245
- Address: 35 Westview Place, Riverside, CT 06878

Emergency Room Care

Bridgeport Hospital – Emergency Services and Children's Emergency Center

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- Phone: (203) 384-3566
- Address: 267 Grant Street, Bridgeport, CT 06610

Danbury Hospital – Emergency Department

- Phone: (203) 739-7100
- Address: 24 Hospital Avenue, Danbury, CT 06810

Greenwich Hospital – Emergency Department

- Phone: (203) 863-3637
- Address: 5 Perryridge Road, Greenwich, CT 06830

Norwalk Hospital – Emergency Center

- Phone: (203) 852-2160
- Address: 34 Maple Street, Norwalk, CT 06856

Saint Vincent's Medical Center – Emergency Department

- Phone: (203) 576-5171
- Address: 2800 Main Street, Bridgeport, CT 06606

Stamford Hospital – Emergency Department

- Phone: (203) 276-1000
- Address: 30 Shelburne Road, Stamford, CT 06904

Psychiatric Emergency Room Care

Bridgeport Hospital – Emergency Services and Children's Emergency Center

- Phone: (203) 384-3566
- Address: 267 Grant Street, Bridgeport, CT 06610

Greenwich Hospital – Emergency Department

- Phone: (203) 863-3637
- Address: 5 Perryridge Road, Greenwich, CT 06830

Norwalk Hospital – Emergency Center

- Phone: (203) 852-2160
- Address: 34 Maple Street, Norwalk, CT 06856

Saint Vincent's Medical Center – Emergency Department

- Phone: (203) 576-5171
- Address: 2800 Main Street, Bridgeport, CT 06606

Stamford Hospital – Emergency Department

- Phone: (203) 276-1000
- Address: 30 Shelburne Road, Stamford, CT 06904

Sexual Assault/Dating/Domestic Violence Prevention

The Center for Sexual Assault Crisis Counseling and Education

- Phone: (203) 348-9346
- Address: 700 Canal Street, Stamford, CT 06902

The Center for Women and Families of Eastern Fairfield County

- Phone: (203) 334-6154
- Address: 753 Fairfield Avenue, Bridgeport, CT 06604

Domestic Violence Crisis Center

- Phone: (203) 853-0418
- Address: 5 Eversley Avenue, Norwalk, CT 06851

Domestic Violence Crisis Center – Training Advocacy Project

- Phone: (203) 853-0418
- Address: 5 Eversley Avenue, Norwalk, CT 06851

Domestic Violence Crisis Center – Medical Advocacy Project

- Phone: (203) 588-9100
- Address: 777 Summer Street, Stamford, CT 06901

Women's Center Of Greater Danbury – Domestic Violence Services

- Phone: (203) 731-5206
- Address: 2 West Street, Danbury, CT 06810

Child Abuse Counseling

Child and Family Guidance Center – Bridgeport Office Outpatient Psychiatric Enhanced Care Clinic for Children

- Phone: (203) 394-6529
- Address: 180 Fairfield Avenue, Bridgeport, CT 06604

Child and Family Guidance Center – Fairfield Office Outpatient Psychiatric Enhanced Care Clinic for Children

- Phone: (203) 255-2631
- Address: 148 Beach Road, Fairfield, CT 068246002

Child and Family Guidance Center – Stratford Office Outpatient Psychiatric Enhanced Care Clinic for Children

- Phone: (203) 378-1654
- Address: 80 Ferry Boulevard, Stratford, CT 06615

Child Guidance Center of Mid Fairfield County

- Phone: (203) 299-1315
- Address: 100 East Avenue, Norwalk, CT 06851

Child Guidance Center of Southern Connecticut – Darien

- Phone: (203) 662-9380
- Address: 972 Post Road, Darien, CT 06820

Child Guidance Center of Southern Connecticut – Greenwich

- Phone: (203) 983-5294
- Address: 23 Benedict Place, Greenwich, CT 06830

Child Guidance Center of Southern Connecticut – Stamford 1

- Phone: (203) 323-9797
- Address: 103 West Broad Street, Stamford, CT 06902

Child Guidance Center Of Southern Connecticut – Stamford 2

- Phone: (203) 323-9797
- Address: 196 Greyrock Place, Stamford, CT 06901

Fairfield Counseling Services – Trauma Support Group

- Phone: (203) 255-5777
- Address: 125 Penfield Road, Fairfield, CT 06824

Family and Children's Aid

- Phone: (203) 748-5689
- Address: 75 West Street, Danbury, CT 06810

Kids in Crisis Children – Youth Crisis Counseling Services

- Phone: (203) 327-5437
- Address: One Salem Street, Cos Cob, CT 06807

Sexual Assault Counseling

The Center For Sexual Assault Crisis Counseling And Education

- Phone: (203) 329-2929
- Address: 700 Canal Street, Stamford, CT 06902

The Center For Women And Families of Eastern Fairfield County

- Phone: (203) 256-3130
- Address: 100 Mona Terrace, Fairfield, CT 06824

The Center For Women And Families of Eastern Fairfield County

- Phone: (203) 452-2800
- Address: 7 Fan Hill Road Monroe, CT 064681823

The Center For Women And Families of Eastern Fairfield County

- Phone: (203) 333-2233
- Address: 753 Fairfield Avenue, Bridgeport, CT 06604

Child And Family Guidance Center

- Phone: (203) 394-6529
- Address: 180 Fairfield Avenue, Bridgeport, CT 06604

Child And Family Guidance Center

- Phone: (203) 255-2631
- Address: 148 Beach Road, Fairfield, CT 068246002

Child and Family Guidance Center

- Phone: (203) 378-1654
- Address: 80 Ferry Boulevard, Stratford, CT

Child Guidance Center of Southern Connecticut

- Phone: (203) 662-9380
- Address: 972 Post Road, Darien, CT 06820

Child Guidance Center of Southern Connecticut

- Phone: (203) 983-5294
- Address: 23 Benedict Place, Greenwich, CT 06830

Child Guidance Center of Southern Connecticut

- Phone: (203) 323-9797
- Address: 103 West Broad Street, Stamford, CT 06902

Child Guidance Center Of Southern Connecticut

- Phone: (203) 323-9797
- Address: 196 Greyrock Place, Stamford, CT 06901

Danbury Vet Center

- Phone: (203) 790-4000
- Address: 457 North Main Street, Danbury, CT 06811

Fairfield Counseling Services Trauma Support Group

- Phone: (203) 255-5777
- Address: 125 Penfield Road, Fairfield, CT 06824

Women's Center Of Greater Danbury – Sexual Assault Crisis Service

- Phone: (203) 731-5204
- Address: 2 West Street, Danbury, CT 06810

Women's Health Center

Saint Vincent's Medical Center – Seton Women's Health Center

- Phone: (203) 579-2229
- Address: 89 Hart Street, Bridgeport, CT 06606

Danbury Hospital – Women's Health Center

- Phone: (203) 791-5000
- Address: 70 Main Street, Danbury, CT 06810

Planned Parenthood of Southern New England – Bridgeport

- Phone: (203) 366-0664
- Address: 211 State Street Bridgeport, CT 06604

Planned Parenthood of Southern New England – Danbury

- Phone: (203) 743-2446
- Address: 44 Main Street, Danbury, CT 06810

Planned Parenthood Of Southern New England – Stamford

- Phone: (203) 327-2722
- Address: 1039 East Main Street, Stamford, CT 06902

Planned Parenthood Of Southern New England – Shelton

- Phone: (203) 924-7756
- Address: 415 Howe Avenue, Shelton, CT 06484

Pastoral Counseling

Ark Community Residence and Counseling Center

- Phone: (203) 540-5055

- Address: 1491 Park Avenue, Bridgeport, CT 06604

Christian Community Outreach Ministries

- Phone: (203) 794-9672
- Address: 22 Maple Avenue, Danbury, CT 06810

Christian Counseling and Family Life Center

- Phone: (203) 929-1117
- Address: 25 Church Street, Shelton, CT 06484

Lion of Judah Reach Out Ministry

- Phone: (203) 426-4338
- Address: PO Box 727, Newtown, CT 06470

Pastoral Counseling Center of Trumbull

- Phone: (203) 386-9345
- Address: 5958 Main Street, Trumbull, CT 06611

Salvation Army – Bridgeport Corps Community Center

- Phone: (203) 334-0995
- Address: 30 Elm Street, Bridgeport, CT 06604

Salvation Army – Stamford Corps Community Center

- Phone: (203) 359-2320
- Address: 198 Selleck Street, Stamford, CT 06902

Salvation Army – Norwalk Corps Community Center

- Phone: (203) 866-2125
- Address: 14 Byington Place, Norwalk, CT 06850

Stamford Counseling Center

- Phone: (203) 323-8560
- Address: 1 Walton Place, Stamford, CT 06901

Hartford County

Shelters/Safe Homes

Connecticut Coalition Against Domestic Violence (CCADV) Domestic Violence Shelter Program Services

- Phone: (800) 281-1481
- Address: 90 Pitkin Street, East Hartford, CT 06108

Interval House

- Phone: (860) 527-0550
- Address: PO Box 340207, Hartford, CT 06134

Network Against Domestic Abuse of North Central Connecticut

- Phone: (860) 763-4542
- Address: 139 Hazard Avenue, Enfield, CT 06082

Prudence Crandall Center

- Phone: (860) 225-6357
- Address: PO Box 895 New Britain, CT 06050

Women's Advocacy/Support Groups

Connecticut Women's Education and Legal Fund (CWEALF)

- Phone: (800) 479-2949
- Address: 75 Charter Oak Avenue, Hartford, CT 06106

Bethel Mission Ame Church Food Pantry and Clothing Bank Divine Women of Purpose

- Phone: (860) 707-6585
- Address: 749 Albany Avenue, Hartford, CT 06112

Christian Fellowship Center (CFC)

- Phone: (860) 589-0662
- Address: 43 Prospect Street, Bristol, CT 06010

New Beginning Ministries Christian Based Support Group

- Phone: (860) 827-1269
- Address: 84 Spring Street, New Britain, CT 06051

Youth/Students Support Groups

New Beginning Ministries Christian Based Support Group

- Phone: (860) 827-1269
- Address: 84 Spring Street, New Britain, CT 06051

City of New Britain – Youth and Family Services

- Phone: (860) 826-3366
- Address: 27 West Main Street, New Britain, CT 060512298

True Colors – Sexual Minority Youth and Family Services Referrals: High School Gay-Straight Alliances Youth Groups

- Phone: (860) 232-0050
- Address: 576 Farmington Avenue, Hartford, CT 06105

Suicide Survivors Support Groups

The Anchor: Survivors of a Loss to Suicide – Christian-Based Support Group

- Phone: (860) 654-0045
- Address: 855 Chapel Road, South Windsor, CT 06074

Safe Place

- Phone: (860) 589-9738
- Address: 204 Shagbark Avenue, Bristol, CT 06010

Survivors Of Suicide – Wethersfield

- Phone: (860) 647-1552
- Address: (n/a), Manchester, CT 06040

Mental Health Related Support Groups

Emotions Anonymous International – Farmington

- Phone: (860) 919-3664
- Address: 271 Scott Swamp Road, Farmington, CT 06032

- Mental Health Association Of Connecticut (MHAC)

- Phone: (800) 842-1501
- Address: 61 South Main Street, West Hartford, CT 06107

Nami Connection Recovery Support Groups

- Phone: (800) 215-3021
- Address: 241 Main Street, Hartford, CT 06106

Depression And Bipolar Support Alliance- Greater Hartford

- Phone: (860) 462-3049
- Address: 300 Russell Road, Wethersfield, CT 06109

Emergency Room Care

Bristol Hospital – Emergency Department

- Phone: (860) 583-3833
- Address: Brewster Road, Bristol, CT 060110977

Connecticut Children's Medical Center – Emergency Department

- Phone: (860) 545-9200
- Address: 282 Washington Street, Hartford, CT 06106

Hartford Hospital – Emergency Department

- Phone: (860) 545-0000
- Address: 80 Seymour Street, Hartford, CT 06102

The Hospital of Central Connecticut – Bradley Memorial Campus – Emergency Services

