



**CHECKLIST FOR CONN. GEN. STAT. § 10a-55m(f)**  
**SEXUAL VIOLENCE REPORT**  
**2017 SUBMISSION**

**INSTITUTION INFORMATION**

**Name:** Naugatuck Valley Community College **Contact:** Jacquie Swanson

**Reporting Office/Department:** Title IX **Report Year:** 2016

**NARRATIVE**

Institution's narrative explaining the reported sexual violence statistics and data, including:

- ☒ Brief introduction about the institution, its history, its population and its efforts to ensure a safe and comfortable learning environment with respect to sexual violence.
- ☒ Concise and informative explanation of reportable sexual violence statistics and data, including clarification of number of incidents, reports, disclosures, discipline, and final outcomes.

**Note:**

**POLICIES**

Institution's most recent policies regarding sexual assault, stalking, and intimate partner violence.

- ☒ BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (Effective 6/16/2016)
- ☒ BOR/CSCU Policy on Consensual Relationships (Effective 10/20/2016)
- ☒ BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child (Effective 1/10/2015)
- ☒ BOR/CSCU Student Code of Conduct (Effective 6/16/2016)

**Note:**

**WRITTEN NOTIFICATION**

☒ Institution's most recent concise written notification of the rights and options of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies.

### SEXUAL VIOLENCE STATISTICS AND DATA

Institution reports containing the following statistics and data on sexual assault, stalking, and intimate partner violence for the preceding calendar year:

(See Conn. Gen. Stat. § 10a-55m(f) Reportable Statistics and Data Template)

- ☒ The number and type of sexual assault, stalking and intimate partner violence prevention, awareness and risk reduction programs at the institution
- ☒ The type of sexual assault, stalking and intimate partner violence prevention and awareness campaigns held by the institution
- ☒ The number of incidences of sexual assault, stalking and intimate partner violence reported or disclosed to such institution
- ☒ The number of confidential or anonymous reports or disclosures to the institution of sexual assault, stalking and intimate partner violence
- ☒ The number of disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence
- ☒ The final outcome of all disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, including, but not limited to, the outcome of any appeals of such final outcome, to the extent reporting on such outcomes does not conflict with federal law

### PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION

Public awareness, prevention, and risk reduction information submitted by institution:

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

### OTHER SUPPLEMENTAL INFORMATION

Supplemental information submitted by institution:

- ☒ Public Safety Materials
- ☒ Institution Sexual Violence Reporting Procedures
- ☒ Institution Sexual Violence Forms
- ☒ Redacted Sample of Investigation Results
- ☒ Sexual Violence Website Information
- ☒ Documentation of Training Offerings, if available, including number of participants
- ☒ Other Sexual Violence Reports
- ☒ Other Supplemental Material

**Narrative Re: Public Act 14-11, Safe and comfortable learning environment with respect to sexual violence.**

**CSCU INSTITUTION: Naugatuck Community College**  
**REPORTING OFFICE/DEPARTMENT: Student Services**  
**REPORTING CONTACT: Dean Sarah Gager, 203-575-8086**  
**YEAR: 2016**

**Narrative:**

Naugatuck Valley Community College offers quality, affordable education and training in response to evolving community needs by providing opportunities to individuals and organizations to develop their potential. NVCC is an engine of change within Waterbury and the broader community.

With two campuses; Waterbury and Danbury, the College has partnered with Safe Haven and the Women's Center of Danbury to help us communicate and educate our students on sexual assault and domestic violence in an effort to encourage appropriate behavior on our campuses and continue to provide a safe environment for students to achieve their academic goals. Expanding outreach to students and working with our community partners, the College provides a weekly forum for students to engage in conversation around healthy relationships, sexual assault, compassion and inclusion, and more. Providing a safe, nurturing environment in which students can focus on their academic studies is paramount to student success.

**\*\*See attached student profile**



**Naugatuck Valley Community College**  
Credit Student Profile  
Fall 2016

|                                 |        |
|---------------------------------|--------|
| Unduplicated Headcount          | 6,662  |
| FTE                             | 3,125  |
| Headcount (Down from Fall 2015) | -4.8%  |
| FTE (Down from Fall 2015)       | -24.9% |

|                         |       |       |
|-------------------------|-------|-------|
| <b>Campus Headcount</b> | Count | %     |
| Waterbury campus        | 5,415 | 81.3% |
| Danbury campus          | 1,247 | 18.7% |

|                     |              |               |
|---------------------|--------------|---------------|
| <b>FT/PT Status</b> | Count        | %             |
| Full-time           | 2,231        | 33.5%         |
| Part-time           | 4,431        | 66.5%         |
| <b>Total</b>        | <b>6,662</b> | <b>100.0%</b> |

|                          |              |               |
|--------------------------|--------------|---------------|
| <b>Student Type</b>      | Count        | %             |
| New                      | 1,338        | 20.1%         |
| Continuing               | 4,027        | 60.4%         |
| Transfer                 | 744          | 11.2%         |
| Readmit                  | 376          | 5.6%          |
| Secondary (not TechPrep) | 177          | 2.7%          |
| <b>Total</b>             | <b>6,662</b> | <b>100.0%</b> |

|                              |              |               |
|------------------------------|--------------|---------------|
| <b>Degree Seeking Status</b> | Count        | %             |
| Associate of Art             | 767          | 11.5%         |
| Associate of Science         | 5,011        | 75.2%         |
| Certificate                  | 200          | 3.0%          |
| Non-Degree                   | 684          | 10.3%         |
| <b>Total</b>                 | <b>6,662</b> | <b>100.0%</b> |

|               |              |               |
|---------------|--------------|---------------|
| <b>Gender</b> | Count        | %             |
| Female        | 3,773        | 56.6%         |
| Male          | 2,889        | 43.4%         |
| <b>Total</b>  | <b>6,662</b> | <b>100.0%</b> |

