



# **UNIVERSITY OF BRIDGEPORT**

## **REPORT TO THE HIGHER EDUCATION COMMITTEE OF THE CONNECTICUT GENERAL ASSEMBLY PURSUANT TO PUBLIC ACT 14-11**

**January 1 – December 31, 2015**

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## INTRODUCTION

The University of Bridgeport respectfully submits the following report to the Connecticut General Assembly Higher Education Committee in accordance with Public Act 14-11. This report summarizes the University's policies and programs for preventing and responding to sexual assault and other forms of gender based violence and provides relevant data for calendar year 2015. The information presented demonstrates the University's commitment to gender equality and diversity and to maintaining a safe and secure campus environment.

## OVERVIEW OF SEXUAL ASSAULT POLICIES AND PROGRAMS

The University's efforts to prevent sexual assault and other crimes of interpersonal violence on campus involve our entire community—students, faculty and staff—with leadership and support provided by Campus Security, Dean of Students, the Office of Housing, Residence Life and Community Standards, and the University's Title IX Coordinator. Our 50-acre campus, situated along the Long Island Sound, is one of the safest in the region, and the University has received the Jeanne Clery Campus Safety Award and been recognized for the school's innovative Personal Alarm Locator (PAL) system.

### I. **University Policies regarding Sexual Assault, Stalking and Intimate Partner Violence**

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

## TITLE IX/NON-DISCRIMINATION POLICY

The University of Bridgeport is committed to preventing or eliminating all forms of gender-based discrimination in its education programs or activities in accordance with its commitment to Title IX of the Education Amendments of 1972. The University prohibits discrimination in admissions, educational programs and services, and employment on the basis of race, color, religious creed, age, marital status, national origin, ancestry, gender, sexual orientation, gender identity or expression, disability, genetic information, veteran status and any other basis protected by law. The University of Bridgeport's Title IX Compliance Coordinator is Molree Williams-Lendor (203) 576-4534, email: [TitleIX@bridgeport.edu](mailto:TitleIX@bridgeport.edu).

## POLICY REGARDING CRIMES OF HATE OR VIOLENCE

Any threat of violence or act of violence, intimidation, or harassment based upon an individual's (or group's) race, color, religious creed, gender, sexual orientation, gender identity or expression, or any other basis protected by law will not be tolerated. Similarly, any act or behavior motivated by an individual's bias against any characteristic of another person's identity protected by law (as enumerated above) – regardless of whether the behavior is intentional or unintentional – is strictly prohibited.

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

of us.

Any incident of bias should be reported to the Office of the Dean of Students by: emailing [deanofstudents@bridgeport.edu](mailto:deanofstudents@bridgeport.edu), reporting by phone at 203-576-4392, or reporting by person to Office of the Dean of Students, Student Center Room 116. The Dean of Students or his/her designee will review the complaint, collect all relevant information, and take appropriate action (if any).

### SEXUAL MISCONDUCT AND ASSAULT

The University of Bridgeport prohibits all forms of sexual misconduct, including but not limited to sexual harassment, discrimination based on sex and gender, non-consensual sexual intercourse, non-consensual sexual contact, sexual assault, sexual exploitation, stalking, retaliation and any other form of gender based violence, such as intimate partner, domestic or dating violence. Sexual assault, sexual harassment, stalking, and gender based violence are defined and further described in Chapter Five, Code of Community Standards. These prohibitions extend to students both on and off campus to the full extent described in Chapter Five, Code of Community Standards. The University endeavors to educate students regarding prevention of sex and gender based harassment and discrimination and sexual misconduct and to appropriately discipline students who violate the Code of Community Standards, as well as to provide support and assistance to victims.

### SEXUAL AND OTHER UNLAWFUL HARRASMENT

Any form of harassment based on an individual's or group's sex, gender, gender identity or expression, race, religion, national origin or other protected class basis is strictly prohibited.

The University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an

atmosphere free of all forms of harassment, exploitation, or intimidation. Every member of the University community should be aware that the University will not tolerate sexual harassment. The University will respond promptly and effectively to reports of sexual harassment, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

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

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

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

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

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

## DISCIPLINARY POLICIES

### *Jurisdiction*

University Policies apply to conduct occurring on University premises, at University sponsored activities, and to off-campus conduct that adversely affects the University community and/or its objectives. The Policies apply to all conduct by a student, even that occurring outside of an academic term when the student is not otherwise enrolled at the University. Moreover, the University retains jurisdiction to administer discipline with respect to any student conduct (occurring while the individual was a student) even if: (1) the student subsequently graduates, withdraws, takes leave or is otherwise absent from the University, and (2) the University does not learn of such conduct until after the student leaves the University, as described above. The Code of Community Standards shall apply to a student's conduct even if the student withdraws from school while a disciplinary matter is pending.