- Phone: (860) 276-5208
- Address: 81 Meriden Avenue, Southington, CT 06489

The Hospital of Central Connecticut – New Britain General-Campus – Emergency Services

- Phone: (860) 224-5671
- Address: 100 Grand Street, New Britain, CT 06050

Manchester Memorial Hospital – Emergency Department

- Phone: (860) 647-4777
- Address: 71 Haynes Street, Manchester, CT 06040

Middlesex Hospital – Marlborough Medical Center

- Phone: (860) 358-3200
- Address: 12 Jones Hollow Road, Marlborough, CT 06447

Saint Francis Hospital and Medical Center – Emergency and Trauma Center

- Phone: (860) 714-4001
- Address: 231 Ashley Street, Hartford, CT 06105

University of Connecticut Health Center – John Dempsey Hospital – Emergency Department

- Phone: (860) 679-2588
- Address: 263 Farmington Avenue, Farmington, CT 06030

Psychiatric Emergency Room Care

Bristol Hospital – Barnes III Inpatient Behavioral Health Unit and Crisis Services

- Phone: (860) 585-3420
- Address: Brewster Road, Bristol, CT 060110977

Hartford Hospital – Emergency Department

- Phone: (860) 545-0000
- Address: 80 Seymour Street, Hartford, CT 061025037

The Hospital of Central Connecticut – New Britain General Campus – Emergency Services

- Phone: (860) 224-5671
- Address: 100 Grand Street, New Britain, CT 06050

Manchester Memorial Hospital – Emergency Department

- Phone: (860) 647-4777
- Address: 71 Haynes Street, Manchester, CT 06040

Saint Francis Hospital and Medical Center – Behavioral Health Services Brief Treatment: Rapid Stabilization and Safety Enhancement Service

- Phone: (800) 251-6474
- Address: 500 Blue Hills Avenue, Hartford, CT 06112

Saint Francis Hospital and Medical Center – Emergency and Trauma Center Emergency Room

- Phone: (860) 714-4001
- Address: 231 Ashley Street, Hartford, CT 06105

University of Connecticut Health Center – John Dempsey Hospital

- Phone: (860) 679-2000
- Address: 263 Farmington Avenue, Farmington, CT 06030

Sexual Assault/Dating/Domestic Violence Prevention

Connecticut Sexual Assault Crisis Services (ConnSACS)

- Phone: (860) 282-9881
- Address: 96 Pitkin Street, East Hartford, CT 06108

YWCA – New Britain – Sexual Assault Crisis Service – Satellite Office SACS Prevention Education

- Phone: (860) 241-9217
- Address: 175 Main Street, Hartford, CT 06106

YWCA – New Britain – Sexual Assault Crisis Service – Prevention Education

- Phone: (860) 225-4681
- Address: 22 Glen Street, New Britain, CT 060502545

Connecticut Coalition Against Domestic Violence (CCADV)

- Phone: (800) 281-1481
- Address: 90 Pitkin Street, East Hartford, CT 06108

Connecticut Sexual Assault Crisis Services (ConnSACS)

- Phone: (860) 282-9881
- Address: 96 Pitkin Street, East Hartford, CT 06108

Interval House Community Education

- Phone: (860) 246-9149
- Address: PO Box 340207, Hartford, CT 06134

Network Against Domestic Abuse of North Central Connecticut Community Education Program

- Phone: (860) 763-7430
- Address: 139 Hazard Avenue, Enfield, CT 06082

Prudence Crandall Center

- Phone: (860) 225-5187
- Address: PO Box 895, New Britain, CT 06050

YWCA – Hartford – Sexual Assault Crisis Service – Satellite Office SAC Prevention Education

- Phone: (860) 241-9217
- Address: 175 Main Street, Hartford, CT 06106

Community Distribution Center

- Phone: (800) 322-3222
- Address: 3580 Main Street, Hartford, CT 061201121

Human Resources Agency of New Britain – Martin Luther King Center

- Phone: (860) 826-4482
- Address: 88 Prospect Street, New Britain, CT 06051

Connecticut State Assault Crisis Services, Inc.

- Phone: (860) 282-9881
- Address: 96 Pitkin Street, East Hartford, CT 06108

Child Abuse Counseling

Asian Family Services

- Phone: (860) 951-8770
- Address: 1921 Park Street, Hartford, CT 06106

Bethany Pastoral Counseling Service – Trinity Episcopal Church

- Phone: (860) 424-2811
- Address: 55 River Road, Collinsville, CT 06022

Community Child Guidance Clinic Child Sexual Abuse Treatment Program

- Phone: (860) 643-2101
- Address: 317 North Main Street, Manchester, CT 06042

Community Health Resources – Bloomfield Outpatient Psychiatric Enhanced Care Clinic for Children

- Phone: (860) 683-8068
- Address: 693 Bloomfield Avenue, Bloomfield, CT 06002

Community Health Resources – Enfield Outpatient Psychiatric Enhanced Care Clinic for Children

- Phone: (860) 683-8068
- Address: 153 Hazard Avenue, Enfield, CT 06082

Community Health Resources – Manchester Outpatient Psychiatric Enhanced Care Clinic for Children

- Phone: (860) 683-8068
- Address: 587 East Middle Turnpike, Manchester, CT 06040

Connecticut Children's Medical Center – Scan Program Child Abuse Evaluations

- Phone: (860) 610-5890
- Address: 282 Washington Street, Hartford, CT 06106

Human Resources Agency of New Britain – Polish Outreach and Victim Advocacy Programs

- Phone: (860) 612-1781
- Address: 55 Broad Street, New Britain, CT 06051

Institute of Living – Child and Adolescent Programs

- Phone: (800) 673-2411
- Address: 200 Retreat Avenue, Hartford, CT 06106

Klingberg Family Centers – Community Services and Child Abuse Treatment Services (CATS)

- Phone: (860) 243-4416
- Address: 157 Charter Oak Avenue, Hartford, CT 06106

New Hope Manor – New Hope Counseling Services New Hope Counseling Services

- Phone: (860) 645-4901
- Address: 935 Main Street, Manchester, CT 06040

Positive Alternatives For Children And Teens

- Phone: (860) 223-1111
- Address: 85 Lexington Street, New Britain, CT 06052

Saint Francis Hospital And Medical Center – Greater Hartford Children's Advocacy Center
Child Abuse Evaluations

- Phone: (860) 714-5864
- Address: 1000 Asylum Avenue, Hartford, CT 06105

The Village – Dr. Isaiah Clark Family and Youth Clinic Children, Families, Individuals
Affected by Violence and Abuse

- Phone: (860) 236-4511
- Address: 1680 Albany Avenue, Hartford, CT 06105

The Village – Village South Center for Community Life Children, Families, Individuals
Affected By Violence and Abuse

- Phone: (860) 236-4511
- Address: 331 Wethersfield Avenue Hartford, CT 06114

Sexual Assault Counseling

Bethany Pastoral Counseling Services – Trinity Episcopal

- Phone: (860) 424-2811
- Address: 55 River Road, Collinsville, CT 06022

Community Child Guidance Clinic Child Sexual Abuse Treatment Program

- Phone: (860) 643-2101
- Address: 317 North Main Street Manchester, CT 06042

Hartford Vet Center – Veterans Sexual Trauma Program

- Phone: (860) 563-8800
- Address: 25 Elm Street, Rocky Hill, CT 06067

Human Resources Agency of New Britain – Polish Outreach and Victim Advocacy Programs

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- Phone: (860) 612-1781
- Address: 55 Broad Street, New Britain, CT 06051

The Village – Dr. Isaiah Clark Family And Youth Clinic Children, Families, Individuals Affected by Violence and Abuse

- Phone: (860) 236-4511
- Address: 1680 Albany Avenue, Hartford, CT 06105

The Village – Shelter For Women – Center for Family Life at Gray Lodge – Women and Children's Center For Community Life

- Phone: (860) 236-4511
- Address: 105 Spring Street, Hartford, CT 06105

The Village – Village South Center for Community Life Children, Families, Individuals Affected by Violence and Abuse

- Phone: (860) 236-4511
- Address: 331 Wethersfield Avenue, Hartford, CT 06114

Wheeler Clinic Treatment for Adolescent Victims of Sexual Abuse

- Phone: (800) 793-3588
- Address: 91 Northwest Drive, Plainville, CT 06062

YWCA – Hartford – Sexual Assault Crisis Service – Satellite Office

- Phone: (860) 547-1022
- Address: 175 Main Street, Hartford, CT 06106

YWCA – New Britain – Sexual Assault Crisis Service

- Phone: (860) 223-1787
- Address: 22 Glen Street, New Britain, CT 06050-2545

Women's Health Centers

Hartford Hospital – Women's Ambulatory Health Services

- Phone: (860) 972-2780
- Address: 111 Park Street, Hartford, CT 06106

Planned Parenthood of Southern New England – Hartford – North End

- Phone: (860) 728-0203
- Address: 1229 Albany Avenue, Hartford, CT 06112

Planned Parenthood of Southern New England – New Britain

- Phone: (203) 238-8097
- Address: 100 Grand Street, New Britain, CT 06050

Saint Francis Hospital and Medical Center – Prenatal Care

- Phone: (860) 714-2815
- Address: 131 Coventry Street, Hartford, CT 06112

Saint Francis Hospital and Medical Center – Obstetrics And Gynecology

- Phone: (860) 714-4327
- Address: 1075 Asylum Avenue, Hartford, CT 06105

Planned Parenthood of Southern New England – Enfield

- Phone: (860) 741-2197
- Address: 76 Palomba Drive, Enfield, CT 06082

Planned Parenthood of Southern New England – West Hartford

- Phone: (860) 953-6201
- Address: 1030 New Britain Avenue, West Hartford, CT 06110

Planned Parenthood of Southern New England – Manchester

- Phone: (860) 643-1607
- Address: 419 West Middle Turnpike, Manchester, CT 06040

Women's Center for Wellness

- Phone: (860) 533-4646
- Address: 2600 Tamarack Avenue, South Windsor, CT 06074

University of Connecticut Health Center – UCONNlink Charlotte Johnson Hollfelder Center for Women's Health

- Phone: (800) 535-6232
- Address: 263 Farmington Avenue, Farmington, CT 06030

Pastoral Counseling

Bethany Pastoral Counseling Service – Trinity Episcopal Church

- Phone: (860) 424-2811
- Address: 55 River Road, Collinsville, CT 06022

Center for Serenity

- Phone: (860) 561-2343
- Address: 90 North Main Street, West Hartford, CT 06107

Hartford First Church of the Nazarene

- Phone: (860) 830-5565
- Address: 932 Capitol Avenue, Hartford, CT 061061107

Salvation Army – Greater Hartford South End Complex – Citadel Corps Community Center

- Phone: (860) 543-8413
- Address: 225 Washington Street, Hartford, CT 06106

Salvation Army – Greater Hartford South End Complex – New Life Center

- Phone: (860) 543-8413
- Address: 225 Washington Street, Hartford, CT 06106

Salvation Army – Greater Hartford South End Complex – Temple Corps Community Center

- Phone: (860) 543-8413
- Address: 217 Washington Street, Hartford, CT 06106

Salvation Army – Hartford North End Corps Worship and Community Center

- Phone: (860) 543-8420
- Address: 100 Nelson Street, Hartford, CT 06120

Walk In The Light Outreach Center

- Phone: (860) 242-5242
- Address: 32 Elm Street, Hartford, CT 06103

Christian Fellowship Center (CFC)