|                         |              |               |
|-------------------------|--------------|---------------|
| <b>Age Distribution</b> | Count        | %             |
| <18                     | 356          | 5.3%          |
| 18-19                   | 1,602        | 24.0%         |
| 20-21                   | 1,268        | 19.0%         |
| 22-24                   | 1,043        | 15.7%         |
| 25-29                   | 951          | 14.3%         |
| 30-34                   | 488          | 7.3%          |
| 35-39                   | 341          | 5.1%          |
| 40-44                   | 205          | 3.1%          |
| 45-49                   | 158          | 2.4%          |
| 50-59                   | 194          | 2.9%          |
| 60-64                   | 25           | 0.4%          |
| 65+                     | 31           | 0.5%          |
| <b>Total</b>            | <b>6,662</b> | <b>100.0%</b> |

|                    |    |
|--------------------|----|
| <b>Average age</b> | 25 |
|--------------------|----|

|                                     |              |               |
|-------------------------------------|--------------|---------------|
| <b>Ethnicity/Race</b>               | Count        | %             |
| Hispanic                            | 1,894        | 28.4%         |
| American Indian or Alaska Native    | 16           | 0.2%          |
| Asian                               | 207          | 3.1%          |
| Black or African-American           | 662          | 9.9%          |
| Multiple Races                      | 299          | 4.5%          |
| Native Hawaiian or Pacific Islander | 13           | 0.2%          |
| Other                               | 122          | 1.8%          |
| White                               | 3,273        | 49.1%         |
| Choose not to respond               | 176          | 2.6%          |
| <b>Total</b>                        | <b>6,662</b> | <b>100.0%</b> |

|               |              |               |
|---------------|--------------|---------------|
| <b>FTE</b>    | Count        | %             |
| Full Time FTE | 1,426        | 45.6%         |
| Part Time FTE | 1,698        | 54.4%         |
| <b>Total</b>  | <b>3,124</b> | <b>100.0%</b> |

|                           |              |               |
|---------------------------|--------------|---------------|
| <b>Class Distribution</b> | Count        | %             |
| Freshman                  | 4,282        | 64.3%         |
| Sophomore                 | 2,380        | 35.7%         |
| <b>Total</b>              | <b>6,662</b> | <b>100.0%</b> |

|                                 |              |               |
|---------------------------------|--------------|---------------|
| <b>Top 10 Enrolled Programs</b> | Count        | %             |
| General Studies                 | 2,111        | 31.7%         |
| Liberal Arts and Sciences       | 513          | 7.7%          |
| Business Management             | 301          | 4.5%          |
| Computer Info Systems Tech      | 253          | 3.8%          |
| Nursing                         | 226          | 3.4%          |
| Human Services/Pre Social       | 211          | 3.2%          |
| Criminal Justice - Law Enforce  | 192          | 2.9%          |
| Early Childhood Education       | 189          | 2.8%          |
| Accounting                      | 153          | 2.3%          |
| Behavioral Science              | 101          | 1.5%          |
| <b>Total, top 10 programs</b>   | <b>4,250</b> | <b>63.8%</b>  |
| Non Degree                      | 629          | 9.4%          |
| Other Programs                  | 1,783        | 26.8%         |
| <b>Total</b>                    | <b>6,662</b> | <b>100.0%</b> |

|                                 |              |               |
|---------------------------------|--------------|---------------|
| <b>Top 10 Town Distribution</b> | Count        | %             |
| Waterbury                       | 1,961        | 29.4%         |
| Danbury                         | 973          | 14.6%         |
| Naugatuck                       | 509          | 7.6%          |
| Watertown/Oakville              | 309          | 4.6%          |
| New Milford                     | 209          | 3.1%          |
| Wolcott                         | 174          | 2.6%          |
| Bethel                          | 141          | 2.1%          |
| Southbury                       | 130          | 2.0%          |
| Seymour                         | 116          | 1.7%          |
| Brookfield                      | 115          | 1.7%          |
| <b>Total, top 10 towns</b>      | <b>4,637</b> | <b>69.6%</b>  |
| Other                           | 2,025        | 30.4%         |
| <b>Total</b>                    | <b>6,662</b> | <b>100.0%</b> |

|                                     |              |               |
|-------------------------------------|--------------|---------------|
| <b>Top 10 Reported High Schools</b> | Count        | %             |
| Danbury High School                 | 612          | 9.2%          |
| Crosby High School                  | 364          | 5.5%          |
| J.F. Kennedy High School            | 333          | 5.0%          |
| Wilby High School                   | 321          | 4.8%          |
| Naugatuck High School               | 309          | 4.6%          |
| W.F. Kaynor Reg Voc Tech            | 210          | 3.2%          |
| Watertown                           | 197          | 3.0%          |
| New Milford                         | 146          | 2.2%          |
| Pomperaug High School               | 143          | 2.1%          |
| Henry Abbott Tech                   | 139          | 2.1%          |
| <b>Total, top 10 high schools</b>   | <b>2,774</b> | <b>41.6%</b>  |
| Gen. Educ. Dev. (GED Equiv.)        | 222          | 3.3%          |
| Out Of State                        | 315          | 4.7%          |
| Out Of Country                      | 468          | 7.0%          |
| Other Schools                       | 2,795        | 42.0%         |
| Home Education                      | 53           | 0.8%          |
| Unknown                             | 35           | 0.5%          |
| <b>Total</b>                        | <b>6,662</b> | <b>100.0%</b> |



## **PUBLIC ACT 14-11: REPORTABLE STATISTICS AND DATA**

**CSCU INSTITUTION:** Naugatuck Community College

**REPORTING OFFICE/DEPARTMENT:** Title IX

**INSTITUTION CONTACT:** Jacquie Swanson, Title IX Coordinator, 203-575-8043

**YEAR:** 2016

### **Narrative:**

At Naugatuck Valley Community College, Student Services, Public Safety, the Women's Center, Human Resources and the Title IX Coordinator work together to insure a safe, comfortable and inclusive learning environment for students. We also strive for a safe, supportive and inclusive work environment for our employees. In 2016, there were no reported incidents of sexual violence, stalking or intimate partner violence.

