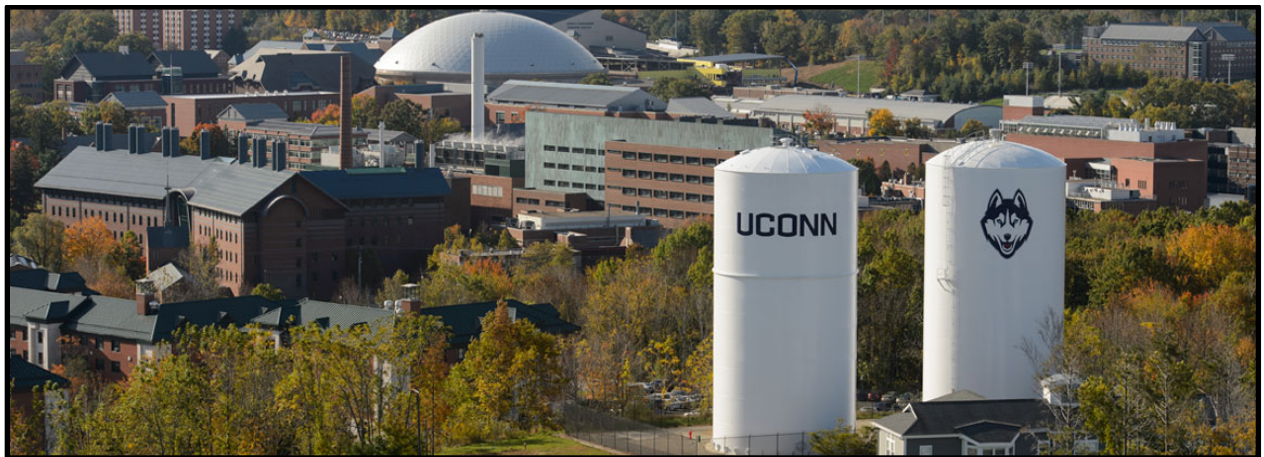


UNIVERSITY OF CONNECTICUT

Report Pursuant to Connecticut General Statutes Section 10a-55m

January 1, 2015 – December 31, 2015



UCONN

UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY



University of Connecticut Report Pursuant to Connecticut General Statutes Section 10a-55m

The University of Connecticut, including UConn Health and the regional campuses, submits the following information pertaining to the time period of January 1, 2015 – December 31, 2015.

I. UConn's Policies Regarding Sexual Assault, Stalking and Intimate Partner Violence

Enclosed please find a copy of UConn's current policies regarding sexual assault, stalking and intimate partner violence:

University-Wide Policies:

- Policy Against Discrimination, Harassment, and Related Interpersonal Violence
- Responsibilities of Community Life: The Student Code
- Protection of Minors and Reporting of Child Abuse and Neglect Policy

Policies applicable to UConn Health:

- Department of Correction Administrative Directive 2.2

II. UConn's Written Notification of a Victim's Rights and Options

Attached please find UConn's brochure, "Sexual Assault, Intimate Partner Violence and Stalking Reporting and Resources." The brochure is distributed in print format to all incoming students, faculty and staff on all campuses, and is also available in electronic format to all students, faculty, staff, visitors and the entire university community. It outlines a victim's rights and options, including on and off-campus resources, reporting, investigations and university policies. In addition to the Storrs-focused brochure, there is also a separate brochure specifically designed for the regional campus communities. Both the Storrs and Regional versions are attached.

Victims also are guided to UConn's sexual violence, intimate partner violence and stalking website: www.titleix.uconn.edu. There, visitors can access comprehensive information regarding UConn's Title IX response, resources, rights and reporting options.

III. & IV. UConn's Sexual Assault, Stalking and Intimate Partner Violence Prevention, Awareness and Risk Reduction Programs and Campaigns

UConn provides prevention, awareness and risk reduction programs and campaigns to the university community in a wide array of formats throughout the year. These include new student

and employee orientation sessions, topic-specific seminars and workshops, awareness-raising events, departmental meetings and webinars, electronic communications, and the university-wide Title IX website: www.titleix.uconn.edu. The attached chart outlines the 486 programs and campaigns at UConn, the regional campuses and UConn Health during 2015.

New Student Orientation

During the 2015 summer, UConn implemented a bystander intervention program, “Protect Our Pack,” designed to increase awareness of sexual violence on campus and empower students to be proactive, effective bystanders. All incoming first year and transfer students at the Storrs and regional campuses complete the program during orientation and the “Week of Welcome.” The program is facilitated in person and allows students to engage in thoughtful dialogue with both the overall community and in small groups. In conjunction with “Protect Our Pack: and new student orientation, UConn hosted InterACT, a troupe that presents realistic scenes about domestic violence and sexual assault. The performance aimed to create a space for students to rehearse assertive communication strategies and inspire social and political change with the actor-educators.

First Year Student Education – Undergraduate and Graduate Students

In addition to the summer orientation programming, UConn’s Violence Against Women Prevention Program (VAWPP), which celebrated its 35th year in 2015, presents “Consent 201” to first-year Storrs students in their First Year Experience (FYE) courses. The course, led by trained student facilitators, provides students with the opportunity to participate in small group discussions about consent while learning about the University’s policies and support resources available to them. Consent 201 invites students to think critically about common patterns of communication around requests, negotiation, pressure and coercion. Facilitators use interactive, non-sexual role-play to help students discuss dynamics within sexual and romantic situations.

In addition, during the 2015-2016 Academic Year, UConn launched mandatory online training modules for all graduate students that provide critical information about Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking, and UConn’s policies relating to these issues. UConn is currently in the planning phase of launching a comparable online program for undergraduate students.

Employee Training and Education

UConn also has continued its focus on providing widespread training and education programs for employees. The university provides in-person sexual harassment prevention training to all new faculty, staff and graduate students serving as employees within six months of hire in compliance with state and federal law. This program provides training and awareness of UConn’s sexual harassment, sexual assault, intimate partner violence and stalking policies and response, resources, and employee reporting obligations. This foundation is bolstered annually through inclusion of Title IX policies in mandatory spring online compliance training. In addition, UConn’s Management Support & Development Program, a full-day, small group session that assists newly hired and promoted managers in fostering a clear understanding of UConn’s policies, including those regarding sexual assault, intimate partner violence and stalking response and reporting. Adjunct faculty members at the Storrs campus also complete online modules to ensure

awareness and education of UConn's policies relating to sexual violence and reporting. Employees attending training receive brochures and also one-page flyers tailored to their campus that guide and assist with providing trauma-informed response when receiving disclosures from students (attached – one per campus).

Sexual Assault Forensic Examinations on the Storrs Campus

In 2015, UConn's Student Health Services on the Storrs campus became a site for victims of sexual assault to receive a sexual assault evidence collection kit completed by a Sexual Assault Forensic Examiner (SAFE). UConn students are able to have a SAFE exam on the Storrs campus without having to travel to a local hospital. The SAFE nurses work collaboratively with victim advocates, hospital staff, law enforcement, and criminal prosecutors to provide victims of sexual assault with comprehensive and compassionate services.

Selected Awareness Campaigns

In 2015, UConn Athletics facilitated a UConn-specific version of the White House's "It's on Us" campaign, aimed at reducing sexual violence through awareness and bystander intervention. A public service announcement was created that included a diverse group of student-athletes, faculty and staff. It was played during athletic home games and at various programs across campus to foster an environment in which sexual violence is unacceptable, victim-survivors are supported and to intervene in problematic situations. Also, UConn Athletics partnered with the Mentors in Violence Prevention (MVP) program to train all UConn athletes in bystander intervention. The MVP Program utilizes interactive discussion and workshops to teach bystander intervention skills and address the issues of sexism.

In October, the Women's Center hosted the Clothesline Project in recognition of Domestic Violence Awareness Month. In addition, the Women's Center also engaged students through its Greeks Against Sexual Assault and Men's Project programs. The Women's Center, the Leadership Office, and the Office of Fraternity and Sorority Life also collaborated on programming related to masculinity and sexual and intimate partner violence.

In April, UConn hosted several events and week-long programs in recognition of Sexual Violence Awareness month. The Department of Residential Life, in collaboration with other university departments, hosted "UConn Consent Day," an event that hundreds of students participated in to increase awareness about consent, sexual violence, and healthy relationships. Students engaged in interactive activities while having thoughtful conversations with each other and staff members about how to promote healthy and safe relationships at UConn. The Women's Center hosted Project Unbreakable, which is part of a larger national photography project that aims to encourage healing through art. The display featured photographs of sexual violence victim-survivors, as well as paintings, drawings and poetry written by victim-survivors or those who care for them. This week-long event, in conjunction with the Women's Center's annual Take Back the Night event, empowered victim-survivors to share their stories with the UConn community while promoting awareness of sexual violence.

Additionally, posters outlining victims' rights and options are displayed in buildings, such as residence halls, to provide the UConn community with additional sources of information (attached).

University Sexual Violence Climate Survey

UConn administered a sexual violence campus climate survey in November 2015 to students from the Storrs and regional campuses. The survey asked students their impressions about campus climate around sexual assault; their perceptions of how UConn responds to concerns regarding sexual assault; and whether and how often they have experienced unwanted sexual contact or sexual assault while a student at UConn. The results provided an important view into student experiences with, and perceptions about sexual violence at UConn. The results of the survey, distributed widely to the university community during April 2016, continue to inform the efforts to increase awareness and prevention of sexual violence and to enhance support to students when an incident occurs. See <http://titleix.uconn.edu/title-ix-at-uconn/uconn-reports-and-statistics/>.

University-Wide Coordination

Prominent among these efforts is the coordination facilitated across all campuses by UConn's Community Resource Team (CRT). The CRT, which meets regularly throughout the year, is composed of UConn employees, students and off-campus partners who work to address issues of sexual assault, intimate partner violence and stalking on campus. The CRT's collaborative work helps to ensure that UConn provides a coordinated, compassionate, trauma-informed response to victims and survivors. The CRT facilitates and sustains important relationships with outside agencies and the regional campuses. In addition, the CRT has hosted trainings by both UConn and outside presenters to raise awareness for key personnel in areas including, but not limited to, Title IX, sexual violence response, trauma-informed practices and intimate partner violence.

In addition, UConn's Title IX Student Advisory Committee, formed through the Office of Institutional Equity (OIE)/Title IX Coordinator is comprised of a diverse group of undergraduate and graduate students who meet with the Title IX Coordinator to discuss the climate surrounding sexual violence on campus. The committee has served as a focus group to gather student perspectives and feedback on the university's Title IX website, sexual violence brochures, university policies, and more. Similarly, the Title IX Coordinator has hosted an event each semester, "Coffee and Conversation with the Title IX Coordinator," to provide students with the opportunity to ask questions to the Title IX Coordinator and to learn more about sexual violence prevention and response.

V. Incidents of Sexual Assault, Stalking and Intimate Partner Violence Reported to the Institution & Disciplinary Cases and Outcomes

Below are tables summarizing the number of incidents of sexual assault, stalking, and intimate partner violence reported to UConn during calendar year 2015, as well as the outcomes of disciplinary cases.

The term "sexual assault" as used herein includes any nonconsensual sexual contact and/or nonconsensual sexual intercourse. "Sexual contact" is defined as "any intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, with any object(s) or body part, or, any intentional bodily contact in a sexual manner, even where the touching does not involve

contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.” “Sexual Intercourse” (or attempts to commit) is “any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.” “Consent” is “an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity.” For further information regarding these definitions please see *Policy Against Discrimination, Harassment, and Related Interpersonal Violence* at <http://policy.uconn.edu/2015/12/29/policy-against-discrimination-harassment-and-related-interpersonal-violence/>.

In complaints of sexual misconduct in which a student is identified as a Respondent, the disciplinary process is managed under *The Student Code* process, available at <http://community.uconn.edu/the-student-code-part-iv/>. Complaints against employees are addressed under UConn’s Employment Complaint Procedures, available at <http://equity.uconn.edu/discrimination/complaint-procedures/>. UConn’s Title IX Coordinator / the Office of Institutional Equity (OIE) is advised of all reports, investigations, and disciplinary case outcomes.

The figures reported below exceed those reported in UConn’s 2015 Annual Security and Fire Report, prepared pursuant to the federal Clery Act. The Clery Act restricts reporting to certain, expressly defined criminal acts pursuant to criminal statute occurring within specifically defined geographical locations. Conversely, this report captures all incidents disclosed to the institution, regardless of on or off-campus location, year of incident, whether the incident would represent a violation of university policy or criminal statute, or direct connection of incident to UConn. In particular, 102 of the total 146 sexual assault matters, 11 of the total 32 stalking matters, and 30 of the total 55 intimate partner violence incidents disclosed to UConn were either not connected to UConn (i.e. incidents from childhood and high school); did not involve a UConn respondent (i.e. the accused individual did not attend or work at UConn); or were disclosures and reports where the respondent remained unknown to the institution (i.e., the victim chose not to disclose the identity of the accused individual).

Incidents of Sexual Assault, Stalking and IPV Reported to UConn in 2015

<i>Type of Incident</i>	<i>Number of Incidents Reported</i>	<i>Incident Reported to have Occurred in 2015</i>	<i>Respondent Identified as Connected to UConn</i>	<i>Confidential or Anonymous Reports</i>
Sexual Assault	146	78	44 ¹	15
Stalking	32	31	21	0
IPV	55	44	25	3

¹ Of the 44 sexual assault incidents where the respondent was identified as connected to UConn, 17 alleged nonconsensual sexual contact (without penetration), and 27 alleged nonconsensual sexual intercourse.

Of the cases with a respondent identified as connected to UConn, 13 victims chose to participate in university sexual assault investigations; 5 in stalking investigations; and 2 in intimate partner violence investigations.² In each of those cases, the university conducted a full investigation; outcomes are presented in the table below.

Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and IPV

<i>Type of Incident</i>	<i>Reported Victim Chose to Participate in University Investigation</i>	<i>Finding of No Violation or Not Responsible</i>	<i>Finding of Responsible & Expulsion</i>	<i>Finding of Responsible & Suspension</i>	<i>Finding of Responsible & Probation</i>	<i>Number of Findings Appealed</i>	<i>Appeal Outcome</i>
Sexual Assault	13	8	3	0	2	4	4 Denied
Stalking	5	2	2	0	1	1	1 Denied
IPV	2	1	1 ³	0	0	1	1 Denied

² Only in limited circumstances will the University proceed with an investigation against a victim's wishes. Factors considered within this determination include the age of the victim, whether there is evidence of a pattern of misconduct, the severity of the misconduct, and whether there is a safety risk to the victim or the campus community.

³ It is important to note that the one IPV expulsion case that resulted in expulsion is also included as one of the two stalking expulsion cases, for a total of five (5) students expelled for sexual misconduct in 2015, and a total of nineteen (19) complainants (victims) who participated in investigations.

UNIVERSITY OF CONNECTICUT

Policies

*Regarding Sexual Assault, Stalking and Intimate
Partner Violence*



UConn

UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY

UNIVERSITY OF CONNECTICUT POLICY AGAINST
DISCRIMINATION, HARASSMENT, AND RELATED
INTERPERSONAL VIOLENCE

*Including Sexual and Gender-Based Harassment, Sexual
Assault, Sexual Exploitation, Intimate Partner Violence,
Stalking, Complicity, Retaliation and Inappropriate Amorous
Relationships*

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I. STATEMENT OF POLICY

The University of Connecticut (the “University”) is committed to maintaining a safe and non-discriminatory learning, living and working environment for all members of the University community – students, employees, and visitors. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of safety and mutual respect. All members of the University community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment or interpersonal violence. Discrimination diminishes individual dignity and impedes equal employment and educational opportunities.

The University does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual’s race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran’s status, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law. To that end, this Policy Against Discrimination, Harassment and Related Interpersonal Violence, Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships (the “Policy”) prohibits specific forms of behavior that violate state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964 (“Title VII”), Title IX of the Education Amendments of 1972 (“Title IX”), the Violence Against Women Reauthorization Act of 2013 (“VAWA”), and related state and federal anti-discrimination laws. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”), as amended by VAWA, and Connecticut state law regarding reporting suspected child abuse and neglect.

The University prohibits discrimination, as well as discriminatory harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, sexual or gender-based harassment, complicity in the commission of any act prohibited by this Policy, retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this Policy (collectively, “Prohibited Conduct”¹). These forms of Prohibited Conduct are unlawful and undermine the mission and values of our academic community. In addition, inappropriate amorous relationships with employees in positions of authority can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority.

The University adopts this Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering a safe and respectful University community; (3) cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct; (4) providing a fair and impartial process for all parties in the investigation and resolution of such reports; and (5) identifying the standards by which violations of this Policy will be evaluated

¹ Definitions for all forms of Prohibited Conduct can be found in Section IX of this Policy.

and disciplinary action may be imposed. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

A student or employee determined by the University to have committed an act of Prohibited Conduct is subject to disciplinary action, up to and including separation from the University. Third Parties who commit acts of Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions.

Retaliation against any individual who, in good faith, reports or participates in the reporting, investigation, or adjudication of Prohibited Conduct is strictly forbidden.

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in effect at the time of the alleged incident(s) will be used. The procedures under this Policy, however, will be used to investigate and resolve all reports made on or after the effective date of this Policy, regardless of when the incident(s) occurred.

II. TO WHOM THIS POLICY APPLIES

This Policy applies to: students as defined in UConn's Responsibilities of Community Life: The Student Code ("Students"); University employees, consisting of all full-time and part-time faculty, University Staff (including special payroll employees), UConn Health employees, professional research staff, and post-doctoral fellows ("Employees"); and contractors, vendors, visitors, guests or other third parties ("Third Parties"). This Policy pertains to acts of Prohibited Conduct committed by or against Students, Employees and Third Parties when:

1. the conduct occurs on campus or other property owned or controlled by the University;
2. the conduct occurs in the context of a University employment or education program or activity, including, but not limited to, University-sponsored study abroad, research, on-line, or internship programs; or
3. the conduct occurs outside the context of a University employment or education program or activity, but has continuing adverse effects on or creates a hostile environment for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

III. APPLICABLE PROCEDURES UNDER THIS POLICY

The specific procedures for reporting, investigating, and resolving Prohibited Conduct are based upon the nature of the respondent's relationship to the University (Student, Employee, or Third Party). Each set of procedures referenced below is guided by the same principles of fairness and respect for complainants and respondents. "Complainant" means the individual who presents as the victim of any Prohibited Conduct under this Policy, regardless of whether that person makes a report or seeks action under this Policy.² "Respondent" means the individual who has been accused of violating this Policy.

The procedures referenced below provide for prompt and equitable response to reports of Prohibited Conduct. The procedures designate specific timeframes for major stages of the process, provide for thorough and impartial investigations that afford the Complainant and Respondent notice and an opportunity to present witnesses and evidence, and assure equal and timely access to the information that will be used in determining whether a Policy violation has occurred. The University applies the Preponderance of the Evidence standard when determining whether this Policy has been violated. "Preponderance of the Evidence" means that it is more likely than not that a Policy violation occurred.

A. WHERE THE RESPONDENT IS A STUDENT

The procedures for responding to reports of Prohibited Conduct committed by Students are detailed in Responsibilities of Community Life: The Student Code ("Student Code") (<http://community.uconn.edu/the-student-code-preamble/>).

B. WHERE THE RESPONDENT IS AN EMPLOYEE

The procedures for responding to reports of Prohibited Conduct committed by Employees are detailed in OIE's Complaint Processes (<http://www.equity.uconn.edu/discrimination/complaint-procedures/>).

C. WHERE THE RESPONDENT IS BOTH A STUDENT AND AN EMPLOYEE

- The Student-Respondent procedures will apply if the Respondent's primary status is as a Student;
- The Employee-Respondent procedures will apply if the Respondent's primary status is as an Employee.
- If there is a question as to the predominant role of the Respondent, the University

² UConn recognizes that an individual may choose to self-identify as a victim or a survivor. For consistency in this Policy, the University uses the term Complainant to maintain the neutrality of the Policy and procedures.

will determine which of the procedures applies based on the facts and circumstances (such as which role predominates in the context of the Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases where the graduate student's assistantship role predominated in the context of the Prohibited Conduct. Further, where a Respondent is both a Student and an Employee (including but not limited to graduate students), the Respondent may be subject to any of the sanctions applicable to Students or Employees.

D. WHERE THE RESPONDENT IS A THIRD PARTY

The University's ability to take appropriate corrective action against a Third Party will be determined by the nature of the relationship of the Third Party to the University. The University will determine the appropriate manner of resolution consistent with the University's commitment to a prompt and equitable process under federal law, federal guidance, and this Policy.

E. WHERE THE RESPONDENT IS A UCONN HEALTH STUDENT, EMPLOYEE OR THIRD PARTY

Parties should contact the UConn Health Office of Institutional Equity by calling (860) 679-3563 or email: equity@uconn.edu.

IV. TITLE IX COORDINATOR

Under Title IX:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

The Title IX Coordinator is charged with monitoring the University's compliance with Title IX, ensuring appropriate education and training, coordinating the University's investigation, response, and resolution of all reports under this Policy and ensuring appropriate actions to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The Office of Institutional Equity oversees reports involving Students, Employees and Third Parties. The University has also designated Deputy Title IX Coordinators who may assist the Title IX Coordinator in the discharge of these responsibilities. The Title IX Coordinator and Deputy Title IX Coordinators receive ongoing appropriate training to discharge their responsibilities.

Concerns about the University's application of Title IX may be addressed to the Title IX Coordinator. Additionally, concerns about the University's application of Title VII and/or other federal and state anti-discrimination laws may be addressed to the Office of Institutional Equity.

The Title IX Coordinator and Deputy Title IX Coordinators can be contacted by telephone, email, or in person during regular office hours:

Elizabeth A. Conklin

Associate Vice President, Office of Institutional Equity
Title IX Coordinator
Wood Hall, First Floor
elizabeth.conklin@uconn.edu
(860) 486-2943

Nancy Fitzpatrick Myers

Director of Investigations, Office of Institutional Equity
Deputy Title IX Coordinator
Wood Hall, First Floor
nancy.myers@uconn.edu
(860) 486-2943

Alexis Phipps Boyd

Deputy Title IX Coordinator, Office of Institutional Equity
Wood Hall, First Floor
alexis.p.boyd@uconn.edu
(860) 486-2943

External reporting options include the United States Department of Education, Clery Act Compliance Team (at clery@ed.gov); the United States Department of Education, Office for Civil Rights (at OCR@ed.gov or (800) 421-3481); the Equal Employment Opportunity Commission (at info@eeoc.gov or (800) 669-4000); and/or the Connecticut Commission on Human Rights and Opportunities ((800)-477-5737).

V. UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report under this Policy. The University also is committed to providing assistance to help Students, Employees and Third Parties make informed choices. With respect to any report under this Policy, the University will take reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

Privacy and confidentiality have distinct meanings under this Policy.

Privacy: Privacy means that information related to a report of Prohibited Conduct will be shared with a limited circle of University Employees who “need to know” in order to assist

in support of the Complainant and in the assessment, investigation, and resolution of the report. All Employees who are involved in the University's response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act ("FERPA"), as outlined in the University's FERPA policy. (<http://policy.uconn.edu/2011/05/24/ferpa-policy/>) The privacy of an individual's medical and related records generally is protected by the Health Insurance Portability and Accountability Act ("HIPAA") and/or state laws governing protection of medical records. Access to an Employee's personnel records may be restricted in accordance with Connecticut law and applicable collective bargaining agreements.

Confidentiality: Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Connecticut law. The University has designated individuals who have the ability to have privileged communications as "Confidential Employees." When information is shared by an individual with a Confidential Employee or a community professional with the same legal protections, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except where required or permitted by law. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

VI. EMPLOYEE REPORTING RESPONSIBILITIES

A. TITLE IX REPORTING OBLIGATIONS

Most University employees are required to immediately report information about certain types of Prohibited Conduct involving any Student to the University's Office of Institutional Equity.³ An Employee's responsibility to report under this Policy is governed by his/her role at the University. The University designates every Employee as either a Confidential Employee or a Responsible Employee.

Confidential Employee: Any Employee who is entitled under state law to have privileged communications. Confidential Employees will not disclose information about Prohibited Conduct to the University without the permission of the Student or

³ Although this Policy is directed primarily to disclosures by Students, as explained herein certain supervisory employees are obligated to report disclosures about all types of Prohibited Conduct involving a University employee.

Employee (subject to the exceptions set forth in the Confidentiality section of this Policy). Confidential Employees at the University of Connecticut include:

- Student Health Services
- Counseling and Mental Health Services
- Employee Assistance Program

Responsible Employee: Any Employee who is not a Confidential Employee, and certain categories of student employees. Responsible Employees are required to immediately report to the University's Office of Institutional Equity all relevant details (obtained directly or indirectly) about an incident of Sexual Assault, Intimate Partner Violence and/or Stalking (as defined in Section IX, below) that involves any Student as a Complainant, Respondent, and/or witness, including dates, times, locations, and names of parties and witnesses.⁴ Reporting is required when the Responsible Employee knows (by reason of a direct or indirect disclosure) or should have known of such Sexual Assault, Intimate Partner Violence, and/or Stalking. Responsible Employees include (but are not necessarily limited to) Faculty and Staff, Resident Assistants, Graduate Teaching Assistants, Graduate Research Assistants, and any student-employees serving as Campus Security Authorities (CSAs) when disclosures are made to any of them in their capacities as Employees. This manner of reporting may help inform the University of the general extent and nature of Prohibited Conduct on and off campus so the University can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses.

Responsible Employees are not required to report information disclosed (1) at public awareness events (*e.g.*, "Take Back the Night," candlelight vigils, protests, "survivor speak-outs" or other public forums in which Students may disclose incidents of Prohibited Conduct; collectively, "Public Awareness Events"); (2) during a Student's participation as a subject in an Institutional Review Board-approved human subjects research protocol ("IRB Research"); or (3) as part of coursework submitted to an instructor in connection with a course assignment. Even in the absence of such obligation, all Employees are encouraged to contact the Title IX Coordinator if they become aware of information that suggests a safety risk to the University community or any member thereof. The University may provide information about Students' Title IX and/or other civil rights and about available University and community resources and support at Public Awareness Events, however, and Institutional Review Boards may, in appropriate cases, require researchers to provide such information to all Student subjects of IRB Research.

⁴ While Employees are encouraged to report any form of Prohibited Conduct, only Sexual Assault, Intimate Partner Violence and Stalking **must** be reported under this Policy.

Dean, Director, Department Head and Supervisor Responsibility to Report Prohibited Conduct Where Either the Complainant or the Respondent is an Employee.

Under this Policy, Deans, Directors, Department Heads and Supervisors are required to report to the Office of Institutional Equity all relevant details about an incident of Prohibited Conduct⁵ where either the Complainant or the Respondent is an Employee. Reporting is required when such Deans, Directors, Department Heads and Supervisors know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.

All University Employees are strongly encouraged to report to the law enforcement any conduct that could potentially present a danger to the community or may be a crime under Connecticut law.

B. CLERY REPORTING OBLIGATIONS

Under the Clery Act, certain University employees are designated as Campus Security Authorities. CSAs generally include individuals with significant responsibility for campus security or student and campus activities. Based on information reported to CSAs, the University includes statistics about certain criminal offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires the University to issue timely warnings to the University community about certain reported crimes that may pose a serious or continuing threat to Students and Employees. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University community.