- Phone: (860) 589-0662
- Address: 43 Prospect Street, Bristol, CT 06010

Salvation Army – Bristol Corps Community Center

- Phone: (860) 583-4651
- Address: 19 Stearns Street, Bristol, CT 06011

Salvation Army – Manchester Citadel Corps

- Phone: (860) 432-9586
- Address: 661 Main Street, Manchester, CT 06040

Salvation Army – New Britain Corps Community Center

- Phone: (860) 225-8491
- Address: 78 Franklin Square, New Britain, CT 06051

New Beginning Ministries Christian Based Counseling

- Phone: (860) 827-1269
- Address: 84 Spring Street, New Britain, CT 06051

Litchfield County

Shelters/Safe Homes

Susan B. Anthony Project – Domestic Violence Service

- Phone: (860) 482-7133
- Address: 179 Water Street, Torrington, CT 06790

Women's Support Services

- Phone: (860) 364-1900
- Address: 158 Gay Street, Sharon, CT 06069

Mental Health Related Support Groups

Depression And Bipolar Support Alliance – Northwest Connecticut

- Phone: (860) 567-5454
- Address: 540 Litchfield Street, Torrington, CT 06790

Emergency Room Care

Charlotte Hungerford Hospital – Emergency Department

- Phone: (860) 496-6650
- Address: 540 Litchfield Street, Torrington, CT 06790

Charlotte Hungerford Hospital – Hungerford Emergency and Medical Services

- Phone: (860) 738-6600
- Address: 115 Spencer Street, Winchester, CT 06098

New Milford Hospital – Emergency Department

- Phone: (860) 350-7222
- Address: 21 Elm Street, New Milford, CT 06776

Sharon Hospital – Emergency Department

- Phone: (860) 364-4111
- Address: 50 Hospital Hill Road, Sharon, CT 06069

Psychiatric Emergency Room Care

Charlotte Hungerford Hospital – Emergency Department

- Phone: (860) 496-6650
- Address: 540 Litchfield Street, Torrington, CT 06790

New Milford Hospital – Emergency Department

- Phone: (860) 350-7222
- Address: 21 Elm Street, New Milford, CT 06776

Sharon Hospital – Emergency Department

- Phone: (860) 364-4111
- Address: 50 Hospital Hill Road, Sharon, CT 06069

Sexual Assault/Dating/Domestic Violence Prevention

Susan B. Anthony Project – Sexual Assault Crisis Service

- Phone: (860) 482-7133
- Address: 179 Water Street, Torrington, CT 06790

Susan B. Anthony Project – Domestic Violence Service

- Phone: (860) 482-7133
- Address: 179 Water Street, Torrington, CT 06790

Susan B. Anthony Project – Sexual Assault Crisis Service

- Phone: (860) 482-7133
- Address: 179 Water Street, Torrington, CT 06790

Women's Support Services

- Phone: (860) 364-1080
- Address: 158 Gay Street, Sharon, CT 06069

Child Abuse Counseling

Charlotte Hungerford Hospital – Center for Youth and Families Charlotte's Place

- Phone: (860) 489-3391
- Address: 1061 East Main Street, Torrington, CT 06790

Family and Children's Aid – New Milford Site

- Phone: (860) 354-8556
- Address: 325 Danbury Road, New Milford, CT 06776

Sexual Assault Counseling

Susan B. Anthony Project – Sexual Assault Crisis Service

- Phone: (860) 482-7133
- Address: 179 Water Street, Torrington, CT 06790

Women's Health Center

Planned Parenthood of Southern New England

- Phone: (860) 489-5500
- Address: 249 Winsted Road, Torrington, CT 06790

Pastoral Counseling

Salvation Army – Torrington Corps Community Center

- Phone: (860) 482-3569
- Address: 234 Oak Avenue, Torrington, CT 06790

Middlesex County

Shelters/Safe Homes

New Horizons

- Phone: (860) 347-3044
- Address: PO Box 1036, Middletown, CT 06457

Mental Health Related Support Groups

Depression And Bipolar Support Alliance- Connecticut Shoreline

- Phone: (860) 388-6462
- Address: 247 Elm Street, Old Saybrook, CT 06475

Emergency Room Care

Middlesex Hospital – Emergency Services

- Phone: (860) 358-8000
- Address: 28 Crescent Street, Middletown, CT 06457

Middlesex Hospital – Shoreline Medical Center

- Phone: (860) 358-3700
- Address: 260 Westbrook Road, Essex, CT 06426

Psychiatric Emergency Room Care

Middlesex Hospital – Crisis Assessment And Triage Service

- Phone: (860) 358-6496
- Address: 28 Crescent Street, Middletown, CT 06457

Sexual Assault/Dating/Domestic Violence Prevention

Women and Families Center – Sexual Assault Crisis Service – Middletown Satellite

- Phone: (203) 389-9700
- Address: 100 Riverview Center, Middletown, CT 06457

Emergency Services and Public Protection, State of Connecticut Department of Domestic Violence Community Awareness Program

- Phone: (860) 685-8030
- Address: 1111 Country Club Road, Middletown, CT 064572389

New Horizons – Valley Shore Domestic Violence Services Intimate Partner Violence Prevention Program

- Phone: (860) 664-0787
- Address: 114 East Main Street, Clinton, CT 06413

New Horizons Intimate Partner Violence Prevention Program

- Phone: (860) 344-9599
- Address: PO Box 1036, Middletown, CT 06457

Non-violence Alliance Domestic Violence Intervention Training Institute

- Phone: (860) 347-8220
- Address: 386 Main Street, Middletown, CT 06457

Women and Families Center

- Phone: (860) 344-1474
- Address: 100 Riverview Center, Middletown, CT 06457

Sexual Assault Counseling

Women and Families Center

- Phone: (203) 389-9700
- Address: 100 Riverview Center, Middletown, CT 06457

Women's Health Center

Planned Parenthood of Southern New England

- Phone: (860) 388-4459
- Address: 263 Main Street, Old Saybrook, CT 06475

Pastoral Counseling

Salvation Army – Middletown Corps Community Center

- Phone: (860) 347-7493
- Address: 515 Main Street, Middletown, CT 06457

New Haven County

Shelters/Safe Homes

Center for Domestic Violence Services

- Phone: (203) 789-8104
- Address: Confidential Address North Haven, CT 06473

Center for Domestic Violence Services Antoinette's House

- Phone: (203) 736-9944
- Address: Confidential Address, Ansonia, CT 06401

Center for Domestic Violence Services Cherish: Caring Home for Elderly Receiving Insight Safety and Healing

- Phone: (203) 736-2601
- Address: Confidential Address Ansonia, CT 06401

Meriden – Wallingford Chrysalis

- Phone: (203) 238-1501
- Address: (n/a), Meriden, CT 06451

Safe Haven of Greater Waterbury – Domestic Violence Service

- Phone: (203) 575-0036
- Address: 29 Central Avenue, Waterbury, CT 06702

Women's Advocacy/Support Groups

Junior League of Greater New Haven

- Phone: (203) 562-5076
- Address: 703 Whitney Avenue, New Haven, CT 06511

Cades Christian Church Soup Kitchen / Pantry

- Phone: (203) 785-8091
- Address: 44 Arch Street, Hamden, CT 06514

Women and Family Life Center Shoreline Women Recreating Retirement

- Phone: (203) 458-6699
- Address: 96 Fair Street, Guilford, CT 06437

Women and Family Life Center Women Writers Group

- Phone: (203) 458-6699
- Address: 96 Fair Street, Guilford, CT 06437

Youth/Student Support Groups

Town of Madison – Youth Services GASP (Gay and Straight People)

- Phone: (203) 245-5645
- Address: 10 School Street, Madison, CT 06443

City of Milford – Human Services/youth And Family Services

- Phone: (203) 783-3253
- Address: 150 Gulf Street, Milford, CT 06460

Southbury – Middlebury Youth and Family Services

- Phone: (203) 598-3303
- Address: 1287 Strongtown Road, Southbury, CT 06488

Suicide Survivors Support Groups

There's Hope

- Phone: (203) 596-7916
- Address: Waterbury, CT 06706

Mental Health Related Support Groups

Coordinating Council for Children in Crisis

- Phone: (203) 624-2600
- Address: 131 Dwight Street, New Haven, CT 06511

Emotions Anonymous International

- Phone: (203) 881-8557
- Address: 285 Main Street, Ansonia, CT 06401

Depression And Bipolar Support Alliance- Greater New Haven

- Phone: (203) 779-5253
- Address: 14 Sycamore Lane, Branford, CT 06405

Emergency Room Care

Griffin Hospital – Emergency Services

- Phone: (203) 732-7222
- Address: 130 Division Street, Derby, CT 06418

Hospital of Saint Raphael – Emergency Department

- Phone: (203) 789-3464
- Address: Orchard Street, New Haven, CT 06511

Midstate Medical Center – Emergency Services

- Phone: (203) 694-8911

- Address: 435 Lewis Avenue, Meriden, CT 06451

Milford Hospital – Emergency Department

- Phone: (203) 876-4100
- Address: 300 Seaside Avenue, Milford, CT 064604603

Saint Mary's Hospital – Emergency Department

- Phone: (203) 709-6004
- Address: 56 Franklin Street, Waterbury, CT 06706

Saint Mary's Hospital – Emergency Department

- Phone: (203) 709-6004
- Address: 56 Franklin Street, Waterbury, CT 06706

Waterbury Hospital Health Center – Emergency Department

- Phone: (203) 573-6290
- Address: 64 Robbins Street, Waterbury, CT 06721

Yale-New Haven Hospital – Children's Hospital

- Phone: (203) 688-3333
- Address: 20 York Street, New Haven, CT 06510

Yale-New Haven Hospital – Emergency Services

- Phone: (203) 688-2222
- Address: 20 York Street, New Haven, CT 06510

Yale-New Haven Hospital – Shoreline Medical Center Emergency Services Satellite Center

- Phone: (203) 453-7900
- Address: 111 Goose Lane, Guilford, CT 06437

Psychiatric Emergency Room Care

Griffin Hospital – Emergency Services

- Phone: (203) 732-7222
- Address: 130 Division Street, Derby, CT 06418

Hospital of Saint Raphael – Emergency Department

- Phone: (203) 789-3464
- Address: Orchard Street, New Haven, CT 06511

Rushford – Meriden Services

- Phone: (800) 567-0902
- Address: 883 Paddock Avenue, Meriden, CT 06450

Saint Mary's Hospital – Behavioral Health Care Services

- Phone: (203) 709-6201
- Address: 56 Franklin Street, Waterbury, CT 06706

United States Department of Veterans Affairs – Connecticut Healthcare System

- Phone: (203) 932-5711
- Address: 950 Campbell Avenue, West Haven, CT 06516

Waterbury Hospital Health Center – Crisis Assessment And Triage Service

- Phone: (203) 573-6500
- Address: 64 Robbins Street, Waterbury, CT 06721

Yale-New Haven Hospital – Emergency Services

- Phone: (203) 688-2222
- Address: 20 York Street, New Haven, CT 06510

Sexual Assault/Dating/Domestic Violence Prevention

Rape Crisis Center of Milford

- Phone: (203) 878-1212
- Address: 70 West River Street, Milford, CT 064603364

Safe Haven of Greater Waterbury – Sexual Assault Crisis Service

- Phone: (203) 753-3613
- Address: 29 Central Avenue, Waterbury, CT 06702

Women and Families Center – Sexual Assault Crisis Service

- Phone: (888) 568-8332
- Address: 1440 Whalley Avenue, New Haven, CT 06515

Women And Families Center – Sexual Assault Crisis Service

- Phone: (203) 389-9700
- Address: 169 Colony Street, Meriden, CT 06451

Center for Domestic Violence Services

- Phone: (203) 736-2601
- Address: Confidential Address, Ansonia, CT 06401

Center for Domestic Violence Services Community Education Program

- Phone: (203) 736-2601
- Address: Confidential Address, North Haven, CT 06473

Meriden – Wallingford Chrysalis

- Phone: (203) 238-1501
- Address: Meriden, CT 06451

Rape Crisis Center of Milford

- Phone: (203) 878-1212
- Address: 70 West River Street, Milford, CT 064603364

Safe Haven of Greater Waterbury – Domestic Violence Service

- Phone: (203) 575-0036
- Address: 29 Central Avenue, Waterbury, CT 06702

Safe Haven of Greater Waterbury – Sexual Assault Crisis Service

- Phone: (203) 753-3613
- Address: 29 Central Avenue, Waterbury, CT 06702

Safe Haven of Greater Waterbury – Southbury Office

- Phone: (203) 262-8700
- Address: 88 Main Street South, Southbury, CT 06488

Women And Families Center – Sexual Assault Crisis Service – New Haven Satellite

- Phone: (888) 568-8332
- Address: 1440 Whalley Avenue, New Haven, CT 06515

Women and Families Center – Sexual Assault Crisis Service

- Phone: (203) 389-9700
- Address: 169 Colony Street, Meriden, CT 06451

AIDS/HIV/STD Prevention Kits

Yale University Community Health Care Van Free Condoms

- Phone: (203) 737-4047
- Address: 135 College Street, New Haven, CT 065102483

Child Abuse Counseling

Child Guidance Clinic for Central Connecticut Outpatient Psychiatric Clinic for Children