We attempt to broadly communicate prevention and awareness in multiple formats, as well as to recognize students and employees on a personal level, should the need arise. We have a multitude of programs, campaigns, campus conversations, posters, and brochures to continuously improve and remind students, faculty and staff of all of the aspects of sexual violence, stalking or intimate partner violence. In 2016, a Climate Survey of students and employees was conducted. While the data provided is good, it does reflect upon the need for more faculty and staff training on disclosures. Going forward, that will be a goal.

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.



## SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

**CSCU INSTITUTION:** Naugatuck Valley Community College

**REPORTING OFFICE/DEPARTMENT:** Title IX

**INSTITUTION CONTACT:** Jacquie Swanson

**YEAR:** 2016

| <b>I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS*:</b>   |                            |                   |                        |
|---|----------------------------|-------------------|------------------------|
| <b>Program Category</b>   | <b>Number of Programs:</b> |                   |                        |
|   | <b>Prevention:</b>         | <b>Awareness:</b> | <b>Risk Reduction:</b> |
| <b><i>Sexual Assault</i></b>  | 7                          | 7                 | 5                      |
| <b><i>Stalking</i></b>  | 6                          | 6                 | 3                      |
| <b><i>Intimate Partner Violence</i></b>   | 7                          | 6                 | 5                      |
| <b>Program Types:</b><br><b>(List and Describe Each Program Type)</b>   |                            |                   |                        |
| <ul style="list-style-type: none"> <li>• Power of Compassion 9/8/16</li> <li>• Women's' Center Open House 10/4/16</li> <li>• Healthy and Unhealthy Relationships 10/6/16</li> <li>• Society and Media; Body Image and Rape culture 10/16/16</li> <li>• Candlelight Vigil (invitation) 10/20/16</li> <li>• Compassion in Action 10/27/17</li> <li>• Sexual Assault Prevention and Awareness 11/9/16</li> <li>• </li> </ul> |                            |                   |                        |
| *program counted multiple times if more than one applies  |                            |                   |                        |

| <b>II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:</b>  |                             |                   |
|---|-----------------------------|-------------------|
| <b>Campaign Category</b>  | <b>Number of Campaigns:</b> |                   |
|   | <b>Prevention:</b>          | <b>Awareness:</b> |
| <b><i>Sexual Assault</i></b>  | 12                          | 12                |
| <b><i>Stalking</i></b>  | 12                          | 12                |
| <b><i>Intimate Partner Violence</i></b>   | 12                          | 13                |
| <b>Campaign Types:</b><br><b>(List and Describe Each Campaign Type)</b>   |                             |                   |
| <ul style="list-style-type: none"> <li>• Purple Tie Tuesday 10/18/16</li> <li>• Safe Haven Student outreach Sept 20, 23, 27, 29 and Nov 8, 9, 10, 16, 17, 22, 23, 29 (each counted separately)</li> </ul> |                             |                   |

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

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

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

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

| V.b. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES): |                             |               |                        |               |
|---|-----------------------------|---------------|------------------------|---------------|
| Appeal Category   | Outcome of Appeal Decision: |               |                        |               |
|   | Upheld:                     |               | Overturned:            |               |
| Sexual Assault  | 0                           |               | 0                      |               |
| Stalking  | 0                           |               | 0                      |               |
| Intimate Partner Violence   | 0                           |               | 0                      |               |
| VI. TOTAL ANONYMOUS OR CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION:        |                             |               |                        |               |
| Category  | Number of Reports:          |               | Number of Disclosures: |               |
|   | Anonymous:                  | Confidential: | Anonymous:             | Confidential: |
| Sexual Assault  | 0                           | 0             | 0                      | 0             |
| Stalking  | 0                           | 0             | 0                      | 0             |
| Intimate Partner Violence   | 0                           | 0             | 0                      | 0             |

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

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

## STATUTORY REFERENCES AND DEFINITIONS

### SEXUAL ASSAULT

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

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

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

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

**Sec. 53a-71. Sexual assault in the second degree: Class C or B felony.** (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who

provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

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

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

**Sec. 53a-73a. Sexual assault in the fourth degree: Class A misdemeanor or class D felony.** (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person's consent; or (3) such person engages in sexual contact with an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's

professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

### **SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE**

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

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

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

(1) “Sexual intercourse” means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed by an object manipulated by the actor into the genital or anal opening of the victim's body; and  
(2) “Use of force” means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim.

(b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.  
(c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

### **STALKING**

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

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

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

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

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

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

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

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

### **PROGRAMMING:**

**Sec. 10a-55m. (a) (2)** *“Awareness programming”* means institutional action designed to inform the campus community of the affirmative consent standard used pursuant to subdivision (1) of subsection (b) of this section, and communicate the prevalence of sexual assaults, stalking and intimate partner violence, including the nature and number of cases of sexual assault, stalking and intimate partner violence reported at or disclosed to each institution of higher education in the preceding three calendar years, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions;

**Sec. 10a-55m. (a) (6)** *“Primary prevention programming”* means institutional action and strategies intended to prevent sexual assault, stalking and intimate partner violence before it occurs by means of changing social norms and other approaches, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions;

### **“Risk Reduction”**

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

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

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



**CONCERNING “REPORTS” vs. “DISCLOSURES” IN PART IV OF THE  
AFOREMENTIONED:**

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

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

Please direct all inquiries concerning this handbook to  
Gregory F. Daniels, Assistant Counsel,  
Connecticut State Colleges and Universities,  
at 860-723-0018 or [DanielsG@ct.edu](mailto:DanielsG@ct.edu).

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

**Policy Regarding  
Sexual Misconduct Reporting, Support Services and Processes Policy**

***Statement of Policy***

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

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

Affirmative consent must be given by all parties before engaging in sexual activity. Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff/faculty and students are discouraged pursuant to BOR policy.

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

Sexual Misconduct Reporting  
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***Terms, Usage and Standards***

**Consent** must be affirmed and given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is a mutually affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent may be revoked at any time during the sexual activity by any person engaged in the activity.