C. CHILD ABUSE REPORTING OBLIGATIONS

All University Employees except student employees are **mandated reporters** of child abuse or neglect as defined by Connecticut General Statutes Section 17a-101(b) and must comply with Connecticut's mandated reporting laws. See Connecticut General Statutes Sections 17a-101a to 17a-101d. All University Employees should refer to UConn's Protection of Minors and Reporting of Child Abuse and Neglect Policy (<http://policy.uconn.edu/?p=6754>) for detailed definitions and reporting information.

VII. COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT

There are two channels for reporting Prohibited Conduct. A Complainant may choose to report to the University and/or to law enforcement. These two reporting options are not mutually

⁵ These supervisory employees are required to report **all** forms of Prohibited Conduct where the Complainant or Respondent is an Employee.

exclusive. Therefore, Complainants may choose to pursue both the University process and the criminal process concurrently. The University will support Complainants in understanding, assessing and pursuing these options.

The first priority for any individual should be personal safety and well-being. In addition to seeking immediate medical care, the University encourages all individuals to seek immediate assistance from 911, UConn Police, and/or local law enforcement. This is the best option to ensure preservation of evidence. The University also strongly urges that law enforcement be notified immediately in situations that may present imminent or ongoing danger.

A. REPORTING TO LAW ENFORCEMENT

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking, and Physical Assault. See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code (<https://www.cga.ct.gov/2011/pub/chap950.htm>). Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

Complainants have the right to notify or decline to notify law enforcement. In keeping with its commitment to take all appropriate steps to eliminate, prevent, and remedy all Prohibited Conduct, the University urges Complainants (or others who become aware of potential criminal conduct) to report Prohibited Conduct immediately to local law enforcement by contacting:

- i. 911 (for emergencies)
- ii. University Police (for non-emergencies):
 - 1. **Storrs** (860) 486-4800
 - 2. **Avery Point** (860) 405-9088
 - 3. **Greater Hartford** (860) 570-5173
 - 4. **Law School** (860) 570-5173
 - 5. **Stamford** (203) 223-4270
 - 6. **Torrington** (860) 236-9950
 - 7. **Waterbury** (203) 236-9950
 - 8. **UConn Health** (860) 679-2121
- iii. State Police (for conduct occurring off campus in Connecticut) (800) 308-7633

Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking protective and

restraining orders. Although a police report may be made at any time, Complainants should be aware that delayed reporting may diminish law enforcement's ability to take certain actions, including collecting forensic evidence and making arrests. The University will assist Complainants in notifying law enforcement if they choose to do so. Under limited circumstances posing a threat to health or safety of any University community member, the University may independently notify law enforcement.

B. REPORTING TO THE UNIVERSITY

Complainants (or others who become aware of an incident of Prohibited Conduct) are encouraged to report the incident to the University through the following reporting options:

By contacting the Office of Institutional Equity by telephone, email, or in person during regular office hours (8am-5pm, M-F):

Office of Institutional Equity (Storrs and Regionals)
Wood Hall, First Floor
241 Glenbrook Road
Storrs, Connecticut
(860) 486-2943
equity@uconn.edu
www.titleix.uconn.edu
www.equity.uconn.edu

Office of Institutional Equity (UConn Health)
16 Munson Road, 4th Floor
Farmington, Connecticut
(860) 679-3563
equity@uconn.edu
<http://equity.uconn.edu>

There is no time limit for a Complainant to report Prohibited Conduct to the University under this Policy;⁶ however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer a Student or an Employee, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

⁶ This statement does not relieve Responsible Employees of their obligation to report Sexual Assault, Intimate Partner Violence and/or Stalking involving a Student immediately to the Office of Institutional Equity.

The University will not pursue disciplinary action against Complainants or witnesses for disclosure of illegal personal consumption of drugs or alcohol where such disclosures are made in connection with a good faith report or investigation of Prohibited Conduct.

VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES

The University offers a wide range of resources for all Students and Employees to provide support and guidance in response to any incident of Prohibited Conduct. Comprehensive information on accessing University and community resources is contained online at the following sites:

- Sexual assault, sexual exploitation, intimate partner violence, sexual or gender-based harassment, and stalking: www.titleix.uconn.edu
- Discrimination and discriminatory harassment where the Respondent is an Employee or Third Party: www.equity.uconn.edu
- Related Student Code violations where the Respondent is a Student: www.community.uconn.edu

Available resources include: emergency and ongoing assistance; health, mental health, and victim-advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; and available support with academics, housing, and employment.

A. REMEDIAL AND PROTECTIVE MEASURES

The University offers a wide range of resources for Students and Employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report of Prohibited Conduct. The University will offer reasonable and appropriate measures to protect a Complainant and facilitate the Complainant's continued access to University employment or education programs and activities. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (designed to reduce the risk of harm to an individual or community). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, residence modifications, academic modifications and support, work schedule modifications, suspension from employment, and pre-disciplinary leave (with or without pay). Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under this Policy.

The University will maintain the privacy of any remedial and protective measures provided under this Policy to the extent practicable and will promptly address any

violation of the protective measures. The University has the discretion to impose and/or modify any interim measure based on all available information, and is available to meet with a Complainant or Respondent to address any concerns about the provision of interim measures.

The University will provide reasonable remedial and protective measures to Third Parties as appropriate and available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

B. INTERIM ACTIONS

In addition to remedial and protective measures, an interim action may be imposed on a Student or student organization in accordance with The Student Code prior to the resolution of an investigation. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists. Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the Complainant and/or Respondent, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the student conduct matter.

University officials designated to impose an interim action through The Student Code include, but are not limited to, staff in Community Standards, Residential Life, and the Office of Institutional Equity.

IX. PROHIBITED CONDUCT UNDER THIS POLICY⁷

Conduct under this Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the Complainant or Respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Discrimination, Discriminatory Harassment, Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, and Retaliation.

A. DISCRIMINATION

Discrimination is any unlawful distinction, preference, or detriment to an individual that is based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected

⁷ These definitions may overlap with Connecticut criminal statutes in some cases, and provide greater protection in other instances. Connecticut's Penal Code may be found in Title 53a of the Connecticut General Statutes. (<https://www.cga.ct.gov/2011/pub/chap950.htm>)

classes set forth in state or federal law and that: (1) excludes an individual from participation; (2) denies the individual the benefits of; (3) treats the individual differently; or (4) otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a University program or activity.

Discrimination includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities. The University of Connecticut is committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. See Policy Statement: People with Disabilities (<http://policy.uconn.edu/2011/05/24/people-with-disabilities-policy-statement/>).

B. DISCRIMINATORY HARASSMENT

Discriminatory Harassment consists of verbal, physical, electronic or other conduct based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disability, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that interferes with that individual's educational or employment opportunities, participation in a University program or activity, or receipt of legitimately-requested services under either *Hostile Environment Harassment* or *Quid Pro Quo Harassment*, as defined below.

Hostile Environment Harassment: Discriminatory Harassment that is so severe, persistent or pervasive that it unreasonably interferes with, limits, deprives, or alters the conditions of education (e.g., admission, academic standing, grades, assignment); employment (e.g., hiring, advancement, assignment); or participation in a University program or activity (e.g., campus housing), when viewed from both a subjective and objective perspective.

In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature and severity of the conduct;
- Whether the conduct was physically threatening;
- The effect of the conduct on the Complainant's mental or emotional state;
- Whether the conduct was directed at more than one person;
- Whether the conduct arose in the context of other discriminatory conduct;
- Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and
- Whether the conduct implicates concerns related to academic freedom or

protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. An isolated incident, unless sufficiently serious, does not amount to Hostile Environment Harassment.

Quid Pro Quo Harassment: **Discriminatory Harassment** where submission to or rejection of unwelcome conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual's education (*e.g.*, admission, academic standing, grades, assignment); employment (*e.g.*, hiring, advancement, assignment); or participation in a University program or activity (*e.g.*, campus housing).

Discriminatory Harassment may take many forms, including verbal acts, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be humiliating or physically threatening.

C. SEXUAL OR GENDER-BASED HARASSMENT

Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

Sexual Harassment also may include inappropriate touching, acts of sexual violence, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. A single incident of Sexual Assault (as defined below) may be sufficiently severe to constitute a hostile environment.

Gender-Based Harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

D. SEXUAL ASSAULT

Sexual Assault consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Consent.

1. **Sexual Contact** (or attempts to commit) is any intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, with any object(s) or body

part, or, any intentional bodily contact in a sexual manner, even where the touching does not involve contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

2. **Sexual Intercourse** (or attempts to commit) is any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.
3. **Consent** is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

Consent cannot be given if any of the following are present: Force, Coercion or Incapacitation.

Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.

Coercion is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in the sexual activity.

Incapacitation is a state where an individual cannot make rational, reasonable decisions because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated due to the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition. A person who is incapacitated lacks the capacity to give Consent because they cannot understand the "who, what, when, where, why, or how" of their sexual interaction.

The University offers the following guidance on Consent and assessing Incapacitation:

A person who wants to engage in a specific sexual activity is responsible for obtaining Consent for that activity. The lack of a negative response or protest does not constitute Consent. Lack of resistance does not constitute Consent. Silence and/or passivity also do

not constitute Consent. Relying solely on non-verbal communication before or during sexual activity can lead to misunderstanding and may result in a violation of this Policy. It is important not to make assumptions about whether a potential partner is consenting. In order to avoid confusion or ambiguity, participants are encouraged to talk with one another before engaging in sexual activity. If confusion or ambiguity arises during sexual activity, participants are encouraged to stop and clarify a mutual willingness to continue that activity.

Consent to one form of sexual activity does not, by itself, constitute Consent to another form of sexual activity. For example, one should not presume that Consent to oral-genital contact constitutes Consent to vaginal or anal penetration. Consent to sexual activity on a prior occasion does not, by itself, constitute Consent to future sexual activity. In cases of prior relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of Consent.

Once Consent has been given, it may be withdrawn at any time. An individual who seeks to withdraw Consent must communicate, through clear words or actions, a decision to cease the sexual activity. Once Consent is withdrawn, the sexual activity must cease immediately.

In evaluating Consent in cases of alleged incapacitation, the University asks two questions: (1) *Did the person initiating sexual activity know that the other party was incapacitated?* and if not, (2) *Should a sober, reasonable person in the same situation have known that the other party was incapacitated?* If the answer to either of these questions is “YES,” Consent was absent and the conduct is likely a violation of this Policy.

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking or using drugs. A person could be incapacitated due to other reasons which may include: sleep, prescribed or over the counter medication, mental or physical disability. Alcohol-related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person.

One is not expected to be a medical expert in assessing incapacitation. One must look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. Although every individual may manifest signs of incapacitation differently, evidence of incapacity may be detected from context clues, such as:

- Slurred or incomprehensible speech;
- Bloodshot eyes;
- The smell of alcohol on their breath;
- Shaky equilibrium or unsteady gait;
- Vomiting;

- Incontinence;
- Combativeness or emotional volatility;
- Unusual behavior; and/or
- Unconsciousness.

Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate incapacitation. A person who is incapacitated may not be able to understand some or all of the following questions: *“Do you know where you are?” “Do you know how you got here?” “Do you know what is happening?” “Do you know who is here with you?”*

One should be cautious before engaging in Sexual Contact or Sexual Intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether Consent has been sought or given. If one has doubt about either party’s level of intoxication, the safe thing to do is to forego all sexual activity.

Being impaired by alcohol or other drugs is no defense to any violation of this Policy.

E. SEXUAL EXPLOITATION

Sexual Exploitation is purposely or knowingly doing or attempting to do any of the following:

- Recording or photographing private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Disseminating or posting images of private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Allowing third parties to observe private sexual activity from a hidden location (*e.g.*, closet) or through electronic means (*e.g.*, Skype or livestreaming of images);
- Prostituting another person; or
- Exposing another person to a sexually transmitted infection or virus without the other’s knowledge.

F. INTIMATE PARTNER VIOLENCE

Intimate Partner Violence includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship.⁸ Intimate Partner Violence may include

⁸ Intimate Partner Violence includes “dating violence” and “domestic violence,” as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based upon the Complainant’s statement and taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking, and Physical Assault (as defined herein). Intimate Partner Violence may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical. Examples of Intimate Partner Violence include, but are not limited to:

- Slapping;
- Pulling hair;
- Punching;
- Damaging one's property;
- Driving recklessly to scare someone;
- Name calling;
- Humiliating one in public;
- Harassment directed toward a current or former partner or spouse; and/or
- Threats of abuse such as threatening to hit, harm, or use a weapon on another (whether Complainant or acquaintance, friend, or family member of the Complainant), or other forms of verbal threats.

Harming Behavior that includes, but is not limited to, the true threat of or actual physical assault or abuse and also includes harassment, is prohibited pursuant to The Student Code. Harming Behavior will be addressed under this Policy if it involves Discriminatory Harassment, Sexual or Gender-Based Harassment, Intimate Partner Violence, or is part of a course of conduct under the Stalking definition.

G. STALKING

Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for the person's safety or the safety of others, or to experience substantial emotional distress.

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

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

"Reasonable person" means a person under similar circumstances and with similar

identities to the Complainant.

Stalking includes “cyber-stalking,” a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

Stalking may include, but is not limited to:

- Non-consensual communications (face to face, telephone, e-mail);
- Threatening or obscene gestures;
- Surveillance/following/pursuit;
- Showing up outside the targeted individual’s classroom or workplace;
- Sending gifts (romantic, bizarre, sinister, or perverted); and/or
- Making threats.

H. RETALIATION

Retaliation means any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy. Retaliation may be present even where there is a finding of “no responsibility” on the allegations of Prohibited Conduct. Retaliation does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct.

Retaliation can include, but is not limited to, actions taken by the University, actions taken by one Student against another Student, actions taken by an Employee against another Employee or Student, or actions taken by a Third Party against a Student or Employee. *See the University’s Non-Retaliation Policy* [<http://policy.uconn.edu/2011/05/24/non-retaliation-policy/>].

I. COMPLICITY

Complicity is any act taken with the purpose of aiding, facilitating, promoting or encouraging the commission of an act of Prohibited Conduct by another person.

X. INAPPROPRIATE AMOROUS RELATIONSHIPS

For the purposes of this Policy, “amorous relationships” are defined as intimate, sexual, and/or any other type of amorous encounter or relationship, whether casual or serious, short-term or long-term.

A. INSTRUCTIONAL/STUDENT CONTEXT

All faculty and staff must be aware that amorous relationships with students are likely to lead to difficulties and have the potential to place faculty and staff at great personal and professional risk. The power difference inherent in the faculty-student or staff-student relationship means that any amorous relationship between a faculty or staff member and a student is potentially exploitative or could at any time be perceived as exploitative and should be avoided. Faculty and staff engaged in such relationships should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for the student's instruction or evaluation. In the event of a charge of Sexual Harassment arising from such circumstances, the University will in general be unsympathetic to a defense based upon consent when the facts establish that a faculty-student or staff-student power differential existed within the relationship.

1. Undergraduate Students

Subject to the limited exceptions herein, all members of the faculty and staff are prohibited from pursuing or engaging in an amorous relationship with any undergraduate student.

2. Graduate Students

With respect to graduate students (including but not limited to Master's, Law, Doctoral, and any other post-baccalaureate students), all faculty and staff are prohibited from pursuing or engaging in an amorous relationship with a graduate student under that individual's authority. Situations of authority include, but are not limited to: teaching; formal mentoring or advising; supervision of research and employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.

Students and faculty/staff alike should be aware that pursuing or engaging in an amorous relationship with any graduate student will limit the faculty or staff member's ability to teach, mentor, advise, direct work, employ and promote the career of the student involved with him or her in an amorous relationship.

3. Graduate Students in Positions of Authority

Like faculty and staff members, graduate students may themselves be in a position of authority over other students, for example, when serving as a teaching assistant in a course or when serving as a research assistant and supervising other students in research. The power difference inherent in such relationships means that any amorous relationship between a graduate student and another student over whom they have authority is potentially exploitative and should be avoided. All graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student. Graduate students

also should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for another student's instruction or evaluation.

4. Pre-existing Relationships with Any Student

The University recognizes that an amorous relationship may exist prior to the time a student enrolls at the University or, for amorous relationships with graduate students, prior to the time the faculty or staff member is placed in a position of authority over the graduate student. The current or prior existence of such an amorous relationship must be disclosed to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations by the employee in a position of authority immediately if the student is an undergraduate, and prior to accepting a supervisory role of any type over any graduate student.

All faculty and staff currently or previously engaged in an amorous relationship with a student are prohibited from the following unless effective steps have been taken in conjunction with Labor Relations and the applicable dean or vice president to eliminate any potential conflict of interest in accordance with this Policy: teaching; formal mentoring or advising; supervising research; exercising responsibility for grades, honors, or degrees; considering disciplinary action involving the student; or employing the student in any capacity - including but not limited to student employment and internships, work study, or as a research or teaching assistant.

Similarly, all graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student.

5. If an Amorous Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in an amorous relationship with a student in violation of this Policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Institutional Equity or the Office of Faculty and Staff Labor Relations. Absent an extraordinary circumstance, no relationships in violation of this Policy will be permitted while the student is enrolled or the faculty or staff member is employed by the University. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible, and the faculty or staff member's employment standing or the graduate student's position of authority may need to be adjusted until s/he no longer has supervisory or other authority over the student.

In addition to the amorous relationship itself, a faculty, staff or graduate student's failure to report the existence of an inappropriate amorous relationship with a student is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be

reached.

B. EMPLOYMENT CONTEXT

Amorous relationships between supervisors and their subordinate employees often adversely affect decisions, distort judgment, and undermine workplace morale for all employees, including those not directly engaged in the relationship. Any University employee who participates in supervisory or administrative decisions concerning an employee with whom s/he has or has had an amorous relationship has a conflict of interest in those situations. These types of relationships, specifically those involving spouses and/or individuals who reside together, also may violate the State Code of Ethics for Public Officials as well as the University's Policy on Employment and Contracting for Service of Relatives.

Accordingly, the University prohibits all faculty and staff from pursuing or engaging in amorous relationships with employees whom they supervise. No supervisor shall initiate or participate in institutional decisions involving a direct benefit or penalty (employment, retention, promotion, tenure, salary, leave of absence, etc.) to a person with whom that individual has or has had an amorous relationship. The individual in a position of authority can be held accountable for creating a sexually hostile environment or failing to address a sexually hostile environment and thus should avoid creating or failing to address a situation that adversely impacts the working environment of others.

1. Pre-existing Amorous Relationships Between Supervisors and Subordinate Employees

The University recognizes that an amorous relationship may exist prior to the time an individual is assigned to a supervisor. Supervisory, decision-making, oversight, evaluative or advisory relationships for someone with whom there exists or previously has existed an amorous relationship is unacceptable unless effective steps have been taken to eliminate any potential conflict of interest in accordance with this Policy. The current or prior existence of such a relationship must be disclosed by the employee in a position of authority prior to accepting supervision of the subordinate employee to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations. Working with the Office of Faculty and Staff Labor Relations, the relevant managers will determine whether the conflict of interest can be eliminated through termination of the situation of authority. The final determination will be at the sole discretion of the relevant dean or vice president.

2. If an Amorous Relationship Occurs or has Occurred between a Supervisor and his/her Subordinate Employee

If, despite these warnings, a University employee enters into an amorous relationship with someone over whom s/he has supervisory, decision-making, oversight, evaluative, or advisory responsibilities, that employee must disclose the existence of the relationship immediately to the Office of Institutional Equity and/or the Office of Faculty

and Staff Labor Relations. In consultation with appropriate University administrators, the relevant dean or vice president will determine whether the conflict of interest can be eliminated. The final determination will be at the sole discretion of the relevant dean or vice president. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible. If the conflict of interest cannot be eliminated, the supervisor's employment standing may need to be adjusted. In addition to the amorous relationship itself, a supervisor's failure to report the existence of the relationship with a subordinate employee is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

XI. PREVENTION, AWARENESS AND TRAINING PROGRAMS

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related education and awareness programs. The University provides training, education and awareness programs to Students and Employees to ensure broad understanding of this Policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

For a description of the University's Prohibited Conduct prevention and awareness programs, including programs on minimizing the risk of incidents of Prohibited Conduct and bystander intervention, see the University's annual Clery reports (found online at: <http://publicsafety.uconn.edu/police/clery/about-clery/uconn-and-the-clery-act/>).

XII. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION

All University community members are expected to provide truthful information in any report, investigation, or proceeding under this Policy. Submitting or providing false or misleading information in bad faith or with a view to personal gain or intentional harm to another in connection with an incident of Prohibited Conduct is prohibited and subject to disciplinary sanctions under The Student Code (for Students), The Code of Conduct (for Employees), and any other applicable and appropriate University policy or policies. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated.

XIII. RELATED POLICIES

A. STUDENTS

Responsibilities of Community Life: The Student Code:
http://www.community.uconn.edu/student_code.html

B. EMPLOYEES AND THIRD PARTIES

Policy Statement: People With Disabilities: <http://policy.uconn.edu/?p=419>

Protection of Minors and Reporting of Child Abuse and Neglect Policy:

<http://policy.uconn.edu/?p=6754>

Non-Retaliation Policy: <http://policy.uconn.edu/?p=415>

Policy Statement: Affirmative Action and Equal Employment Opportunity:

<http://policy.uconn.edu/?p=102>

Age Act Policy: <http://policy.uconn.edu/?p=2007>

Code of Conduct (employees): <http://policy.uconn.edu/?p=140>

Code of Conduct for University of Connecticut Vendors: <http://policy.uconn.edu/?p=2718>

Policy on Employment and Contracting for Service of Relatives:

<http://policy.uconn.edu/?p=357>

XIV. POLICY REVIEW

This Policy is maintained by the Office of Institutional Equity (OIE). The University will periodically review and update this Policy and will evaluate, among other things, any changes in legal requirements, existing University resources, and the resolution of cases from the preceding year (including, but not limited to, timeframes for completion and sanctions and remedies imposed).

University of Connecticut
Responsibilities of Community Life: The Student Code

“We never educate directly, but indirectly by means of the environment. Whether we permit chance environments to do the work, or whether we design environments for the purpose makes a great difference.” (John Dewey 1933, p. 22).

Preamble

Admission to the University of Connecticut means acceptance into a new and special kind of community - an academic community. With acceptance comes a responsibility to uphold and build upon the values and the traditions that have served to define and to strengthen this community over time. New students are welcomed as partners in a fellowship of learning and personal growth. Membership in the University of Connecticut academic community should be considered a privilege and an honor by those students who are invited to join.

The “spirit of inquiry” lies at the heart of our community. It is the realization that the act of learning is essential to personal growth. The desire to know and the willingness to explore require the strength to resist the false promises of shortcuts and substitutes in the process of learning. The spirit of inquiry is the passion and the patience to commit oneself to a continual journey toward understanding.

Incorporating the spirit of inquiry into one’s life as a student is not easy. It calls for curiosity, stamina, vulnerability, honesty, grace, courage, and integrity. A student needs to look beyond comfortable assumptions in search of new perspectives and seek the very information that might change his or her mind. To adopt the spirit of inquiry is to consciously decide to explore opportunities that may be hidden in contradictions. Facing the unfamiliar, making decisions on the value as well as on the meaning of new information, reflecting on the “how” and the “why” of personal choices, and accepting responsibility for one’s actions are all part of this process.

The spirit of inquiry can only flourish in an environment of mutual trust and respect, and that environment cannot be limited to the classroom or to the lab. Each member of the community must have the opportunity to participate fully in the process of learning and understanding if the community as a whole is to remain strong and vital. Therefore, all members must accept responsibility for creating an environment that promotes individual growth and builds community through the safe, respectful exchange of diverse thought, opinion, and feeling.

Unfortunately, a few students may abuse the freedom inherent in such an environment. Students who breach the trust that has been extended to them by the University community shall be held accountable for their actions. *Responsibilities of Community Life: The Student Code* describes the process for addressing such matters. It rests on the principles of individual development, community involvement, and fairness. Therefore, whenever appropriate, it encourages alternative methods of dispute resolution.

Introduction

The University of Connecticut seeks to balance the needs and the rights of the individual with the welfare of the community as a whole. Students are expected to conduct themselves in a manner that is consistent with the values embraced by the University community and reflected in its various policies, contracts, rules and regulations, including those contained herein.

This document is intended to describe the types of acts that are not acceptable in an academic community as well as the general process by which they will be addressed (including the types of sanctions that may be imposed). Procedural rules consistent with the provisions of this code will be developed as necessary from time to time so that fundamental fairness may prevail.

Students do not lose their rights as citizens of or visitors in this country when they become members of the University community. Conversely, they do not shed their responsibilities. For example, the University supports a student’s freedom of expression and expects that freedom to be exercised by the student in a manner that does not violate the law or University policy.

Maintaining a balance between the individual and the community is a continual process that requires insight, sensitivity, and diligence on the part of each member of the University. Students are encouraged to become involved in University programs and services that promote this effort. For more information on these and other opportunities, please contact Community Standards.

Part I: Student Conduct Authority

The University of Connecticut *Responsibilities of Community Life: The Student Code (The Student Code)* was approved by the Board of Trustees on April 11, 2000. It is administered under the direction of the Office of the Provost and Executive Vice President for Academic Affairs (Provost). The Vice President for Student Affairs shall coordinate recommendations from members of the University community regarding suggested revisions to *The Student Code*, and shall present proposed substantive changes to the Student Life Committee of the Board of Trustees for consideration by the full Board.

Part II: Definitions

The following selected terms are defined in an effort to facilitate a more thorough understanding of *The Student 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 Director of Community Standards or designee shall make the final determination on the definition of any term found in *The Student Code*.

1. **“Administrative hearing officer”, “hearing body” or “student conduct officer”** means a University staff member who is authorized to determine the appropriate resolution of an alleged violation of *The Student Code*, and/or to impose sanctions or affect other remedies as appropriate. Subject to the provision in this code, an administrative hearing officer as well as a student conduct officer is vested with the authority to, among other duties, investigate a complaint of an alleged violation of *The Student Code*; decline to pursue a complaint; refer identified disputants to mediation or other appropriate resources; establish *The Student Code* alleged violations regarding a respondent; approve an administrative agreement/conflict resolution form developed with a respondent; conduct an administrative hearing; impose sanctions; approve sanctions recommended by another hearing body; chair and/or advise a hearing or Probation Review Committee; and conduct an appellate review.
2. **“Appellate body”** means any person or persons authorized by the Provost, Vice President for Student Affairs, or designee to conduct a review of a decision reached by a hearing body.
3. **“Business day”** means any day, Monday through Friday, that the University is open.
4. **“Complainant”** means any person who believes that s/he has been a victim of another student’s misconduct. If the complainant is a student, that student will have the same rights under *The Student Code* as are provided to the respondent, even if another member of the University community referred or reported the allegation itself.
5. **“Designee”** refers to a staff or faculty member who has responsibility for implementing the student conduct process or administering the student conduct system, in part or in whole.
6. **“Director of Community Standards”** refers to that person in Student Affairs, designated by the Provost to be responsible for the overall coordination of the University student conduct system, including the development of policies, procedures, and education and training programs. The Director of Community Standards may serve as an administrative hearing officer, student conduct officer, and/or an appellate body. As used in this document, “Director of Community Standards” includes his or her designee.
7. **“Hearing Board/Committee advisor”** means an administrative hearing officer who observes a hearing body or the Probation Review Committee throughout the hearing/meeting and during the hearing body’s/committee’s private deliberations for the purpose of providing information and interpretations relative to the University student conduct system and *The Student Code*.
8. **“Incident database”** means the electronic database used to track an incident and the response taken.
9. **“Instructor”** means any faculty member, teaching assistant, or any other person authorized by the University to provide educational services (e.g., teaching, research, or academic advising).
10. **“May”** is used in the permissive sense.
11. **“Member of the University community”** includes any person who is a student, instructor, or University staff member; any other person working for the University, either directly or indirectly (e.g., private enterprise on campus); or any person who resides on University premises. A person’s status in a particular situation shall be determined by the Director of Community Standards.
12. **“Policy”** is defined as the written regulations, standards, and student conduct expectations adopted by the University and found in, but not limited to, *The Student Code*; *The On-Campus Housing Contract*; the *University of Connecticut*

Policy Against Discrimination, Harassment, and Related Interpersonal Violence; graduate and undergraduate catalogs; and other publicized University notices.