The University may take any action it deems necessary to maintain a safe environment, and to protect its community and community members under all circumstances.

The University may withhold the award of a degree and/or the privilege of participating in graduation(s) while a disciplinary action is pending.

Cases of alleged violations of the Code of Community Standards will be reported to the University Student Conduct Officer. Matters of academic dishonesty will be addressed by the Academic Grievance Procedure.

The University Student Conduct Officer shall decide, on a case by case basis, whether the University shall apply the Policies to student conduct occurring off campus. This determination is made in his/her sole discretion and/or in consultation with the Title IX Coordinator, where appropriate.

Students who violate civil and/or criminal law also violate the University Policies, thereby subjecting them to University disciplinary action and, in some cases, arrest and/or legal proceedings through the legal system. University disciplinary action may impose sanctions, irrespective of civil and/or criminal determinations arising from the same incident. The University generally applies a different standard than the legal system, as it seeks to maintain a uniquely safe environment for its students, staff, and the University community in all circumstances – regardless of the legal system’s findings.

University Proceedings may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus. The University will not amend determinations or sanctions imposed under the Code when charges arising out of the same facts are dismissed, reduced, or resolved in favor of or against the defendant. When a student is charged with a violation of federal, state, or local law, the University will not offer or support special consideration based on student status. If the alleged offense is also being processed under the Code of Community Standards, the University may advise off-campus authorities of the relevant

University Policies and related information. The University seeks to cooperate with law enforcement and other agencies where appropriate (e, g, violations of law occurring on campus and rehabilitation conditions imposed on student-defendants following a court determination (so long as those conditions do not conflict with University rules or sanctions)). Individual students and other members of the University community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

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

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

(a) **Sexual Assault/Rape** includes any conduct prohibited by Connecticut General Statutes or any conduct classified as a federal forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. It includes any nonconsensual, unwanted, coerced, forced or threatened sexual contact and/or sexual intercourse. Where one of the participants is physically or mentally incapacitated, such as by a drug, alcohol or other intoxicant, consent may not be legally given; therefore, sexual contact is in violation of the Code. Sexual contact is defined as, but is not limited to, any contact with the intimate parts of a person either directly or through clothing with a clothed or unclothed body part or object. “Consent” is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed,

freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. Past consent of sexual activity does not imply ongoing future consent.

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

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

**STALKING** – Stalking includes any conduct prohibited by Connecticut General Statutes 53a-181 and any course of conduct directed to a specific person that would cause a reasonable person to (A) fear for the person's safety or the safety of others; or (B) suffer emotional distress, including but not limited to, two or more acts directly or through a third party which monitors, observes, surveils, threatens, or communicates to or about a person. This misconduct can involve, but is not limited to: (i) lying in wait or knowingly repeatedly running into the victim; (ii) unwelcome excessive phone calls, text messages, notes, etc.; (iii) watching or recording the

victim from a distance; (iv) threats to harm a victim or a victim's family, friends, teachers, pets, or property whether the threats are delivered personally or through a third party; (v) vandalism of the victim's property; (vi) sending unwanted gifts, or leaving items that hold significance within the relationship between the victim and stalker. It also includes

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

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

*Potential Sanctions for Violation of Code of Community Standards*

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

1. **Deferred Suspension** – The student's behavior warrants suspension, but due to mitigating circumstances, the student is allowed to mature and/or the student has demonstrably learned from the experience. Any further violations of University rules or regulations will result in automatic suspension or expulsion. The student may not represent the University in any extra-curricular activity, run for, or hold office in any student group or organization.

2. **Disciplinary Probation** – A written reprimand for violation of specified regulations. Probation extends for a designated period of time and includes the likelihood of more severe disciplinary sanctions if the student violates any institutional policies during the probationary period.

3. **Disciplinary Warning** – A written notice to the student for a current or prior violation of the Code or other institutional rules. Minor violations may also include some penalty, work experience, or other sanction(s).