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student reporting or disclosing the alleged violation consented to the activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because the student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the persons involved in the alleged violation shall not be determinative of a finding of affirmative consent.

**Report** of sexual misconduct is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution.

**Disclosure** is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.

**Sexual misconduct** includes engaging in any of the following behaviors:

- (a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
- sexual flirtation, touching, advances or propositions
  - verbal abuse of a sexual nature
  - pressure to engage in sexual activity
  - graphic or suggestive comments about an individual's dress or appearance
  - use of sexually degrading words to describe an individual

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- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

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

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

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

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

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

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

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

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former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

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

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

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

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

***Confidentiality***

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

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic

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Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

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

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

### ***Mandated Reporting by College and University Employees***

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from a student regardless of the age of the reported victim. All employees are also required to communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from an employee that impacts employment with the institution or is otherwise related to the business of the institution.

Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic and other accommodations and to provide a referral for support and other services.

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

### ***Rights of Parties***

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

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

***Right to Notify Law Enforcement & Seek Protective and Other Orders***

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

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

***Options for Changing Academic, Housing, Transportation and Working Arrangements***

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

***Support Services Contact Information***

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

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CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

***Employee Conduct Procedures***

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

***Student Conduct Procedures***

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

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

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

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

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



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

***Dissemination of this Policy***

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

|     |                                 |        |            |
|-----|---------------------------------|--------|------------|
| 4.3 | Consensual Relationships Policy | 16-114 | 2016-10-20 |
|-----|---------------------------------|--------|------------|

### 4.3 Policy on Consensual Relationships

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

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

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

Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

#### **Policy Prohibited Between Employee and Student**

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

#### **Strongly Discouraged Between Employee and Student**

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

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

**Between Employee and Employee**

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

**In the Event of a Sexual Harassment Charge**

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit. Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

**Sanctions**

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

**Policy Regarding Reporting Suspected Abuse or Neglect of a Child**  
BOR approved 1/17/14 and Revised 1/15/15; requires annual distribution to employees

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

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

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

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

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

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

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

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



## BOR/CSCU STUDENT CODE OF CONDUCT

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# I. STUDENT CODE OF CONDUCT

## PREAMBLE

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

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

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

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

## INTRODUCTION

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

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

**PART A: DEFINITIONS**

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

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



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

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

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

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

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

The Student Code shall apply to Students and to University Student Organizations. The term “student” shall generally apply to the student as an individual and to a Student Organization as a

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

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

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

## **PART C: SCOPE OF AUTHORITY**

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

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

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

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

#### **PART D: PROHIBITED CONDUCT**

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

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

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

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

2. Acts of dishonesty, including but not limited to the following:
  - a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution-issued document or record.
  - b. Knowingly furnishing false information to any CSCU Official, faculty member or office.
3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.
4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.
5. Sexual misconduct may include engaging in one of more behaviors:

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

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

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

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

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

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

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

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

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

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

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



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

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

In addition to disciplinary procedures applicable to State University students in Section II, Community College students in Section III, or Charter Oak State College Students in Section IV, for any hearing

conducted involving allegations of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence the reported victim and the accused student shall each have the following rights::

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

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

***PART F: CONDUCT AND DISCIPLINARY RECORDS***

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

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

***PART G: INTERPRETATION AND REVISION***

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

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

## II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS

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

### **PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT**

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

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

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

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

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

## **PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT**

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

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

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

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

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

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

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

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

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

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

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

- c. Record of Hearing: When expulsion or suspension from the University or residence hall separation is a possibility, the University shall make a recording of the hearing. The recording shall be the property of the University. No other recordings shall be made by any person during the hearing. Upon request, the Accused Student may

review the recording in a designated University office in order to prepare for an appeal of the decision rendered by the Hearing Body. Further disclosure of the recording shall be governed by applicable state and federal law.

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



participation by telephone, videophone, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, where and as determined in the sole judgment of the Hearing Body to be appropriate.

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

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

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

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

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

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

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

### **PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS**

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

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

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

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

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

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

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

#### ***PART D: DISCIPLINARY SANCTIONS***

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

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

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

full residence hall privileges will be restored to the Student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice and the procedures set forth in this Code shall be followed.

- i. Residence Hall Separation: Separation of the Student from the residence halls for a definite period of time, after which the Student is eligible to return. Conditions for readmission may be specified.
  - j. Residence Hall Expulsion: Permanent separation of the Student from the residence halls.
  - k. Suspension: Suspension is temporary disciplinary separation from all universities among CSCU and the denial of all student privileges. Suspension shall be effective on the date that notice of the suspension is provided to the Accused Student, or later, if so stated in the notice, and shall prescribe the date and conditions upon which the Student may petition for readmission to the University. A Student separated from all universities within CSCU by suspension may under the terms of the suspension be excluded from the premises of all CSCU premises when in the judgment of the suspending authority, the Student's continued presence would constitute a danger to persons or property or a threat to the academic process. Notwithstanding the foregoing, the suspending authority of the suspended Student's home University or his or her designee may authorize a suspended student who has been excluded from all University premises to enter the premises of the student's home University for designated purposes.
  - l. Expulsion: Expulsion is permanent disciplinary separation from all universities within CSCU and the denial of all student privileges. Expulsion shall be effective on the date that notice of expulsion is provided to the Accused Student, or later, if so stated in the notice. A student separated from all universities of CSCU by expulsion may under the terms of the expulsion be excluded from all CSCU Premises when in the judgment of the expelling authority the Student's presence would constitute a danger to persons or property or a threat to the academic process.
2. **Revocation of Admission and/or Degree**: Upon the recommendation of the Hearing Body, admission to or a degree awarded from the University may be revoked by the University, acting through its President (or his or her designee) for fraud, misrepresentation, or other violation of University standards in obtaining admission or the degree.
  3. **Consequences of Failure to Comply with a Duly Assigned Sanction**: Failure to comply with sanctions which have been assigned through a formal judicial process may lead to one or more of the following consequences:
    - a. Denial of access to certain university services, including, but not limited to housing and parking;