13. **“Probation Review Committee”** shall review University Probation removal petitions upon the request of a student or registered student organization at least six months after the student is placed on University Probation. The Probation Review Committee shall typically consist of at least two University community members. Generally, a Probation Review Committee shall have an advisor. Probation Review Committees do not conduct hearings of alleged violations.
14. **“Referring party”** means any person who submits an allegation that a student violated *The Student Code*.
15. **“Report”** means any allegation of alleged misconduct against a student or student organization. Report is used interchangeably with “complaint” in this document.
16. **“Respondent”** means any student accused of violating *The Student Code*.
17. **“Shall”** and **“Will”** are used in the imperative sense.
18. **“Student”** means any person admitted, registered, enrolled, or attending any University course or University conducted program; any person admitted to the University who is on University premises or University-related premises for any purpose pertaining to his or her registration or enrollment.
19. **“Student conduct file”** means the printed/written/electronic file which may include but is not limited to incident report(s), correspondence, academic transcript, witness statements, and student conduct history.
20. **“Student organization”** means an association or group of persons that has complied with the formal requirements for University recognition by the Department of Student Activities.
21. **“Support person”** means any person who accompanies a respondent or complainant for the limited purpose of providing support and guidance. A support person may not directly address the hearing body, student conduct officer(s), question witnesses, or otherwise actively participate in the student conduct process, including hearings.
22. **“University”** means the University of Connecticut.
23. **“University official”** includes any person employed by the University to perform administrative, instructional, or professional duties.
24. **“University premises”** includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University, either solely or in conjunction with another entity.
25. **“Witness”** means any individual who has direct knowledge of an incident. Character witnesses are not part of the student conduct process.

Part III: Proscribed Conduct

The Student Code applies to students and to their registered organizations. Unless otherwise noted, use of the term “student” in this document shall apply to the student as an individual and to a registered student organization as a single entity, as applicable. Registered student organizations may be held accountable either through Department of Student Activities’ policies or *The Student Code*. The officers or the leaders of a particular registered student organization usually will be expected to represent the organization during the student conduct process. Nothing in this code shall preclude holding certain members of an organization accountable for their individual acts committed in the context of or in association with the organization’s alleged violation of *The Student Code*.

Individual accountability is a cornerstone of *The Student Code*. Normally, the influence of drugs and/or alcohol on a student’s judgment or behavior will not be accepted as a mitigating factor with respect to the resolution of an act of misconduct.

A. Jurisdiction of the University

1. Each student shall be responsible for his/her conduct from the time of admission through the actual awarding of a degree, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment (and even if his/her conduct is not discovered until after a degree is awarded). *The Student Code* shall apply to a student’s conduct even if the student withdraws from the University while a student conduct matter is pending.

2. The University may apply *The Student Code* to students whose misconduct has a direct and distinct adverse impact on the University community, its members, and/or the pursuit of its objectives regardless of where such conduct may occur. The following examples describe the kinds of off-campus acts that might be addressed through the University student conduct system. They are illustrative in intent and they should not be regarded as all-inclusive: driving under the influence of alcohol or drugs; physical/sexual assault; sale/distribution of illegal substances; and malicious destruction of property. Should the Director of Community Standards reasonably determine that a particular alleged act of off-campus misconduct falls within the jurisdiction of the University, the case will be referred to the University student conduct system.
3. University student conduct proceedings may be instituted against a student without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution resulting from the same or related conduct. Proceedings under *The Student Code* may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus at the discretion of the Director of Community Standards. Determinations made or sanctions imposed under *The 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 defendant in the criminal matter.

B. Conduct Rules and Regulations

As members of the University community, students have an obligation to uphold *The Student Code* as well as to obey federal, state, and local laws. The Director of Community Standards or designee shall make the final determination on what constitutes a potential violation of *The Student Code* and shall establish the specific behavioral violation(s) as appropriate.

The following list of behaviors is intended to represent the types of acts that constitute violations of *The Student Code*. Although the list is extensive, it should not be regarded as all-inclusive. All community members are responsible for knowing and observing all University policies and procedures.

1. Violation of the *Academic Integrity in Undergraduate Education and Research* policy (Appendix A).
2. Disruptive behavior which is defined as participating in or inciting others to participate in the disruption or obstruction of any University activity, including, but not limited to: teaching, research, events, administration, student conduct proceedings, the living/learning environment, or other University activities, on or off-campus; or of other non-University activities when the conduct occurs on University premises; or of the living environment, on or off-campus.
3. Harming behavior which includes, but is not limited to, the true threat of or actual physical assault or abuse and also includes harassment. For the purposes of *The Student Code*, bullying is considered a form of harassment.

Harassment is the severe or repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at another individual that has the effect of: causing physical or emotional harm to the individual or damage to the individual's property; placing the individual in reasonable fear of harm to the individual and/or his/her property; or infringing on the rights of other University community members to fully participate in the programs, activities, and mission of the University.

Bullying means the repeated use of a written, oral or electronic communication, or a physical act or gesture by one or more individuals, repeatedly directed at another individual that: (i) causes physical or emotional harm or damage to property, (ii) places the target of such behavior in reasonable fear of harm to self, or of damage to property, (iii) creates a hostile environment or otherwise infringes on the rights of such individual or (iv) substantially disrupts the education process. Bullying shall include, but not be limited to, a written, oral or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

In determining whether an act constitutes harassment, Community Standards will consider the full context of the conduct, giving due consideration to the protection of University climate, individual rights, freedom of speech, academic freedom and advocacy. Not every act that might be offensive to an individual or a group constitutes harassment and/or a violation of *The Student Code*.

4. Violation of the *University of Connecticut Policy Against Discrimination, Harassment, and Related Interpersonal Violence*.
5. Endangering behavior which includes, but is not limited to, conduct that threatens or endangers the health or safety of any person including one's self.
6. Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, 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. Apathy and/or acquiescence in the presence of hazing are not neutral acts; they are violations of this rule.
7. Misuse of alcohol and/or other drugs including but not limited to:
 - a. *Illegal consumption, possession, proximity*. Possession of alcohol is limited to persons 21 years of age or older. If an individual is under 21 years of age that person is not permitted to consume alcohol or carry alcohol on their person on or off University property.
 - b. *Strength of alcohol*. Any alcohol that is stronger than 80 proof is not permitted on University of Connecticut property except where approved for academic purposes of the University.
 - c. *Serving, distributing or obtaining alcohol*. Serving, distributing to or obtaining alcohol for any individual who is under 21 years of age is prohibited. Allowing a person under the age of 21 to consume alcohol is prohibited. Providing alcohol to a person who is visibly intoxicated and or pressuring others to use alcohol is prohibited.
 - d. *Public consumption*. No alcohol is to be consumed in public areas and open containers of alcohol are not permitted in public areas on University property except in designated locations such as a restaurant or bar where the permittee assumes all liability of properly monitored events. "Public areas" are defined as any area that could be used for general use including but not limited to stairways, hallways, lounges, bathrooms, dining halls, arenas, library, academic and administration buildings, and outside buildings on University property.
 - e. *Location for consumption*. Alcohol can only be consumed on University of Connecticut property where there is a liquor permit to serve alcohol or as defined by University policies such as the On-Campus Housing Contract. A consumer can only ingest alcohol at the event location.
 - f. *Alcohol procurement*. Alcohol may not be purchased with University funds or Trustee student organizations.
 - g. *Tap systems*. No tap systems to administer alcohol may be used on University property except by a licensed permittee.
 - h. *Drinking games and paraphernalia*. Drinking games involving alcohol are prohibited. Paraphernalia used to administer drinking games or assist the user in ingesting alcohol at a fast rate are a violation of University policy.
 - i. *Common source containers*. Common source containers containing alcohol are prohibited. This includes but is not limited to, kegs, beer balls, and/or punch bowls being used to serve alcohol.
 - j. *Off-campus functions*. All Registered Student Organizations (RSOs) must participate in the Student Activities Off Campus Event Registration process. RSOs must register off-campus events and subsequently receive risk management advising. Law School student organizations must assure compliance with Law School Off-Campus Social Event Guidelines.
 - k. *Driving under the influence*. Driving under the influence of alcohol and/or drugs is prohibited.
 - l. *Illegal drugs and paraphernalia*. Possession of illegal drugs, including marijuana, is prohibited. Possession of drug paraphernalia is prohibited on University of Connecticut property.
 - m. *Medications*. Prescription drugs are permitted on University of Connecticut property if accompanied by an authentic medical prescription. Use of legal medication outside the parameters of the medical authorization is prohibited.
 - n. *Selling, distributing or manufacturing drugs*. Sale, distribution, or manufacturing of controlled substances or illegal drugs, including marijuana, except as expressly permitted by law is prohibited.
8. Use, possession, or distribution of firearms, weapons, facsimile of weapons, fireworks, explosives, or dangerous chemicals.
9. Uncooperative behavior which includes, but is not limited to, uncooperative behavior and/or failure to comply with the directions of, providing false information, and/or failure to identify oneself to University officials or law enforcement officers acting in the performance of their duties.

10. The setting of or participation in unauthorized fires; the unauthorized or improper possession, use, removal, or disabling of fire safety equipment and warning devices; failure to follow standard fire safety procedures; or interference with firefighting equipment or personnel.
11. Assisting another person in the commission, or attempted commission, of a violation of *The Student Code*. This includes hosting a non-student who commits a violation.
12. Violation of published University policies, rules or regulations.
13. Violation of the *On-Campus Housing Contract*.
14. Theft which includes, but is not limited to, attempted or actual theft of property or services.
15. Forcible entry and/or unauthorized presence in University-owned buildings or property. Reasonable notice of authority, or lack thereof, shall be given.
16. Unauthorized possession, duplication, or misuse of University property or other personal or public property, including but not limited to records, electronic files, telecommunications systems, forms of identification, and keys.
17. Damage or misuse of property which includes, but is not limited to, attempted or actual damage to or misuse of University property or other personal or public property.
18. Violation of federal, state or local law.
19. Abuse of the University student conduct system, including but not limited to:
 - a. Disruption or interference with the orderly conduct of a student conduct proceeding.
 - b. Falsification, distortion, or misrepresentation of information to a student conduct officer or hearing body.
 - c. Influencing or attempting to influence another person to commit an abuse of the student conduct system.
 - d. Attempting to discourage an individual's proper participation in, or use of, the student conduct system.
 - e. Attempting to intimidate or retaliate against a member of the hearing body or any other participant prior to, during, and/or after a student conduct proceeding.
 - f. Institution of a student conduct code proceeding in bad faith.
 - g. Failure to comply with the sanction(s) imposed under *The Student Code*.

Part IV: Student Conduct Policies

A. Allegations

1. Any person may file a report concerning alleged misconduct of any student or registered student organization. Reports shall be prepared in writing, either by the individual reporting the conduct or by the staff member collecting a verbal referral, and directed to the Director of Community Standards. Complaints regarding alleged misconduct by a student or registered student organization at a regional campus shall be directed to the Associate Vice Provost or designee at that campus. A report should be submitted as soon as possible after the alleged misconduct takes place.
2. The Director of Community Standards or designee shall determine if a complaint alleges or addresses a potential violation of *The Student Code* and will notify the respondent of such allegations. The decision to continue a matter through the conduct process is the decision of the Director of Community Standards or designee.
3. Generally, the Director of Community Standards or designee will assign a student conduct officer(s) to the case who will investigate and schedule administrative conferences with the respondent(s) and other individuals as deemed necessary and appropriate.

B. Administrative Conferences and Investigations

1. The administrative conference is a meeting between a respondent and a student conduct officer to review a complaint/incident, explain the student conduct process, and review possible options for resolving the matter. There may be multiple administrative conferences as an incident is investigated.
2. A fair and impartial investigation will be conducted by the student conduct officer. The respondent and complainant, if applicable, may provide information in person and/or submit a written account, provide the names of incident

witnesses for possible interviews with the student conduct officer, provide witness statements and any documentation that may be relevant to the facts of the incident. The student conduct officer will make a reasonable effort to obtain supporting documentation regarding the incident from other University entities or other resources.

Upon completion of the investigation, the student conduct officer, applying a preponderance of the evidence standard, will determine if any violations of *The Student Code* occurred.

3. After reviewing the incident and the investigation with the respondent and complainant, if any, the student conduct officer will determine whether the case may be resolved by way of an administrative agreement/case resolution form or an administrative hearing. A student who agrees to resolve any violation(s) without an administrative hearing shall have no right to appeal.
4. Either party may request an administrative hearing. If the resolution will be through an administrative hearing, the complainant, if any, will have the same rights as the respondent as indicated in *The Student Code*. The student conduct officer or hearing body will, in writing, disclose to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment the results of the conduct matter regarding factual determination(s) and sanction(s) that specifically pertain to the alleged victim.

C. Administrative Hearing Bodies

The Director of Community Standards will assign either an administrative hearing officer(s) or an academic misconduct hearing board to conduct an administrative hearing depending on the nature of the matter.

1. **Administrative hearing officers:** The Director of Community Standards designates and trains administrative hearing officers annually. Administrative hearing officers are University officials. They may conduct hearings on any type of alleged violation of *The Student Code*. Administrative hearing officers may impose any sanction as appropriate. Typically, a hearing will consist of one or two administrative hearing officers.
2. **Academic misconduct hearing board:** Academic misconduct hearing boards for undergraduate academic integrity issues shall typically consist of two faculty members, two students, and one hearing advisor. They may conduct hearings on any alleged violation regarding *Academic Integrity in Undergraduate Education and Research* (Appendix A). The board may impose any sanction as appropriate. Academic consequences are determined by the instructor.

D. Administrative Hearing

Generally, an administrative hearing brings several people together in an effort to allow for the full consideration of an allegation that a student has violated *The Student Code*. The hearing participants may include the investigating student conduct officer(s), respondent(s), complainant(s), witnesses, the member(s) of the hearing body, a hearing advisor, and a support person for each respondent or complainant.

All participants are expected to be respectful of each other's purpose in the hearing process and to conduct themselves according to the direction of the hearing body. In an effort to be as fair as possible to the respondent and complainant, if applicable, student conduct procedures may be modified. Community Standards may modify the procedures after taking into consideration the support and privacy needs of the parties and/or other potential hearing participants. This may include, but is not limited to, alteration of the hearing room setup, use of multiple rooms and video-conferencing equipment, or other electronic means.

1. Normally, an administrative hearing will be conducted within fifteen (15) business days of an investigation report being submitted to Community Standards.
2. The respondent and complainant, if applicable, shall each have the right to:
 - a. Be notified of all alleged violations by means of the address (University e-mail, residence hall address, or permanent address) provided by the student via the Registrar's Office. Typically, this will be done via e-mail which will provide a link to the documentation.
 - b. Review the completed investigation report, which includes all supporting documentation.
 - c. Be informed about the hearing process.
 - d. A reasonable period of time to prepare for a hearing.
 - e. Request a delay of a hearing due to extenuating circumstances. The decision to grant or deny any such request is within the discretion of the hearing body.

- f. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called by the hearing body to speak at the hearing or provide written information for the hearing when such information is known by the Director of Community Standards prior to the hearing.
 - g. Be accompanied by a support person during the portions of the hearing in which the student is participating. A student should select a support person whose schedule allows attendance at the scheduled date and time for the administrative hearing because delays will not be allowed due to the scheduling conflicts of a support person.
 - h. Be present at the pertinent stages of the hearing process as indicated by the Director of Community Standards or designee. The deliberations of the hearing body are private.
 - i. Submit a written response to the investigation report prior to the hearing. The decision to not present information is not an admission of responsibility.
 - j. Propose witnesses for the hearing in accordance with procedures outlined below.
 - k. Respond to statements and other information presented at the hearing.
 - l. Present a personal or community impact statement to the hearing body upon a finding of "Responsibility".
 - m. Following the hearing, the hearing body shall advise the respondent in writing of its determination and of the sanction(s) imposed, if any. The hearing body will disclose to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment the results of the hearing, in writing, regarding factual determination(s) and sanction(s) that specifically pertain to the alleged victim.
3. An administrative hearing shall be conducted by a hearing body in accordance with the procedures listed below. When a University official serves as the sole member of the hearing body, that official may also be referred to as the "chair". Specific hearing bodies may adopt additional procedures that are not inconsistent with the provisions of *The Student Code*.
- a. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in these proceedings.
 - b. A hearing shall be conducted in private.
 - c. Admission of any person into the hearing room shall be at the discretion of the chair of the hearing body. The chair shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.
 - d. When a hearing involves more than one respondent, the Director of Community Standards or designee may, at his or her discretion, permit the administrative hearings concerning each student to be conducted either separately or jointly.
 - e. If a respondent or complainant, after receiving notification, does not appear for a hearing, the hearing will proceed without the student.
 - f. Except as directed by the chair, the support person shall limit his/her role in a hearing to that of a consultant to the respondent or complainant.
 - g. The identity of any witnesses, along with a summary of information expected to be provided by the witness, must be provided to the hearing chair at least two business days before the hearing. The hearing chair may elect not to permit one or more witnesses to participate in the hearing if the information they are expected to provide is not relevant to any material issue; is deemed unnecessarily redundant of other information already in the record; and/or they were interviewed in connection with the investigation and the information they are expected to provide is already captured in the investigation report. The party proposing a witness is responsible for any communications with the witness regarding attendance at the hearing. The hearing body may request the attendance of witnesses not proposed by the parties. The hearing body cannot compel the attendance of witnesses at the hearing.
 - h. The respondent, complainant, investigating student conduct officer, and any witnesses will provide information to and answer questions from the hearing body. Questions may be suggested by the investigating student conduct officer, respondent and/or complainant to be answered by each other or by other witnesses. This will be conducted by the hearing body with such questions directed to the chair, rather than to the individuals directly. This method is used to preserve the educational tone of the hearing and to avoid creation of an adversarial environment. Questions of whether potential information will be received shall be resolved at the discretion of the chair.
 - i. Pertinent records, exhibits, and written statements should be provided during the investigation stage of the process. Any additional information may be accepted for consideration by the hearing body at its discretion as long as such information was provided in accordance with *The Student Code*. Information presented by a student during a hearing that indicates a potential violation of *The Student Code* may be investigated at a future time.
 - j. The hearing body will review the final investigation report to determine whether the investigation was conducted in a fair, impartial, and reliable manner; the information is sufficient to support the factual findings, and there is a rational basis, applying a preponderance of the evidence standard for the recommended findings

regarding a potential violation of *The Student Code*. In conducting this hearing, the hearing body may accept or reject the investigating student conduct officer's findings in whole or in part.

- k. When a student respondent has been found "Responsible" on any violation, the hearing body shall review the student's academic transcript and student conduct history, hear impact statements by the respondent, complainant, and investigating student conduct officer, and impose the appropriate sanction(s). Character references and/or letters of support are not accepted.
 - l. Following the hearing, the hearing body shall advise the respondent in writing of its determination and of the sanction(s) imposed, if any. The hearing body will disclose in writing to the alleged victim of any crime of violence, non-forcible sex offense, or sexual harassment the final results of the conduct matter that specifically pertain to the alleged violation.
 - m. All procedural questions are subject to the final decision of the chair or the hearing board advisor of the hearing body.
4. All administrative hearings will be recorded and the University will maintain the audio recordings as required by Connecticut state law. All such recordings are the property of the University. Participants are prohibited from making their own recording. Upon written request, a respondent or complainant may review the audio recording and make appropriate arrangements for it to be transcribed on University premises. Arrangements for a transcriber and all associated costs involved in the transcription will be the responsibility of the requesting individual.

E. Sanctions

1. The following sanctions may be imposed, individually or in various combinations, on any student found to have violated *The Student Code*. Please note this is not an exhaustive list of sanctions:
- a. **Warning:** A notice that the student has violated University policy and a warning that another violation will likely result in a more severe sanction which could include University Probation, University Suspension or University Expulsion.
 - b. **University Probation:** University Probation is an indefinite period of time where the student is given the opportunity to modify unacceptable behavior, to complete specific assignments, and to demonstrate a positive contribution to the University community in an effort to regain student privileges within the University community. After six months from being placed on University Probation, the student may apply for a review of the student's probationary status. The student will need to meet with the Probation Review Committee and demonstrate significant contributions, both of an academic and co-curricular nature, to the University community. The Probation Review Committee will determine if the student will continue on University Probation or if the University Probation is lifted. The decision of the committee is final and not subject to appeal. If it is decided that University Probation will continue, the student may re-apply in six months after the committee's decision. Due to the student's conduct history there is the possibility of University Suspension or University Expulsion if the student is found responsible for a subsequent violation.
 - c. **University Suspension:** University Suspension is separation from the University for a designated period of time after which the student shall be eligible to apply for readmission to the University. Readmission to the University is not guaranteed. Conditions for consideration of readmission may be specified. A student's reacceptance into his/her school or college is at the discretion of the school or college. A student who is on suspension is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property without securing prior approval from the Director of Community Standards or designee. A notation of "Suspension" shall be placed on the student's official transcript until graduation. However, the student may petition the Director of Community Standards for earlier removal of the notation upon completion of the suspension. The University of Connecticut will not accept credits earned at another institution during a period of suspension.
 - d. **University Expulsion:** University Expulsion is permanent separation from the University. A student who has been expelled is prohibited from participating in any University activity or program. The individual may not be in or on any University owned or leased property. A permanent notation of "Expulsion" shall be placed on the student's transcript.
 - e. **Additional Sanctions:** The following may be given in conjunction with any of the above:
 - i. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
 - ii. **Restitution:** Compensation for loss of or damage to property or services rendered. This may take the form of appropriate service and/or monetary or material replacement.
 - iii. **Removal from Housing:** Separation of the student from University approved housing for a designated period of time after which the student shall be eligible to return. Removal may include loss of dining privileges. Conditions for readmission may be specified.
 - iv. **UConn Compass:** The UConn Compass program has a sanction component which is designed to promote student engagement through co-curricular involvement. UConn Compass facilitators will assist

students in designing a customized involvement plan based on their individual interests and academic plans.

- v. **Educational Initiatives:** Projects; participation in health or safety programs (the student may be required to pay a fee); service to the University or to the larger community; seminars; and other assignments as warranted.
- 2. The following sanctions may be imposed upon registered student organizations:
 - a. Those sanctions listed above in Part IV, E.1, “a” through “e”.
 - b. **Loss of Recognition:** Loss of all University privileges for a designated period of time. Loss of recognition for more than two consecutive semesters requires an organization to reapply for University recognition. Conditions for future recognition may be specified.
 - 3. **Aggravated Violations:** If a student is responsible for violation of any University policy that is directed toward an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical or mental disabilities, including learning disabilities, intellectual development disorders, and past/present history of a mental disorder, the student conduct officer or hearing body may enhance the sanctions.

F. Appeals

- 1. A decision reached through the administrative hearing process may be appealed by the respondent(s) or complainant(s) to the next level of student conduct authority within five (5) business days of the decision. All appeals shall be in writing and shall be delivered to the designated appellate body via the mechanism identified by Community Standards. The decision reached as a result of an administrative conference may not be appealed.
- 2. Except as required to explain the basis of new information, an appeal shall be limited to a review of the student case file. The audio recording of the administrative hearing shall be available for the appellate body for review as necessary. The review shall be for one or more of the following purposes:
 - a. To determine whether the administrative hearing was conducted in conformity with prescribed procedures giving the complainant and investigating student conduct officer a reasonable opportunity to prepare and to present information that *The Student Code* was violated, and giving the respondent a reasonable opportunity to prepare and to present a response to those allegations.
 - b. To determine whether the sanction(s) imposed were appropriate for the violation(s) of *The Student Code* which the student was found responsible.
 - c. To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original administrative hearing.
- 3. If an appeal is granted by the appellate body, the matter shall either be referred to the original hearing body for re-opening of the administrative hearing to allow reconsideration of the original determination or the appellate body will determine any change in sanctions. If an appeal is denied, the matter shall be considered final and binding upon all involved.

G. Accommodations for Students with Disabilities

- 1. By federal law, a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; or 3) is regarded as having such an impairment, which substantially limits one or more major life activities such as self-care, walking, seeing, hearing, speaking, breathing, or learning.
- 2. A student requesting an accommodation in regard to an administrative conference, hearing, or probation review meeting must follow the appropriate process for requesting an accommodation through the Center for Students with Disabilities. The Center for Students with Disabilities will make a determination regarding the request and notify the appropriate parties.
- 3. Reasonable accommodations depend upon the nature and degree of severity of the documented disability. While the Americans with Disabilities Act of 1990 requires that priority consideration be given to the specific methods requested by the student, it does not imply that a particular accommodation must be granted if it is deemed not reasonable and other suitable techniques are available.

Part V: Interim Administrative Action

The Provost or designee may impose an interim “University Suspension”, an interim “Removal from Housing,” an interim “Loss of Recognition”, and/or other necessary restrictions on a student prior to student conduct resolution on the student’s

alleged violation. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists.

Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the respondent, of the complainant, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the student conduct matter.

Part VI: Maintenance and Review of Student Conduct Files

Student conduct files are maintained separately from any other academic or official file at the University by the Director of Community Standards or designee. Generally, information from the files is not released without the written consent of the student. However, certain information may be provided to individuals within or outside the University who have a legitimate legal or educational interest in obtaining it. Please refer to the federal [Family Educational Rights and Privacy Act of 1974](#), as amended.

The sanctions of “Suspension” and “Expulsion” will be noted on the student’s official transcript. A suspension will be noted until graduation or four (4) years following the end of the period of suspension, whichever occurs first. An expulsion will be noted permanently.

A student conduct file is maintained chronologically by incident date and then by respondent name. A student may have more than one file. Generally, a student conduct file, including related documents, will be kept for seven (7) years from the date of the incident. This may include electronic and hard copy files. The student conduct file of an expelled student shall be retained indefinitely. Audio recordings of administrative hearings are used for appellate purposes only and are not part of the student conduct file. Audio recordings are generally retained until the end of the appeal process. Information contained in the incident database is maintained for seven (7) years from the date of the incident with the exception of expelled students. That information is retained indefinitely.

Part VII: Interpretation and Revision

1. Any question of interpretation regarding *The Student Code* shall be referred to the Director of Community Standards or designee for final determination.
2. *The Student Code* shall be reviewed at least every three (3) years under the direction of the Vice President for Student Affairs. Substantive revisions shall be approved by the Board of Trustees.

Appendix A
Academic Integrity in Undergraduate Education and Research
[Adopted March 2008]

The following policy on undergraduate academic integrity was originally formulated by the University of Connecticut Scholastic Standards Committee. It was adopted by the University Senate on March 31, 2008 and modified by the University Senate in December of 2012.

This appendix of *The Student Code* describes the types of acts that shall be considered academic misconduct by undergraduates, and it presents the process for resolving complaints of academic misconduct.