- Phone: (203) 235-5767
- Address: 384 Pratt Street, Meriden, CT 06450

Clifford W. Beers Guidance Clinic Project Catch

- Phone: (203) 772-1270
- Address: 93 Edwards Street New Haven, CT 06511

Coordinating Council for Children in Crisis

- Phone: (203) 789-1425
- Address: 131 Dwight Street, New Haven, CT 06511

Lower Naugatuck Valley Parent Child Resource Center – Child Guidance Clinic

- Phone: (203) 954-0543
- Address: 30 Elizabeth Street, Derby, CT 064181846

Wellmore Behavioral Health for Children & Families – Waterbury Clinical Services

- Phone: (203) 756-7287
- Address: 70 Pine Street, Waterbury, CT 06710

Sexual Assault Counseling

Child Guidance Clinic for Central Connecticut Outpatient Psychiatric Clinic for Children

- Phone: (203) 235-5767
- Address: 384 Pratt Street, Meriden, CT 06450

Clifford W. Beers Guidance Clinic Project Catch

- Phone: (203) 772-1270
- Address: 93 Edwards Street New Haven, CT 06511

The Connection – Center for the Treatment of Problem Sexual Behavior Sexually Abused/Reactive Therapy: Developmentally Disabled

- Phone: (860) 343-5515
- Address: 178 State Street, Meriden, CT 06450

New Haven Vet Center Veterans Sexual Trauma Program

- Phone: (203) 932-9899
- Address: 141 Captain Thomas Boulevard, West Haven, CT 06516

Rape Crisis Center of Milford

- Phone: (203) 878-1212
- Address: 70 West River Street, Milford, CT 064603364

Safe Haven of Greater Waterbury

- Phone: (203) 753-3613
- Address: 88 Main Street South, Southbury, CT 06488

Wellmore Behavioral Health for Children & Families

- Phone: (203) 756-7287
- Address: 70 Pine Street, Waterbury, CT 06710

Women and Families Center – Sexual Assault Crisis Service

- Phone: (888) 568-8332
- Address: 1440 Whalley Avenue, New Haven, CT 06515

Women And Families Center – Sexual Assault Crisis Service

- Phone: (203) 389-9700
- Address: 169 Colony Street, Meriden, CT 06451

Women's Health Center

Yale-New Haven Hospital – Women's Center

- Phone: (203) 688-2470
- Address: 789 Howard Avenue, New Haven, CT 06510

Planned Parenthood of Southern New England

- Phone: (203) 503-0450
- Address: 345 Whitney Avenue, New Haven, CT 06511

Hospital of Saint Raphael – Obstetrics And Gynecology Clinic

- Phone: (203) 789-3151
- Address: 1450 Chapel Street, New Haven, CT 06511

Cornell Scott Hill Health Center – Main Health Clinic

- Phone: (203) 503-3000
- Address: 428 Columbus Avenue, New Haven, CT 06519

Planned Parenthood of Southern New England – Waterbury

- Phone: (203) 753-2119
- Address: 969 West Main Street, Waterbury, CT 06708

Staywell Health Center – South End

- Phone: (203) 597-9044
- Address: 1302 South Main Street, Waterbury, CT 06706

Staywell Health Center

- Phone: (203) 756-8021
- Address: 80 Phoenix Avenue, Waterbury, CT 06702

United States Department Of Veterans Affairs – Connecticut Healthcare System, Women's Health Center

- Phone: (203) 932-5711
- Address: 950 Campbell Avenue, West Haven, CT 06516

Planned Parenthood Of Southern New England

- Phone: (203) 238-0542
- Address: 26 Women's Way, Meriden, CT 06451

Gaylord Hospital Primary Gynecological And Reproductive Health Services

- Phone: (203) 284-2800
- Address: Gaylord Farm Road, Wallingford, CT 06492

Pastoral Counseling

Salvation Army – Waterbury Corps Community Center

- Phone: (203) 754-7056
- Address: 74 Central Avenue, Waterbury, CT 06702

Salvation Army – Meriden Corps Community Center

- Phone: (203) 235-6532
- Address: 23 Saint Casimir Drive, Meriden, CT 06450

Salvation Army – New Haven Corps Community Center

- Phone: (203) 624-9891
- Address: 450 George Street, New Haven, CT 06511

Salvation Army – Greater Valley Corps Community Center

- Phone: (203) 736-0707
- Address: 26 Lester Street, Ansonia, CT 06401

Milford Pastoral Counseling Center

- Phone: (203) 877-7713
- Address: 34 West Main Street, Milford, CT 06460

Free Forever Prison Ministry

- Phone: (203) 772-2555
- Address: 149 Rosette Street, New Haven, CT 06519

New London County

Shelters/Safe Homes

Women's Center of Southeastern Connecticut Genesis House

- Phone: (860) 701-6000
- Address: 16 Jay Street, New London, CT 06320

Women's Advocacy/Support groups

Women's Center of Southeastern Connecticut Positive Self Esteem Group

- Phone: (860) 447-0366
- Address: 16 Jay Street, New London, CT 06320

Suicide Survivor Support Groups

A Place of Hope

- Phone: (860) 428-3887
- Address: Colchester, CT 06415

Mental Health Related Support Groups

Town of Stonington, – Human Services

- Phone: (860) 535-5015
- Address: 166 South Broad Street, Pawcatuck, CT 06379

Emergency Room Care

The William W Backus Hospital – Emergency Department

- Phone: (860) 823-6389
- Address: 326 Washington Street, Norwich, CT 06360

Lawrence & Memorial Hospital – Pequot Health Center

- Phone: (860) 446-8265
- Address: 52 Hazelnut Hill Road, Groton, CT 06340

Lawrence & Memorial Hospital

- Phone: (860) 442-0711
- Address: 365 Montauk Avenue, New London, CT 06320

The William W. Backus Hospital – Psychiatric Outpatient Services – Center for Mental Health

- Phone: (860) 823-6321
- Address: 326 Washington Street, Norwich, CT 06360

Psychiatric Emergency Room Health Care

Lawrence & Memorial Hospital

- Phone: (860) 442-0711
- Address: 365 Montauk Avenue, New London, CT 06320

Child Abuse Counseling

Child & Family Agency of Southeastern Connecticut – Child Guidance Clinic of Southeastern Connecticut – New London

- Phone: (860) 437-4550
- Address: 75 Granite Street, New London, CT 06320

Sexual Assault Counseling

Norwich Vet Center Veterans Sexual Trauma Program

- Phone: (860) 887-1755
- Address: 2 Cliff Street, Norwich, CT 06360

Women's Center of Southeastern Connecticut

- Phone: (860) 447-0366
- Address: 16 Jay Street, New London, CT 06320

Women's Health Centers

United Community and Family Services – UCFS Health Center Women's Health Services

- Phone: (860) 822-4911
- Address: 47 Town Street, Norwich, CT 06360-5430

Planned Parenthood of Southern New England

- Phone: (860) 889-5211
- Address: 12 Case Street, Norwich, CT 06360

Planned Parenthood of Southern New England

- Phone: (860) 443-5820
- Address: 45 Franklin Street, New London, CT 06320

United Community and Family Services – UCFS Health Center – Jewett City Women's Health Services

- Phone: (860) 822-4911
- Address: 70 Main Street, Jewett City, CT 06351

Pastoral Counseling

Salvation Army – Norwich Corps Community Center

- Phone: (860) 889-2329
- Address: 262 Main Street, Norwich, CT 063600707

Interfaith Counseling Services

- Phone: (866) 659-6051
- Address: PO Box 517, Jewett City, CT 06351

Salvation Army – New London Corps Community Center

- Phone: (860) 443-6409
- Address: 11 Governor Winthrop Boulevard, New London, CT 06320

Tolland County

Women's Advocacy/Support Groups

University Of Connecticut – Women's Center

- Phone: (860) 486-4738
- Address: 2110 Hillside Road, Unit 3118, Storrs, CT 06269

Emergency Room Care

Johnson Memorial Hospital – Emergency Department

- Phone: (860) 684-8111
- Address: 201 Chestnut Hill Road, Stafford Springs, CT 06076

Rockville General Hospital – Emergency Room

- Phone: (860) 872-5291
- Address: 31 Union Street, Vernon, CT 06066

Psychiatric Emergency Room Care

Natchaug Hospital

- Phone: (800) 426-7792
- Address: 189 Storrs Road, Mansfield Center, CT 06250

Rockville General Hospital – Emergency Room

- Phone: (860) 872-5291
- Address: 31 Union Street, Vernon, CT 06066

Child Abuse Counseling

United Services – Columbia Office Outpatient Psychiatric Enhanced Care Clinic For Children

- Phone: (860) 228-4480
- Address: 233 Route 6, Columbia, CT 06237

Shelters/Safe Homes

United Services

- Phone: (860) 774-8648
- Address: 1007 North Main Street, Dayville, CT 06241

Women's Advocacy/Support Groups

Relationships Anonymous

- Phone: (860) 974-3222
- Address: 199 Valley Street, Windham, CT 06226

Mental Health Related Support Groups

Depression And Bipolar Support Alliance- Putnam

- Phone: (860) 315-3359
- Address: 320 Pomfret Street, Putnam, CT 06260

Emergency Room Care

Day Kimball Hospital – Emergency Department

- Phone: (860) 928-7503
- Address: 320 Pomfret Street, Putnam, CT 06260

Psychiatric Emergency Room Care

Day Kimball Hospital – Emergency Department

- Phone: (860) 928-7503
- Address: 320 Pomfret Street, Putnam, CT 06260

Day Kimball Hospital – Mental Health Clinic

- Phone: (860) 963-6385
- Address: 320 Pomfret Street, Putnam, CT 06260

Child Abuse Counseling

United Services Outpatient Psychiatric Enhanced Care Clinic For Children

- Phone: (860) 774-2020
- Address: 1007 North Main Street, Dayville, CT 06241

Wheeler Clinic Treatment For Adolescent Victims Of Sexual Abuse

- Phone: (800) 793-3588
- Address: 91 Northwest Drive, Plainville, CT 06062

Women's Health Center

Day Kimball Hospital – Plainfield Healthcare Center

- Phone: (860) 457-9200
- Address: 12 Lathrop Road, Plainfield, CT 06374

Planned Parenthood of Southern New England – Danielson

- Phone: (860) 774-0533
- Address: 87 Westcott Road, Danielson, CT 06239

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What is Consent?

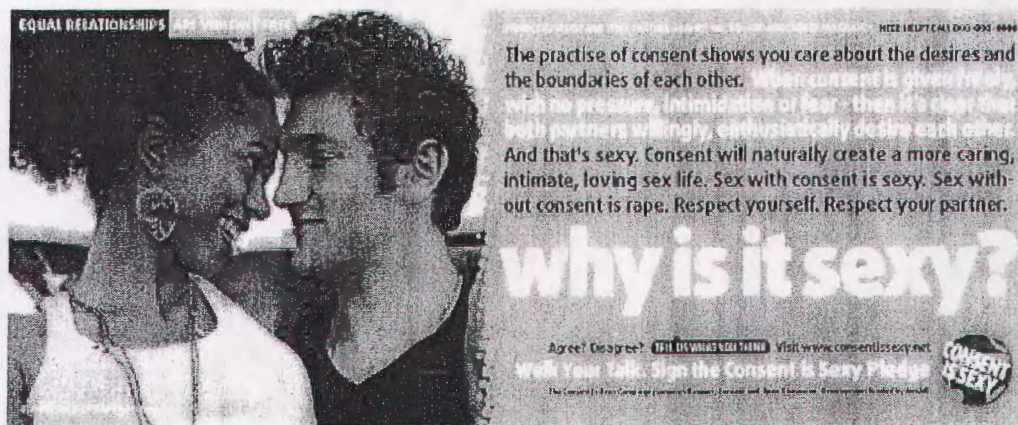
Consent is the presence of a yes, not the absence of a no.