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

**4. Sanctions Which May Be Imposed on Student Organizations**

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

### **III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS**

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

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

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

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

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

4. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I. D. of this Code and, after considering both the possible violation and the prior conduct record of the Student, that a sanction of less than suspension or expulsion is appropriate, the Dean shall schedule an administrative conference with the Student. The Student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the Student shall have the opportunity to present information for the Dean's consideration. At the conclusion of the administrative conference, the Dean shall determine whether it is more likely than not that the Student has violated the Policy and, if so, impose a sanction less than suspension or expulsion. The Dean shall provide the Student with a written explanation for the determination. The decision of the Dean shall be final.
5. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I.D. of this Code and, after considering both the violation and the prior conduct record of the Student, that a sanction of suspension or expulsion is appropriate, the Dean shall provide the Student with reasonable written notice of a meeting and shall inform the Student that his/her failure to attend the meeting or to respond to the notice may result in the imposition of the maximum permissible sanction. At the meeting, the Dean shall provide the Student with a written statement that shall include the following:
  - a. a concise statement of the alleged facts;
  - b. the provision(s) of Section I.D. that appear to have been violated;
  - c. the maximum permissible sanction; and
  - d. a statement that the student may resolve the matter by mutual agreement with the Dean, or may request a hearing by notifying the Dean in writing, which must be received by 5:00pm on the following business day.
6. If the Student requests a hearing, he/she is entitled to the following:
  - a. to be heard within five (5) days or as soon as reasonably possible, by an impartial party or panel whose members shall be appointed by the Dean;
  - b. if the Dean appoints an impartial panel, to have a Student on the panel if requested by the Student;
  - c. to appear in person and to have an advisor who not shall attend as a representative of the Student. However, if there is pending at the time of the hearing a criminal matter pertaining to the same incident that is the subject of the hearing, a lawyer may be present for the sole purpose of observing the proceedings and advising the Student concerning the effect of the proceedings on the pending criminal matter;
  - d. to hear and to question the information presented;
  - e. to present information, to present witnesses, and to make a statement on his or her behalf; and
  - f. to receive a written decision following the hearing.
7. As used herein, the term "impartial" shall mean that the individual was not a party to the incident under consideration and has no personal interest in the outcome of the proceedings. Prior to the



commencement of the hearing, the Student who is subject to the hearing may challenge the appointment of an impartial party or panel member on the ground that the person(s) is (are) not impartial. The challenge shall be made in writing to the Dean and shall contain the reasons for the assertion that the person(s) is (are) not impartial. The decision of the Dean shall be final.

8. The written decision of the impartial party or panel shall specify whether, based on the information presented, it is more likely than not that the Student committed the violation(s) reported and shall state the sanction to be imposed, if any. The written decision shall be provided to the Student.
9. Sanctions imposed by an impartial party or panel are effective immediately. The President may, for good cause, suspend imposition of the sanctions imposed by the impartial party or panel to allow the Student time to prepare a written request for review. If a written request is received, the President may continue to suspend imposition of the sanctions until he has reviewed and acted on the Student's request.
10. A written request for review of the decision of the impartial party or panel must be received by the President within three (3) calendar days after the Student is notified of the decision and must clearly identify the grounds for review. The review by the President is limited to the record of the hearing, the written request, and any supporting documentation submitted with the request by the Student. The decision of the impartial party or the panel shall be upheld unless the President finds that:
  - a. a violation of the procedures set forth herein significantly prejudiced the Student; and/or
  - b. the information presented to the impartial party or panel was not substantial enough to justify the decision; and/or,
  - c. the sanction(s) imposed was (were) disproportionate to the seriousness of the violation.
11. Decisions under this procedure shall be made only by the college officials indicated.

#### **PART B: DISCIPLINARY SANCTIONS**

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

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

1. "Expulsion" is a permanent separation from the College that involves denial of all Student privileges, including entrance to College premises;
2. "Suspension" is a temporary separation from the College that involves denial of all Student privileges, including entrance to college premises for the duration of the suspension, and may include conditions for reinstatement;

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

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

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

### **PART A: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS**

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

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

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

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

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

**PART B: DISCIPLINARY PROCEDURES**

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

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

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

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

*On-site:*

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

*Via the Phone:*

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

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

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

#### **PART C: INTERIM ADMINISTRATIVE ACTION**

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

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

#### **PART D: DISCIPLINARY SANCTIONS**

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

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

After the length of the term for expulsion has expired, the Student may request in writing directed to the Provost permission to re-matriculate. That permission must indicate why Charter Oak State College should allow the Student to return.

8. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of expulsion. A permanent notation of "Dismissed" shall be placed on the Student's transcript.

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



## ***A Guide for Students: Sexual Misconduct & Interpersonal Violence***

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

***What do I do if I have experienced... ?  
Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence,  
Domestic Violence, or Dating Violence? (Detailed Definitions are on the reverse)***

### **YOU HAVE THE RIGHT TO:**

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

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

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

### **WAYS TO SEEK HELP:**

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

- If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.
- Campus Security: (203)- 575- 8112 / Waterbury Police Department: (203) 574-6920

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

- **You have a choice to DISCLOSE CONFIDENTIALLY to the resources listed below.**
- Safe Haven of Greater Waterbury, 24/7 help line, Domestic Violence: **203-575-0036**, Sexual Assault: **203-753-3613**
- Connecticut Coalition Against Domestic Violence CCADV, **888-774-2900**
- Domestic Violence Services of Greater New Haven-CCADV, The DVS hotline **203-789-8104** is available 24/7  
Spanish speakers are also available
- Connecticut Sexual Assault Crisis Services, Inc., Statewide 24 Hour Toll Free Hotline, **1-888-999-5545**  
English  
**1-888-568-8332** Español
- **Religious Leader or Mental Health Provider**

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

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

- Campus Security: (203) 575-8112 or : (203) 575-8113
- Title IX Coordinator: Jacquie Swanson 203-575-8043 [jswanson@nv.edu](mailto:jswanson@nv.edu)
- Dean of Students: Sarah Gager 203-575-8086 [sgager@nv.edu](mailto:sgager@nv.edu)



## *Know Your Rights & Options*

You have the right to...