Cheating – Student Academic Misconduct

Academic misconduct is dishonest or unethical academic behavior that includes, but is not limited, to misrepresenting mastery in an academic area (e.g., cheating), failing to properly credit information, research or ideas to their rightful originators or representing such information, research or ideas as your own (e.g., plagiarism).

A. Instructor's Role

1. Instructors shall take reasonable steps to prevent academic misconduct in their courses and to inform students of course-specific requirements.
2. When the instructor of record or designee (instructor) believes that an act of academic misconduct has occurred s/he is responsible for saving the evidence in its original form and need not return any of the original papers or other materials to the student. Copies of the student's work and information about other evidence will be provided to the student upon request.
3. When an instructor believes there is sufficient information to demonstrate a case of academic misconduct, s/he shall notify the student in writing of the allegation of misconduct and the academic consequences that the instructor will impose. The appropriate academic consequence for serious offenses is generally considered to be failure in the course. For offenses regarding small portions of the course work, failure for that portion is suggested with the requirement that the student repeat the work for no credit. The written notification shall also inform the student whether the case has been referred to the Academic Integrity Hearing Board (Board) for consideration of additional sanctions. The instructor shall send the written notification to the student with a copy to the Office of Community Standards (Community Standards) within five business days of having discovered the alleged misconduct. At the Regional Campuses, a copy shall be sent to the Office of Student Affairs (Regional Campus Student Affairs). Cases that are purely technical in nature, without any perceived intent to achieve academic advantage, may be reported at the discretion of the instructor.
4. In certain cases, the Dean of a school or college or designee may become aware of alleged academic misconduct and may bring a complaint forward to the Board.
5. The student has five business days from receipt of the written notice to respond to the instructor and/or to request a hearing (see "Academic Integrity Board"). If the student does not respond within the allotted time the instructor's sanctions shall be imposed. If the student requests a hearing the instructor shall forward the request to Community Standards or the Regional Campus Student Affairs. If the student and the instructor reach a mutually acceptable resolution of the case the instructor shall notify Community Standards (or Regional Campus Student Affairs) of the agreement. The instructor shall also notify Community Standards (or Regional Campus Student Affairs) if s/he withdraws the allegation of misconduct. A student who has been notified that s/he has been accused of academic misconduct may not withdraw from the course in which the alleged misconduct has occurred without the approval of the instructor and the appropriate dean. If a student withdraws from a course during a pending academic misconduct case, any academic sanction imposed will overturn the withdrawal.
6. If a semester concludes before an academic misconduct matter is resolved, the student shall receive a temporary "I" (Incomplete) grade in the course until the instructor submits the appropriate grade.

B. The Academic Integrity Hearing Board

1. The Academic Integrity Hearing Board, which is administered by Community Standards, is comprised of two faculty members, two students, and a nonvoting chairperson, all of whom are appointed by the Director of Community Standards. At each Regional Campus, a designee working in conjunction with Community Standards is responsible for the organization and administration of their Academic Integrity Hearing Board. Hearing procedures will be in accordance with the hearing procedures described below. Community Standards will ensure that appropriate Dean(s) and Faculty are kept informed of the status of misconduct cases in a timely fashion.

2. The respondent or the accusing instructor may refer a case of alleged academic misconduct to Community Standards for it to be adjudicated by the Board. Community Standards will review all academic misconduct cases as they are received to determine if a case needs to be heard by the Board to determine if additional sanctions need to be considered. After receiving written notification of the academic misconduct from the instructor, Community Standards may meet with students to discuss additional sanctions outlined in *The Student Code* to determine if an agreement about additional sanctions can be reached. If an agreement cannot be reached between a student and Community Standards, the case will be heard by the Board.

C. Hearing on Academic Misconduct

1. An essential component of any academic integrity hearing is the determination and the weighing of the facts that pertain to the allegation(s). Therefore, it is vital that personal statements and other information be presented clearly and factually. All participants are expected to be respectful of each other's purpose in the hearing process and to conduct themselves according to the direction of the Board.
2. Normally, an academic integrity hearing will be conducted within fifteen (15) business days of the respondent being notified of the hearing.
3. The complainant (instructor or designee) and the respondent shall each have the right to:
 - a. Be notified of all alleged violations. This will typically be done through the University e-mail system. Students are responsible for checking their University e-mail and following the instructions contained within the e-mail.
 - b. Review any written complaint(s), as permitted by law, submitted in support of the allegation(s).
 - c. Be informed about the process.
 - d. Submit a written account, a personal statement regarding the incident and/or any relevant documentation or records. All documentation must be provided by the date established by the non-voting chairperson. Documentation will not be accepted past the established deadline and failure to provide documentation by the established deadline will not be an acceptable reason for an appeal. The decision to not present information is not an admission of responsibility.
 - e. Provide the names and contact information of incident witnesses, those who have direct knowledge of the incident, and provide a list of questions for any incident witnesses, including the involved parties. This information must be provided by the date established by the non-voting chairperson. Failure to provide witness information by the established deadline will not be an acceptable reason for an appeal. The non-voting chairperson will make every effort to interview those witnesses with direct knowledge; however, the witness cannot be compelled to speak with the non-voting chairperson.
 - f. Be notified of the identity of witnesses, as permitted by law, who have been called to speak at the hearing or who have been asked to provide additional written information by the Board.
 - g. Be accompanied by a support person. A student should select a support person whose schedule allows attendance at the scheduled date and time for the meeting(s) because delays will not be allowed due to the scheduling conflicts of a support person. A student is only allowed one support person.
 - h. Be present at the pertinent stages of the hearing as indicated by the Board. The deliberations of the Board are private.
 - i. Present a personal or community impact statement to the Board upon a finding of "Responsibility".
 - j. Following the hearing, the Board shall advise the respondent in writing of its determination and of the sanction(s) imposed, if any.
4. An academic integrity hearing shall be conducted by the Board in accordance with the procedures listed below:
 - a. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in these proceedings.
 - b. A hearing shall be conducted in private.
 - c. Admission of any person into the hearing room shall be at the discretion of the Board. The Board shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.
 - d. When a hearing involves more than one respondent, the Director of Community Standards or designee may, at his or her discretion, permit the hearing concerning each student to be conducted either separately or jointly.
 - e. If a respondent, after receiving notification, does not appear for a hearing, the hearing will proceed without the student.
 - f. The support person shall limit his/her role in a hearing to that of a consultant to the respondent or the complainant.
 - g. The respondent and the complainant will each have an opportunity to provide a response.
 - h. The Board may request certain witnesses to provide additional or clarifying information to the Board.
 - i. Any opportunity for additional, clarifying questions to be asked during the hearing is at the sole discretion of the Board.
 - j. All documentation to be used for consideration by the Board must be submitted according to the deadline established by the non-voting chairperson.
 - k. Information presented by a student during a hearing that indicates a potentially egregious violation of *The Student Code* may be adjudicated at a future time.

- l. The Board shall determine whether the respondent has violated the *Academic Integrity in Undergraduate Education and Research Policy*. The Board's determination shall be made on the basis of whether it is more likely than not that the respondent violated the policy.
 - m. When a respondent has been found "Responsible" for any violation, the Board shall examine the student's academic transcript and student conduct history, accept impact statements by both the respondent and complainant, and then impose the appropriate sanction(s).
 - n. All procedural questions are subject to the final decision of the Board.
5. If the Board finds that the student is "not responsible" for the alleged misconduct, the Board shall not impose any sanctions and the instructor must reevaluate the student's course grade in light of the Board's finding.
 6. If the Board finds that the student is "responsible", the instructor's grading sanction shall be imposed. The Board does not have the authority to change or influence the grading sanction imposed by the instructor.
 7. Upon consideration of a student's record of misconduct and/or the nature of the offense, the Board may impose additional sanctions. The Board should apply these sanctions in proportion to the severity of the misconduct. These sanctions may include any sanction as described in *The Student Code*.
 8. All administrative hearings will be recorded and the University will maintain the audio recordings as required by Connecticut state law and are the property of the University. Participants are prohibited from making their own recording. Upon written request, a respondent or complainant may review the audio recording and make appropriate arrangements for it to be transcribed on University premises. Arrangements for a transcriber and all associated costs involved in the transcription will be the responsibility of the requesting individual.

D. Hearing Appeal

1. The decision of the Board may be appealed to the Provost or his/her designee. An appeal is not a new hearing. It is a review of the record of the hearing.
2. An appeal may be sought on three grounds:
 - a. On a claim of error in the hearing procedure that substantially affected the decision.
 - b. On a claim of new evidence or information material to the case that was not known at the time of the hearing.
 - c. To determine whether any additional sanction(s), not including academic consequences, imposed by the Board were appropriate for the violation based on the student's conduct history and/or significance of the violation.
3. Appeals on such grounds may be presented, specifically described, in writing within five business days of the announcement of the Board's decision.
4. The decision of the Provost or his/her designee is final. There will be no further right of appeal.
5. The Provost or his/her designee shall have the authority to dismiss an appeal not sought on proper grounds.
6. If an appeal is upheld, the Provost shall refer the case with procedural specifications back to the original Board who shall reconsider the case accordingly.

6/28/2016



Protection of Minors and Reporting of Child Abuse and Neglect Policy

Title:	Protection of Minors and Reporting of Child Abuse and Neglect
Policy Owner:	Office of Audit, Compliance & Ethics
Applies to:	All personnel associated with the University including faculty, staff, volunteers, graduate and undergraduate students, interns, residents and fellows.
Campus Applicability:	All University campuses including Storrs, regional campuses, the Law School and UConn Health (University)
Effective Date:	April 1, 2016
For More Information, Contact	Minor Protection Coordinator/Office of Audit, Compliance & Ethics
Contact Information:	(860) 486-5682
Official Website:	http://minorprotection.uconn.edu

1. Reason for Policy

The University of Connecticut is committed to promoting a high quality, secure and safe environment for minors who are active in the University community. This policy and the accompanying procedures establish consistent standards intended to support the University in meeting its commitments to promote the protection of minors who participate in activities sponsored by the University and to inform all members of the University community of their obligation to report any instances of known or suspected child abuse or neglect.

2. Applies to

This policy applies to all University employees, including faculty, staff, volunteers, graduate and undergraduate students, interns, residents and fellows. Except as provided below, it also applies to any activity that takes place on University property or is sponsored by the University and is open to the participation of minors.

This policy does not apply to: (1) events open to the public where parents/guardians or adult chaperones are invited / expected to accompany and supervise their children; (2) undergraduate and graduate programs in which minors are enrolled for academic credit or have been accepted for enrollment; (3) students who are dually enrolled in University credit-bearing courses while also enrolled in elementary, middle, and/or high school, UNLESS such enrollment includes overnight housing in University facilities; (4) minors employed by the University; (5) field trips or visits solely supervised by a minor's school or organization; (6) patient-care related activities relating to minors; (7) non-university programs undertaking activities in or on University land or facilities under the sole supervision of said program; (8) university programs which take place outside of the University under the supervision of a separate organization; (9) licensed child care facilities; and (10) other activities granted advance and written exemption from part or all of the policy.

3. Definitions[1]

A. Authorized Adult: A University employee, student, or volunteer (paid or unpaid) who has (1) successfully passed a Background Screening within the last four years, (2) completed the University

minor's protection training within the last year, and (3) has been registered with the University's Minor Protection Coordinator.

B. University Sponsored Activities Involving Minors: A program or activity open to the participation of minors that is sponsored, operated, or supported by the University and where minors, who are not enrolled or accepted for enrollment in credit-granting courses at the University or who are not an employee of the University, are under the supervision of the University or its representatives.

C. Background Screening: A criminal history search that is consistent with University Criminal Background Check Policies, which has been successfully completed within the past four years. Such investigation may include the following searches by a nationally recognized background check vendor:

- i. Social Security Number verification/past address trace;
- ii. federal criminal history record search for felony and misdemeanor convictions covering, at minimum, the last seven years in all states lived in;
- iii. a statewide or county level criminal history record search for felony and misdemeanor convictions covering, at minimum, the last seven years in all states lived in; and
- iv. sex offender registry searches at the county level in every jurisdiction where the candidate currently resides or has resided.

D. Child Abuse: A non-accidental physical injury to a minor, or an injury that is inconsistent with the history given of it, or a condition resulting in maltreatment, such as, but not limited to, malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment, or cruel punishment.

E. Child Neglect: The abandonment or denial of proper care and attention (physically, emotionally, or morally) of a minor, or the permitting of a minor to live under conditions, circumstances, or associations injurious to the minor's well-being. (Connecticut General Statutes § 46b-120(6))

F. Minor: Any individual under the age of 18, who has not been legally emancipated.

G. Mandated Reporter: An individual designated under Section 17a-101(b) of the Connecticut General Statutes as someone who is required to report or cause a report to be made of Child Abuse or Child Neglect. All employees of the University, except student employees, are Mandated Reporters under state law.

H. Minor Protection Coordinator: An individual designated by the University to develop procedures to implement this policy and best practices for the protection of minors involved in University Sponsored activities involving minors, and to provide coordination, training, and monitoring in order to promote the effective implementation of this policy.

[1] Several of these definitions are adapted in whole or in part from the Connecticut general Statutes. For additional guidance from the Connecticut Department of Children and Family Services about the definitions of child abuse and neglect, see <http://www.ct.gov/dcf/cwp/view.asp?a=2534&Q=316956>. (Last accessed 2/11/2016).

4. Reporting Child Abuse or Neglect

Pursuant to state law, all University employees (except student employees) are Mandated Reporters of Child Abuse and/or Child Neglect and must comply with the reporting requirements in Connecticut's mandated reporting laws. (Connecticut General Statutes Sections 17a-101a to 17a-101d)

Connecticut state law, requires that reports of known or suspected child abuse or neglect be made orally, as soon as possible, but no later than **12 hours** to law enforcement or the Department of Children and Families (DCF), and followed up in writing within **48 hours**.

DCF's 24-hour hotline for reporting suspected Child Abuse or Child Neglect is (800) 842-2288, and additional guidance on these reporting requirements may be found here:

<http://www.ct.gov/dcf/cwp/view.asp?a=2556&Q=314384>. (Last accessed 2/11/2016.)

University employees are protected under state law for the good faith reporting of suspected Child Abuse or Child Neglect, even if a later investigation fails to substantiate the allegations.

In addition to this statutory reporting requirement, University employees must also comply with any other University policies that impose additional reporting obligations, such as the Policy Against Discrimination, Harassment, and Related Interpersonal Violence.

5. Requirements for University Sponsored Activities Involving Minors

To better protect minors participating in activities sponsored by the University, all Programs must meet the following requirements, in addition to any applicable federal, state, or local law, and University policies. **Please Note:** A more comprehensive description of the following requirements are detailed in the accompanying procedures.

A. University Sponsored activities involving minors must register with the University's Minor Protection Coordinator with sufficient advance notice to confirm the requirements of this policy have been met.

B. No individual, paid or unpaid, shall be allowed to supervise, chaperone, or otherwise oversee any Minor who participates in University Sponsored activities involving minors unless he or she is an Authorized Adult.

C. All University Sponsored activities involving minors must implement standards to safeguard the welfare of participating minors, and must also comply with University standards included in the accompanying procedures.

D. All University Sponsored activities involving minors are subject to periodic audits to verify compliance with this policy and the accompanying procedures.

E. Any exceptions must be requested with sufficient notice and approved in writing by the Minor Protection Coordinator in consultation with Minor Protection Oversight Committee prior to the start of program operations.

6. Enforcement



Violations of this policy may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, and applicable Student Code.

Policy History

Policy Created: April 1, 2016 [Approved by the President's Cabinet]

Procedures

Procedures for the Protection of Minors and Reporting of Child Abuse and Neglect can be found at: <http://minorprotection.uconn.edu/wp-content/uploads/sites/1652/2016/03/Procedures-for-the-Protection-of-Minors-and-Reporting-of-Child-Abuse-and-Neglect.pdf>.

 <p>State of Connecticut Department of Correction</p> <p>ADMINISTRATIVE DIRECTIVE</p>	<p>Directive Number 2.2</p>	<p>Effective Date 9/15/2008</p>	<p>Page 1 of 10</p>
<p>Approved By</p> 	<p>Supersedes Sexual Harassment, dated 5/1/2007</p> <p>Title Sexual Harassment</p>		

1. Policy. It is the policy of the Department of Correction to provide its employees with a workplace free of sexual harassment, retaliation and related misconduct. The Department shall investigate and provide appropriate discipline, remedial measures and resolution for each complaint and each reported violation of this policy. Any employee who engages in conduct prohibited by this policy shall be subject to discipline, up to and including termination. Any non-employee who violates this policy shall be counseled and may be subjected to loss of benefits including but not limited to loss of visitation rights, cancellation of contract, and denial of right to be on Department property. Some of the provisions of this policy are intentionally broader than the prohibitions against sexual harassment provided under state and federal law.

2. Authority and Reference.
 - A. United States Code, 42 USC 2000e.
 - B. Code of Federal Regulations, 29 CFR 1604.11.
 - C. Connecticut General Statutes, Sections 18-81, 46a-60, 46a-68 and Chapter 14.
 - D. Orr v. State of Connecticut, Docket No. CV3:02CV1368(AHN/HBF).
 - E. Allen v. Armstrong, Docket No. CV3:02CV1370(AHN/HBF), Stipulated Agreement, April 17, 2003.
 - F. Regulations of Connecticut State Agencies, Sections 46a-68- 31 through 74 inclusive.
 - G. Administrative Directives, 1.10, Investigations, 2.1, Equal Employment Opportunity and Affirmative Action, 2.6, Employee Discipline, and 2.17, Employee Conduct.
 - H. American Correctional Association, Standards for the Administration of Correctional Agencies, Second Edition, April 1993, Standard 2-CO-1C-11.
 - I. American Correctional Association, Standards for Adult Correctional Institution, Fourth Edition, January 2003, Standard 4-4056.
 - J. American Correctional Association, Performance-Based Standards for Adult Local Detention Facilities, June 2004, Standard 4-ALDF-7E-01.
 - K. American Correctional Association, Standards for Juvenile Detention Facilities, 2002 Standards Supplement, January 1993, Standard 3-JDF-1C-05-1.
 - L. American Correctional Association, Standards for Adult Probation and Parole Field Services, Third Edition, August 1998, Standard 3-3053.
 - M. American Correctional Association, Standards for Correctional Training Academies, First Edition, May 1993, Standard 1-CTA-1C-14.

3. Definitions. For the purposes stated herein, the following definitions apply:

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- A. Related Misconduct. Failure of a supervisor or manager to comply with the requirements for detecting, reporting and intervention set forth in this Directive.
 - B. Retaliation. Any intimidation, threat, coercion, discrimination or other restraint against an employee, volunteer, vendor, contractor or visitor to a Department facility because the individual:
 - 1. made a written or verbal complaint of sexual harassment, retaliation, or related misconduct;
 - 2. resisted or opposed any conduct that violates this Directive;
 - 3. refused to participate in or condone any conduct that violates this Directive; or,
 - 4. testified at, assisted in or otherwise participated in any investigation or proceeding concerning sexual harassment.
 - C. Sexual Harassment. Any unwelcome sexual advance, request for sexual favors, disparagement or hazing on the basis of gender, gender identity or sexual orientation, or conduct, verbal or physical, that is of a sexual nature or that is addressed to sexual attributes when:
 - 1. submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
 - 2. submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting the individual;
 - 3. such conduct has the purpose or effect of creating an intimidating, hostile or offensive working environment; or,
 - 4. such conduct substantially and adversely affects the working conditions of an employee or person providing services as a vendor, volunteer or contractor or the privileges of any non-inmate at a Department facility.
 - D. Terms and Conditions of Employment. Working conditions and benefits of all kinds, including but not limited to assignment, shift, promotional opportunities, training opportunities, treatment, and discipline.
4. General Principles.
- A. Sexual harassment is a form of misconduct that undermines the integrity of the employment relationship and the professionalism and efficiency of the Department.
 - B. This policy shall protect both employees and non-employees including volunteers, vendors, contractors, and visitors.
 - C. This policy protects employees from sexual harassment in their employment, regardless of the source of the sexual harassment.
 - D. This policy prohibits sexual harassment by employees against other employees and against non-employees at Department facilities.
 - E. This policy does not prohibit normal, courteous, respectful, pleasant and non-coercive interactions.

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- F. Identification of conduct, verbal or physical, as sexual harassment does not depend on the intention or motivation of the actor but on whether such conduct meets the definition of sexual harassment and/or could reasonably be perceived as sexual harassment by the person experiencing it.
- G. Conduct need not be repeated, severe or pervasive to constitute a violation of this Directive.
- H. Sexual harassment may occur between individuals of either gender and between individuals of the same gender as well as those of different genders.

5. Specific Prohibitions of Sexual Harassment. Any conduct that constitutes sexual harassment as defined in Section 3 of this Directive is prohibited. The following specific conduct are examples of sexual harassment that violates this policy:

- A. Sexual flirtation or touching;
- B. Advances or propositions after an indication that such are unwelcome;
- C. Verbal conduct of a sexual nature;
- D. Graphic or sexually suggestive comment about an individual's dress, body, sexual attributes, sexual activities, gender identity, or sexual orientation;
- E. Use of sexually degrading words to describe an individual;
- F. Display in the workplace of sexually suggestive objects, pictures, or photographs;
- G. Making a comment or starting or spreading a rumor that has the effect of embarrassing, ridiculing, or demeaning an individual on the basis of his or her sexual attributes, gender identity, or sexual orientation;
- H. Making a decision concerning an employee's terms or conditions of employment on the basis of an employee's refusal to submit to sexual advances or any kind of sexual harassment as defined herein or threatening or insinuating that such refusal will adversely affect an employee's terms and conditions of employment in any way;
- I. Making a decision concerning an employee's terms or conditions of employment or stating or insinuating that any term or condition of employment will be favorably affected by an employee's willingness or appearance of willingness to tolerate sexual advances or other sexual harassment, as defined herein;
- J. Jokes, pranks, vandalism or banter that tend to denigrate or show hostility toward an individual or group on the basis of gender, sexual attributes, or sexual orientation;
- K. Sexual assault;
- L. Exposing one's genitals, buttocks or breasts; or,
- M. Unnecessary touching or physical interference with the movements of another person.

6. Specific Prohibitions of Retaliation. Any conduct that constitutes retaliation as defined in Section 3 of this Directive is prohibited. The following specific conduct, when engaged in because the employee has refused to participate in sexual harassment or because an employee has reported, complained of, or otherwise opposed any violation of this policy, are examples of retaliation that violates this policy.

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Some of these examples of retaliatory conduct may also constitute sexual harassment:

- A. Taking any adverse action against an employee with regard to any term or condition of employment;
 - B. Subjecting an employee to a hostile work environment in any way, including but not limited to:
 - 1. shunning or ostracizing the employee;
 - 2. labeling the employee a "snitch" or a "rat" or calling the employee lewd, disgusting or derogatory names;
 - 3. stalking or harassing the employee;
 - 4. making obscene, threatening, harassing or hang-up telephone calls;
 - 5. refusing or threatening to refuse to provide back-up support in performing work duties, including emergencies;
 - 6. engaging in demeaning gossip or spreading of rumors;
 - 7. divulging private information about the employee, except as required by directives governing reporting and investigations;
 - 8. tampering with, vandalizing or interfering with the employee's security equipment, vehicle or personal belongings;
 - 9. denying the employee timely and adequate restroom breaks; or,
 - 10. preventing the employee from making radio transmissions.
 - C. Selectively disciplining the employee or selectively threatening to impose discipline against the employee;
 - D. Holding the employee to a higher standard of performance than other co-workers;
 - E. Denying the employee training opportunities, favorable transfers or promotions;
 - F. Giving the employee unfair or inaccurate performance evaluations;
 - G. Telling other employees, with the exception of other managers or supervisors that have a need to know, or inmates that an employee has made a complaint or identifying an employee as the person who made a complaint, except as required by directives governing reporting and investigations;
 - H. Refusing to investigate when the employee reports violations of rules, regulations or directives or refusing to take corrective action when such violations are found to have occurred;
 - I. Taking adverse action toward a person who has participated in or supported the investigation of a complaint of violation of this Directive or who has refused to participate in a violation of this Directive;
 - J. Involuntarily transferring the employee to different and less desirable facilities, positions or shifts; or,
 - K. Subjecting a complainant to discipline for failing to make an immediate report of conduct that violates this Directive.
7. Employee Responsibility. An employee shall not engage in behavior that constitutes sexual harassment, retaliation or related misconduct. The Department will not tolerate violations of this Directive and strongly encourages victims of sexual harassment to report such harassment as

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soon as feasible after it occurs. Any employee who witnesses sexual harassment, retaliation or related misconduct or who becomes aware that an employee has been subjected to sexual harassment, retaliation or related misconduct should report same to a supervisor, manager, the Unit Administrator or the Affirmative Action Unit as soon as feasible and must do so immediately if the conduct jeopardizes the safety or security of the operation or of personnel.

8. Manager or Supervisor Responsibility.

- A. Each manager or supervisor has a responsibility to maintain the workplace free of any form of sexual harassment, retaliation or related misconduct, to monitor working conditions in order to detect violations of this Directive, and to take prompt action to correct and report any violation through the chain of command.
- B. Any manager or supervisor who witnesses conduct that violates this Directive or receives a report of conduct that is alleged to violate this Directive shall immediately report such conduct to a senior manager or the Unit Administrator, who shall advise the Equal Employment Opportunity Director of any violation or alleged violation as soon as feasible.
- C. Failure of a manager or supervisor to take action upon witnessing or receiving a report of sexual harassment or sexual misconduct committed by an inmate against an employee constitutes a violation of this Directive.

9. Filing a Complaint. The Department shall investigate and remedy sexual harassment, retaliation and related misconduct that come to its attention whether or not an employee has made a complaint. The following procedures apply to complaints:

- A. A complaint of sexual harassment, retaliation or related misconduct shall be made within sixty (60) days of the conduct complained of; however, the Equal Employment Opportunity Director has discretion to accept and investigate complaints made after sixty (60) days and shall do so for good cause shown. The Equal Employment Opportunity Director shall accept and investigate such complaints without a showing of good cause for delay if they allege ongoing or continuous misconduct that has continued by the same alleged wrongdoer(s) within the sixty-day period.
- B. Complaints may be made in the following ways:
 - 1. On CN 2101, Affirmative Action Complaint Form. The complainant may attach CN 6601, Incident Report to the complaint form (additional forms and documents are not required);
 - 2. By any other written complaint, letter or report;
 - 3. By telephone;
 - 4. In person; or,
 - 5. By filing a complaint with the Equal Employment Opportunities Commission (EEOC) or the Connecticut Commission on Human Rights and Opportunities (CHRO), which refer such complaints to the Department.

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- C. A complaint of violation of this Directive may be made directly to any of the following in any of the ways listed in Section 9(B) of this Directive:
 - 1. Affirmative Action Unit;
 - 2. Human Resources;
 - 3. Unit Administrator or Director;
 - 4. Any manager or supervisor;
 - 5. The independent consultant appointed by the Permanent Commission on the Status of Women (PCSW); or,
 - 6. The Permanent Commission on the Status of Women.
- D. Any of the above recipients of a verbal complaint shall, within five (5) business days, reduce the complaint to writing and give it to the Equal Employment Opportunity Director, who shall notify the complainant of the need to sign the complaint with or without revisions. The investigatory and other obligations, and the time limits set forth, shall not commence, in the case of a verbal complaint, unless and until the complaint is signed. The Affirmative Action Unit shall acknowledge receipt of the complaint through written confirmation provided to the complainant.
- E. In addition to making a complaint within the Department, an employee may make a complaint to other agencies, which have jurisdiction to investigate and remedy such complaints. The filing of a complaint with such agencies shall not terminate the Department's investigation of a complaint related to the same allegations.
- F. If a complaint concerns a situation that should have also been the subject of an incident report, but where no such incident report was filed, no discipline beyond formal counseling shall be imposed for such failure, and counseling shall not be imposed in retaliation for the filing of a complaint of a violation of this Directive. Discipline shall not be imposed unless:
 - 1. The Commissioner determines that the delay in filing an incident report materially threatened the safety or security of the institution; and,
 - 2. The Commissioner has consulted with the Consultant to the Permanent Commission on the Status of Women before imposing any discipline for late reporting. Discipline shall not be imposed if the delay was caused by good faith reasons including, but not limited, to fear of retribution, embarrassment or other disincentives, or delay in ascertaining that the acts at issue were related to sexual harassment, retaliation or related misconduct.