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.

In Connecticut, the age of consent is sixteen (16).



(<http://www.consentissexy.net/>)

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What is Sexual Misconduct?

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.

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What is Sexual Harassment?

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.

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What is Sexual Assault?

(<http://www1.easternct.edu/saiv/files/2014/03/family2.jpg>)

Sexual assault includes, 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 intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times.

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.



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What is Sexual Exploitation?

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.

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- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
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- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
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What is Intimate Partner Violence, Domestic Violence and Dating Violence?

Intimate partner, domestic and/or dating violence means any physical or sexual harm against an individual by a current or former spouse or person in a dating or cohabiting 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 cohabiting 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.

Find out if you are in a healthy relationship by taking the quiz
(<http://www.loveisrespect.org/dating-basics/healthy-relationships/healthy-relationships-quiz>).
For more information on abusive partner relationships, and sexual assault, we recommend checking out this page (<http://www.bestcolleges.com/resources/preventing-sexual-assault/>) over at BestColleges.com.

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What is Stalking?

Stalking is defined as repeatedly contacting another person when the 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.

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Safety While Studying Abroad

Sexual harassment, assault, and interpersonal violence can happen anywhere. Unfortunately, study abroad programs are no exception. This page will help you create safety plans and understand the resources available to you during your journeys.

Things to Consider When Studying Abroad

Through various travel organizations, Eastern students have over fifty countries they can choose to study in. It is important to remember that different cultures and governments have varying attitudes, societal norms and laws regarding sex, sexuality, harassment and violence. Consult with your study abroad adviser and/or accompanying professors if you have questions or concerns about these issues before your journey begins.

- Familiarize yourself with the host country's local resources, such as police departments, hospitals, banks or ATMs, public transportation routes, and supermarkets. Save their information in your phone, on your computer, or somewhere else that you can easily access like a bulletin board in your hostel/dorm room.
- Learn about the host country's laws and the policies in place at your study abroad institution. As an Eastern student, you are still bound by the policies contained in the Student Handbook while on your trip.
- Memorize important phrases in the host country's language. These could be phrases like "I need help!" or "Where is the nearest clinic?" Alternatively, you could carry a translation booklet or download a translation app on your smartphone.
- Remember to bring any important items or documents with you on your travels. This could include your passport, your license, a medical insurance card, a roadside assistance card, or your student identification card, as well as any medications you need.
- Travel in groups whenever possible and stay connected. Swap phone numbers with other study abroad students in your group who you feel comfortable with. Make sure you have your study abroad professor's contact information, and vice versa.
- If you need to split from the group, let your friends know where you are going. Give them a general sense of when you will be returning to the hostel or dorm. Additionally, if you have not heard from a friend in a while, call or text them to get an update and regroup if necessary.
- If you sense something wrong, try to safely intervene. If that does not seem like an option, contact your study abroad adviser or a professor to make them aware of the situation. Contacting emergency personnel is always an option.

Age of Consent by Location

As mentioned earlier, it is important to familiarize yourself with the laws of the country you will be traveling to. Below is a brief list of countries that Eastern students will be traveling to during the upcoming semesters, with corresponding ages of consent.

Connecticut, USA: 16

England: 16

Wales: 16

Ireland: 17

Northern Ireland: 16

Germany: 14

Scotland: 16

France: 15

Spain: 13

Italy: 14

Argentina: 18

South Africa: 16

Greece:

15 (heterosexual sex)

17 (homosexual sex)

Australia:

16 (vaginal and oral sex)

18 (anal sex)

If You Have Been Sexually Assaulted While Studying Abroad

- **Go to a safe place.** Go to a friend's room or any open offices on the study abroad campus that you feel comfortable in.
- **Contact someone you can trust.** A friend, a family member, your study abroad professor, or a victim advocate are good resources to call. You do not have to go through this alone. In addition to the campus SAIV-RT Members (<http://www1.easternct.edu/saiv/members/>), there are 24-hour hotlines available for support. Victim Advocates from the Sexual Assault Crisis Center of Eastern Connecticut can be reached at 888-999-5545. International calls are subject to special phone charges and fees.
- **Preserve evidence.** If you think you might want to report the crime to the police, do not shower, douche, eat, brush your teeth, or wash your clothes. Physical evidence must be collected immediately. If the incident involves any written or electronic evidence such as pictures, texts, emails, social media posts, or videos, try to preserve copies.
- **Seek medical attention as soon as possible.** You do not need to make a formal report to the authorities or press charges to receive medical attention and treatment. Hospitals and clinics can discuss your options for prevention of pregnancy and sexually transmitted infections.
- **Receive a forensic exam.** If you are unsure about whether you want to report the crime to your study abroad professor or the police, that is okay. You can still have evidence collected at a local hospital and then decide about reporting at a later date.
- **Seek support from the SAIV-RT.** The Sexual Assault & Interpersonal Violence Response Team supports and assists students in navigating campus and community resources. The SAIV-RT can help you file a formal report with the University; obtain a no-contact order; assist you in contacting the police to file a police report; obtain a protective order; provide assistance with legal procedures; and provide accommodations related to class assignments and/or on-campus living arrangements.

Mandated Reporters and Confidentiality

The decision to report your assault is yours. You will not be forced to report, forced to under-report, or be prevented from reporting by university officials. Should you choose to inform your study abroad adviser or professor about your experience, it is important to know that they are mandated reporters. Mandated reporters are those who give notice to Eastern officials, and other necessary personnel, of incidents of dating or domestic violence, sexual assault and all other forms of interpersonal violence. You can trust that these mandated reporters will take such incidents seriously, will practice confidentiality protocol, and will initiate an investigation.

If a Friend Tells You They Have Been Assaulted While Studying Abroad

- Ensure their immediate safety and address any critical or life-threatening injuries.
- Relocate to a quiet area where they can feel comfortable to talk.
- Provide a thoughtful ear and listen to them. Do not interrupt.
- Believe what they are telling you and do not blame them for what happened.
- Encourage them to contact your study abroad adviser or professor. If they do not feel comfortable doing this themselves, offer to contact them.
- Do not force them to report, under-report, or prevent them from reporting. The decision is theirs to make.
- Reassure them that they can decide at a later date whether or not they want to press charges, but that physical evidence must be collected immediately.

Statistics on Sexual Assault, Stalking
and Other Forms of Interpersonal Violence

Stalking, sexual assault, and other forms of interpersonal violence often intersect. For your convenience, we have tried to categorize data about these topics into their own sections. Click a tab to learn more about the topic.

Stalking **Sexual Assault and Rape** **Dating and Domestic Violence**

Sources

On average, 7.5 million people are stalked in just 1 year in the United States. This only studied ages 18 and older. People between the ages of 18 and 24 experience the highest rates of stalking.

4% of American women and 2% of American men are stalked in 1 year in the United States. 27% of college women and 15% of college men are victims of stalking.

Most victims are women and most offenders are male. Male-to-male stalking is often overlooked, but worth noting. The majority of victims know their offender. Sometimes stalkers have multiple victims. Stalkers are usually a current or former intimate partner.

In many cases, stalking behaviors overlap one another. 66% of stalking behaviors included unwanted phone calls and messages. 36% involved spreading rumors. 34% included following or spying. 31% involved unwanted letters or email. 31% involved showing up at places. 29% involved waiting for the victim. 12% involved leaving unwanted presents.

2/3 of stalkers pursue their victim at least once per week. 78% of stalkers use more than one means of approach. Weapons are used to harm or threaten victims in about 20% of cases. Of that percent, intimate partners were more likely to use weapons than acquaintances or strangers.

Recidivism occurred in 60% of cases. The average time between intervention and recidivism was about 2 months, but can normally range between just 1 day to 6 years.

50-60% of partners stalking their victims say others were involved. Third-party stalking can be intention or unintentional. For example: a stalker could ask a mutual friend for the victim's new phone number, and the unsuspecting friend might oblige. Most stalking incidents last 6 months or less, often revolving around an academic year or college semester.

Among stalking cases, 24% involved property damage. 21% involved a direct attack on the victim. 15% involved an attack on another person or pet.

Among stalking cases that involved identity theft, 30% of stalkers charged items on their victim's credit card. 52% of stalkers took money from their victim's accounts. 54% of stalkers opened or closed various bank accounts of their victims.

3/4 of women who experienced stalking-related behaviors experienced other forms of victimization: 8% stalking and physical assault; 26% stalking and rape/sexual assault; 11% stalking, physical violence and rape/sexual assault combined.

Intimate partner stalkers are more likely to physically approach the victim, more insulting, interfering and threatening, more likely to use weapons, more likely to escalate the situation quickly, and are more likely to re-offend.

76% of female homicide cases involved at least one episode of stalking within the year prior to the murder. 85% of attempted female homicide cases involved at least one episode of stalking within the year prior to the attempted murder.

67% of female homicide victims had been physically abused by their intimate partner in the 12 months before the murder. 89% of female homicide victims had been physically abused and stalked in the 12 months before the murder.

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How to Help a Friend

The initial reactions of responders can play a key role in the victim's perception of the event and the likelihood that they will stay involved in the university system.
How to Help a Friend (<http://www1.easternct.edu/saiv/how-to-help-a-friend/>) | How to Help a Student (<http://www1.easternct.edu/saiv/how-to-help-a-student/>) | How to Help a Family Member (<http://www1.easternct.edu/saiv/how-to-help-a-family-member/>)

When someone has been sexually assaulted, chances are they will turn to a friend for help. You are an important person to the survivor; this is why the victim/survivor shared this experience with you. Providing a friend with an attentive ear and a supportive shoulder to lean on can make all the difference in the world for someone who has been sexually assaulted. When a person is sexually assaulted, keep in mind that many feel as though their power has been taken away from them. As you are helping, allow your friend to maintain control over what happens next.



Familiarize Yourself with the Resources

- The SAIV-RT provides guidance to allies and victim-survivor support systems.
- The SAIV-RT helps victims-survivor make a contact with any of the services for medical support and police response.
- The SAIV-RT provides assistance with legal procedures.
- The SAIV-RT connects victim-survivors with a counselor from Counseling and Psychological Services (<http://www1.easternct.edu/counseling/>) and/or the Sexual Assault Crisis Center of Eastern Connecticut (<http://www.saccec.org/>).
- The SAIV-RT works with the Dean of Students (<http://www1.easternct.edu/deanofstudents/>) to accommodate academic and employment relief.

Provide a Thoughtful Ear

- Let your friend know that you want to listen, and then do so.
- Listen attentively and let your friend talk without interruption.
- Show interest in what they say by sitting close and facing them.

Give Your Friend Control of the Situation

- Remember that all control has been stripped from them during the assault.
- Realize that stalls or silences may occur in the conversation. Let them happen.
- Allow them to make decisions such as who to tell and what steps to take next.
- Encourage your friend to seek medical attention or counseling, but it is important that you don't try to force them to do anything.

Believe Your Friend Unconditionally

- Remember that people rarely lie about being sexually assaulted.
- Reassure your friend that they are not to be blamed. The only person who is responsible in an incident of interpersonal violence is the abuser.
- Make it clear to your friend that you believe the assault happened and that you support them.

Provide Your Friend With the Necessary Information

- Let your friend know that physical evidence must be collected within 72 hours of the assault.
- Reassure them that they can decide at a later date whether or not they want to press charges.
- Educate your friend about the confidential counseling and advocacy services available to them:
local rape crisis agencies, campus counseling centers, and members of the clergy.

It is important to let your friend know that you believe in the possibility of healing. Although there is no recipe for recovery, you can affirm your friend's strength and capacity to overcome. Your friend may be experiencing tremendous feelings of guilt and self-doubt. Try to alleviate these feelings by providing a safe, and secure environment for your friend. The road to recovery is long, but not impossible. Overall, it is important to make sure that the victim-survivor feels supported and in control, as much as possible, during their time of need.



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How to Help a Student

The initial reactions of responders can play a key role in the victim's perception of the event and the likelihood that they will stay involved in the university system.