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

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

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

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

# Sexual Misconduct and Relationship Violence Statement

To insure that each member of the Connecticut Community College community has the opportunity to participate fully in the process of learning and understanding, the Connecticut Community Colleges strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. It is the intent of the Colleges to provide safety, privacy and support to victims of sexual misconduct and relationship violence.

## Definitions:

### ***"Sexual Misconduct"***

- non-consensual sexual intercourse, which includes any sexual intercourse (anal, oral, or vaginal), however slight, with any body part or object, by a man or a woman, without effective consent
- non-consensual sexual contact, which includes sexual touching, however slight, with any object, by a man or a woman, without effective consent
- sexual exploitation, which includes non-consensual, unjust or abusive sexual advantage taken by a student of another, for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute non-consensual sexual intercourse, non-consensual sexual contact or sexual harassment. Examples of sexual exploitation include, but are not limited to: prostitution, videotaping consensual sex without a partner's consent, peeping tommy and knowingly transmitting sexually transmitted infections without a partner's knowledge.

### ***"Consent"***

Consent must be informed, freely and actively given, involving an understandable exchange of affirmative words or actions, which indicates a willingness to participate in mutually, agreed upon sexual activity. 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. Consent may not be given by a minor or by any individual who is incapacitated, whether voluntarily or involuntarily, by drugs and/or alcohol. Past consent of sexual activities does not imply ongoing future consent.

### ***"Stalking"***

Any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.

### ***"Relationship Violence"***

- physical abuse, which can include but is not limited to slapping, pulling hair or punching
- threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat
- emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's pets and humiliating another person
- sexual harassment, which can include any unwelcome sexual advance or request for sexual favors, or

any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to sexual flirtation, touching, advances or propositions; verbal abuse of a sexual nature; pressure to engage in sexual activity; graphic or suggestive comments about an individual's dress or appearance; use of sexually degrading words to describe an individual; display of sexually suggestive objects, pictures or photographs; sexual jokes; stereotyping comments based upon gender; and threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances. The definitions contained in this statement are in addition to any applicable provisions of state law.

### ***Confidentiality***

While the College will treat reports of sexual misconduct and relationship violence seriously and with sensitivity for all concerned, the College cannot assure complete confidentiality in all instances with respect to such information, particularly when that information pertains to an offense or an alleged offender that may affect the safety of others on campus or is mandated to be reported.

### ***Time for Reporting***

Normally reports must be received by the Dean of Students or other designee of the President within thirty (30) days of the date of a possible violation or within thirty (30) days of the date the facts constituting a possible violation were known. However, the College recognizes that the decision to file a report of sexual misconduct or relationship violence is difficult and may take some time. Because memories may fade and witnesses may become inaccessible, the sooner information is gathered, the greater is the ability of the College to effectively investigate and resolve the matter fairly to all parties concerned.

### ***Clery Act***

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act Report in compliance with Section 486(e) of Public Law: 105-244 available at [www.nv.edu](http://www.nv.edu) by accessing Public Safety.

***To view the entire Student Code of Conduct visit [www.nv.edu](http://www.nv.edu)  
and search "Student Code of Conduct"***



750 Chase Parkway • Waterbury, CT 06708  
[www.nvcc.commnet.edu](http://www.nvcc.commnet.edu)

*Office of the President*

**Sexual Harassment Prevention Policy  
Implementing Statement  
Naugatuck Valley Community College  
May 2016**

**What is sexual harassment?**

Sexual harassment is a form of sex discrimination, which is illegal under state and federal law, and is also prohibited by the College's Nondiscrimination Policy. The College recognizes that sexual harassment undermines the integrity of employer-employee and student-faculty-staff relationships, and interferes with the right of all members of the College community to work and learn in an environment free from harassment. Such conduct will not be tolerated. Sexual harassment may be described as:

Any unwelcome sexual advance or request 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 or education,
- (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or
- (3) such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment or educational environment.

**Examples of sexual harassment**

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience. Conduct which may constitute sexual harassment include but are not limited to:

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

**Faculty, Employees, and Students covered by statement**

The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. Sexual harassment may involve individuals of the same or opposite sex and, in the College environment may involve an employee and a student, an employee and another employee or a student and another student. Harassment in any of these relationships is a violation of the College's policy.

Because of the power relationship between faculty and student, and between supervisor and subordinate employee, freedom of choice may be compromised in such relationships. Accordingly, this policy holds that where a faculty member or professional staff member has responsibility for a student through teaching, advising, supervision or other obligation, romantic or sexual liaisons between such persons shall be deemed a violation of this policy. Romantic or sexual liaisons between supervisors and subordinate employees, while not prohibited, are strongly discouraged.

It should be noted, additionally, that retaliation against a person, for complaining or being associated in any way with the resolution of a complaint of sexual harassment, also violates College policy.

#### What to do if you are the victim of sexual harassment.

☐ Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College. Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room K702A, and the telephone number is (203) 575-8110. Kimberly Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room K704B, and the telephone number is (203) 575-8066. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8044.

☐ Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated. The Dean of Student Services is Sarah Oager. Her office is located at Kinney Hall, Room K609A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.

☐ A claim that an employee of a third party contractor has engaged in sexual harassment on College premises or in connection with the performance of the third party contract should be reported immediately to either the Provost and Senior Dean of Administration or to the President for appropriate follow-up action. The Provost and Senior Dean of Administration is James Troup. His office is located at Kinney Hall, Room K706B, and the telephone number is (203) 575-8220.

☐ All complaints of sexual harassment may be filed with the Title IX Coordinator. The Title IX Coordinator is Jacque Swanson, Associate Director of Human Resources. Her office is located at Kinney Hall, Room K704C, and the telephone number is 203-575-8043.

☐ If complainant is under the age of eighteen (18) the BOR Policy Regarding Suspected Abuse or Neglect of a Child must be followed.