10. Investigation of Complaint.

- A. The Affirmative Action Unit shall send each complainant a written acknowledgment of receipt of the complaint.
- B. Any recipient of a verbal complaint shall, within five (5) business days, reduce the complaint to writing and give it to the Equal Employment Opportunity Director, who shall notify the complainant of the need to sign the complaint.

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The investigatory and other obligations, and the time limits set forth, shall not commence, in the case of a verbal complaint, unless and until the complaint is signed.

- C. The Affirmative Action Unit shall conduct and complete a fair, objective, comprehensive, and, to the extent possible, confidential investigation into each and every complaint of sexual harassment, retaliation or related misconduct. At the complainant's request, investigations shall be conducted at a confidential, off-site location.
- D. The investigation should be completed within forty-five (45) days; however the time to investigate may be extended for good cause, upon three (3) days written notice to the complainant and the PCSW Consultant. The Department shall comply with CHRO regulations that require resolution of complaints within ninety (90) days unless good cause is shown for a longer period for resolution.
- E. The Unit shall forward its report of the completed investigation to Human Resources for a determination whether a pre-disciplinary hearing should be afforded to the person or persons identified as having engaged in sexual harassment, retaliation or related misconduct. After that determination and the conclusion of any such hearing, Human Resources shall follow the routing process for recommendation of level of discipline to the Commissioner, who shall make the final decision on the actions to be taken.
- F. The Affirmative Action Unit shall, for purposes of assessing credibility, determine from its records whether a person claimed to have violated this Directive has been identified in past complaints of conduct violating this Directive and what findings or corrective action were taken by the Department.
- G. The Affirmative Action Unit shall not represent the Department in any EEOC or CHRO proceedings concerning complaints of sexual harassment or retaliation. Such representation shall be assigned by the Commissioner.
- H. In the course of investigation, the Affirmative Action Unit shall report to the Department of Public Safety any conduct that the investigator or the Equal Employment Opportunity Director reasonably believes constitutes criminal conduct, regardless of any mitigating or other circumstances.
- I. At least once a month until the final resolution of the complaint, the Affirmative Action Unit shall inform the complainant and the subject(s) of the complaint, in writing, of the status of the investigation, disciplinary process, including all appeals.
- J. In the event of a determination that there is not sufficient evidence to substantiate a finding of a violation of this Directive, the complainant and the subject(s) of the complaint shall be notified within five (5) business days of this determination.
- K. Investigation of a complaint shall not be suspended because of the filing of the same complaint with the EEOC or the CHRO. Upon adoption of the final report and discipline to be imposed, if any, the complainant shall be promptly notified in writing that the investigation has concluded and informed of the discipline imposed. Upon request, the complainant shall be provided with the final report and any letters of discipline consistent with the

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provisions of Chapter 14 of the Connecticut General Statutes (Freedom of Information Act).

11. Disciplinary Action. Any employee, manager or supervisor who is found, after investigation, to have (a) engaged in conduct prohibited by this Directive; (b) failed to cooperate fully and truthfully in an investigation; or (c) to have lied or given false testimony during the course of an investigation shall be subject to consequences appropriate to the violation, including discipline up to and including dismissal. A person who is the victim of alleged misconduct under this Directive shall not be subject to discipline solely for choosing not to pursue a complaint or because a complaint is not substantiated.

Any manager or supervisor who is found, after investigation to have (a) engaged in related misconduct as define in Section 3(C) of this Directive; (b) been negligent in pursuing appropriate action to enforce this policy; or (c) failed to comply with the obligations it imposes on manager or supervisors, shall be subject to consequences appropriate to the violation, including discipline up to and including dismissal.

12. Remedial Action. Upon a recommendation from the Equal Employment Opportunity Director or the Commissioner's own determination, the Commissioner may order appropriate measures to remedy conditions that violate this Directive. Such remedial measures may include steps necessary to protect the complainant, other employees, and supportive witnesses from harassment or retaliation during and after the investigation, including but not limited: to counseling the alleged harasser to refrain from conduct that may be, or perceived to be harassing or retaliatory; transferring or placing on administrative leave the alleged harasser; or offering the complainant, where available an administrative transfer to another facility or location. No complainant shall be transferred in connection with a complaint of sexual harassment, retaliation, or related misconduct to a shift different from the complainant's current shift unless the complainant agrees in writing to such a shift change.
13. Appeal. If the complainant disagrees with the findings of the investigation, the complainant may request that the Commissioner or designee review the findings. An employee shall make such a request in writing to the Commissioner or designee within fifteen (15) calendar days of the notification of finding. The Commissioner or designee shall conduct a review and notify the complainant of the results of the review.
14. Confidentiality. The identity of a complainant and the facts and circumstances of a complaint and pending investigation shall, to the extent possible, be kept confidential and shared only on a need-to-know basis.
15. File Management. The complaint file, including all information and documents pertinent to the complaint, shall be maintained in the Affirmative Action Unit.

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16. Notification of Complainant's Rights. Upon receiving a complaint of violation of this Directive, the Affirmative Action Unit shall provide the complainant with written information setting forth:
- A. the procedures and deadlines governing the Department's investigation and resolution of the complaint;
 - B. the complainant's right to file complaints with the EEOC and CHRO and the deadlines and procedures applicable to filing such complaints; and,
 - C. the names and telephone numbers of persons and organizations, within and outside of the Department, to contact with questions concerning the complainant's rights and/or the investigation process:
- 1. United States Equal Employment Opportunity Commission (EEOC), John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203.

Contact numbers are:
 - a. Telephone. (617) 565-3200 or (800) 669-4000;
 - b. TTY. (800) 669-6820; and,
 - c. Website. www.eeoc.gov.
 - 2. Connecticut Commission on Human Rights and Opportunities (CHRO), 21 Grand Street, Hartford, CT 06106.

a. Contact numbers are:
 - 1. Telephone. (800) 477-5737;
 - 2. TTY. (860) 541-3459; and,
 - 3. Website. www.ct.gov/chro.
 - b. CHRO Regions:
 - 1. Capital Region, 999 Asylum Avenue, 2nd Floor, Hartford, CT 06105. Telephone: (860) 566-7710.
 - 2. Southwest Region, 1057 Broad Street, Bridgeport, CT 06604. Telephone: (203) 579-6246.
 - 3. West Central Region, Rowland State Government Center, 55 West Main Street, Suite 210, Waterbury, CT 06702. Telephone: (203) 805-6530.
 - 4. Eastern Region, 100 Broadway, City Hall, Norwich, CT 06360. Telephone: (860) 886-5703.
17. Compliance Report. The Commissioner and the Equal Employment Opportunity Director shall compile and evaluate data concerning sexual harassment, retaliation, and related misconduct, investigation of such complaints and disciplinary and remedial actions taken, and shall prepare quarterly written reports that shall be made available to all Department employees.

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18. Working Group on Sexual Harassment. The Commissioner shall establish a Working Group on Sexual Harassment, which shall consist of outside experts and advisors in the field of sexual harassment and women employed within the public safety profession. The members of the working group shall be chosen, in equal numbers, by the Commissioner, the Permanent Commission on the Status of Women, and the Office of the Attorney General.

The Working Group on Sexual Harassment shall assist the Department in the review of existing Department policies, procedures and practices, and in the development of recommendations and best practices to address and correct any sexual harassment, retaliation, related misconduct and sexually hostile working conditions within the Department.

The Working Group on Sexual Harassment shall be co-chaired by the Executive Director of the Permanent Commission on the Status of Women and the Equal Employment Opportunity Director. The group shall meet at least quarterly with Department staff (including the Director of Human Resources, the Director of Training and Staff Development, and the Commissioner).

19. Advisory Committee on Women's Issues. The Commissioner shall establish an Advisory Committee on Women's Issues which shall: (a) provide a forum for employees to express their views concerning sexual harassment and retaliation; and (b) review, discuss and offer recommendations to enhance the employment policies, practices and working conditions of female employees in the Department.

The Advisory Committee on Women's Issues shall be chaired by the Equal Employment Opportunity Director. The committee shall include employees from the various levels and worksites of the Department. The committee may include representatives from the Office of the Attorney General and the Permanent Commission on the Status of Women. The Commissioner shall appoint members from employees who respond to the general notice soliciting candidates. Department employees who are members shall be released from their regular duties. The Commissioner shall determine the size of the committee. The Advisory Committee shall meet at least quarterly.

20. Exceptions. Any exceptions to the procedures in this Administrative Directive shall require prior written approval from the Commissioner.

UNIVERSITY OF CONNECTICUT

Brochures

*Sexual Assault, Intimate Partner Violence,
Stalking Reporting and Resources*



UConn
UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY

If You Have Experienced Sexual Assault, Intimate Partner Violence, or Stalking

Immediate steps

- **Go to a safe place.** Your RA's room, a friend's room, or any open offices on campus.
- **Call someone you trust.** A friend, family member, or victim advocate are good resources. You do not have to go through this alone.
- **Preserve evidence.** After sexual assault, do not shower until you have considered whether to have a no-cost sexual assault forensic exam within 120 hours of the assault. You do not need to make a formal report or press charges to have a sexual assault forensic exam. Save the clothes you were wearing (unwashed) in a paper or cloth bag. After sexual assault, intimate partner violence, and/or stalking, take photos of any damage or injury and keep communication records (e.g. texts, emails, letters).

Within 24 hours

- **Seek out support.** You may want to turn to an advocate or counselor for support and advice. They will talk with you about your options for additional support services and reporting.
- **After unwanted physical contact, get medical attention.** A medical provider can check for and treat physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

At any time

- **Consider making a formal report.** You are encouraged to report what happened to both the police and the University. You can decide how much you would like to participate in any investigation process.
- **UConn can help.** Campus-based resources, like the Dean of Students Office, can help you with changes to your housing, classes, work, and more. You do not need to make a formal report or press charges to receive help from UConn.

UConn's Commitment to a Safe and Supportive Community

UConn is committed to creating and maintaining a campus environment free from all forms of sexual assault, intimate partner violence, and stalking. All reports are taken with the utmost seriousness. Retaliation against any person who makes a report is strictly prohibited.

You are not alone. You do not have to make a formal report or press charges to receive support. The resources listed in this brochure can help with a range of assistance measures, including: medical and counseling services; academic support; modifications to working and living situations; assistance with transportation, financial aid, visa, and immigration issues; enacting University no-contact letters; referrals to legal and advocacy services; and more.

Employee Reporting

The University cares deeply about supporting victim-survivors and protecting community safety. Therefore, under UConn's employee reporting policies, most employees who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to the Office of Institutional Equity (OIE). Exceptions include employees who are empowered by law to maintain confidentiality, such as those in Student Health Services and Counseling and Mental Health Services.

Under the federal Clery Act, many employees also have a duty under federal law to report crimes to the UConn Police Department. Their report to police will include the date, time, place, and nature of the incident.



Office of Institutional Equity
and the Title IX Coordinator
WOOD HALL, FIRST FLOOR
241 GLENBROOK ROAD, UNIT 4175
STORRS, CT 06269
860.486.2943



Sexual Assault Intimate Partner Violence Stalking

Reporting and Resources



What is Sexual Assault*?

Sexual assault consists of sexual contact and/or sexual intercourse that occurs without consent. Sexual assault can happen to anyone, regardless of gender.

What is Consent*?

Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity [like kissing] does not imply consent to other forms of sexual activity [like sex]. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent of sexual activity does not imply ongoing future consent.

What is Intimate Partner Violence (IPV)*?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include sexual assault, stalking, and physical assault. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional, and/or physical.

What is Stalking*?

Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress. Stalking includes "cyber stalking," a particular form of stalking in which a person uses electronic media, such as the Internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

* Please note that these definitions are contained within UConn's policies and are not the same standard applied in a law enforcement proceeding.

Reporting and Investigations

Victim-survivors are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **Victim-survivors have the right to report assaults without further participation in any investigation.**

UConn Police Department

Available 24 hours a day, 7 days a week

126 North Eagleville Road, Storrs
860.486.4800 | police.uconn.edu

- Responsible for all criminal investigations for on-campus crimes
- An officer from the Special Victims Unit is assigned as the primary contact with the victim-survivor throughout the investigation
- For off-campus crimes, state or local police are responsible for investigations

The Office of Community Standards

8 a.m. – 5 p.m., Monday – Friday

Wilbur Cross Building, Room 301
233 Glenbrook Road, Storrs
860.486.8402 | community.uconn.edu

- Investigates when the accused individual is or may be a UConn student
- Enacts University no-contact letters

The Office of Institutional Equity* (OIE) and the Title IX Coordinator

Available 8 a.m. – 5 p.m., Monday – Friday

Wood Hall, First Floor
241 Glenbrook Road, Storrs
860.486.2943 | titleix.uconn.edu

- Investigates when the accused individual is a UConn employee
- UConn's Title IX Coordinator, Elizabeth Conklin, is responsible for ensuring that all reports are addressed and investigated by UConn

* Formerly Office of Diversity and Equity

Confidential Resources (On-Campus)

NOT required to report to OIE

Student Health Services

Advice Nurse on call 24/7: 860.486.4700*

234 Glenbrook Road, Storrs
Phone: 860.486.2719 (Appointment Desk)
shs.uconn.edu

- Crisis and follow-up care for victim-survivors
- **Free** medical examinations, medications, STD testing, and referrals to counseling
- Site for sexual assault forensic examinations (Fall and Spring semesters)

** During semester and summer breaks, advice nurse is available 8:30 a.m. – 4:30 p.m. daily*

Counseling and Mental Health Services (CMHS)

Therapist on call 24/7: 860.486.4705*

Office hours 8:30 a.m. – 4:30 p.m., Monday – Friday

Arjona Building, 337 Mansfield Road, Storrs
860.486.4705 | counseling.uconn.edu

- Immediate crisis intervention and therapy for recent or past victim-survivors
- Therapists can be accessed by appointment, walk-in, or after-hours emergency

** During semester and summer breaks, therapist is available 8:30 a.m. – 4:30 p.m. daily*

Stronger Support Group

Contact CMHS for meeting times:

860.486.4705

- Confidential support and discussion group for UConn student victim-survivors
- Supportive, confidential environment to help victim-survivors gain strength and empowerment

While a victim-survivor's conversation with any University employee will be kept *private* (will not be shared unnecessarily with others), only a conversation with a confidential resource can be kept *confidential* (will not be shared with anyone without the express consent of the victim-survivor).

Confidential Resources (Off-Campus)

NOT required to report to OIE

All services are free and confidential.

Connecticut Alliance to End Sexual Violence

Statewide Hotline: 1.888.999.5545 (24/7)

Spanish Hotline: 1.888.568.8332 (24/7)

- Crisis and short-term counseling
- Hospital, police, and court accompaniment
- Information and referral services, including to legal assistance
- Support for victim-survivors of sexual violence

Storrs-Mansfield and Avery Point Areas

Local Hotline: 860.456.2789

Sexual Assault Crisis Center of Eastern Connecticut
90 South Park Street, Willimantic
78 Howard Street, Suite C1, New London

Waterbury Area

Local Hotline: 203.753.3613

Safe Haven of Greater Waterbury
29 Central Avenue, Waterbury

Torrington Area

Local Hotline: 860.482.7133

Susan B. Anthony Project
179 Water Street, Torrington

Hartford Area

Local Hotline: 860.547.1022

YWCA Sexual Assault Crisis Services
175 Main Street, Hartford

Stamford Area

Local Hotline: 203.329.2929

Center for Sexual Assault Crisis Counseling & Education
733 Summer Street, Suite 503, Stamford

Connecticut Coalition Against Domestic Violence

Statewide Hotline: 1.888.774.2900 (24/7)

Spanish Hotline: 1.844.831.9200 (24/7)

- Support for victim-survivors of domestic or dating violence and stalking
- 24-hour crisis counseling

Non-Confidential Resources (On-Campus)

Required to report to OIE

Dean of Students Office

8 a.m. – 5 p.m., Monday – Friday

Wilbur Cross Building, Second Floor
233 Glenbrook Road, Storrs
860.486.3426 | dos.uconn.edu | dos@uconn.edu

- Assists with academic and other concerns including changes or modifications to class schedules, rescheduling exams, and more
- The Assistant Dean of Students can explain the available resources and University investigation process, and can assist students throughout the course of the investigation
- You do not need to make a formal report or press charges to receive help from the Dean of Students Office

Department of Residential Life

RA's and Hall Directors are on call 24/7 during the academic year.

Whitney Hall, Garden Level
1346 Storrs Road, Storrs

860.933.2220 | reslife.uconn.edu

- Knowledgeable and able to provide information about campus services
- Assists victim-survivors with navigating the campus investigation process
- Manages changes in housing

Women's Center

8 a.m. – 5 p.m., Monday – Friday

Student Union, Fourth Floor
2110 Hillside Road, Storrs
860.486.4738 | womenscenter.uconn.edu

- Provides advocacy and support, including accompaniment during reporting and investigations
- Information and referral services
- Assists victim-survivors regardless of gender identity

If You Have Experienced Sexual Assault, Intimate Partner Violence, or Stalking

Immediate steps

- **Go to a safe place.** A friend's room, or any open offices on campus.
- **Call someone you trust.** A friend, family member, or victim advocate are good resources. You do not have to go through this alone.
- **Preserve evidence.** After sexual assault, do not shower until you have considered whether to have a no-cost sexual assault forensic exam within 120 hours of the assault. You do not need to make a formal report or press charges to have a sexual assault forensic exam. Save the clothes you were wearing (unwashed) in a paper or cloth bag. After sexual assault, intimate partner violence, and/or stalking, take photos of any damage or injury and keep communication records (e.g. texts, emails, letters).

Within 24 hours

- **Seek out support.** You may want to turn to an advocate or counselor for support and advice. They will talk with you about your options for additional support services and reporting.
- **After unwanted physical contact, get medical attention.** A medical provider can check for and treat physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

At any time

- **Consider making a formal report.** You are encouraged to report what happened to both the police and the University. You can decide how much you would like to participate in any investigation process.
- **UConn can help.** Campus-based resources, like the Dean of Students Office, can help you with changes to your housing, classes, work, and more. You do not need to make a formal report or press charges to receive help from UConn.

UConn's Commitment to a Safe and Supportive Community

UConn is committed to creating and maintaining a campus environment free from all forms of sexual assault, intimate partner violence, and stalking. All reports are taken with the utmost seriousness. Retaliation against any person who makes a report is strictly prohibited.

You are not alone. You do not have to make a formal report or press charges to receive support. The resources listed in this brochure can help with a range of assistance measures, including: medical and counseling services; academic support; modifications to working and living situations; assistance with transportation, financial aid, visa, and immigration issues; enacting University no-contact letters; referrals to legal and advocacy services; and more.

Employee Reporting

The University cares deeply about supporting victim-survivors and protecting community safety. Therefore, under UConn's employee reporting policies, most employees who witness or receive a report of sexual assault, intimate partner violence or stalking must report the incident to the Office of Institutional Equity (OIE). Exceptions include employees who are empowered by law to maintain confidentiality, such as those in Student Health Services and Counseling and Mental Health Services.

Under the federal Clery Act, many employees also have a duty under federal law to report crimes to the UConn Police Department. Their report to police will include the date, time, place, and nature of the incident.



**Office of Institutional Equity
and the Title IX Coordinator**
WOOD HALL, FIRST FLOOR
241 GLENBROOK ROAD, UNIT 4175
STORRS, CT 06269
860.486.2943

05/2016



Sexual Assault Intimate Partner Violence Stalking

Regional Campus Reporting and Resources



What is Sexual Assault*?

Sexual assault consists of sexual contact and/or sexual intercourse that occurs without consent. Sexual assault can happen to anyone, regardless of gender.

What is Consent*?

Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity [like kissing] does not imply consent to other forms of sexual activity [like sex]. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent of sexual activity does not imply ongoing future consent.

What is Intimate Partner Violence (IPV)*?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include sexual assault, stalking, and physical assault. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional, and/or physical.

What is Stalking*?

Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress. Stalking includes "cyber stalking," a particular form of stalking in which a person uses electronic media, such as the Internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

* Please note that these definitions are contained within UConn's policies and are not the same standard applied in a law enforcement proceeding.

titleix.uconn.edu

Reporting and Investigations

Victim-survivors are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **Victim-survivors have the right to report assaults without further participation in any investigation.**

UConn Police Department

Available 24 hours a day, 7 days a week
police.uconn.edu

- Responsible for all criminal investigations for on-campus crimes
- An officer from the Special Victims Unit is assigned as the primary contact with the victim-survivor throughout the investigation
- For off-campus crimes, state or local police are responsible for investigations

Storrs, 860.486.4800
126 North Eagleville Road, Storrs

Avery Point, 860.405.9088
Stone Cottage on the West Circle

Hartford/School of Law, 860.570.5173
School of Law Library

Stamford, 203.251.9508
UConn Parking Garage, third level

Waterbury, 203.236.9950
UConn Campus Building, ground floor
East Main Street, Waterbury

Connecticut State Police, 860.685.8190

The Office of Community Standards

8 a.m. – 5 p.m., Monday – Friday
Wilbur Cross Building, Room 301
233 Glenbrook Road, Storrs
860.486.8402 | community.uconn.edu

- Investigates when the accused individual is or may be a UConn student
- Enacts University no-contact letters

The Office of Institutional Equity* (OIE) and the Title IX Coordinator
Available 8 a.m. – 5 p.m., Monday – Friday
Wood Hall, First Floor
241 Glenbrook Road, Storrs
860.486.2943 | titleix.uconn.edu

- Investigates when the accused individual is a UConn employee
- UConn’s Title IX Coordinator, Elizabeth Conklin, is responsible for ensuring that all reports are addressed and investigated by UConn

* **Formerly Office of Diversity and Equity**

Confidential Resources (On-Campus)

NOT required to report to OIE

Avery Point Counseling Services
Walk-in hours and by appointment
Academic Building, ACD 114F
860.405.9044

Hartford Campus Counseling & Wellness Center
9 a.m. - 4 p.m., Monday-Friday
Undergraduate Building, room 210
85 Lawler Road, West Hartford
860.570.9288

Stamford Campus Counseling Center
8:30 a.m. - 4:30 p.m., Monday-Friday
1 University Place, room 213, Stamford
203.251.9597

Waterbury Campus Counseling Services
Walk-in hours and by appointment
99 East Main Street, room 112, Waterbury
203.236.9817

While a victim-survivor’s conversation with any University employee will be kept *private* (will not be shared unnecessarily with others), only a conversation with a confidential resource can be kept *confidential* (will not be shared with anyone without the express consent of the victim-survivor).

Confidential Resources (Off-Campus)

NOT required to report to OIE
All services are free and confidential.

Connecticut Alliance to End Sexual Violence
Statewide Hotline: 1.888.999.5545 (24/7)
Spanish Hotline: 1.888.568.8332 (24/7)

- Crisis and short-term counseling
- Hospital, police, and court accompaniment
- Information and referral services, including to legal assistance
- Support for victim-survivors of sexual violence

Avery Point and Storrs-Mansfield Areas
Local Hotline: 860.456.2789
Sexual Assault Crisis Center of Eastern Connecticut
90 South Park Street, Willimantic
78 Howard Street, Suite C1, New London

Hartford Area
Local Hotline: 860.547.1022
YWCA Sexual Assault Crisis Services
175 Main Street, Hartford

Stamford Area
Local Hotline: 203.329.2929
Center for Sexual Assault Crisis Counseling & Education
733 Summer Street, Suite 503, Stamford

Waterbury Area
Local Hotline: 203.753.3613
Safe Haven of Greater Waterbury
29 Central Avenue, Waterbury

Connecticut Coalition Against Domestic Violence
Statewide Hotline: 1.888.774.2900 (24/7)
Spanish Hotline: 1.844.831.9200 (24/7)

- Support for victim-survivors of domestic or dating violence and stalking
- 24-hour crisis counseling

Non-Confidential Resources (On-Campus)

Required to report to OIE

Office of Student Services

- Assists with academic and other concerns including changes or modifications to class schedules, rescheduling exams, and more
- Explains the available resources and University investigation process, and can assist victim-survivors throughout the course of the investigation
- You do not need to make a formal report or press charges to receive help from the Office of Student Services

Avery Point
Director of Student Services
Branford House, Room 306
1084 Shennecossett Road, Groton
860.405.9024

Hartford
Associate Director of Business and Student Services
Hartford Campus, Room 225A
85 Lawler Road, West Hartford
860.570.9083

School of Law
Director of Student Services
Thomas J. Meskill Law Library, Room 221A
39 Elizabeth Street, Hartford
860.570.5244

Stamford
Director of Student Services
Stamford Campus, Room 201
1 University Place, Stamford
203.251.8484

Waterbury
Associate Director of Student Services
Waterbury Campus, Room 228F
99 East Main Street, Waterbury
203.236.9871

UNIVERSITY OF CONNECTICUT

Selected Handouts and Posters

*Regarding Sexual Assault, Stalking and Intimate
Partner Violence*



UConn

UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY

What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

The University is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's [Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#), all employees who witness or receive a disclosure of sexual violence, relationship violence or stalking involving students must immediately report to the [Office of Institutional Equity](#) (OIE). This allows the University to offer a range of resources and options to impacted students. Employees who are empowered by law to maintain confidentiality within [Student Health Services](#) and [Counseling and Mental Health Services](#) are exempted from reporting. Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

Definitions

Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office at 860-486-5610.

What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the [Office of Institutional Equity \(OIE\)](#). If you are a [Campus Security Authority \(CSA\)](#), you also will be calling [UConn Police](#). The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices – that will be their decision.
- Address any [medical concerns](#). Inform the student of the importance of [preserving evidence](#). A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both [police](#) and [OIE](#) themselves.
- Connect the student to [resources](#) (see reverse), including titleix.uconn.edu. *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- [Report the information to OIE](#). *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

What NOT to do

- Do NOT promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- Do NOT tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- Do NOT offer or attempt to investigate the information shared with you or mediate the situation between the people involved.

UConn
UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY
(Formerly Office of Diversity and Equity)
860-486-2943 equity@uconn.edu

Offices to Contact

Contact [OIE](#) at **860-486-2943** as soon as possible to make a report (within 24 hours of receiving a disclosure).

Call 911 or 7777 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.

In addition, bear in mind that employees who are [Campus Security Authorities \(CSAs\)](#) also have a duty to report crimes to the UConn Police Department in addition to reporting to OIE.

What Happens Next?

[OIE](#), [Community Standards](#) and/or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report.

Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to [OIE](#). Deans, Directors, Department Heads and Supervisors **MUST** report incidents of sexual harassment involving employees to [OIE](#).

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see titleix.uconn.edu or call OIE at 860-486-2943.