How to Help a Friend (<http://www1.easternct.edu/saiv/how-to-help-a-friend/>) | How to Help a Student (<http://www1.easternct.edu/saiv/how-to-help-a-student/>) | How to Help a Family Member (<http://www1.easternct.edu/saiv/how-to-help-a-family-member/>)

As a faculty member, staff member, or student employee, you may be the first point of contact for a victim of sexual assault, stalking, or other form of interpersonal violence. You may also become aware of an incident from a source other than the victim. Please note that Eastern Connecticut State University and its employees are subject to University Regulations and various state and federal reporting laws. In short, it's important that you report crimes of interpersonal violence to a Sexual Assault and Interpersonal Violence Response Team (SAIV-RT) Member immediately. If you have questions about your role in reporting an incident, please contact the SAIV-RT Coordinator, Starsheemar Byrum.



Support for Victim-Survivors

- The SAIV-RT provides guidance to allies and victim-survivor support systems.
- The SAIV-RT helps victim-survivors make contact with any of the services for medical support and police response.
- The SAIV-RT provides assistance with legal procedures.
- The SAIV-RT connects victim-survivors with a counselor from Counseling and Psychological Services (<http://www1.easternct.edu/counseling/>) and/or the Sexual Assault Crisis Center of Eastern Connecticut (<http://saccec.org/>).
- The SAIV-RT works with the Dean of Students (<http://www1.easternct.edu/deanofstudents/>) to accommodate academic and employment relief.

Reporting Sexual Assault

Determine if the victim requires medical assistance. In emergencies, call 911. For sexual assaults occurring within 72 hours of you learning about the incident, you can refer the student to the Sexual Assault Crisis Center of Eastern Connecticut at 860-456-2789. All contact with the Crisis Center is confidential. Contact a member of the Sexual Assault & Interpersonal Violence Response Team.

Make a Referral

Provide the victim-survivor with information about options and resources. You may do this by referring to the SAIV-RT website and the on-campus resources.

What You Can Say to the Victim/Survivor

- "I am here to listen and support you, but it would also be helpful for you to talk with someone who has specialized knowledge in this area"
- "There are places that you can go anonymously to get information or support."
- "Even if you don't know what you want to do right now, it can be helpful to talk to someone about your options."
- "I would be happy to go with you to talk to someone."
- "What would make it feel safe for you to go talk to someone?"

On Campus Support and Advocacy Options

Refer the victim to the Coordinator of the SAIV-RT. This victim advocate can explain options relating to reporting, student conduct, resources, and housing accommodations, and can assist them in the decision-making process. The advocate is committed to maintaining the confidentiality of victims to the extent allowed by law.

The Women's Center (<http://www1.easternct.edu/womenscenter/>)

Starsheemar Byrum, *Director of the Women's Center, Coordinator of the SAIV-RT*

Location: Student Center, Room 116

Phone: 860-465-4314

A small number of university employees have what is called "privilege," meaning that communications cannot legally be disclosed without the reporter's consent, except in certain circumstances such as the threat of imminent danger to one's self or others. At Eastern, examples of privileged communication resources include:

Counseling Health Religious

Counseling & Psychological Services (<http://www1.easternct.edu/counseling/>)

Dr. Mercy Arias, *Director of Counseling and Psychological Services*

Location: CAPS Building, 192 High Street, Room 110

Phone: 860-465-5778

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How to Help a Family Member

The initial reactions of responders can play a key role in the victim's perception of the event and the likelihood that they will stay involved in the university system.

How to Help a Friend (<http://www1.easternct.edu/saiv/how-to-help-a-friend/>) | How to Help a Student (<http://www1.easternct.edu/saiv/how-to-help-a-student/>) | How to Help a Family Member (<http://www1.easternct.edu/saiv/how-to-help-a-family-member/>)

(<http://www1.easternct.edu/saiv/files/2014/03/family3.jpg>) If someone you care about is sexually assaulted, stalked, or experiencing other forms of interpersonal violence, you might feel angry, confused, and helpless. Have comfort in knowing that there are several things you can do to help in the healing process that support your loved one's needs. Providing a family member with an attentive ear and a supportive shoulder to lean on can make all the difference in the world for someone who has been harassed, abused, or assaulted. When a person is sexually assaulted, keep in mind that many victim-survivors feel as though their power has been taken away from them. As you are helping, allow them to maintain control over what happens next.



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- The SAIV-RT provides guidance to allies and victim-survivor support systems.
- The SAIV-RT helps victims-survivor make a contact with any of the services for medical support and police response.
- The SAIV-RT provides assistance with legal procedures.
- The SAIV-RT connects victim-survivor with a counselor from Counseling and Psychological Services and/or the Sexual Assault Crisis Center of Eastern Connecticut.
- The SAIV-RT works with the Dean of Students to accommodate academic and employment relief.

Believe the Victim-Survivor Unconditionally

- Let them know that you want to listen, and then do so.
- Listen attentively and let them talk without interruption.
- Show interest in what they say by sitting close and facing them.
- Accept what you hear without any judgment.

Reinforce That the Incident is Not Their Fault

- Sexual assault is never the survivor's fault.
- It is important not to ask "why" questions such as, as this suggests that they are to blame for the assault.

Understand That You Cannot Control How the Survivor Feels

- Everyone reacts differently to sexual assault and will heal at their own pace.
- It is important that you not assume you know how they are feeling.
- Almost any reaction is possible and completely normal.

- Let the survivor know you are there for them when they are ready to talk.
- If the survivor wants to talk about the assault with you, do not push for information.
- Let them tell you what they are comfortable sharing in their own time.

Help the Victim-Survivor Regain a Sense of Control

- Realize that during an assault or stalking incident, power has been taken away from them.
- Support decisions and choices that they make without passing judgment.
- Try not to tell the victim-survivor what to do.
- Assist them by presenting options and resources for them to make the decision that's right for them.

Respect the Victim-Survivor's Needs for Privacy

- If the survivor needs to be alone, respect that decision.

Do not suggest that the survivor "move on" with their life and forget about the assault.

- The survivor needs the opportunity to work through the trauma of the assault and begin the healing process.

Respect the survivor's right to decide whether or not to report the assault to the police.

- If your loved one is willing to seek medical attention or report the assault, offer to accompany him or her wherever he/ she needs to go: (hospital, police station, etc.)

Remember to take care of yourself.

- Seek support if you need it.
- You will be better able to support the survivor.

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HAVEN AT EASTERN

Welcome to Haven at Eastern! We have partnered with Everfi, whose mission is to help students address critical life skills such as sexual violence awareness in higher education institutions across the country.

Be sure to check your student email for more info.

1. Go to www.everfi.com/register to get started.
2. Enter the registration code from your student email.
3. Click the "I'm a student" option.
4. Fill out the form to create your account.
5. Use your student email and ID number when prompted.

(<https://platform.everfi.net/registration/signup>)

General Information

As part of our comprehensive health and safety program, *Haven* will address the critical issues of sexual assault, relationship violence and stalking, which impact as many as 1 in 4 women and 1 in 16 men during their time in higher education. The Haven program will be divided into two online sessions.

Who is required to complete Haven, and why?

Eastern requires all students: new, returning, international, transfer, commuter and graduate students to complete *Haven*. Providing all Eastern students with a consistent message about consent and interpersonal violence (sexual assault, dating violence, domestic violence and stalking) can encourage thoughtful conversations, inspire a shift in behaviors and highlight a campus that values healthy choices.

When is the deadline to complete the program?

Your deadline to complete Part One of Haven is Friday, March 27. Part Two of Haven will be emailed to you with a link about two weeks following your completion of Part One. It is important that you complete Part One.

Spring 2015 Semester and Haven Deadlines

- Complete Part One by March 27, 2015

- Complete Part Two by April 24, 2015 (not mandatory)

When I complete Part One, why can't I access Part Two right away?

You cannot access Part Two until approximately four weeks after you complete Part One.

How do I access the program?

- To Register (<http://www.everfi.com/register>) for Haven go to <http://www.everfi.com/register> (<http://www.everfi.com/register>)
- Your registration code can be found in an email sent to your official Eastern email address.
- On the registration page, you will be asked for additional information to complete the creation of your account.
- You must use your "@my.easternct.edu" (<http://my.easternct.edu/>) email address. Do not use any other email address besides your Eastern email, as we use this to identify you as a student and track your progress.
- You may log in and out of the course at the end of each section. Section ends are marked with a "next" button. Do not log out until you click the "next" button or you will have to repeat the section you have just gone through.
- To return to Haven, enter in your email and password.

How do I return to the course after I've started it?

To return to Haven (<https://platform.everfi.net/registration/login>), go to <https://platform.everfi.net/registration/login> (<https://platform.everfi.net/registration/login>) and then enter your email and password. You may take the course in multiple sittings, but make sure to click on the "next" button after completing a section before logging out. If you do not progress to the next section first, you will have to repeat the previous section.

Who should I contact if I have a disability and need an accommodation?

For students needing audio accommodations, closed captioning is available to turn on in the course. For students requiring visual accommodations, we have transcripts available for Haven that can be read by a wide variety of screen readers. Please email Starsheemar Byrum (byrums@easternct.edu) or call 860-465-4314 for a copy of the transcripts or for any additional assistance.

Will my answers be private?

All survey responses are confidential. Eastern will only receive information about the student body as a whole and never your individual answers as a student.

What else should I know about Haven?

- You must use your @my.easternct.edu email address. Do not use any other email address besides your Eastern email, as we use this to identify you as a student and track your progress.
- An incomplete program will result in serious consequences.
- The first part of the course takes approximately one hour to complete, but can be completed in multiple sittings.
- Do not input your social security number anywhere on the registration page for identification.

What if the Haven module is difficult or triggering?

We recognize that talking about sexual assault can be difficult, and want to acknowledge that some of you may have had pre-college and/or college experiences with sexual assault, dating violence and/or stalking. If taking this module is difficult or triggering for you, please know that there are resources on campus to support you.

If you are a survivor and need to talk before or after taking the module, please see a list of SAIV-RT Members (<http://www1.easternct.edu/saiv/members/>) that you can reach out to.

- Starsheemar Byrum, Coordinator of the Women's Center
- Sexual Assault & Interpersonal Violence Response Team (SAIV-RT)
- Phone: 860-465-4314
- Email: byrums@easternct.edu (<mailto:byrum@easternct.edu>)
- Website: www1.easternct.edu/saiv (<http://www.wgac.colostate.edu/>)

Course Problems and Technical Difficulties

While we don't anticipate students having any trouble using the site, should you experience any difficulties or require support, use the "help" button to access Haven directly. They can be reached 24 hours a day. You may also call 866-384-9062, Press 2. You do not need to be logged into the course to access the Help Site.

Mac Computer Users

If you are using a Mac computer, please use FireFox as your browser. Haven is not compatible with Safari.

Remember that the Haven Online Technical Support Center is not the Eastern Help Desk. Please direct all Haven technical inquiries to the Haven Online Technical Support Center using the contact information above.

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**University Response to a Report
of Sexual Misconduct**

**1) Assignment of a Sexual Assault & Interpersonal Violence Response Team,
Coordinator**

Whenever the University receives a report of sexual misconduct or sexual assault, the complainant will be referred to a Sexual Assault & Interpersonal Violence Response Team (<http://www1.easternct.edu/saiv/members/>) Coordinator. The coordinator will serve as a resource person to identify, explain, and navigate the complainant's reporting options and the available support services. This can include referrals to counseling, educational support, pastoral care, medical treatment, and information about University and legal processes. The coordinator can also provide assistance in rearranging class schedules, extracurricular activities, housing and on-campus dining arrangements; to the extent that a student's requests are reasonable and can be accommodated, every effort will be made to do so. Where appropriate, the goal of any adjustment will be to minimize the burden on the complainant's educational program. Similarly, an accused student will also be assigned a coordinator, to provide him or her with support, information and assistance.

2) No-Contact Orders Issued to the Complainant and the Accused

Upon receipt of a report of alleged sexual misconduct in which the accused is a current student at Eastern, the complainant has the option to request a no-contact order, which will then be issued to the complainant and the accused.