4. **Dismissal** – Separation from the University for an indefinite period of time for a minimum of two years. The Dean of Students or his/her designee, in his/her sole discretion, may permit readmission if the student satisfies all readmission criteria and obtains clearance to his/her satisfaction. Readmission will not be considered until after two years from the date of dismissal.

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

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

7. **Interim Suspension** – The Dean of Students or his/her designee may suspend a student for an interim period pending disciplinary proceedings or medical evaluation. Such interim

suspension may become effective immediately without prior notice whenever there is evidence that such action is necessary for the safety of the University community or the student.

8. **Loss of Privileges** – Denial of specified privileges for a designated period of time. This may include, without limitation, having guests, visiting other part of campus, attendance of certain campus activities, etc.

9. **Other Sanctions** – Other sanctions may be imposed as determined by the University, including without limitation anger or stress management training, sexual harassment sensitivity training, restitution, work/research assignment or project, community service, or other restrictions. For any substance-abuse discipline, the student may be required to receive counseling (on or off campus) or complete an online educational program related to alcohol and/or substance abuse prevention.

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

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

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

13. **Suspension** – Separation from the University for a maximum of two years. The Dean of Students or his/her designee, in his/her sole discretion, may permit readmission if the student satisfies all readmission criteria and obtains clearance to his/her satisfaction. Suspensions may be imposed in several ways, including without limitation: admitting or not disputing the charges presented at an administrative hearing, to University Student Conduct Officer, or the Title IX Coordinator.

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

#### *Consent and Related Guidance*

Affirmative consent is the standard used to determine whether sexual activity was consensual. Consent to sexual activity must be clear, active, informed, and voluntary, from beginning to end in every situation. Consent to one form of sexual activity does not constitute consent to all forms of sexual contact. Each participant in sexual activity must consent to each act.

Consent must be actively demonstrated through mutually understandable words or actions which clearly convey a willingness to engage in the activity. Consent may not be inferred from silence or passivity.

The person initiating the activity has the responsibility of obtaining advance consent for each sexual activity and should be able to explain the basis why consent existed. Consent may be withdrawn at any time, but must be outwardly expressed. Once expressed, sexual activity must cease. Lack of protest or resistance does not demonstrate consent to sexual activity.

Consent is not effective if obtained from the use of force, threats, intimidation, coercion,

incapacitation, or any other factor which would eliminate a person's ability to exercise free will as to whether or not to have sexual contact. Coercion includes oppressive behavior which prevents another person from choosing whether to have sex or administering or pressuring another to consume a drug or intoxicant with the intent of impairing their ability to consent. An incapacitated person cannot give consent. A person may be incapacitated due to alcohol or drug use, because of an intellectual or other disability or the person is asleep, unconscious, or unaware that sexual activity is taking place.

#### *Alcohol and Other Drugs*

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

#### *Intimate Partner/Domestic/Dating Violence*

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

#### *Disciplinary Proceedings for Sexual Misconduct or Intimate Partner Violence*

Any student ("Complainant") who has been a victim of sexual assault or domestic, dating or intimate partner violence, or similar offense in violation of the Code of Community Standards

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

#### *Title IX Disciplinary Committee*

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

#### *Possible Sanctions Imposed by the Title IX Disciplinary Committee*

Should the TDC determine that the Respondent violated the Code of Community Standards, the TDC shall make recommendations of sanctions to be imposed. Sanctions may

range from Disciplinary Probation to Expulsion depending on the Respondent's disciplinary history and the specifics of the case.

*Procedural Rules for Title IX Disciplinary Committee Proceedings*

Title IX Disciplinary Committee (TDC) hearings shall be conducted in accordance with following guidelines:

1. TDC hearings shall not be open to the public.
2. The Complainant and the Respondent (and their respective advisors, if any) shall be allowed to attend the entire hearing at which information is received (excluding deliberations). Admission of any other person to the hearing shall be at the discretion of the TDC.
3. If complaints have been filed against more than one Respondent arising out of the same incident, then the TDC may, in its absolute discretion, decide whether to hear the complaints separately or jointly.
4. The Complainant(s) and the Respondent(s) have the right to be assisted by an advisor of their choosing, at their own expense. Pursuant to CT State Law, the advisor may be an attorney; however, the advisor shall not be permitted to speak during the hearing other than to the student he or she is advising, nor otherwise participate in the proceeding.
5. The Complainant and the Respondent are responsible for arranging the attendance of their respective witnesses. The University will endeavor to assist, where feasible, upon request submitted by Complainant or Respondent at least two school days in

advance by inviting witnesses who are members of the University community.