CONFIDENTIAL Support Resources (Storrs Campus)

Student Health Services

Advice Nurse on call 24/7: 860-486-4700*

234 Glenbrook Road, Storrs

860-486-2719 (Appointment Desk)

shs.uconn.edu

*During semester and summer breaks, advice Nurse available 8:30AM – 4:30PM Daily

Counseling & Mental Health Services

Therapist on call 24/7: 860-486-4705*

Arjona Building, 337 Mansfield Road, Storrs

counseling.uconn.edu

*During semester and summer breaks, therapist available 8:30AM – 4:30PM Daily

Campus Support Resources (Storrs Campus)

Dean of Students Office

860-486-3426; dos@uconn.edu

8:00AM – 5:00PM Monday – Friday

Wilbur Cross Building, Second Floor

233 Glenbrook Road, Storrs

Department of Residential Life (Storrs)

860-933-2220; reslife.uconn.edu

RA's and HD on call 24/7 during academic year

Whitney Hall, Garden Level

1346 Storrs Road, Storrs

Women's Center

860-486-4738; womenscenter.uconn.edu

8:00AM – 5:00PM Monday – Friday

2110 Hillside Road, Storrs

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

Statewide Hotline:

1-888-999-5545 (24/7)

Spanish Hotline:

1-888-568-8332 (24/7)

Connecticut Coalition Against Domestic Violence

Statewide Hotline:

1-888-774-2900 (24/7)

Spanish Hotline:

1-844-831-9200 (24/7)

Additional information and resources can be found online at titleix.uconn.edu

What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

The University is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's [Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#), all employees who witness or receive a disclosure of sexual violence, relationship violence or stalking involving students must immediately report to the [Office of Institutional Equity](#) (OIE). This allows the University to offer a range of resources and options to impacted students. Employees who are empowered by law to maintain confidentiality within [Student Health Services](#) and [Counseling and Mental Health Services](#) are exempted from reporting. Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

Definitions

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Confidential Employee

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Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to the UConn Police Department.

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- To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office at 860-486-5610.

What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the [Office of Institutional Equity \(OIE\)](#). If you are a [Campus Security Authority \(CSA\)](#), you also will be calling [UConn Police](#). The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices – that will be their decision.
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- Connect the student to [resources](#) (see reverse), including titleix.uconn.edu. *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- [Report the information to OIE](#). *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

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UConn
STAMFORD

OFFICE OF INSTITUTIONAL EQUITY
(Formerly Office of Diversity and Equity)
860-486-2943 equity@uconn.edu

Offices to Contact

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CONFIDENTIAL Support Resources (Stamford Campus)

The Counseling Center

203-251-9597; counselingcenter@uconn.edu
9:00AM-4:30PM Monday-Friday
1 University Place, Room 213
Stamford, CT 06901

Campus Support Resources (Stamford Campus)

Director of Student Services

203-251-8484; stamfordstudentlife.uconn.edu
9:00AM – 5:00PM Monday – Friday
1 University Place, Room 201
Stamford, CT 06901

Women's Gender and Sexuality Studies Center

203-251-8411; stamford.uconn.edu/wgss/
12:00PM-6:00PM Monday – Thursday
1 University Place, Room 311
Stamford, CT 06901

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

Statewide Hotline:
1-888-999-5545 (24/7)
Spanish Hotline:
1-888-568-8332 (24/7)

Connecticut Coalition Against Domestic Violence

Statewide Hotline:
1-888-774-2900 (24/7)
Spanish Hotline:
1-844-831-9200 (24/7)

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Confidential Employee

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What to do

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

OFFICE OF INSTITUTIONAL EQUITY
(Formerly Office of Diversity and Equity)
860-486-2943 equity@uconn.edu

Offices to Contact

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Hartford Campus Confidential Support Resources

Counseling and Wellness Center

Undergraduate Building, Room 210

(860) 570-9288

ghccwc@uconn.edu

Counseling by drop-in and appointment with Robin Shefts

Hartford Campus Support Resources

Student Services Office

(860) 570-9083

9:00AM – 5:00PM Monday – Friday

Undergraduate Building, Room 225A

Campus Police

(860) 570-5173

Storrs Campus Support Resources

Dean of Students Office

(860) 486-3426; dos@uconn.edu

8:00AM – 5:00PM Monday – Friday

Wilbur Cross Building, Second Floor

233 Glenbrook Road, Storrs

Women's Center

(860) 486-4738; <http://womenscenter.uconn.edu>

8:00AM – 5:00PM Monday – Friday

2110 Hillside Road, Storrs

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

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Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office at 860-486-5610.

What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the [Office of Institutional Equity \(OIE\)](#). If you are a [Campus Security Authority \(CSA\)](#), you also will be calling [UConn Police](#). The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices – that will be their decision.
- Address any [medical concerns](#). Inform the student of the importance of [preserving evidence](#). A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both [police](#) and [OIE](#) themselves.
- Connect the student to [resources](#) (see reverse), including titleix.uconn.edu. *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- [Report the information to OIE](#). *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

What NOT to do

- Do NOT promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- Do NOT tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- Do NOT offer or attempt to investigate the information shared with you or mediate the situation between the people involved.



OFFICE OF INSTITUTIONAL EQUITY
(Formerly Office of Diversity and Equity)
860-486-2943 equity@uconn.edu

Offices to Contact

Contact [OIE](#) at **860-486-2943** as soon as possible to make a report (within 24 hours of receiving a disclosure).

Call 911 or 7777 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.

In addition, bear in mind that employees who are [Campus Security Authorities \(CSAs\)](#) also have a duty to report crimes to the UConn Police Department in addition to reporting to OIE.

What Happens Next?

[OIE](#), [Community Standards](#) and/or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report.

Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to [OIE](#). Deans, Directors, Department Heads and Supervisors **MUST** report incidents of sexual harassment involving employees to [OIE](#).

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see titleix.uconn.edu or call OIE at 860-486-2943.

CONFIDENTIAL Support Resources (Waterbury Campus)

Counseling Services

Dr. Valerie Dripchak
Waterbury Campus, 1st floor, Room 112
Valerie.Dripchak@uconn.edu
203-236-9817
Monday 8:00am-2:00pm; Thursday 12:00pm-6:00pm
*Additional hours by appointment

Campus Support Resources (Waterbury Campus)

Office of Student Services

Kelly Bartlett, Associate Director
Student Services Suite, 2nd floor, Room 228F
Kelly.Bartlett@uconn.edu
203-236-9871

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

Statewide Hotline:
1-888-999-5545 (24/7)
Spanish Hotline:
1-888-568-8332 (24/7)

Connecticut Coalition Against Domestic Violence

Statewide Hotline:
1-888-774-2900 (24/7)
Spanish Hotline:
1-844-831-9200 (24/7)

Additional information and resources can be found online at titleix.uconn.edu

What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

The University is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's [Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#), all employees who witness or receive a disclosure of sexual violence, relationship violence or stalking involving students must immediately report to the [Office of Institutional Equity](#) (OIE). This allows the University to offer a range of resources and options to impacted students. Employees who are empowered by law to maintain confidentiality within [Student Health Services](#) and [Counseling and Mental Health Services](#) are exempted from reporting. Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

Definitions

Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office at 860-486-5610.

What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the [Office of Institutional Equity \(OIE\)](#). If you are a [Campus Security Authority \(CSA\)](#), you also will be calling [UConn Police](#). The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices – that will be their decision.
- Address any [medical concerns](#). Inform the student of the importance of [preserving evidence](#). A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both [police](#) and [OIE](#) themselves.
- Connect the student to [resources](#) (see reverse), including titleix.uconn.edu. *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- [Report the information to OIE](#). *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

What NOT to do

- Do NOT promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- Do NOT tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- Do NOT offer or attempt to investigate the information shared with you or mediate the situation between the people involved.

UConn

EVERY POINT

OFFICE OF INSTITUTIONAL EQUITY
(Formerly Office of Diversity and Equity)
860-486-2943 equity@uconn.edu

Offices to Contact

Contact [OIE](#) at **860-486-2943** as soon as possible to make a report (within 24 hours of receiving a disclosure).

Call 911 or 7777 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.

In addition, bear in mind that employees who are [Campus Security Authorities \(CSAs\)](#) also have a duty to report crimes to the UConn Police Department in addition to reporting to OIE.

What Happens Next?

[OIE](#), [Community Standards](#) and/or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report.

Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to [OIE](#). Deans, Directors, Department Heads and Supervisors **MUST** report incidents of sexual harassment involving employees to [OIE](#).

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see titleix.uconn.edu or call OIE at 860-486-2943.

Avery Point Campus Confidential Support Resources

Counseling Services

Academic Building Room 114F

(860) 287-0962

(860) 405-9044

Limited walk-in hours, or by appointment

Avery Point Campus Support Resources

Student Services Office

(860) 405-9024

8:30AM – 4:30PM Monday – Friday

Branford House, Room 306

Campus Police

(860) 405-9088

Storrs Campus Support Resources

Dean of Students Office

(860) 486-3426; dos@uconn.edu

8:00AM – 5:00PM Monday – Friday

Wilbur Cross Building, Second Floor

233 Glenbrook Road, Storrs

Women's Center

(860) 486-4738; <http://womenscenter.uconn.edu>

8:00AM – 5:00PM Monday – Friday

2110 Hillside Road, Storrs

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

Statewide Hotline:

1-888-999-5545 (24/7)

Spanish Hotline:

1-888-568-8332 (24/7)

Connecticut Coalition Against Domestic Violence

Statewide Hotline:

1-888-774-2900 (24/7)

Spanish Hotline:

1-844-831-9200 (24/7)

Additional information and resources can be found online at titleix.uconn.edu

What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

The University is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's [Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#), all employees who witness or receive a disclosure of sexual violence, relationship violence or stalking involving students must immediately report to the [Office of Institutional Equity](#) (OIE). This allows the University to offer a range of resources and options to impacted students. Employees who are empowered by law to maintain confidentiality within [Student Health Services](#) and [Counseling and Mental Health Services](#) are exempted from reporting. Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

Definitions

Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involve a UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Student Health Services and Counseling and Mental Health Services fall within that exemption.

Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to the UConn Police Department.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident or to learn more about whether you are a CSA, visit publicsafety.uconn.edu/police or call the Clery Compliance office at 860-486-5610.

What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the [Office of Institutional Equity \(OIE\)](#). If you are a [Campus Security Authority \(CSA\)](#), you also will be calling [UConn Police](#). The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices – that will be their decision.
- Address any [medical concerns](#). Inform the student of the importance of [preserving evidence](#). A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both [police](#) and [OIE](#) themselves.
- Connect the student to [resources](#) (see reverse), including titleix.uconn.edu. *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- [Report the information to OIE](#). *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

What NOT to do

- Do NOT promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- Do NOT tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- Do NOT offer or attempt to investigate the information shared with you or mediate the situation between the people involved.



OFFICE OF INSTITUTIONAL EQUITY
(Formerly Office of Diversity and Equity)
860-486-2943 equity@uconn.edu

Offices to Contact

Contact [OIE](#) at **860-486-2943** as soon as possible to make a report (within 24 hours of receiving a disclosure).

Call 911 or 7777 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.

In addition, bear in mind that employees who are [Campus Security Authorities \(CSAs\)](#) also have a duty to report crimes to the UConn Police Department in addition to reporting to OIE.

What Happens Next?

[OIE](#), [Community Standards](#) and/or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report.

Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to [OIE](#). Deans, Directors, Department Heads and Supervisors **MUST** report incidents of sexual harassment involving employees to [OIE](#).

Sexual harassment is any unwelcome conduct of a sexual nature. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see titleix.uconn.edu or call OIE at 860-486-2943.

Hartford Campus Confidential Support Resources

Counseling and Wellness Center

Undergraduate Building, Room 210

(860) 570-9288

ghccwc@uconn.edu

Counseling by drop-in and appointment with Robin Shefts

Law School Campus Support Resources

Student Services Office

(860) 570-5244; law.studentservices@uconn.edu

9:00AM – 5:00PM Monday – Friday

One Stop – 2nd Floor of Library

Campus Police

(860) 570-5173

Storrs Campus Support Resources

Dean of Students Office

(860) 486-3426; dos@uconn.edu

8:00AM – 5:00PM Monday – Friday

Wilbur Cross Building, Second Floor

233 Glenbrook Road, Storrs

Women's Center

(860) 486-4738; <http://womenscenter.uconn.edu>

8:00AM – 5:00PM Monday – Friday

2110 Hillside Road, Storrs

Confidential Advocacy (Off-Campus)

Connecticut Alliance to End Sexual Violence

Statewide Hotline:

1-888-999-5545 (24/7)

Spanish Hotline:

1-888-568-8332 (24/7)

Connecticut Coalition Against Domestic Violence

Statewide Hotline:

1-888-774-2900 (24/7)

Spanish Hotline:

1-844-831-9200 (24/7)

Additional information and resources can be found online at titleix.uconn.edu

What to Do When a Student Reports Sexual Assault, Intimate Partner Violence, and/or Stalking

UConn Health is committed to protecting community safety and supporting victims and survivors of sexual assault, intimate partner violence and stalking. Under UConn's [Policy Against Discrimination, Harassment, and Related Interpersonal Violence](#), all employees who witness or receive a disclosure of sexual assault, intimate partner violence and/or stalking involving students must immediately report to the [Office of Institutional Equity](#) (OIE). This allows the University to offer a range of resources and options to impacted students. Disclosures made to medical professionals in the course of treatment are confidential and are not required to be reported to OIE (i.e. while treating a student for a medical condition, the student discloses having been sexually assaulted). However, disclosures made to medical professionals outside the course of treatment must be reported to OIE (i.e. student discloses to faculty member following class that another student is stalking him). Exceptions also exist for disclosures made during public speak-out events and in connection with course assignments submitted to instructors.

Definitions

Responsible Employee

Any employee who is not a confidential employee. Responsible Employees are required to immediately report to OIE all relevant details (obtained directly or indirectly) about an incident of sexual assault, intimate partner violence, and/or stalking that involves a UConn Health/UConn student. Reporting is required when the Responsible Employee knows or should have known of such incident.

Confidential Employee

Any employee who is entitled under state law to have privileged communications. Disclosures made to medical professionals in the course of treatment are confidential and are not required to be reported to OIE. Disclosures made to medical professionals outside the course of treatment must be reported to OIE.

Campus Security Authority (CSA)

Faculty and staff members who have the responsibility to report any incident of sexual violence, hate crimes, and Group A Offenses to UConn Health Police.

- CSAs generally include individuals with significant responsibility for campus security or student and campus activities.
- To report an incident or to learn more about whether you are a CSA, call UConn Health Police at 860-679-2121.

What to do

- Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"*
- Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. The University takes these matters very seriously and after your conversation, you will be calling an office that can help, the [Office of Institutional Equity \(OIE\)](#). If you are a [Campus Security Authority \(CSA\)](#), you also will be calling the [UConn Health Police](#). The person disclosing will have choices after that about whether to talk with OIE or Police or engage with any other offices – that will be their decision.
- Address any [medical concerns](#). Inform the student of the importance of [preserving evidence](#). A student does not need to make a report or press charges to receive medical care.
- Strongly encourage the student to report directly to both [police](#) and [OIE](#) themselves.
- Connect the student to [resources](#) (see reverse), including titleix.uconn.edu. *"There are a number of places on and off campus that can provide you with help, information and support. Detailed information is contained online at titleix.uconn.edu. Available resources include counseling, or discussing the need for adjustments to course, work or living situations."*
- [Report the information to OIE](#). *"I know this was hard to share with me. I am now going to make a report to the Office of Institutional Equity, an office that can help. I can make the call or you can, while I sit with you. The University will reach out to you to offer assistance and options."*

What NOT to do

- Do NOT promise confidentiality. You are not able to keep information confidential, and you should never promise confidentiality. You should instead offer privacy and discretion.
- Do NOT tell the student that because they asked you not to tell anyone or report the incident to the institution, you will not. As a Responsible Employee, you are obligated to report the incident to OIE.
- Do NOT offer or attempt to investigate the information shared with you or mediate the situation between the people involved.

**UConn
HEALTH**

OFFICE OF INSTITUTIONAL EQUITY
(Formerly Office of Diversity and Equity)

860-679-3563 equity@uconn.edu

Offices to Contact

Contact [OIE](#) at **860-679-3563** as soon as possible to make a report (within 24 hours of receiving a disclosure).

Call 911 or 7777 immediately if you witness a criminal event or you believe there is an immediate threat to the campus community or the safety of any person.

If you are unsure of your reporting obligations or status as a Responsible Employee or Campus Security Authority (CSA) call OIE at 860-679-3563 for additional information

What Happens Next?

[OIE](#), or other appropriate University offices will assist the student with any immediate concerns, such as safety and housing or classroom arrangements, connect the student to on and off-campus resources, and determine the appropriate investigatory action in response to the report. The student will receive email correspondence from the university with support resources identified.

Reporting Sexual Harassment

All university community members are strongly encouraged to report all incidents of sexual harassment to [OIE](#). Deans, Directors, Department Heads and Supervisors **MUST** report incidents of sexual harassment involving employees to [OIE](#). Sexual harassment is any unwelcome conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise. It can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment also may include inappropriate touching, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. All forms of sexual and sex-based harassment and discrimination are considered serious offenses by the University. For additional information, please see titleix.uconn.edu or call [OIE](#) at 860-679-3563.

Privacy v. Confidentiality

Privacy means that information related to a report of Prohibited Conduct will be shared with a limited circle of University Employees who “need to know” in order to assist in support of the complainant and in the assessment, investigation, and resolution of the report. As a Responsible Employee, you can keep the report private, but it **MUST** be reported to OIE.

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers, mental health providers, counselors and ordained clergy. Disclosures made to medical professionals in the course of treatment are confidential. However, disclosures made to medical professionals outside the course of treatment must be reported to [OIE](#) and are **NOT** confidential.

Confidential Support & Advocacy Resources

Student Mental Health Service

Debra Johnson, A.P.R.N.
195 Farmington Avenue, Suite 2000, Office 2001
Phone: 860-679-5435
Email: djohnson@uchc.edu

Appointment Hours:

Monday/Thursday/Friday – 1:00PM – 5:00PM
Tuesday – 3:00PM – 7:00PM
Wednesday – 3:00PM – 5:00PM

Website: <http://health.uconn.edu/student-affairs/health-and-wellness/student-mental-health-service/>

Connecticut Alliance to End Sexual Violence

Statewide Hotline: 1-888-999-5545 (24/7)
Spanish Hotline: 1-888-568-8332 (24/7)
Website: endsexualviolence.org

Connecticut Coalition Against Domestic Violence

Statewide Hotline: 1-888-774-2900 (24/7)
Spanish Hotline: 1-844-831-9200 (24/7)
Website: ctcadv.org

Non-Confidential Campus Resources

Office of Institutional Equity

860-679-3563; equity@uconn.edu
Monday – Friday, 8:00AM – 5:00PM
16 Munson Road, 4th Floor
Websites: equity.uconn.edu
titleix.uconn.edu

Support for Employees

Employee Assistance Program (EAP)

860-679-2877; toll free 800-852-4392
uchc_eap@uchc.edu
195 Farmington Avenue, Suite 2000
Website: <http://health.uconn.edu/occupational-environmental/employee-assistance-program/>

Additional information and resources can be found online at titleix.uconn.edu

TITLE IX UPDATES

The Office of Diversity and Equity is committed to hearing your thoughts, ideas, and perspectives about creating and maintaining a safe and welcoming campus environment. If you are interested in serving on a Title IX student advisory committee for the 2015-2016 academic year, please email Elizabeth Conklin, UConn's Title IX Coordinator, at elizabeth.conklin@uconn.edu.



Please visit sexualviolence.uconn.edu to learn more

TITLE IX PROJECT UPDATES

New Title IX Website

COMING SUMMER 2015

- Working with independent contractor to enhance and restructure current Sexual Violence website (sexualviolence.uconn.edu)
- ODE hosted student focus groups in February 2015 for feedback on preliminary website page formats
- Focused on a streamlined resource that is accessible & trauma informed

New Sexual Violence Brochure

SUMMER 2015 & ONGOING

- Continued revisions ongoing in response to student feedback from focus groups in Fall 2014
- April 2015 updated version ready for distribution to all incoming students at Orientation
- Aimed at providing concise and accurate information

Case Trending Data

SUMMER 2015

- ODE will be releasing data on cases to communicate trends and enhance transparency of University investigations

Title IX Investigation Process

ONGOING UPDATES

- Since August 1, 2014 ODE investigates all Title IX cases
- Alexis Boyd (Title IX Investigator) and Meredith Smith (Lead Title IX Investigator/Deputy Title IX Coordinator (conduct all sexual misconduct investigations
- Students may decide not to move forward with an investigation or to discontinue their participation in the process at any time but will still receive support & resources from UConn
- ODE in the process of hiring a new Title IX Investigator to join the team

Community Resource Team (CRT)

ONGOING

- Campus and community members come together regularly throughout the year to share updates, engage in trainings, and work on committees to support education initiatives, policy updates, and enhanced communication materials
- Representation from regional campus, off-campus advocacy organizations, law enforcement, and others

Campus Climate Survey

ANTICIPATED FALL 2015

- Assessment process to learn more about campus culture around sexual violence to assist in strengthening prevention and education efforts

Policy Revisions & Enhancements

ANTICIPATED AY 2015-2016

- Updates to Title IX-related policies & procedures in light of revised federal and state guidance & student and employee feedback

Memoranda of Understanding (MOU) w/ ConnSACS & CCADV

SPRING 2015

- Formalized commitment to work with off-campus confidential advocacy organizations to provide trauma-informed services to student and employee victim-services and to ensure that students and employees can access free and confidential counseling and advocacy services

Bystander Training Programs

SPRING/SUMMER 2015

- All UConn athletes participated in the Mentors in Violence Prevention (MVP) bystander intervention program in January 2015
- Campus-wide bystander program "Protect Our Pack" & mandatory online training coming soon

TITLE IX UPDATES

The Office of Diversity and Equity is committed to hearing your thoughts, ideas, and perspectives about creating and maintaining a safe and welcoming campus environment.

Please visit titleix.uconn.edu to learn more



Sexual Assault Forensic Examiners (SAFE) at UConn

August 2015

- After a sexual assault, students on the Storrs campus may now have a forensic exam on campus at Student Health Services

Title IX Student Advisory Committee

Fall 2015

- If you are interested in serving on the Title IX Student Advisory Committee for the 2015- 2016 academic year, please email Elizabeth Conklin, UConn's Title IX Coordinator, at elizabeth.conklin@uconn.edu

New Title IX Website

August 2015

- Enhanced and restructured university-wide sexual violence website (titleix.uconn.edu) that is accessible, clear and trauma-informed

New State Legislative Report

October 2015 and Annually

- Pursuant to Public Act No. 14-11, UConn will annually be submitting to the Connecticut General Assembly, information pertaining to sexual assault, stalking and intimate partner prevention and response

Title IX Investigation Process

Ongoing Updates

- Since August 1, 2014 ODE investigates all Title IX cases
- ODE hired Ashley Cain (Title IX Investigator) and Kim Bentson (Title IX Support Specialist) to join Alexis Boyd (Title IX Investigator) and Meredith Smith (Lead Title IX Investigator/Deputy Title IX Coordinator) to conduct all Title IX investigations

Community Resource Team (CRT)

Ongoing

- Campus and community members come together regularly throughout the year to share updates, engage in trainings, and work on committees to support education initiatives, policy updates, and enhanced communication materials
- Two new student representatives joined CRT in September 2015

Campus Climate Survey

November 2015

- Assessment process to learn more about campus culture around sexual violence and assist in strengthening prevention and education efforts

Policy Revisions & Enhancements

Anticipated AY 2015-2016

- Updates to Title IX-related discrimination and harassment policies & procedures in light of revised federal and state guidance & student and employee feedback

New Sexual Violence Brochure

Summer 2015 & Ongoing

- Continued revisions ongoing in response to student feedback
- August 2015 updated version distributed to all incoming students

Bystander Training Programs

Summer 2015 and Ongoing

- All incoming students received bystander training as part of orientation with new "Protect Our Pack" theme, and enhanced bystander themes during Week of Welcome and FYE classes

Sexual Assault, Intimate Partner Violence, and Stalking

UConn is committed to creating and maintaining a campus environment free from all forms of sexual assault, intimate partner violence, and stalking

Confidential Support Resources

NOT REQUIRED TO REPORT TO OIE

On Campus

Student Health Services

860.486.2719 ⇒ shs.uconn.edu

Advice Nurse On-Call **24/7**: 860.486.4700

243 Glenbrook Road

Counseling and Mental Health Services (CMHS)

860.486.4705 ⇒ counseling.uconn.edu

8:00am-4:30pm M-F

Arjona Building, 337 Mansfield Road

Off Campus

Connecticut Alliance to End Sexual Violence

1.888.999.5545: **24/7** Statewide Hotline

1.888.568.8332: **24/7** Spanish Hotline

Connecticut Coalition Against Domestic Violence

1.888.774.2900 : **24/7** Statewide hotline

1.844.831.9200: **24/7** Spanish Hotline

Semester &
Summer Breaks
available:
8:30am-4:30pm

Non-Confidential Support Resources

REQUIRED TO REPORT TO OIE

On Campus

Dean of Students Office

860.486.3426 ⇒ dos.uconn.edu

8am-4pm M-F, Summer Break: 8am-4pm M-F

233 Glenbrook Road

Wilbur Cross Building, Second Floor

Department of Residential Life

860.486.2926 ⇒ reslife.uconn.edu

RAs and Hall Directors are on call 24/7

Women's Center

860.486.4738 ⇒ womenscenter.uconn.edu

8am-5pm M-F ⇒ Student Union, 2110 Hillside Road

titleix.uconn.edu

REPORT TO UCONN

Office of Institutional Equity

& Title IX Coordinator

(formerly Office of Diversity & Equity)

860.486.2943 | titleix.uconn.edu

8am-5pm M-F | Wood Hall

241 Glenbrook Road, First Floor

REPORT TO THE POLICE - **24/7**

860.486.4800

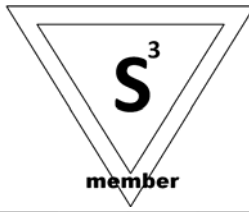
police.uconn.edu

126 North Eagleville Road

Call 9-1-1 for emergencies

CONSENT: an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

Editor: Tara Lutz
Health Education Graduate Assistant
Staff Editor: Joleen M. Nevers



Dept. of Wellness and Prevention Services
Provided by The Health Education Office
Located in South Wilson Hall
486-0772 or www.healthed.uconn.edu

STALL STREET NEWS

SEXUAL ASSAULT, INTIMATE PARTNER VIOLENCE AND STALKING

What is Sexual Assault?

Sexual assault consists of sexual contact and/or sexual intercourse that occurs without consent. Sexual assault can happen to anyone, regardless of gender.

What is Consent?

Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of activity [like kissing] does not imply consent to other forms of sexual activity [like sex]. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent of sexual activity does not imply ongoing future consent.

What is Intimate Partner Violence (IPV)?

IPV includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. IPV may include sexual assault, stalking, and physical assault. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional, and/or physical.

What is Stalking?