#### Complaint Process

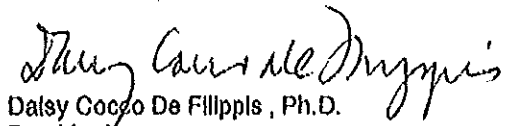
It is the responsibility of the College official who receives the complaint to notify the Title IX Coordinator and to keep him/her informed throughout the process. Depending on the nature of the complaint and the desires of the complainant, the College official to whom the complaint has been made may attempt to resolve the complaint informally. Any informal resolution of a complaint must be approved by the College President. No person shall be forced to pursue informal avenues of resolution before filing a formal complaint of sexual harassment. If informal resolution is not possible or appropriate, a written complaint should be filed in accordance with the existing Discrimination Complaint Process for employees or Student Grievance Procedure for students. The grievant and respondent will be notified of the outcome.

All complaints of sexual harassment shall be taken seriously. It is expected that complaints will be made in good faith, however. Frivolous or vexatious complaints can cause irreparable damage to the reputation of an accused person, even though he or she is subsequently vindicated. Therefore, any person who files a false complaint of sexual harassment shall himself or herself be subject to disciplinary action, up to and including termination if an employee, or expulsion of a student. The rights of complainants and alleged harassers will be respected and, to the extent possible, the confidentiality of all parties will be protected, however, complete anonymity cannot be assured. Complainants are protected from retaliation of any kind.

In addition to invoking the appropriate grievance procedure, an employee may file a complaint with the Connecticut Commission on Human Rights and Opportunities in Hartford, CT., and/or the federal Equal Employment Opportunity Commission Regional Office in Boston, MA. within 180 calendar days of when the alleged harassment occurred. A student may file a complaint with the federal Office for Civil Rights, U.S. Department of Education Regional Office in Boston, MA.

**Publication**

This document will be included in the Employees' Policy and Procedures Manual, and placed in the College's Weekly Bulletin, as well as available on the NVCC website. Notice of the College's policy against sexual harassment also shall be given to any independent contractor with whom the College has a business relationship, as a mandatory part of that contract.

A handwritten signature in cursive script, reading "Daisy Cocco De Filippis".

Daisy Cocco De Filippis, Ph.D.

President

Naugatuck Valley Community College



*Office of the President*

750 Chase Parkway • Waterbury, CT 06708  
[www.nvcc.commnet.edu](http://www.nvcc.commnet.edu)

**Sexual Harassment Prevention Policy**  
**Naugatuck Valley Community College**  
May 2016

It is the policy of Naugatuck Valley Community College to prohibit "sexual harassment." Sexual harassment is a form of sex discrimination which is illegal under state and federal law and is also prohibited by the College's Nondiscrimination Policy. Sexual harassment is defined as:

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 or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive employment environment.

Also prohibited is any romantic/sexual liaison between a professional or classified staff member and a student for whom that staff member has a teaching, advisory or other supervisory responsibility.

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience. The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. It may involve individuals of the same or opposite sex. This college will not tolerate sexual harassment in any form. All employees shall be responsible and accountable for maintaining an environment free from sexual harassment. Any employee or agent found to have engaged in sexual harassment as defined above will be subject to serious disciplinary action up to and including dismissal.

**Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College.** Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room K702A, and the telephone number is (203) 575-8110. Kimberly Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room K704B, and the telephone number is (203) 575-8056. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8044.

**Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated.** The Dean of Student Services is Sarah Gager. Her office is located at Kinney Hall, Room K509A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.

Concerns or complaints dealing with third party vendors or contractors should be directed to the Provost and Senior Dean of Administration, James Troup or to the President for appropriate follow-up action. The Provost's office is located at Kinney Hall, Room K706B and the telephone number is (203) 575-8220.

**All complaints of sexual harassment may be filed with the Title IX Coordinator.** The Title IX Coordinator is Jacquie Swanson, Associate Director of Human Resources. Her office is located at Kinney Hall, Room K704C, and the telephone number is 203-575-8043.

Sincerely,



Daisy Cocco De Filippis, Ph.D.

President

Naugatuck Valley Community College



# **Campus Conversation Series**

## **"The Power of Compassion"**

**JOIN CAPSS& STUDENT ACTIVITIES AS THEY  
HOST A WORKSHOP FOR ALL STUDENTS TO  
ATTEND.**

**Date: September 8, 2016**

**Room: L501**

**Time: 12:45-1:45**



**Lunch will be provided by the SGA**  
**Sign up in S514 – Student Activities**

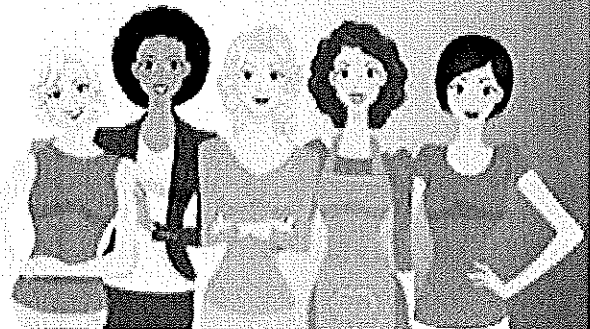
**From:** Ekquist-Lechner, Karla L  
**Sent:** Monday, October 10, 2016 3:08 PM  
**To:** NV-AllCampuswide  
**Subject:** Open House - Women's Center

**The Women's Center**  
invites all students, staff and faculty to  
an Open House on  
Tuesday, October 4<sup>th</sup> from 2-3pm.  
K405, Kinney Hall

Light snacks and refreshments will be served.

**Learn About:**

- upcoming events
- supports & services to empower women on campus





# CAMPUS CONVERSATION SERIES

## "HEALTHY & UNHEALTHY RELATIONSHIPS"

Join the staff from SAFE HAVEN as they present this program to the students of NVCC...