Witnesses will be expected to provide information to and answer questions from the TDC. Questions of whether potential information will be received shall be resolved at the discretion of the TDC Chairperson.

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

the TDC panel shall determine whether or not the challenged member should be disqualified from serving.

12. Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in Student Conduct proceedings.

### *Appeals from TDC Decision*

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

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

- To determine whether the TDC hearing was conducted fairly and in substantial compliance with University procedures. Deviations from designated procedures will not be a basis for sustaining an appeal unless it is demonstrated that significant prejudice resulted.
- To determine whether the decision reached regarding the Respondent was based on substantial information, that is, whether there were facts in the case that, if believed by the fact finder, were sufficient to establish that a violation of the Code occurred.
- To determine whether the sanction(s) imposed were appropriate for the violation of the Code which the student was found to have committed.

- To consider new information, sufficient to alter a decision or relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the TDC hearing.

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

#### *Interim Actions*

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

Interim suspension may be imposed only: a) to ensure the safety and well-being of members of the University community or preservation of University property; b) to ensure the student's own physical or emotional safety and well-being; or c) if the student poses an on-going threat of disruption of, or interference with, the normal operations of the University.

During the interim suspension or residence hall separation, a student shall be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities

or privileges for which the student might otherwise be eligible, as the USCO or designee may determine to be appropriate.

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

### *Title IX Grievance Procedure*

Any student who believes that he or she has been discriminated against in violation of Title IX of the Education Amendments of 1972 may file a complaint with the Title IX Coordinator. Provided however, that any matter referred to a Title IX Disciplinary Committee (TDC) may be appealed only through the procedures set forth in the Appeals from a TDC Decision and shall not be subject to further review.

The Title IX Coordinator shall meet with the student, review the matter, and determine if the matter is appropriate to be resolved through informal mediation.

First Step (optional): The Title IX Coordinator may speak with the parties involved and attempt to mediate a resolution in appropriate cases with the complaining student's consent.

Second Step: The student may submit a written grievance to the Title IX Coordinator, who shall forward it to the President. The President shall refer the complaint to the appropriate administrator for investigation and response, which shall be communicated to the student through the Title IX Coordinator.

Third Step: In the event that the student is not satisfied with the resolution at Step 2, then the student may submit a written request within fourteen (14) days through the Title IX Coordinator for a hearing before a Title IX resolution committee. The President shall promptly

appoint a resolution committee which shall consist of one representative from student services, one administrator and one faculty member. The resolution committee shall convene a hearing and recommend a decision on the grievance to the President, whose decision in the matter shall be final.

### PREVENTION OF SEXUAL ASSAULT AND OTHER FORMS OF VIOLENCE

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

#### *Educational Programs and Resources*

Educational programs and workshops to promote awareness about sexual assault and related issues are coordinated by the Dean of Students, the Office of Housing, Residential Life and Community Standards and the Title IX Coordinator. This includes orientation programs, training required for new students and campus-wide awareness events such as “Take Back the Night.”

### BYSTANDER REPORTING

The University encourages anyone who witnesses a sexual assault or other act of violence on campus to immediately contact Bridgeport Police (911) or Campus Security (203) 576-4911, or the Title IX Coordinator. Students are encouraged to intervene to remove another student from a dangerous situation and in those instances where assistance can be rendered safely. Students may also submit an anonymous report by completing a Title IX report online at <http://www.bridgeport.edu/life/ub-cares/>. However, the University’s ability to investigate or to respond to anonymous reports is limited and reporters are encouraged to identify themselves to security personnel or to the Title IX Coordinator. Additionally, submitting an anonymous report

may result in an investigation which determines the identity of the person who made the report.

### *Responsible Action and Peer Intervention/Amnesty*

The University of Bridgeport expects all students to behave responsibly. Further, the University encourages students to summon help for peers who are observed to be in a potentially dangerous situation, including, but not limited to, abuse of alcohol, drugs, and/or sexual assault. In support of peer intervention, the University will not generally initiate disciplinary action against a student who seeks medical or other assistance for a peer, even if the reporting student is in violation of alcohol, drug or other provisions of the Code of Community Standards. The University may, however, require the reporting student to attend a drug/alcohol training program.