Intimidation or Threats to Inhibit Reporting

The University strongly encourages students to report any incident of sexual misconduct or sexual assault. Eastern takes such reports very seriously. Any actual or threatened retaliation or any act of intimidation to prevent or otherwise obstruct the reporting of sexual misconduct or sexual assault by an accused student or third party is itself prohibited and will result in disciplinary sanctions. A complainant or witness who is threatened in any way should immediately report these concerns to their assigned Sexual Assault & Interpersonal Violence Response Team Coordinator or to Eastern Police (<http://www1.easternct.edu/police/>).

Timely Warning to Campus

In an effort to provide timely notice to the Eastern community, and in the event of an incident that may pose a serious, ongoing threat to members of the Eastern community, a mass email Crime Alert is sent to all students and employees on campus. Updates to the Eastern community about any particular case resulting in a Crime Alert may be distributed via email and may be posted on the Eastern Police website.

Reporting Options

A student has the option to pursue a criminal complaint with the appropriate law enforcement agency, to pursue a complaint through the University disciplinary process, or to pursue both processes simultaneously.

When a student is sexually assaulted, s/he has reporting options. Victims of sexual misconduct are encouraged, but not required, to file a report. If a student makes the decision to file a report, the student has reporting options available:

1. Anonymous Report
2. Formal Report
3. Criminal Complaint

4. Informal Report

Full Confidential Report

Anonymous Report: A student may fill out or seek assistance in completing an Anonymous Report Form. An Anonymous Report does not contain the name of the victim or the offender. An Anonymous Report will be kept on file by the SAIV-RT Coordinator and recorded with the Eastern Police Department for purposes of the Jeanne Clery reporting disclosure requirements. Anonymous Reports allow Eastern to track reported incidents of sexual assault. Completing one of the Anonymous forms does not constitute an incident report, a police report, or a student conduct report, and Eastern will not initiate investigatory or student conduct proceedings. The victim will not be contacted by Eastern unless the victim indicates a desire to be contacted.

- "Tell Somebody" Reporting Form (<https://7.selectsurvey.net/easternct/TakeSurvey.aspx?SurveyID=ml2l69l>)
- Anonymous Crime Reporting Form (<https://selectsurvey.net/easternct/TakeSurvey.aspx?SurveyID=llL24m6>)
- Non-Anonymous Complaint/Referral Form (<https://selectsurvey.net/easternct/TakeSurvey.aspx?SurveyID=l2LK472>)

Confidential Reporting

Formal Report: Sexual assault is a crime and is a violation of the Student Code of Conduct (<http://kb.easternct.edu/article.aspx?article=1429&p=11>). As such, a student may file a Formal Report with the Eastern Police or the Office of Judicial Affairs (<http://www1.easternct.edu/judicialaffairs/>). This report will include the name of the student filing the report and the name of the alleged offender, if known. Upon the filing of a Formal Report, the Eastern Police will conduct an investigation.

The results of the investigation will be forwarded to the Director of Judicial Affairs and the Dean of Students, who will follow procedures outlined in the Student Handbook for the handling of matters of sexual misconduct. Upon a finding of responsibility, the University will take disciplinary action against the offender. The offender may also be prosecuted under Connecticut Criminal Statutes, and the victim may also take civil action against the offender. The results of these various actions are independent of each other.

After the filing of a Formal Report, the student has the option to take no further action with respect to the investigation. In that instance, the student will be advised that the University may still take action regarding the alleged offender in order to protect the University community.

Criminal Complaint: Sexual assault and rape are against the law in the State of Connecticut and may be prosecuted under Connecticut criminal and/or civil statutes. In that respect, and in addition to the reporting options listed above, students who have been sexually assaulted are encouraged to contact the Eastern Police Department directly by calling 860-465-5310 or 911 for emergencies. The police will inform you of your rights and options. The police will conduct an investigation and will keep the complainant informed on matters to prosecute. The police will review all cases with the State's Attorney's Office. The State's Attorney will make the final decision to prosecute under state law. This may be combined with the University judicial process.

Filing a Criminal Report with the Eastern Police is different than filing a Formal Report with the University.

Informal Report: You may informally report the incident to the University Police. University Police will inform you of your rights and options and will guide you to victim services. The victim may, at a future time, choose to pursue charges through the University Judicial system or as a criminal complaint.

All reports will be recorded with Eastern Police Department for purposes of the Jeanne Clery reporting disclosure requirements. These Reports allow Eastern to track reported incidents of sexual assault.

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University Disciplinary Procedures

The Office of Judicial Affairs is responsible for ensuring a fair and impartial disciplinary process for students charged with violation of the Student Code of Conduct (<http://kb.easternct.edu/article.aspx?article=1429&p=11>). The office also provides education and resources to foster respect and civility among all members of the university community. Disciplinary proceedings shall be conducted by an official trained in issues related to intimate partner violence, sexual misconduct, stalking and other forms of interpersonal violence and shall use the preponderance of the evidence standard in making a determination concerning the alleged assault or violence. Visit the Judicial Affairs (<http://www1.easternct.edu/judicialaffairs/>) homepage for more information.

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 (<http://www1.easternct.edu/equityanddiversity/staff/>) 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 adviser or support person of their choice, provided the involvement of such adviser or support person does not result in the postponement or delay of such meeting as scheduled and provided such an adviser 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 (<http://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>) (FERPA), the accused student and the reported victim have the right to keep their identities confidential.

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**Protocol for Responding to
Sexual Misconduct and Assault**

This document explains procedures to be followed by respondents to victims of sexual assault and outlines the victim's options of reporting any incident(s) of sexual assault.

Sexual assault is a complex and very real issue on college campuses today. In order to address this reality, all members of the campus community and relevant outside agencies must work together. The University values the health and safety of every individual on campus and expects students to treat others with respect and dignity. In the aftermath of an assault, it is important to remember the University has two main responsibilities:

1. to provide victim-centered, compassionate, and comprehensive services to the victim;
2. to protect the University community from immediate and further sexual assaults.

The University has created the Sexual Assault & Interpersonal Violence Response Team (SAIV-RT) to assist in meeting all victim needs. The SAIV-RT is trained to provide victim-centered, compassionate, and comprehensive services directly on campus. Click the tabs below to learn more.

How the SAIV-RT Works

First Response to Disclosures

Health Care After an Assault

Most victims of sexual assault turn to a friend, student leader, faculty or staff member for help. When a victim reports a sexual assault, all rights and services will be explained by a member of the Sexual Assault & Interpersonal Violence Response Team (SAIV-RT). Through the SAIV-RT, victims are given tools to empower themselves as they go through the process. All the SAIV-RT members respect the rights of the victim to make their own choices based on their unique definition of what they need to recover, to feel safe and to gain a sense of justice. The SAIV-RT serves to provide victims with resource information and options as choices. Regardless of how recent the sexual assault occurred or the location of the assault, the SAIV-RT is available to students 24 hours a day, 7 days a week, all year round. The SAIV-RT can also help students who have experienced interpersonal violence while studying abroad.

During Business Hours

After Hours & Weekends

Additional Information

Normal business hours for campus offices are Monday through Friday, 8 am to 5 pm unless otherwise stated. Victims are encouraged to contact the SAIV-RT Coordinator, Starsheemar Byrum Taylor at 860-465-4314. When the victim places the call, they should be given complete privacy. If the victim is not comfortable, offer to place the call for them. If a victim would like to disclose to someone with full confidentiality, they can speak to a therapist at Counseling and Psychological Services (CAPS), a staff member at Student Health Services, a clergy member of the Interfaith Campus Ministry, or an advocate from the Sexual Assault Crisis Center of Eastern Connecticut (SACCEC). Contact information for all SAIV-RT members can be found here (<http://www1.easternct.edu/saiv/members/>).

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Eastern's Clery Report

The Police Department prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. It was originally known as the Crime Awareness and Campus Security Act of 1990. The full text of this report can be located here (<http://www.easternct.edu/police/clery.html>).

The department reports crime statistics to the Connecticut Department of Public Safety and to the Federal Bureau of Investigation. This report is prepared in cooperation with local law enforcement agencies and Eastern's offices of Housing and Residential Life, Environmental Health and Safety, Judicial Affairs and Student Affairs. Each entity provides updated information on their educational efforts and programs to comply with the Act. Each year, an e-mail notification is sent to all enrolled students, faculty and staff providing the web site to access this report. Hard copies of this report are made available in all residential halls, the Admissions Office, Student Affairs, the Police Department, and various locations on campus.

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Eastern's SAIV-RT Members

The Sexual Assault & Interpersonal Violence Response Team, often abbreviated as SAIV-RT, is a multi-disciplinary team designated to respond to reports and disclosures of interpersonal violence, including but not limited to sexual assault, dating/domestic violence, stalking and sexual harassment. Initiated by the Division of Student Affairs, the SAIV-RT works to provide care to victims of all forms of interpersonal violence. Resources are committed to providing assistance that is culturally-sensitive and affirming to our diverse clientele, which includes students of color, students with disabilities, international students, students of all sexual orientations and gender identities, student veterans, and students from all socioeconomic backgrounds with varying religious/spiritual beliefs.

The SAIV Response Team

Coordinated by the Women's Center Director, Starsheemar Byrum Taylor, SAIV-RT provides an efficient and supportive response to victims. Through SAIV-RT, the campus community has many safe and supportive resources including confidential options to report sexual assault and to receive assistance, medical help, counseling, advocacy, and academic intervention following a sexual assault. *All members of the SAIV-RT will honor confidentiality to the best of their ability. ** These members are empowered by law to maintain confidentiality.

The Women's Center (<http://www1.easternct.edu/womenscenter/>)

Starsheemar Byrum, *Director of the Women's Center, Coordinator of the SAIV-RT* *

Services: Starsheemar provides advocacy, supportive services including accompaniment during reporting and investigations, information and referral services to survivors of past, present or attempted: intimate partner violence, sexual violence, sexual harassment, and stalking.

Location: Student Center, Room 116

Phone: 860-465-4314

University Police (<http://www1.easternct.edu/police/>)

Lisa Hamilton, *Police Sergeant* *

Services: Lisa is responsible for all criminal investigations and apprehensions. In cases of relationship violence, sexual assault and stalking, she will assign an officer to be the primary contact with the victim throughout the investigation.

The Eastern Police Department is available 24 hours a day, seven days a week, and can be contacted anonymously through the confidential hotline at 860-465-0242.

Location: Public Safety Building, 44 Charter Oak Road, Room 205

Phone: 860-465-5310

Office of Judicial Affairs (<http://www1.easternct.edu/judicialaffairs/>)

Angelo Simoni, *Director of Judicial Affairs* *

Services: Angelo handles reports of violations of the Student Code of Conduct and provides advisement to both parties involved. Students may initiate a report, if they experience interpersonal violence, against a student or a student group through this office.

Location: Wood Hall, Room 240

Phone: 860-465-0063

Counseling and Psychological Services (<http://www1.easternct.edu/counseling/>)

The Therapists at CAPS **

Services: The therapists at CAPS provide both immediate crisis intervention and therapy to victims of interpersonal violence including but not limited to sexual assault, relationship violence and stalking. Even if the incident happened prior to the victim's time at Eastern, these staff members can still provide counseling and psychological services to those who need it. Therapists can be accessed by appointment.

Location: CAPS Building, 192 High Street, Room 110
Phone: 860-465-5778

Student Health Services (<http://www1.easternct.edu/health/>)

Jane Neu, *Associate Director of Health Services* **

Services: Jane provides accessible health services and follow-up care for current students who are victims of violence. She can conduct testing for STIs and pregnancy, and can provide emergency contraception if requested. Physicians and nurses can be accessed by appointment. For urgent care and medical emergencies, call 911.

Location: Health Services Building, 185 Birch Street, Room 102

Phone: 860-465-5263

These two resources collaborate with the SAIV-RT of Eastern Connecticut State University, but are not part of campus. They still maintain confidentiality. Information is kept strictly confidential and will not be released, under any circumstances, without the written consent of the student or employee.

Sexual Assault Crisis Center of Eastern Connecticut (SACCEC) (<http://saccec.org/>)

Victim Advocates **

Services: The Sexual Assault Crisis Center of Eastern Connecticut (SACCEC) is a private, non-profit agency offering free and confidential, comprehensive services to victims of sexual assault and abuse. SACCEC is a member center of the Connecticut Sexual Assault Crisis Services (CONNSACS), the statewide coalition of sexual assault crisis agencies. Advocates are available 24/7. Information is kept strictly confidential and will not be released, under any circumstances, without the written consent of the student or employee.