Stalking occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress. Stalking includes “cyber stalking”, a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

Reporting and Investigations

Victim-survivors are strongly encouraged to make a report to both the police and to the University for assistance and investigation. Students and employees who violate University policies and conduct codes may be subject to discipline up to and including expulsion and/or termination. **Victim-survivors have the right to report assaults without further participation in any investigation.**

Confidential Support Resources

On-Campus

- **Student Health Services**
Advice Nurse on call 860-486-4700 (24/7)*
860-486-2719 (appointment desk)
shs.uconn.edu
- **Counseling & Mental Health Services**
Therapist on Call: 860-486-4705 (24/7)*
counseling.uconn.edu
*Summer and semester breaks 8:30am—4:30pm daily

Off-Campus

- **CT Alliance to End Sexual Violence**
Statewide hotline: 1-888-999-5545 (24/7)
Spanish hotline: 1-888-568-8332 (24/7)
- **CT Coalition Against Domestic Violence**
Statewide hotline: 1-888-774-2900 (24/7)
Spanish hotline: 1-844-831-9200 (24/7)

Non-Confidential Support Resources

On-Campus

- **Dean of Students Office**
860-486-3426
dos.uconn.edu
- **Department of Residential Life**
860-933-2220
reslife.uconn.edu
- **UConn Women's Center**
860-486-4738
womenscenter.uconn.edu

Reporting and Investigations

- **UConn Police Department**
860-486-4800 or **911** (24/7)
police.uconn.edu
- **Office of Community Standards**
860-486-8402
community.uconn.edu
- **Title IX Coordinator/Office of Institutional Equity (formerly Office of Diversity and Equity)**
860-486-2943
titleix.uconn.edu

titleix.uconn.edu

Condoms, dental dams, lube & abstinence kits are available for free at Health Education. We are located in South Campus, Wilson Hall Room 125A. Got questions? Contact Health Education at 486-0772 or visit our website: www.healthed.uconn.edu

UConn Health Education Office @capt_condom Fall 2015



UConn
AUTHORIZED FOR
POSTING
RESIDENTIAL LIFE

1 in 4 U.S. women has experienced sexual harassment in the workplace

ABC News / Washington Post Poll



We can't let it happen here!
UConn Health is **OUR workplace**

TAKE A STAND

OFFICE OF DIVERSITY & EQUITY

860-679-3563

Campus Resource Team Sexual Harassment Awareness Campaign 2015 – 2016

**1 in 5 female college students
has been sexually assaulted**

National Institute of Justice Study



We can't let it happen here!
UConn Health is **OUR community**

TAKE A STAND

OFFICE OF DIVERSITY & EQUITY

860-679-3563

Campus Resource Team Sexual Harassment Awareness Campaign 2015 - 2016

UNIVERSITY OF CONNECTICUT

Prevention, Awareness and Risk Reduction Programs

*Regarding Sexual Assault, Stalking and Intimate
Partner Violence*



UConn

UNIVERSITY OF CONNECTICUT

OFFICE OF INSTITUTIONAL EQUITY



2015 Risk Reduction, Prevention and Awareness and Bystander Programming

The following sexual assault, stalking, intimate partner violence prevention, awareness and risk reduction programs were implemented at UConn in 2014:

*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S)

**Primary: new employees/student Ongoing: throughout the year

***Please note: all permanent employees, including those at the regional campuses, are required to attend Sexual Harassment Prevention Training

Police Programs

2015 Risk Reduction Programs				*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S),		
				** primary=new employees/students		
				***ongoing=throughout the year		
Department	Name of Program	Date Held	Location Held	Which prohibited behavior was covered?*	Primary** or Ongoing***	Students or Employees
UConn Police	Start a Conversation	11/2/2015	Gentry, Storrs	SA, DaV, DoV	Primary	Students
	Start a Conversation	11/5/2015	Batterson, Storrs	SA, DaV, DoV	Primary	Students
	Reporting Incidents of SA to UCPD	5/15/2015	Wilson Hall, Storrs	SA	Ongoing	Students and Employees
	Reporting Incidents of SA to UCPD	8/20/2015	Oak Hall, Storrs	SA	Primary	Students and Employees
	Reporting Incidents of SA to UCPD	8/20/2015	Oak Hall, Storrs	SA	Primary	Students and Employees
	RAD Basic Women's Self-Defense	9/28/2015	Shippee Hall, Storrs	SA, DV, DoV, S	Primary	Students
	RAD Basic Women's Self-Defense	10/5/2015	Shippee Hall, Storrs	SA, DV, DoV, S	Ongoing	Students
	RAD Basic Women's Self-Defense	10/12/2015	Shippee Hall, Storrs	SA, DV, DoV, S	Ongoing	Students
	RAD Basic Women's Self-Defense	10/19/2015	Shippee Hall, Storrs	SA, DV, DoV, S	Ongoing	students
	RAD Basic Women's Self-Defense	10/27.2015	Shippee Hall, Storrs	SA, DV, DoV, S	Primary	students

	RAD Basic Women's Self-Defense	11/3/2015	Shippee Hall, Storrs	SA, DV, DoV, S	Ongoing	students
	RAD Basic Women's Self-Defense	11/10/2015	Shippee Hall, Storrs	SA, DV, DoV, S	Ongoing	students
	RAD Basic Women's Self-Defense	11/17.2015	Shippee Hall, Storrs	SA, DV, DoV, S	Ongoing	students
	RAD Basic Women's Self-Defense	12/28/2015	Hawley Armory, Storrs	SA, DV, DoV, S	Primary	staff/faculty

Women's Center Programs

Date	Title and Type of Program	Individual Who Provided Training	Dept/Org	Audience	* Prohibited Behavior Covered	**Primary or Ongoing
1/7/2015	Sexual Violence Prevention Winter Orientation	Lauren Donais	Women's Center - VAWPP	First-Year and Transfer Students	SA, DaV, S	Primary
1/13/2015	Sexual Violence Prevention Winter Orientation	Kathy Fischer	Women's Center - VAWPP	Transfer Students	SA, DaV, S	Primary
1/13/2015	Sexual Harassment Education and Prevention Workshop	Kathleen Holgerson	Women's Center	New Resident Assistants	SH, SA	Primary
1/14/2015	Sexual Violence Prevention Winter Orientation	Lauren Donais	Women's Center - VAWPP	Transfer Students	SA, DaV, S	Primary
1/15/2015	Sexual Harassment Education and Prevention Workshop	Kathleen Holgerson	Women's Center	UConn Recreation Student Staff	SH, SA	Primary
1/16/2015	Sexual Violence Prevention Winter Orientation	Lauren Donais	Women's Center - VAWPP	International First-Year and Transfer Students	SA, DaV, S	Primary
1/19/2015	Sexual Violence Prevention Winter Orientation	Lauren Donais	Women's Center - VAWPP	First-Year and Transfer Students	SA, DaV, S	Primary
1/19/2015	Sexual Harassment Education and Prevention Workshop	Kathleen Holgerson	Women's Center	New Student Health Services Student Staff Employees	SH, SA	Primary
1/20/2015	Sexual Violence Prevention Winter Orientation	Lauren Donais	Women's Center - VAWPP	Incoming Exchange Students	SA, DaV, S	Primary
1/28/2015	Sexual Harassment Education and Prevention Workshop	Kathleen Holgerson	Women's Center	CT Legislative Internship Program Orientation	SH, SA	Primary
1/29/2015	Sexual Harassment Education and Prevention Workshop	Kathleen Holgerson	Women's Center	CT Legislative Internship Program Orientation	SH, SA	Primary
2/7/2015	Sexual Harassment Education and Prevention Workshop	Kathleen Holgerson	Women's Center	New Women's Center Student Staff	SH, SA	Primary
2/10/2015	Sexual Harassment Education and Prevention Workshop	Kathleen Holgerson	Women's Center	New UConn Recreation Student Staff	SH, SA	Primary

2/23/2015	Power & Control Workshop	VAWPP Peer Educators	Women's Center- VAWPP	Alpha Chi Omega Sorority	DaV	On-going
3/6/2015	Gender & Violence in the Media Workshop	Lauren Donais	Women's Center- VAWPP	HDFS Diversity course	SA, DaV, S	On-going
3/9/2015	Power & Control Workshop	VAWPP Peer Educators	Women's Center- VAWPP	Mu Sigma Upsilon Sorority	DaV	On-going
3/20/2015	Queer Visions of Healthy Relationships	VAWPP Peer Educators	Women's Center- VAWPP	True Colors Conference Attendees	DaV	On-going
3/21/2015	Queering Consent	VAWPP Peer Educators	Women's Center - VAWPP	True Colors Conference Attendees	SA	On-going
3/25/2015	Overview, Title IX, Policies & Resources	Lauren Donais	Women's Center- VAWPP	Gender in Everyday Life Class	SA, DaV, S	On-going
3/27/2015	Overview, Title IX, Policies & Resources	Lauren Donais	Women's Center- VAWPP	Gender in Everyday Life Class	SA, DaV, S	On-going
3/30/2015	Consent 201 Workshop	VAWPP Peer Educations	Women's Center- VAWPP	Phi Beta Sigma & Brothers Reaching Out to Society (BROS)	SA	On-going
4/6/2015	Overview of Intimate Partner Violence	Kathleen Holgerson	Women's Center	HDFS 2001	DaV, DoV	On-going
4/9/2015	Overview, Title IX, Policies & Resources	Lauren Donais	Women's Center- VAWPP	Nikki McGary's Women & Violence Class	SA, DaV, S	On-going
4/10/2015	Overview, Title IX, Policies & Resources	Lauren Donais	Women's Center- VAWPP	Jerry Hikel's Criminolgy Class	SA, DaV, S	On-going
4/10/2015	Sexual Harassment Education & Prevention Workshop	Kathleen Holgerson	Women's Center	New Women's Center Student Staff	SH, SA	Primary
4/15/2015	UConnent Day	N/A	Women's Center*	Campus Community	SA	On-going
4/15/2015	Take Back the Night	N/A	Women's Center- VAWPP	Campus Community		On-going
4/16/2015	Consent 201 Workshop	VAWPP Peer Educators	Women's Center- VAWPP	Dave Ouimette's FYE class	SA	On-going
4/20/2015	Power & Control Workshop	Lauren Donais	Women's Center- VAWPP	Mamta Sexena's HDFS 1060 class	DaV	On-going
4/20 - 4/25/15	Project Unbreakable	N/A	Women's Center - VAWPP	Campus Community	SA	On-going
4/24/2015	Sexual Violence Response Training	Lauren Donais	Women's Center - VAWPP	Education Abroad Summer Resident Directors	SA, DaV, S	On-going
4/28/2015	More Than a Few Good Men	Jackson Katz	Women's Center - VAWPP	Campus Community	SA, DaV	On-going
5/13/2015	VAWPP Overview/What to Expect from VAWPP in FYE	Lauren Donais	Women's Center - VAWPP	FYE Instructors	SA, DaV	On-going
5/15/2015	Sexual Harassment Education & Prevention Workshop	Lauren Donais	Women's Center	Summer Housing Staff	SH, SA	Primary
6/18/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	Conn CAP Program	SA, SH	Primary

6/29/2015	Women's Center Overview/Consent 201	Lauren Donais, Nicole Simonsen	Women's Center: VAWPP	Crossroads High School Students	SA, DaV	Primary
6/30/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	First Star Academy Residential Staff	SA, SH	Primary
7/15/2015	Overview of UConn Sexual Violence Prevention and Treatment Services/Resources	Kathleen Holgerson, Lauren Donais	Women's Center	CHIP Sexual Violence Prevention Team	SA, DaV, S	Primary
7/31/2015	Sexual Harassment Education & Prevention	Kathleen Holgerson	Women's Center	2015 Pre-College Summer @ UConn Program Staff	SH	Primary
8/18/2015	Sexual Harassment Prevent	Lauren Donais	Women's Center	New RAs	SH	Primary
8/18/2015	Sexual Harassment Prevention	Kathy Fischer	Women's Center	New RAs	SA, DaV, DoV, SH, S	Primary
8/20/2015	Sexual Harassment Prevention	Kathy Fischer	Women's Center	Chemistry TAs	SA, DaV, DoV, SH, S	Primary
8/21/2015	VAWPP in FYE: What to Expect	Lauren Donais	Women's Center: VAWPP	Learning Community Hall Directors, Faculty Directors and LC staff	SA	Primary
8/25/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	SAIT Student Employees	SH, SA	Primary
8/26/2015	Women's Center Overview	Kathy Fischer	Women's Center	Admissions Staff	N/A	Primary
8/26/2015	Sexual Harassment Education & Prevention	Kathleen Holgerson	Women's Center	Off-Campus Student Services Student Employees	SA, SHP	Primary
8/26/2015	Sexual Harassment Education & Prevention	Kathleen Holgerson	Women's Center	Student Union-New Staff Employees	SA, SH	Primary
8/26/2015	Sexual Harassment Education & Prevention	Kathleen Holgerson	Women's Center	HuskyTech Student Employees	SA, SH	Primary & Ongoing
8/27/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	UConn Recreation - New Student Employees	SA, SH	Primary
8/27/2015	VAWPP in FYE: What to Expect	Lauren Donais	Women's Center: VAWPP	FYE Mentors & UConn CONNECTS Facilitators	SA	Primary
8/27/2015	VAWPP in FYE: What to Expect	Lauren Donais	Women's Center: VAWPP	Honors Facilitators	SA	Primary
8/27/2015	Consent 201	Lauren Donais	Women's Center: VAWPP	Exchange students	SA	Primary
8/27/2015	Consent 201	Lauren Donais	Women's Center: VAWPP	Exchange Students	SA	Primary
8/28/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	Center for Students w/Disabilities Student Staff and	SA, SH	Primary

				Graduate Assistants		
8/30/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	Student Health Services- New Student Staff	SA, SH	Primary
9/10/2015	Discussion on CMHS staff role in SAFE	Kathleen Holgerson	Women's Center Co-sponsored with Poetic Release	CMHS On-call Staff	SA	Primary
9/11/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	Rainbow Center Student Staff	SA, SH	Primary
9/12/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	Women's Center New Student Staff	SH, SA	Primary
9/18/2015	When Considering Consent	Kathleen Holgerson	Women's Center	Community Standards Sexual Misconduct Hiring Officers	SA, DaV	Primary/Ongoing
9/21/2015 - 12/3/2015	Consent 201	VAWPP Peer Educators	Women's Center	First-year students enrolled in UNIV 1800, 1810 and 1784	SA	Primary
9/26/2015	The Mask You Live In Documentary Screening & Post-Film Discussion	Lauren Donais	Women's Center, Student Activities, OFSL & Athletics	Greek Men & Men's Athletics	SA, DaV, DoV, SH	Primary
9/29/2015	Consent 201	Lauren Donais	Women's Center: VAWPP	Steve Zinn's FYE (Section I)	SA	Primary
9/30/2015	Consent 201	Lauren Donais	Women's Center: VAWPP	Steve Zinn's FYE (Section II)	SA	Primary
10/1/2015	Consent 201	Lauren Donais	Women's Center: VAWPP	Steve Zinn's FYE (Section III)	SA	Primary
10/2/2015	Sexual Harassment Education & Prevention	Kathleen Holgerson	Women's Center	CMHS Practicum Student Staff	SA, SH	Primary
10/2/2015	Consent 201	VAWPP Peer Educators	Women's Center: VAWPP	Kristine Olsen's Women & Violence Class	SA	Primary
10/2/2015	Consent 201	VAWPP Peer Educators	Women's Center: VAWPP	Kristine Olsen's Women's Movements Class	SA	Primary
10/8/2015	Title IX, Reporting & Resources Overview	Lauren Donais	Women's Center: VAWPP	Kimberly Bergendahl's Women & Law Class	SA, DaV, DoV, SH, S	Primary
10/12/2015	VAWPP Overview	Lauren Donais	Women's Center: VAWPP	RAD Participants	SA, DaV, DoV, SH, S	Primary
10/16/2015	Preparing to Discuss Sexual Harassment Prevention w/ FYE Mentors	Kathleen Holgerson	Women's Center	EPSY 3020 TA's	SH, SA	Primary
10/16/2015	Gender & Violence in the Media	Lauren Donais	Women's Center: VAWPP	Mamta Saxena's Diversity Class	SA, DaV, DoV, SH, S	Primary
10/16/2015	VAWPP in FYE: What to Expect	Lauren Donais	Women's Center: VAWPP	CRT Members	SA	Primary
10/19/2015	Sexual Harassment Prevention & Education	Kathleen Holgerson	Women's Center	FYE mentors/ EPSY 3020	SA/SHP	Primary

10/26/2015	Sexual Assault & Stalking on Campus	Kathleen Holgerson	Women's Center	WGSS 3317	SH, S	Primary
11/3/2015	Women's Center Overview	Kathleen Holgerson	Women's Center	Hillel Staff	S, DaV	Primary
11/10/2015	Power & Control	Lauren Donais	Women's Center: VAWPP	Tom Deans' ESPY 3098	SA, DaV, DoV	Primary
11/12/2015	Facilitating Difficult Discussions	Lauren Donais	Women's Center: VAWPP	Revolution Against Rape (RAR) Members	SA	Primary
11/16/2015	Intimate Partner Violence Overview	Kathleen Holgerson	Women's Center	HDFS 2001	DaV, DoV	Primary
11/17/2015	Sexual Harassment Prevention	Kathleen Holgerson	Women's Center	Open Session for Student Employees in Student Affairs	SA, SH	Primary
11/17/2015	VAWPP Overview	Lauren Donais	Women's Center: VAWPP	RAD Participants	SA, DaV, DoV, SH, S	Primary
11/18/2015	Sexual Harassment Prevention	Kathy Fischer	Women's Center	DSA Students - Open Session	SA, SH	Primary
11/19/2015	Consent 201	VAWPP Peer Educators	Women's Center: VAWPP	Jerry Hikel's Race, Class & Gender, Section I	SA	Primary
11/19/2015	Consent 201	VAWPP Peer Educators	Women's Center: VAWPP	Jerry Hikel's Race, Class & Gender, Section II	SA	Primary
11/19/2015	Consent 201	VAWPP Peer Educators	Women's Center: VAWPP	Jerry Hikel's Race, Class & Gender, Section III	SA	Primary
12/2/2015	UConn Goes Gulabi	Lauren Donais	Women's Center: VAWPP, UConn Indian Student Association, Pan-Asian Council and Japanese Students Association	Campus community	SA, DoV	Primary
12/10/2015	Consent 201	VAWPP Peer Educators	Women's Center: VAWPP	Hall High School Students	SA	Primary

OIE Programs

2015 PREVENTION AND AWARENESS PROGRAMS				*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) ** Primary= new employees/students ***Ongoing= throughout the year		
DEPARTMENT	NAME OF PROGRAM	DATE HELD	LOCATION HELD	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	PRIMARY** OR ONGOING?***	STUDENTS OR EMPLOYEES
Office of Institutional Equity	Sexual Harassment Prevention Training	December 17, 2015	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees

Office of Institutional Equity	Title IX & ODE: Reporting and Resources	November 30, 2015	ITE- C80	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	November 30, 2015	Storrs Hall- Widmer Wing 16	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	November 17, 2015	Student Union Theatre	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & Sexual Assault	November 11, 2015	Laurel Hall- 306	DoV; DaV; SA; S	Primary	Students
Office of Institutional Equity	RAD Class: Title IX Reporting and Resources	November 10, 2015	Shippee Hall- Pequot Room	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	November 9, 2015	Laurel Hall- 301	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	RAD Class: Title IX Reporting and Resources	October 19, 2015	Shippee Hall- Pequot Room	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	VAWPP & FYE Education: Title IX Reporting and Resources	October 16, 2015	School of Business, Room 321	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Title IX & Support Resources	October 13, 2015	Buckley Hall, Honors Conference Room	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	October 2, 2015	Office for Fraternity and Sorority Life	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	October 1, 2015	CHEM T309	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	October 1, 2015	Castleman Building, Room 204	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	October 1, 2015	Oak 441	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Sexual Harassment Prevention Training	September 15, 2015	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	September 13, 2015	CHEM A203	DoV; DaV; SA; S	Primary	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	August 28, 2015	Bousfield, A106	DoV; DaV; SA; S	Primary	Students
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	August 27, 2015	Music Department	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	August 27, 2015	Lodewick Visitors Center	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	New Department Heads Workshop: Title IX Reporting and Resources	August 27, 2015	Neag, Room 140	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Graduate Student Orientation Event	August 26, 2015	Oak 101	DoV; DaV; SA; S	Primary	Students
Office of Institutional Equity	New Faculty Orientation: Title IX Reporting and Resources	August 26, 2015	Alumni Center	DoV; DaV; SA; S	Primary	Employees

Office of Institutional Equity	Residential Life Hall Staff: Title IX Reporting and Resources	August 21, 2015	Laurel, 102	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Sexual Harassment Prevention	August 11, 2015	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Wellness and Prevention Staff Training: Title IX Reporting and Resources	August 21, 2015	South Wilson Hall, 112	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	August 21, 2015	Laurel Hall, Room 102	DoV; DaV; SA; S	Ongoing	Both
Office of Institutional Equity	Residential Life Hall Staff: Title IX Reporting and Resources	August 10, 2015	Laurel Hall, Room 201	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Pre-College Summer Residential Staff Training	July 30, 2015	Rowe, 321	DoV; DaV; SA; S	Primary	Students
Office of Institutional Equity	Sexual Harassment Prevention & Professionalism	July 29, 2015	Central Warehouse	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Pre-College Summer Residential Staff Training	July 14, 2015	ODE Conference Room	DoV; DaV; SA; S	Primary	Students
Office of Institutional Equity	Summer RA Program - Sexual Harassment Prevention Training	June 25, 2015	Buckley Hall, Honors Conference Room	DoV; DaV; SA; S	Primary	Students
Office of Institutional Equity	Sexual Harassment Prevention & Professionalism	June 24, 2015	Central Warehouse	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	June 9, 2015	Engineering II 321	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX Committee Meeting	June 8, 2015	School of Business, 321	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Sexual Harassment Prevention	June 5, 2015	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Management Support and Development program	June 3, 2015	Konover Auditorium	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Title IX, SARP and Reporting Obligations	May 26, 2015	Gulley Hall	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Protocols and Resources for Responding to Concerns of Title IX-Related Matters	May 20, 2015	School of Business, Room 321	DoV; DaV; SA; S	Ongoing	Employees and Students
Office of Institutional Equity	MVP Training	May 18, 2015	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	May 12, 2015	Laurel Hall, 106	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Mandated Reporting	April 30, 2015	Wood Hall	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX, SARP and Reporting Obligations	April 24, 2015	Student Union	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX Coffee Hour	April 23, 2015	Student Union	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX for Orientation Leaders	April 20, 2015	Wood Hall	DoV; DaV; SA; S	Ongoing	Students

Office of Institutional Equity	Title IX for Summer Programs	April 20, 2015	Wood Hall	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	April 17, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Structure, Protocol & Support: CONNSACS & SACCEC	April 16, 2015	Student Union Ballroom, Room 330	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Title IX & ODE: Reporting and Resources	April 16, 2015	Student Union	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	UConn Consent Day	April 15, 2015	Fairfield Way	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX and Study Abroad	April 14, 2015	Laurel Hall	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX/Clery	April 9, 2015	Wood Hall	DoV; DaV; SA; S	Ongoing	Employee
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	April 3, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Sexual Harassment Prevention	April 2, 2015	Konover Auditorium	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Policy Against Discrimination, Harassment & Inappropriate Romantic Relationships; Retaliation	April 1, 2015	Electrical Shop	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Counseling Program for Intercollegiate Athletes Staff	March 24, 2015	Burton Football Center	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	March 20, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Structure, Protocol & Support: CT Coalition Against Domestic Violence & United Services	March 18, 2015	School of Business, Room 321	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	March 6, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Revolution Against Rape Forum	March 2, 2015	Women's Center	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	RAD Class: Title IX Reporting and Resources	February 26, 2015	UConn PD	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	February 20, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Sexual Assault Response Policy	February 20, 2015	Student Union	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Student Health Services, Counseling & Mental Health Services, the Humphrey Clinic and Psychological	February 19, 2015	Student Union Ballroom, Room 330	DoV; DaV; SA; S	Ongoing	Employees

	Services: Processes, Resources, Confidentiality & Observations					
Office of Institutional Equity	Title IX, SARP and Reporting Obligations	February 11, 2015	ODE Conference Room	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	February 6, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Title IX; SARP; Policy Against Discrimination, Harassment & Inappropriate Romantic Relationships; Resources	February 4, 2015	Gulley Hall	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	25 sessions: Title IX Introduction, Resources and Reporting	January 26, 2015 - January 29, 2015	Burton, Room 101	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	January 23, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Sexual Harassment Prevention	January 23, 2015	Storrs with Simulcast to Greater Hartford and Stamford	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	Title IX Introduction, Resources and Reporting	January 16, 2015	Rowe Center, room 122	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	Title IX Retreat: Incident Response and Community Engagement	January 14, 2015	Student Union, Findell 324	DoV; DaV; SA; S	Ongoing	Employees
Office of Institutional Equity	Title IX and Sexual Assault	January 13, 2015	Rome Hall	DoV; DaV; SA; S	Ongoing	Students
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	January 9, 2015	HR, Brown Bldg, Depot Campus, Storrs	DoV; DaV; SA; S	Primary	Employees
Office of Institutional Equity	New Employee Orientation: Title IX Reporting and Resources	January 7, 2015	Rudd Ctr, Constitution Square, Hartford	DoV; DaV; SA; S	Primary	Employees

Student Affairs Programs

				* Prohibited Behavior Covered * Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S)
Date	Title and Type of Program	Dept/Org	Audience	
1/1/15 - 5/15/15	SOLID: Creating Healthy Organization Culture (includes component on sexual harassment)	Student Activities Involvement Office	student org leaders	SA

January 1-May 8	Safer sex supply goodie bags given out with consent card (SA)	Wellness and Prevention Services	Any student asking for specific supplies	Sexual Violence
January 1-May 8	Sexual Jeopardy (SA) First Year Experience Classes	Wellness and Prevention Services	Incoming Freshman and Transfer students	Consent/Sexual Violence
January 1-May 8	Rubberwear peer education program (SA) evening program	Wellness and Prevention Services	Students in residence halls, Greek orgs or student orgs	Consent/sexual violence
January 1-May 8	Domestic Violence Bulletin Board	Wellness and Prevention/Women's Center	students living on-campus	dating violence
January 1-May 8	Healthy Relationships	Wellness and Prevention/Women's Center	students living on-campus	dating violence on-going
January 1-May 8	Safer sex supply goodie bags given out with consent card (SA)	Wellness and Prevention Services	Any student asking for specific supplies	Sexual Violence
January 1-May 8	Sexual Jeopardy (SA) First Year Experience Classes	Wellness and Prevention Services	Incoming Freshman and Transfer students	Consent/Sexual Violence
January 1-May 8	Rubberwear peer education program (SA) evening program	Wellness and Prevention Services	Students in residence halls, Greek orgs or student orgs	Consent/sexual violence
January 1-May 8	Domestic Violence Bulletin Board	Wellness and Prevention/Women's Center	students living on-campus	dating violence
January 1-May 8	Healthy Relationships	Wellness and Prevention/Women's Center	students living on-campus	dating violence on-going
1/7/2015	Sexual Violence Prevention Winter Orientation	Women's Center - VAWPP	First-Year and Transfer Students	SA, DaV, S
1/8/2015	Navigating Workplace Relationships	Dining Services	UNITE/HERE non-state Dining employees	retaliation
1/12/2015	Clery Training	UCPD	New RAs	DOV
1/13/2015	Title IX: Sexual Assault - Power Point	Title IX	New RAs	DOV, DaV, SA, S
1/13/2015	Sexual Harassment Prevention Training	Women's Center	New RAs	DOV, DaV, SA, S
1/13/2015	Sexual Violence Prevention Winter Orientation	Women's Center - VAWPP	Transfer Students	SA, DaV, S
1/13/2015	Sexual Harassment Education and Prevention Workshop	Women's Center	New Resident Assistants	SH, SA
1/14/2015	Sexual Violence Prevention Winter Orientation	Women's Center - VAWPP	Transfer Students	SA, DaV, S
1/14/2015	Title IX Retreat	Community Standards	Various staff	SA, S
1/15/2015	Sexual Harassment Education and Prevention Workshop	Women's Center	UConn Recreation Student Staff	SH, SA
1/16/2015	Sexual Violence Prevention Winter Orientation	Women's Center - VAWPP	International First-Year and Transfer Students	SA, DaV, S
1/18/2015	Floor Meeting	ResEd	3rd Keller/Fenwick/Hamilton/Wade	Unsure
1/19/2015	Sexual Violence Prevention Winter Orientation	Women's Center - VAWPP	First-Year and Transfer Students	SA, DaV, S
1/19/2015	Sexual Harassment Education and Prevention Workshop	Women's Center	New Student Health Services Student Staff Employees	SH, SA