Reporting students are expected to: (1) report the incident by contacting Campus Security (203-576-4911), a staff member of the Office of Housing, Residential Life and Community Standards (203-476-4228), and/or other appropriate official(s); (2) remain with their peer in distress until attended to by emergency personnel; and (3) cooperate with any University investigation, including without limitation speaking with appropriate University personnel.

This policy does not apply when: (1) the reporting student has committed a repeated, flagrant, or serious violation of the Code of Community Standards (e.g. acts of violence, assault, distribution of alcohol or drugs, hazing, property damage, etc.); (2) the reporting student caused harm to another person requiring emergency assistance or response; or (3) the reporting student is seeking medical assistance for his/her own medical emergency. Furthermore, this policy does not restrict the jurisdiction or action of local police or other authorities.

### RETALIATION PROHIBITED

UB policy strictly forbids retaliation against individuals who report sexual misconduct, file complaints of sexual misconduct, cooperate in the investigation of sexual misconduct, or hear or

adjudicate complaints. Any retaliation by a student is in violation of the Code of Community Standards and subjects the offender to disciplinary proceedings.

### ASSISTANCE TO SURVIVORS OF SEXUAL ASSAULT AND OTHER CRIMES OF VIOLENCE

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

#### *Emergency Assistance*

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

#### *Medical Assistance*

It is important to promptly seek medical attention and counseling to address the aftermath of an assault. Survivors are strongly urged to seek immediate medical assistance at Bridgeport Hospital, 267 Grant St, Bridgeport, CT 06610 (203) 384-3566. Trained hospital personnel will identify and treat injury, provide emergency contraception, and/or medication to prevent possible transmission of sexually transmitted infection, and gather and preserve evidence. Call for an ambulance, or ask UB Security (203) 576-4911 to arrange transportation. You may also seek treatment at St. Vincent's Medical Center (2800 Main Street, Bridgeport, (203) 576-6000) or go to Student Health Services, Room 119, 60 Lafayette St. 8:30 AM - 4:30 PM, Monday – Friday, or seek assistance from your personal physician. It is preferable to visit a local hospital emergency room as soon as possible and within 72 hours of the assault.

#### *Crisis Counseling Support and Assistance*

The University of Bridgeport has a partnership with The Center for Family Justice which

provides 24-hour crisis counseling/consultation for survivors of sexual assault or other forms of domestic or intimate partner violence. The Center's telephone number is (203) 333-2233 or (888) 999-5545 after hours. UB Counseling Services, located on the 2nd floor of Carstensen Hall, 174 University Avenue, (203) 576-4454, also offers free, confidential counseling for students Monday through Friday 9:00 am – 5:00 pm.

### *Report the Assault*

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

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

- Dean of Students (203) 576-4392
- Title IX Coordinator (203) 576-4534
- Executive Director or Director of Housing, Residential Life and Community Standards (203) 576-4228.

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

accommodations are made.

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

#### *Confidential Resources*

The following confidential resources are available for students who wish to talk to someone about an incident of sexual misconduct or abuse in a confidential manner or to explore options without having the matter reported to the University:

- UB Counseling Services, located on the 2nd floor of Carstensen Hall, 174 University Avenue (203) 576-4454, 9:00 am – 5:00 pm
- Student Health Services, located in room 119 of the Student Health Science Building, 60 Lafayette Blvd, 8:30 am - 4:30 pm
- The Center for Family Justice, 753 Fairfield Avenue, Bridgeport, (203) 333-2233.

#### *Protective Orders/No Contact Orders*

Students are encouraged to notify Campus Security of any court issued protective orders. Students who feel they need protection should report concerns to Campus Security or the Dean of Students. The University may enter orders of “no contact” between a Complainant and

Respondent, during the pendency of charges or thereafter.

*Counseling Support and Accommodations*

Survivors are encouraged to seek counseling and support at University Counseling Services, located at on the 2nd floor of Carstensen Hall, 174 University Avenue (203) 576-4454, 9:00 am – 5:00 pm or The Center for Family Justice (203) 333-2233 or (888) 999-5545 after hours. Services are free and confidential. Counseling and other support are the key elements to recovery. The University provides accommodations to survivors, including changes in housing arrangements or modification in class schedules, where appropriate, and survivors may seek assistance through either the non-confidential or confidential resources listed above.

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

Please see Attachment A.