Location: 90 South Park Street, Willimantic, CT 06226

Phone 1: 860-456-2789

Phone 2: 1-888-999-5545

United Services Inc., Domestic Violence Program

(<http://unitedservicesct.org/services/domestic-violence/>)

Victim Advocates **

Services: United Services provides domestic violence shelters and services throughout Northeastern Connecticut. The Domestic Violence Program offers an array of services designed for families to become free of abuse. Advocates are available 24/7. Information is kept strictly confidential and will not be released, under any circumstances, without the written consent of the student or employee.

Location: 132 Mansfield Avenue, Willimantic, CT 06226

Phone 1: 860-774-8648

Phone 2: 860-456-9476

The SAIV Resource Team

The Sexual Assault Resource Team provides assessments and safety planning along with the assistance and support of the Response Team. The Resource Team also helps to provide outreach programming and educational materials to the larger Eastern campus community.

*All members of the SAIV-RT will honor confidentiality to the best of their ability. ** These members are empowered by law to maintain confidentiality.

Office of Equity & Diversity (<http://www1.easternct.edu/equityanddiversity/>)

Dr. Stacey Close, *Associate Vice President of the Office of Equity & Diversity, Title IX Coordinator* *

Services: Stacey investigates complaints made by any Eastern employees or students who believe themselves to be harmed by sexual harassment and interpersonal violence. Students may initiate action against administrators, faculty, and staff through this office. In addition, he investigates Title IX complaints against the university and complaints of retaliation related to Title IX violations.

Location: Gelsi Young Hall, Room 255

Phone: 860-465-5791

Office of Student Affairs (<http://www1.easternct.edu/studentaffairs/>)

Dr. Walter Diaz, *Dean of Students* *

Services: Walter assists victims with academic and personal concerns that arise after an incident of interpersonal violence or sexual harassment. He supervises Student Affairs units including the Intercultural Center and the Pride Room.

Location: Gelsi Young Hall, Room 222

Phone: 860-465-5244

Office of Housing & Residential Life (<http://www1.easternct.edu/housing/>)

LaMar Coleman, *Director of Housing and Residential Life* *

Services: LaMar provides students impacted by interpersonal violence with alternatives to on-campus residential living. Overseeing the residence halls, he works to ensure that all Hall Directors, Resident Assistants and Office Assistants receive ongoing training on the issues of interpersonal violence. Accommodations managed by him include providing relocation and on-campus temporary living arrangements.

Location: Wood Hall, Room 243

Phone: 860-465-0072

Associate Dean of Arts & Sciences (<http://www1.easternct.edu/artsandsciences/>)

Amy Coffey, *Associate Dean of Arts & Sciences* *

Services: Amy meets the educational needs of students impacted by interpersonal violence. She serves as liaison to the School of Arts and Sciences, the School of Education and Professional Studies, and faculty in all academic departments. She addresses the unique needs of victim-survivors, such as academic support, the need for make-up exams, extensions on deadlines for class withdrawal or credit/no credit, and the coordination of withdrawal from the university.

Location: Webb Hall, Room 263

Phone: 860-465-5383

Interfaith Campus Ministry (<http://www1.easternct.edu/campusministry/>)

Father Larry LaPointe, *Catholic Minister* **

Services: Father Larry engages in all aspects of faith life on campus and provides support to those who may have experienced interpersonal violence. He can discuss reporting options, available resources, and rights. Information is kept strictly confidential and will not be released, under any circumstances, without the written consent of the student or employee.

Location: Newman Hall, 290 Prospect Street

Phone: 860-423-0856

The Women's Center (<http://www1.easternct.edu/womenscenter/>)

Student Ambassadors *

Services: The Women's Center provides supportive services to all students through special events, interactive workshops, guest-lectures, and panel discussions.

Location: Student Center, Room 116

Phone: 860-465-4313

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Counseling and Psychological Services (<http://www1.easternct.edu/counseling/>)

MENU

Welcome and thank you for your interest in the Counseling and Psychological Services (CAPS) of Eastern!

Students can sometimes experience difficulties that undermine success in both their personal and academic lives. The staff at CAPS are here to assist students with their concerns and to enhance the emotional, developmental, and relational aspects of students' health and growth through the different services offered.

We are conscious of the special concerns you may have, whether you are a woman, man, student of color or other ethnic minority, gay, lesbian, or bisexual, a student with limitations, or an international student. Our staff is committed to being sensitive to your issues and to promote this sensitivity within the campus community and beyond.

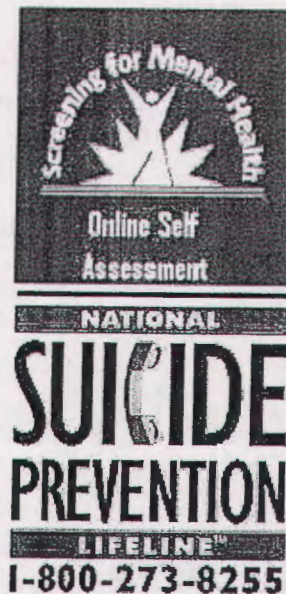
CAPS offers a full range of support services to all matriculated Eastern students. These services include individual, group, and couples counseling; psychiatric services; crisis intervention; consultation for faculty, staff, and family members; and referrals for outside services.

192 High Street, Willimantic, CT 06226

Monday – Friday 8:30am to 4:30pm

Phone: (860) 465-0181

Fax: (860) 465-5580



The Women's Center (<http://www1.easternct.edu/womenscenter/>)

MENU

The Women's Center is a safe space that serves to advance the personal growth and intellectual development of all students and staff, mainly by examining gender relations in today's society. The Center hosts workshops and guest speakers throughout the year that discuss a variety of topics including body image, diversity in the media, reproductive health, and dating violence. While women are the primary focus of the Center's work, programs also exist for male and gender non-conforming students. Everyone is welcome at the Center and encouraged to check out the upcoming events.



Director:

Starsheemar Byrum
(mailto:byrums@easternct.edu)
Student Center, 116B
☎(860) 465-4314
☎(860) 465-5722

Main Office:

Student Ambassadors (mailto:women-ctr@easternct.edu)
Student Center, 116
☎(860) 465-4313
☎(860) 465-5722

University Assistant:

Melissa Nosal
(mailto:nosalme@easternct.edu)
Student Center, 116A
☎(860) 465-5510
☎(860) 465-5722

Main Office Hours:

8 a.m. - 5 p.m. M-F

Social Media:



(<https://www.facebook.com/easternwomenscenter>)



(<http://instagram.com/easternwomenscenter>)



(https://twitter.com/Eastern_WC)

The Women's Center (<http://www1.easternct.edu/womenscenter/>) MENU

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(<http://instagram.com/easternwomenscenter>)



(https://twitter.com/Eastern_WC)

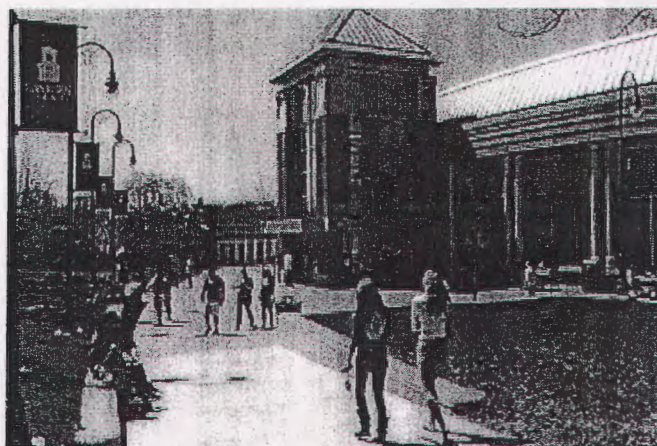
Division of Student Affairs (<http://www1.easternct.edu/studentaffairs/>)

MENU

The Division of Student Affairs' strategic plan was developed through the collaborative and intentional work of the Division's Assessment Committee and department staff in response to the 2013-18 University Strategic Plan. Through this plan, we seek to engage our students in meaningful ways, connecting them to experiences that separate them from their peers in higher education and provide both an intellectual epiphany and a competitive edge in the marketplace. Facilitating first-year students to become engaged and then graduate four years later as significantly more sophisticated and articulate leaders for our society is an outcome that we seek for our students.

That Eastern Experience, grounded in the liberal arts, is what separates this University from its peers and is what will foster the potential of each of our students. The strategic initiatives identified will inform our work and will challenge us to reach the next level. Our goal is to become one of the leading student services program among our peer institutions by placing emphasis on both the intellectual and interpersonal growth of the students we serve.

Kenneth M. Bedini
Vice President for Student Affairs



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Additional Links

Organizational Chart (<http://www1.easternct.edu/studentaffairs/files/2013/11/Organizational-Chart-20152.pdf>)

Strategic Plan Initiatives

(<http://www1.easternct.edu/studentaffairs/files/2013/11/StrategicPlan10-29.pdf>)

Tell Somebody Report (/deanofstudents/tell-somebody/)

Undergraduate Research (<http://www1.easternct.edu/undergraduateresearch/>)



BOR/CSCU STUDENT CODE OF CONDUCT

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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.

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).

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.

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; and (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.
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.

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.

: 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.

1. 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 IV 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 I. 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.

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.

1/1/2015

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Sexual Assault Complaint Form

Date:

Attendees: Complainant:

Respondent:

Location of the Incident:

Time and Date of Incident:

List and describe all documents, e-mails, records, materials and other evidence pertaining to your complaint:

Statement, text messages, and public safety reports

Describe the corrective action you are seeking:

Witnesses (the relationship information requested means supervisor, co-worker, faculty, customer):

1.	Name	Relationship	Telephone
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2.	Name	Relationship	Telephone
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3.	Name	Relationship	Telephone
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The Office of Equity and Diversity will notify all persons involved in the investigation that it is confidential and that unauthorized disclosures of information concerning the investigation could result in disciplinary action. The Office of Equity and Diversity will need to reach out to witnesses and the respondent.

Acknowledgement

I understand that, regardless of any contact with the Office of Equity and Diversity, I also retain the right to file an external complaint of discrimination or discriminatory harassment with the Connecticut Commission on Human Rights and Opportunities (CCHRO), the Equal Employment Opportunity Commission (EEOC) and/or the Office for Civil Rights (OCR). Further, I understand the relevant timeline for filing with these agencies varies from 180 days to 300 days from the date of the alleged discriminatory or retaliatory act and is independent of any internal complaint filed with the Office of Diversity and Equity. See *"Most Commonly Used Civil Rights Enforcement Agencies"*.

I understand that under state and federal law, as a complainant, I may not be retaliated against with regards to my prospective or current employment status, for filing a charge of discrimination, participating in an investigation or opposing an unlawful discriminatory practice.

I hereby attest the facts asserted in this complaint are true and accurate and that I have been advised of the other avenues of appeal/redress:

Complainant Signature

Date

Please forward this form and any evidence pertaining to your complaint to the Office of Diversity and Equity upon completion.

Date: _____

Respondent and Respondent Statement: _____

List and describe all documents, e-mails, records, materials and other evidence pertaining to your complaint:

Statement, text messages, and public safety reports

Describe the corrective action you are seeking:

Witnesses (the relationship information requested means supervisor, co-worker, faculty, customer):

1.	Name	Relationship	Telephone
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2.	Name	Relationship	Telephone
----	------	--------------	-----------

3.	Name	Relationship	Telephone
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I understand that under state and federal law, as a complainant, I may not be retaliated against with regards to my prospective or current employment status, for filing a charge of discrimination, participating in an investigation or opposing an unlawful discriminatory practice.

I hereby attest the facts asserted in this complaint are true and accurate and that I have been advised of the other avenues of appeal/redress:

Complainant Signature

Date

Please forward this form and any evidence pertaining to your complaint to the Office of Diversity and Equity upon completion.

University Policy on Sexual Misconduct (copy provided to both complainant and respondent)

<http://www.easternct.edu/equityanddiversity/files/2014/07/sexualmisconduct.pdf>

Recommendations:

Title IX Officer

Date