1/20/2015	Sexual Violence Prevention Winter Orientation	Women's Center - VAWPP	Incoming Exchange Students	SA, DaV, S
1/28/2015	Sexual Harassment Education and Prevention Workshop	Women's Center	CT Legislative Internship Program Orientation	SH, SA
1/29/2015	Sexual Harassment Education and Prevention Workshop	Women's Center	CT Legislative Internship Program Orientation	SH, SA
1/29/2015	Leelah Alcorn Trans Vigil & Memorial	Rainbow Center	Campus	SA; S
2/3/2015	UConn and Sexual Assault Forum Series - Counseling and Mental Health Services	Revolution Against Rape		
2/6/2015	Sexual Harassment Prevention training	Student Activities	Student workers and student leaders	SA
2/6/2015	Risk Management Roundtable	OFSL	Students	SA
2/7/2015	Sexual Harassment Education and Prevention Workshop	Women's Center	New Women's Center Student Staff	SH, SA
2/10/2015	Sexual Harassment Education and Prevention Workshop	Women's Center	New UConn Recreation Student Staff	SH, SA
2/12/2015	Love Should Not Hurt	ResEd	Towers	Unsure
2/12/2015	No Shame! - LDO	Residential Life	Students - Shippee/Buckley	Yes
2/12/2015	Irwin Krieger, Clinical Implications of Treating Trans Students	CMHS	CMHS ALL STAFF	NA
2/13/2015	Sexual Harassment Prevention training	Student Activities	Student workers and student leaders	SA
2/23/2015	Power & Control Workshop	Women's Center-VAWPP	Alpha Chi Omega Sorority	DaV
2/25/2015	LGBTQ-Sexual & Relationship Violence	Women's Center	VAWPP Class	DoV, DaV, SA & S
2/25/2015	Identity Matters: Political Campaign Organizing & Roles of Gender & Sexuality	Rainbow Center	Campus; UNIV2500 students	DaV; S
2/27/2015	Sexual Harassment Prevention training	Student Activities	Student workers and student leaders	SA
3/2/2015	UConn and Sexual Assault Forum Series - Know Your Title IX Office	Revolution Against Rape		
March 3 - April 28, 2015	Greeks Against Sexual Assault	Women's Center & OFSL	Students	SA
3/6/2015	Gender & Violence in the Media Workshop	Women's Center-VAWPP	HDFS Diversity course	SA, DaV, S
3/9/2015	We Will Not Forget, Have You? - LDO	Residential Life	Students - Shippee/Buckley	Yes
3/9/2015	Power & Control Workshop	Women's Center-VAWPP	Mu Sigma Upsilon Sorority	DaV
3/9/2015	Trauma Focused Therapy	CMHS	CMHS Trainees	NA
3/10/2015	Movie Night	ResEd	Jefferson/Colt	Unsure
3/11/2015	Sexual Harassment Prevention training	Student Activities	Student workers and staff	SA
3/12/2015	START Training	UConn Police	UConn Students	DV, DoV, S
3/14/2015	HeForShe - Bulletin Board	Residential Life	Students - Shippee/Buckley	Yes

3/20/2015	Queer Visions of Healthy Relationships	Women's Center-VAWPP	True Colors Conference Attendees	DaV
3/21/2015	Queering Consent	Women's Center - VAWPP	True Colors Conference Attendees	SA
3/24/2015	Sexperts Rubberware	Wellness and Prevention	Towers	Unsure
3/25/2015	Sexual Assault Awareness Month - Bulletin Board	Residential Life	Students - Shippee/Buckley	Yes
3/25/2015	It Happened Here Film Screening	Honor's	Students and Staff	DoV, SA, S, DaV
3/25/2015	Overview, Title IX, Policies & Resources	Women's Center-VAWPP	Gender in Everyday Life Class	SA, DaV, S
3/25/2015	It Happened Here Film Screening	Revolution Against Rape		
3/26/2015	Bystanders Ending LGBT* Campus Violence	Rainbow Center	Campus; UNIV2500 students	DoV, DaV, SA & S
3/27/2015	GAP Orientation	Wellness and Prevention	Incoming transfer students	Consent/Sexual Violence/incapcitated
3/27/2015	Overview, Title IX, Policies & Resources	Women's Center-VAWPP	Gender in Everyday Life Class	SA, DaV, S
3/29/2015	Shocking Facts Bulletin Board	ResEd	4th Allen	Unsure
3/30/2015	Consent 201 Workshop	Women's Center-VAWPP	Phi Beta Sigma & Brothers Reaching Out to Society (BROS)	SA
3/30/2015	UConn and Sexual Assault Forum Series - Administrators	Revolution Against Rape		
4/3/2015	Mask You Live In Discussion - LDO	Residential Life	Students - Shippee/Buckley	Yes
4/6/2015	Overview of Intimate Partner Violence	Women's Center	HDFS 2001	DaV, DoV
4/8/15-29/15	Trans*form Your Words -Passive program (bulletin board)	Residence Education	Alsop 4th floor residents	DaV
4/9/2015	Overview, Title IX, Policies & Resources	Women's Center-VAWPP	Nikki McGary's Women & Violence Class	SA, DaV, S
4/9/2015	Hunting Ground Film Screening	Title IX Coalition/The Graduate Employee Union/United Auto Workers Union		
4/9/2015	Sexual Harassment and Sexual Assault	Student Activities	Sigma Phi Epsilon Fraternity members	SA
4/10/2015	Overview, Title IX, Policies & Resources	Women's Center-VAWPP	Jerry Hikel's Criminology Class	SA, DaV, S
4/10/2015	Sexual Harassment Education & Prevention Workshop	Women's Center	New Women's Center Student Staff	SH, SA
4/15/2015	UConnent Day 2015; educational info fair	Residential Life	Students	DaV, SA
4/15/2015	Take Back the Night	SA	Students and Staff	DoV, SA, S, DaV
4/15/2015	UConnent Day	SA	Students and Staff	SA
4/15/2015	UConnent Day	Women's Center*	Campus Community	SA
4/15/2015	Take Back the Night	Women's Center-VAWPP	Campus Community	
4/16/2015	Consent 201 Workshop	Women's Center-VAWPP	Dave Ouimette's FYE class	SA
4/18/2015	India's Daughter Documentary - LDO	Residential Life	Students - Shippee/Buckley	Yes
4/20/2015	Power & Control Workshop	Women's Center-VAWPP	Mamta Sexena's HDFS 1060 class	DaV
4/20/15 - 4/25/15	Project Unbreakable	Women's Center - VAWPP	Campus Community	SA

4/24/2015	Sexual Violence Response Training	Women's Center - VAWPP	Education Abroad Summer Resident Directors	SA, DaV, S
4/28/2015	More Than a Few Good Men	Women's Center - VAWPP	Campus Community	SA, DaV
5/2/2015	UConn Consent Day	ResEd	Storrs Campus	Yes
5/2/2015	Discussion on the Ethics of Love - LDO	Residential Life	Students - Shippee/Buckley	Yes
5/13/2015	VAWPP Overview/What to Expect from VAWPP in FYE	Women's Center - VAWPP	FYE Instructors	SA, DaV
5/15/2015	Creating an Inclusive Community that Discourages Sexual Bias	Womens Center	Summer Housing Team	Sexual Harassment
5/15/2015	Responding to Sexual Misconduct	UCPD	Summer Housing Team	Sexual Misconduct
5/15/2015	Reporting Sexual Misconduct	Office of Diversity and Equity	Summer Housing Team	Sexual Misconduct
5/15/2015	Sexual Harassment Education & Prevention Workshop	Women's Center	Summer Housing Staff	SH, SA
Wkly during acad. year	STRONGER	CMHS	Students	No
Date	Title and Type of Program	Dept/Org	Audience	* Prohibited Behavior Covered
May - July	Husky Pride Orientation session	orientation	incoming freshmen	SA
May - July	husky Pride transfer session	orientation	transfer students	SA
May - July	Husky Pride Campus Change	orientation	campus change	SA
6/18/2015	Sexual Harassment Prevention & Education	Women's Center	Conn CAP Program	SA, SH
June 1- November 20 2015	Husky Pride sessions (SA, DoV, DaV, S)	Wellness and Prevention Services (some with Dean of students)	students	DoV, DaV, SA, S
June/July/August	Res Life Policy including ODE blue pamphlet	Sports camps, youth academic programs and youth conferences	camp/program coordinator(s) and their staff	Conduct in the Res Hall and Mandatory Reporting, procedure to report sexual assault, etc.
June-December 2015	Safer sex supply goodie bags given out with consent card (SA)	Wellness and Prevention Services	students	SA
June-December 2015	Bulletin Boards Domestic Violence (DaV)	Wellness and Prevention & Women's Center	Students	DaV
June-December 2015	Bulletin Boards Healthy Relationships (SA)	Wellness and Prevention & Women's Center	students	SA
6/29/2015	Women's Center Overview/Consent 201	Women's Center: VAWPP	Crossroads High School Students	SA, DaV
6/30/2015	Sexual Harassment Prevention & Education	Women's Center	First Star Academy Residential Staff	SA, SH
7/15/15 - 7/16/15	orientation for male athletes	orientation	male athletes in FYE	SA
7/15/2015	Overview of UConn Sexual Violence Prevention and Treatment Services/Resources	Women's Center	CHIP Sexual Violence Prevention Team	SA, DaV, S

7/28/2015	Hartford campus husky pride	Hartford Campus	incoming freshmen	SA
7/31/2015	Sexual Harassment Education & Prevention	Women's Center	2015 Pre-College Summer @ UConn Program Staff	SH
8/17 - 8/28/2015	Working with students with Disabilities - Strategies and Resources (Beyond Access Program)	CSD	Graduate Assistants	yes
8/18/2015	Sexual Harassment Prevent	Women's Center	New RAs	SH
8/18/2015	Sexual Harassment Prevention	Women's Center	New RAs	SA, DaV, DoV, SH, S
8/20/2015	Sexual Harassment Prevention	Women's Center	Chemistry TAs	SA, DaV, DoV, SH, S
8/21/2015	RA training	Res Life	RAs	SA
8/21/2015	VAWPP in FYE: What to Expect	Women's Center: VAWPP	Learning Community Hall Directors, Faculty Directors and LC staff	SA
8/24/2015 & 9/14/15	Stall Street News-Title IX (SA)	Wellness and Prevention Services	students	SA
8/25/2015	RA training	Res Life	RAs	SA
8/25/2015	international grad student orientation	international student services		SA
8/25/2015	Sexual Harassment Prevention & Education	Women's Center	SAIT Student Employees	SH, SA
8/26/2015	Global House learning community leaders	Global House	GH student leaders	SA
8/26/2015	Manager Responsibilities regarding HR	Dining Services	60 UCPEA Managers	Sex Assault/ Dating Violence
8/26/2015	Sexual Harassment Prevention Training	student union	students	SA, DaV
8/26/2015	Women's Center Overview	Women's Center	Admissions Staff	N/A
8/26/2015	Sexual Harassment Education & Prevention	Women's Center	Off-Campus Student Services Student Employees	SA, SHP
8/26/2015	Sexual Harassment Education & Prevention	Women's Center	Student Union- New Staff Employees	SA, SH
8/26/2015	Sexual Harassment Education & Prevention	Women's Center	HuskyTech Student Employees	SA, SH
8/27/2015	Confidentiality & FERPA Training	CSD	Student Employees, Graduate Assistants	yes
8/27/2015	Fire Safety & Emergency Training	Wilbur Cross Building	Student Employees, Graduate Assistants, Staff	no
8/27/2015	International students orientation	international student services	international freshmen	SA
8/27/2015	WOW leader training	Student Activities	WOW leaders	SA
8/27/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Tier III leaders	Sexual Harrassment
8/27/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from	Student Activities	Students - Cheer, Dance, Mascot	Sexual Harrassment

	harassment and sexual harassment			
8/27/2015	Sexual Harassment Prevention & Education	Women's Center	UConn Recreation - New Student Employees	SA, SH
8/27/2015	VAWPP in FYE: What to Expect	Women's Center: VAWPP	FYE Mentors & UConn CONNECTS Facilitators	SA
8/27/2015	VAWPP in FYE: What to Expect	Women's Center: VAWPP	Honors Facilitators	SA
8/27/2015	Consent 201	Women's Center: VAWPP	Exchange students	SA
8/27/2015	Consent 201	Women's Center: VAWPP	Exchange Students	SA
8/27/2015	Leadership / Diversity / Sexual Harassment Awareness / FERPA Training		SPT	Sexual Harrassment
8/27 - 8/28/2015	CSD Policies & Procedures	CSD	Student Employees, Graduate Assistants	no
8/27 - 8/28/2015	Working with Students with Disabilities	CSD	Student Employees, Graduate Assistants	yes
8/28/2015	Sexual Harassment Prevention Training	CSD	Student Employees, Graduate Assistants	yes
8/28/2015	Active Threat Training	CSD	Student Employees, Graduate Assistants	yes
8/28/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - SUBOG & Late Night	Sexual Harrassment
8/28/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Student Activities Student Workers	Sexual Harrassment
8/28/2015	Sexual Harassment Prevention & Education	Women's Center	Center for Students w/Disabilities Student Staff and Graduate Assistants	SA, SH
8/29/2015	InterACT: Bystander Intervention (skits and facilitated discussion); introduced ODE staff		New students	bystander intervention related to sexual assault and sexual harassment
8/30/2015	Sexual Harassment Prevention & Education	Women's Center	Student Health Services- New Student Staff	SA, SH
September-December 2015	Sexual Jeopardy (SA) First Year Experience Classes	Wellness and Prevention Services	students	SA
September-November 2015	Rubberwear peer education program (SA) evening program	Wellness and Prevention Services	Students	SA
9/1/2015	Sexual Harrassment	Women's Center	UConn Recreation	SA/S
9/1/2015	Diversity	Rainbow Center	UConn Recreation	Diversity
9/1/2015	Active Shooter	Police Department	UConn Recreation	Active Threat Prevention
9/3/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Student Activities Student Workers/Leaders	Sexual Harrassment
9/4/2015	athlete orientation	athletics	remaining athletes	SA

9/8/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Student Activities Student Workers/Leaders	Sexual Harrassment
9/10/2015	Discussion on CMHS staff role in SAFE	Women's Center Co-sponsored with Poetic Release	CMHS On-call Staff	SA
9/11/2015	Sexual Harassment Prevention & Education	Women's Center	Rainbow Center Student Staff	SA, SH
9/12/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Workshop Facilitators	Sexual Harrassment
9/12/2015	Sexual Harassment Prevention & Education	Women's Center	Women's Center New Student Staff	SH, SA
9/13/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Community Outreach	Sexual Harrassment
9/16/2015	Leadership Learning Community House Meeting/ VAWPP Session		Students- Leadership Learning Community	DaV/SV
9/18/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Student Activities Student Workers/Leaders	Sexual Harrassment
9/18/2015	When Considering Consent	Women's Center	Community Standards Sexual Misconduct Hiring Officers	SA, DaV
9/21/2015 - 12/3/2015	Consent 201	Women's Center	First-year students enrolled in UNIV 1800, 1810 and 1784	SA
9/21/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Student Activities Student Workers/Leaders	Sexual Harrassment
9/25/2015	Risk Management Roundtable	Fraternity & Sorority Life	Student Risk Managers	SA
9/26/2015	The Mask You Live In Documentary Screening & Post-Film Discussion	Women's Center, Student Activities, OFSL & Athletics	Greek Men & Men's Athletics	SA, DaV, DoV, SH
9/28/2015	The Mask You Live In Screening & Discussion	Student Activities, the Women's Center, OFSL	Students - fraternity members, male student athletes, general public	Addressing/ Reducing factors that can lead to harrassment & assault
9/28/2015	Stacey Lannert Lecture	SUBOG	Primarily Students	DoV & SA
9/29/2015	Consent 201	Women's Center: VAWPP	Steve Zinn's FYE (Section I)	SA
9/30/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from	Student Activities	Students - Four Arrows Facilitators	Sexual Harrassment

	harassment and sexual harassment			
9/30/2015	Consent 201	Women's Center: VAWPP	Steve Zinn's FYE (Section II)	SA
10/1/2015	Consent 201	Women's Center: VAWPP	Steve Zinn's FYE (Section III)	SA
10/1-12/17/15 (weekly)	STRONGER: Support and Discussion Group for victim-survivors of sexual violence, dating violence, and stalking	CMHS	Students	SA, H, DaV,
10/2/2015	Sexual Harassment Education & Prevention	Women's Center	CMHS Practicum Student Staff	SA, SH
10/2/2015	Consent 201	Women's Center: VAWPP	Kristine Olsen's Women & Violence Class	SA
10/2/2015	Consent 201	Women's Center: VAWPP	Kristine Olsen's Women's Movements Class	SA
10/5/2015	Women's Hockey	athletics	team	SA, S, DV
10/5/2015	Companion App Campaign	Residential Life	Residential Students	SA
10/8/2015	Title IX, Reporting & Resources Overview	Women's Center: VAWPP	Kimberly Bergendahl's Women & Law Class	SA, DaV, DoV, SH, S
10/11/2015	Risk Management Presentation	Fraternity & Sorority Life	Alpha Phi Omega student members and advisors	SA
10/12/2015	VAWPP Overview	Women's Center: VAWPP	RAD Participants	SA, DaV, DoV, SH, S
10/13/2015	Honors Program Staff	Honors staff	staff members	SA, S, DV
10/15/2015	Love Shouldn't Hurt, Educational Presentation	Residential Life	Residential Students	DaV
10/16/2015	Preparing to Discuss Sexual Harassment Prevention w/ FYE Mentors	Women's Center	EPSY 3020 TA's	SH, SA
10/16/2015	Gender & Violence in the Media	Women's Center: VAWPP	Mamta Saxena's Diversity Class	SA, DaV, DoV, SH, S
10/16/2015	VAWPP in FYE: What to Expect	Women's Center: VAWPP	CRT Members	SA
10/19/2015	Community Outreach staff	Comm Out staff	staff members	SA, S, DV
10/19/2015	Sexual Harassment Prevention & Education	Women's Center	FYE mentors/ EPSY 3020	SA/SHP
10/22/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Student Activities Student Workers/Leaders	Sexual Harrassment
10/25/2015	Take One, Protect One (Sexual Consent Goodie Bags)	Residential Life	Residential Students	SA
10/26/2015	Strange Like Me (skits and faciliated discussion)		Fraternity and Sorority members	Sexual Harrassment, sexual assault, racism
10/26/2015	Sexual Assault & Stalking on Campus	Women's Center	WGSS 3317	SH, S
10/28/2015	Changing Campus Culture: Promoting a safe and inclusive environment free from harassment and sexual harassment	Student Activities	Students - Student Activities Student Workers/Leaders	Sexual Harrassment

10/29/2015	La Flesche News Letter: Sexual Assault Facts	Residential Life	Residential Students	SA
11/3/2015	Women's Center Overview	Women's Center	Hillel Staff	S, DaV
11/10/2015	Power & Control	Women's Center: VAWPP	Tom Deans' ESPY 3098	SA, DaV, DoV
11/12/2015	Facilitating Difficult Discussions	Women's Center: VAWPP	Revolution Against Rape (RAR) Members	SA
11/16/2015	Intimate Partner Violence Overview	Women's Center	HDFS 2001	DaV, DoV
11/17/2015	Sexual Harassment Prevention	Women's Center	Open Session for Student Employees in Student Affairs	SA, SH
11/17/2015	VAWPP Overview	Women's Center: VAWPP	RAD Participants	SA, DaV, DoV, SH, S
11/18/2015	Men's Basketball	athletics	team	SA
11/18/2015	Sexual Harassment Prevention	Women's Center	DSA Students - Open Session	SA,SH
11/19/2015	Consent 201	Women's Center: VAWPP	Jerry Hikel's Race, Class & Gender, Section I	SA
11/19/2015	Consent 201	Women's Center: VAWPP	Jerry Hikel's Race, Class & Gender, Section II	SA
11/19/2015	Consent 201	Women's Center: VAWPP	Jerry Hikel's Race, Class & Gender, Section III	SA
11/20/2015	GAP orientation	orientation	CC incoming student	SA
11/30/2015	HDFS 1060 class	HDFS	class of students	SA
12/1/2015	Student program for Office of Victim Advocate	academic class	students	SA, S, DV
12/2/2015	UConn Goes Gulabi	Women's Center: VAWPP, UConn Indian Student Association, Pan-Asian Council and Japanese Students Association	Campus community	SA, DoV
12/3/2015	Residential Community Discussion on Consent and Healthy Relationships	Residential Life	Residential Students	SA
12/10/2015	Consent 201	Women's Center: VAWPP	Hall High School Students	SA
Ongoing	SOLID: Hazing, Harassment, and Harming Behaviors	Student Activities	Students	SA

Student Organization Programs

Date	Title / Type of Program	Trainer	Dept/Org	Location
2/3/2015	UConn and Sexual Assault Forum Series - Counseling and Mental Health Services	Betsy Cracco	Revolution Against Rape	Women's Center
3/2/2015	UConn and Sexual Assault Forum Series - Know Your Title IX Office	Elizabeth Conklin	Revolution Against Rape	Women's Center
3/25/2015	It Happened Here Film Screening	N/A	Revolution Against Rape	Konover Auditorium

3/30/2015	UConn and Sexual Assault Forum Series - Administrators	Michael Gilbert & Eleanor Daugherty	Revolution Against Rape	Women's Center
4/9/2015	Hunting Ground Film Screening	N/A	Title IX Coalition/The Graduate Employee Union/United Auto Workers Union	School of Nursing Room WW16

UConn Health

DEPARTMENT	NAME OF PROGRAM	DATE HELD	LOCATION HELD	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	PRIMARY** OR ONGOING?***	STUDENTS OR EMPLOYEES
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	1/12/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	1/26/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	2/9/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	2/23/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	3/9/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	3/23/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	4/7/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	4/20/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	5/4/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	5/18/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	6/1/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	6/15/2015	Human Resources Training Room	SA	Primary	Employees

Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	6/29/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	7/13/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	7/27/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	8/10/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	8/24/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	9/8/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	9/21/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	10/5/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	10/19/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	11/2/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	11/16/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	12/1/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	12/14/2015	Human Resources Training Room	SA	Primary	Employees
Correctional Managed Health Care/Office of Institutional Equity	Sexual Harassment Prevention Training	12/29/2015	Human Resources Training Room	SA	Primary	Employees
Office of Institutional Equity/ UConn Health Police Department	Are we there YET? Achieving Clery Compliance	1/29/2015	Human Resources Training Room	SA, DoV, DaV, S	Ongoing	Employees
Office of Institutional Equity	Diversity Awareness Training	1/12/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	1/26/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	2/9/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	2/23/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	3/9/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees

Office of Institutional Equity	Diversity Awareness Training	3/23/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	4/7/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	4/20/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	5/4/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	5/18/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	6/1/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Campus in Crisis: Navigating Title IX Communications	6/11/2015	Human Resources Training Room	SA, DoV, DaV, S	Ongoing	Employees
Office of Institutional Equity	Diversity Awareness Training	6/15/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	6/29/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	7/13/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	7/27/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	8/10/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	8/24/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	9/8/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	9/21/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	10/5/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	10/19/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	11/2/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	11/16/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	UConn Health: Take a Stand Poster Campaign	December. 2015	UConn Health	SA	Ongoing	Both
Office of Institutional Equity	Diversity Awareness Training	12/1/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	12/14/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Office of Institutional Equity	Diversity Awareness Training	12/29/2015	Human Resources Training Room	SA, DoV, DaV, S	Primary	Employees
Human Resources	Managing a Respectful & Harassment Free Workplace	1/7/2015	Human Resources Training Room	SA	Ongoing	Employees
Human Resources	New Employee Orientation	1/9/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	1/23/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	2/6/2015	Human Resources Training Room	SA	Primary	Employees

Human Resources	New Employee Orientation	2/20/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	3/6/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	3/20/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	4/6/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	4/17/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	5/1/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	Safe and Healthy Workplace Strategies	5/12/2015	Human Resources Training Room	SA	Ongoing	Employees
Human Resources	New Employee Orientation	5/15/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	5/29/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	Managing a Respectful & Harassment Free Workplace	6/9/2015	Human Resources Training Room	SA	Ongoing	Employees
Human Resources	New Employee Orientation	6/12/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	6/26/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	7/10/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	7/24/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	8/7/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	8/21/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	9/4/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	9/18/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	10/2/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	10/16/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	Managing a Respectful & Harassment Free Workplace	10/27/2015	Human Resources Training Room	SA	Ongoing	Employees
Human Resources	New Employee Orientation	10/30/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	Safe and Healthy Workplace Strategies	11/3/2015	Human Resources Training Room	SA	Ongoing	Employees
Human Resources	New Employee Orientation	11/13/2015	Human Resources Training Room	SA,	Primary	Employees
Human Resources	New Employee Orientation	11/30/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	12/11/2015	Human Resources Training Room	SA	Primary	Employees
Human Resources	New Employee Orientation	12/28/2015	Human Resources Training Room	SA	Primary	Employees

Medical Students for Choice	Effects of Sexual Violence and How to Help Your Patients	12/17/2015	UConn Health	SA, DoV, DaV	Ongoing	Students
Occupational and Environmental Medicine	Frontline Supervisor Newsletter	February. 2015	UConn Health	DoV	Ongoing	Employees
Occupational and Environmental Medicine	Frontline Employee Newsletter	February. 2015	UConn Health	S	Ongoing	Employees
Occupational and Environmental Medicine	Workplace Violence	4/22/2015	2nd Floor Outpatient Pavilion Conference Room	SA	Ongoing	Both
Occupational and Environmental Medicine	Workplace Assault and Violence in the Healthcare Sector	4/22/2015	Keller Auditorium	SA	Ongoing	Both
Occupational and Environmental Medicine	Workplace Violence: Research and Policy Initiatives	4/23/2015	7th Floor Outpatient Pavilion Conference Room	SA	Ongoing	Both
Occupational and Environmental Medicine	Frontline Employee Newsletter	December. 2015	UConn Health	DoV	Ongoing	Employees
School of Dental Medicine	Code of Conduct Training	7/16/2015	School of Dental Medicine	SA	Ongoing	Both
Christian Medical and Dental Association	Human Trafficking Response Seminar	4/21/2015	Massey Auditorium	SA	Ongoing	Both
Connecticut Institute for Clinical and Translational Services	Injury Science Café	5/13/2015	Hartford Hospital	DoV	Ongoing	Both