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

During calendar year 2015, the University of Bridgeport presented or sponsored the following prevention, risk reduction and awareness programs or campaigns addressing sexual assault, stalking and intimate partner violence:

Spring 2015	Dean of Students and Title IX Coordinator issued email blast campaign to all students including resource information related to sexual assault prevention efforts at the university including reporting options.
Spring 2015	Residential Life Staff conducted floor/hall meetings for all residential students including information on sexual assault prevention and awareness, including reporting options.
January 2015	Community Standards hearing Board/University Grievance Committee Formal Training conducted by Director of Residential Life and Student Conduct under the auspices of the Title IX Coordinator.

February 2015	The University of Bridgeport created a version of the “It’s On Us” video campaign with university community members voicing their support to end sexual violence on college campuses.
March 2015	“Safe Zones” Ally training conducted for seven supervisors and officers from UB’s Campus Security.
April 2015	In April, Residential Life and Student Conduct sponsored a weeklong program series, with the Center for Family Justice, as part of the statewide “Men Can Stop Rape” initiative. More than 100 male students attended and took the pledge against sexual violence.
April 2015	In April, the University of Bridgeport sponsored three performances of the Vagina monologues with proceeds benefiting the Center for Family Justice.
April 2015	Sexual Assault Awareness Walk conducted on campus to raise funds for the Center for Family Justice.
May 2015	“Safe Zones” Train-the-Trainer program conducted for the Title IX Coordinator, Deputy Title IX Coordinator, Director of Residential Life & Student Conduct and Dean of Students.
Summer 2015	Creation of online anonymous reporting system.
Summer 2015	Creation of UB CARES resource pages, as part of the university website, for the campus community by Title IX and the Sexual Assault Response and Prevention Team.
August 2015	Community Standards Hearing Board/University Grievance Committee Formal Training conducted by Director of Residential Life and Student Conduct under the auspices of the Title IX Coordinator.
August 2015	Residential Life Staff Training conducted by Director of Residential Life and Student conduct under the auspices of the Title IX Coordinator.
August 2015	Theatre performance (by professional theatre troupe “Equalogy”) focusing on sexual assault and bystander education during new student orientation for over 400 new domestic and international students.
Fall 2015	The Office of Human Resources conducted a formal training on Sexual Harassment/Sexual Assault Awareness for all university staff/administration/faculty.
Fall 2015	Residential Life and Student Conduct presented formal education and training for members of the UB Athletics program.

Fall 2015	Dean of Students and Title IX Coordinator issued email blast campaign to all students including resource information related to sexual assault prevention efforts at the university including reporting options.
Fall 2015	Residential Life Staff conducted floor/hall meetings for all residential students including information on sexual assault prevention and awareness, including reporting options.
Fall 2015	Residential Life sponsored a bystander intervention program by the Center for Family Justice.
September 2015	“Haven – Understanding Sexual Assault” – online educational software program – for all new students enrolled at the University of Bridgeport.
October 2015	The University of Bridgeport, in conjunction with The Center for Family Justice, held its 6 <sup>th</sup> Annual Domestic Violence Vigil to raise awareness on campus regarding domestic violence.
October 2015	In October, the Third Annual Take Back the Night Rally against Sexual Assault took place. Sponsored by the Dean of Students, Health Services, Counseling Services, Residential Life and Student Conduct, Campus Activities, Student Programming Board, Campus Security, Athletics, the Title IX Coordinator and the Center for Family Justice.

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

Please see Attachment B.

**CONCLUSION**

As a result of the commitment of our staff, faculty and students, and with the support of our community partners, The Center for Family Justice and local law enforcement, who actively participate on our Community Resource Team, we have made progress in preventing sexual assault and other interpersonal violence, while increasing public awareness and reporting, and providing support for victims. Our work is on-going as each new class of students presents unique challenges and requires careful stewardship.

We would be pleased to provide any additional information you may require or to answer any questions. Please feel free to contact our Title IX Coordinator, Molree Williams-Lendor, telephone (203) 576-4534, [mwlendor@bridgeport.edu](mailto:mwlendor@bridgeport.edu).

# ATTACHMENT A



## RESOURCES AND OPTIONS FOR ASSISTANCE

**For students who have experienced any form of Sexual Assault, Harassment, Intimate Partner Violence (Domestic or Dating Violence), and/or Stalking.**

**University of Bridgeport**

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



### MEDICAL ATTENTION

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



### CONFIDENTIAL RESOURCES

Confidential counseling is available at Counseling Services, Carstensen Hall, 2<sup>nd</sup> floor, (203) 576-4454, [counselingservices@bridgeport.edu](mailto:counselingservices@bridgeport.edu) and Student Health Services, Student Health Building, Room 119, (203) 576-4712, [healthservices@bridgeport.edu](mailto:healthservices@bridgeport.edu).

The Center for Family Justice offers free and confidential 24-hour crisis and intervention services. Main office: (203) 334-6154; Sexual Assault Hotlines: (203) 333-2233, Toll Free TTY TDD access 9 a.m. – 5 p.m. (888) 999-5545 and En Espanol (888) 568-VEDA. LGBTQ Hotline (866) 488-7386.

### REPORT THE ASSAULT

You are encouraged to report sexual assault, intimate partner violence or stalking to the Bridgeport Police Department (emergency 911, non-emergency (203) 576-7671) and/or to Campus Security (203) 576-4911 or [ubsecurity@bridgeport.edu](mailto:ubsecurity@bridgeport.edu). Anonymous reporting is available at <http://www.bridgeport.edu/ub-cares/>.



### HOUSING/ ACADEMICS

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

Contact the appropriate office or the University's Title IX Coordinator for assistance.



### SAFETY SERVICES

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

### TITLE IX RESOLUTION PROCESS

Molree Williams-Lendor, Title IX Coordinator, provides overall assistance with regard to the resolution process and can be contacted at (203) 576-4534, [titleix@bridgeport.edu](mailto:titleix@bridgeport.edu) or at Carstensen Hall, Room 115.

## FORMAL RESOLUTION PROCESS

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

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

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

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

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

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

\* The complaint resolution process will proceed even when there is a parallel investigation by the local police department.

# ATTACHMENT B

Summary of Sexual Assault, Stalking and Intimate Partner Reports, Disciplinary Outcomes (Calendar Year 2015)

<b>Complainant</b>	<b>Respondent</b>	<b>Date</b>	<b>Charges</b>	<b>Outcome</b>
Nonstudent	Student	Feb. 2015	Sexual Assault (fondling)	Banned from residence hall
Student	Nonstudent	Apr. 2015	Sexual Assault (fondling)	Not adjudicated; Student provided resources.
Student	Student	Apr. 2015	Intimate Partner Violence	Adjudicated; Placed on Interim suspension and banned from campus grounds.
Student	Student	May 2015	Sexual Assault (rape)	Not adjudicated at desire of complainant. (Respondent dismissed from University contemporaneously for unrelated reasons)
Nonstudent	Student	May 2015	Sexual Assault	Not adjudicated; complainant chose not to pursue.
Student	Nonstudent	July 2015	Sexual Harassment	Adjudicated; Suspended with pay during pendency of investigation. Issued Formal reprimand and final warning; mandated sexual harassment training and increased probationary period.
Student	Student	Aug. 2015	Sexual Harassment	Adjudicated; imposed disciplinary probation. Order of no contact.
Student	Student	Aug. 2015	Sexual Harassment	Adjudicated; found not responsible.
Student	Nonstudent	Sept. 2015	Intimate Partner Violence	Not adjudicated.
Nonstudent	Student	Sept. 2015	Intimate Partner Violence	Not adjudicated.
Student	Student	Sept. 2015	Intimate Partner Violence	Order of no contact.
Student	Student	Sept. 2015	Intimate Partner Violence	Separated from school for unrelated reasons.
Student	Non Student	Sept. 2015	Intimate Partner Violence	Nonstudent banned from university property.
Student	Unknown	Sept. 2015	Sexual Harassment	Implemented change in living situation; Student provided resources.
Nonstudent	Student	Oct. 2015	Intimate Partner Violence	Nonstudent chose not to pursue.
Student	Student	Nov. 2015	Sexual Assault (fondling)	Not adjudicated at desire of complainant. Order of no contact.
Student	Nonstudent	Nov. 2015	Sexual Harassment	Adjudicated; Terminated from employment
Student	Student	Nov. 2015	Sexual Harassment	Not adjudicated.
Student	Student	Dec. 2015	Intimate Partner Violence	Order of no contact.
Student	Unknown	Dec. 2015	Sexual Harassment (pornographic videos sent via unregistered cell phone number)	Support services provided.