**Date:** October 6, 2016

**Room:** L501

**Time:** 12:45-1:45

**Lunch will be provided by the SGA**

**– sign up in S514 – Student**

**Activities**

**Open to all  
students!**

**Continuing Notice of Nondiscrimination:** Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Dwyer, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacque Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8943.

# CAMPUS CONVERSATION SERIES

## "SOCIETY & MEDIA: BODY IMAGE & RAPE CULTURE"

Join the staff from SAFE HAVEN as they present this program to the students of NVCC...

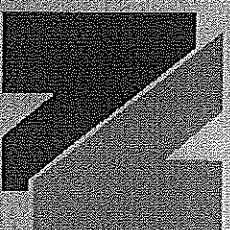
**Date:** October 10, 2016

**Room:** L501

**Time:** 12:45-1:45

**Lunch will be provided by the SGA**  
**– sign up in S514 – Student Activities**

**Open to all students!**



**Continuing Notice of Nondiscrimination:** Napauguck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Dwyer, Director of Facilities/Section 504/ADA Coordinator, Room C216, Napauguck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708, 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacque Swanson, Associate Director of Human Resources/Titix Coordinator, Room K704, Napauguck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708, 203-575-9043.



# PURPLE TIE TUESDAY

## 10.18.16

Wear a **PURPLE TIE** on  
Tuesday, October 18th.

It's a simple yet meaningful way  
to raise awareness about  
**DOMESTIC VIOLENCE**  
and show your commitment  
to promoting healthy relationships.



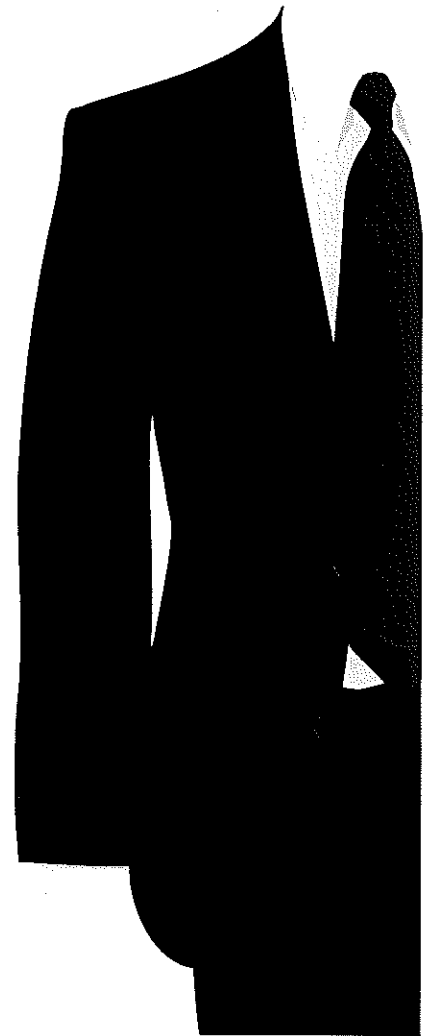
Tweet us a picture of you  
wearing your purple!  
@CTCADV

**OCTOBER IS**  
**DOMESTIC VIOLENCE AWARENESS MONTH**

Check out **CCADV's**  
upcoming events at:  
[www.ctcadv.org](http://www.ctcadv.org)

**cca | DV**

Connecticut Coalition Against Domestic Violence



# Candlelight Vigil

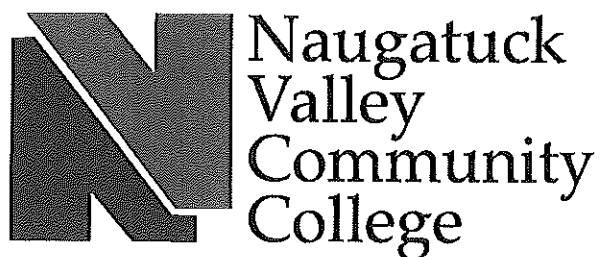
*Sponsored by Safe Haven of Greater Waterbury*

Please join us in an hour of  
remembrance of all those who have  
been affected by domestic violence.

Thursday October 20, 2016  
6:30 - 7:30pm  
St. John's Episcopal Church  
16 Church Street  
Waterbury, CT



*All are welcome.*



*Join the  
conversation!*

Campus Conversation Series:  
**“Compassion in Action”**

an open conversation on

**October 27, 2016**

**12:45-1:45pm**

**NVCC Waterbury Campus, L501**

***Special Guest:***

Mark E. Ojakian, President, Connecticut State Colleges & Universities

***Welcoming Remarks:***

Daisy Cocco De Filippis, Ph.D., President, Naugatuck Valley Community College

A CAPSS, Student Activities and SGA collaborative event



# Campus Conversation: "Compassion in Action"

an open conversation on  
October 27, 2016 • 12:45-1:45pm

NVCC Waterbury Campus, L501

## **Welcoming Remarks:**

Daisy Cocco De Filippis, Ph.D., President, Naugatuck Valley Community College

## **Compassion in Today's World Comments:**

Mark E. Ojakian, President, Connecticut State Colleges & Universities

## **Compassion in Action Topics:**

### **Moderator:**

Sam Johnson & Terry Latella, Counselors, Center for Academic Planning & Student Success

## ***Recap of "Power of Compassion" Conversation***

### ***What does "Compassion in Action" Mean?***

Random and not so random acts of kindness that happen on our campus

## ***True COMMUNITY College***

### **Community Partnerships and Outreach**

Student Government Association – Keila Franco, President

Habitat for Humanity – Javen Harris, student representative

Hispanic Student Union & Soup Kitchen - Tracey Mahar, Student Coordinator

Student Activities - Rita Ostrander, Student Activities Programming Assistant

Human Services Club – Annastacia Burns, student representative

## ***Call To Action for NVCC Community***

Video presentation by Human Services Club

Signing of "Commitment to Compassionate Action"

***Compassion is contagious; be compassionate!  
Inspire someone else to be compassionate!***

A CAPSS, Student Activities and SGA collaborative event

Continuing Notice of Nondiscrimination Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.



# CAMPUS CONVERSATION SERIES

## "SEXUAL ASSAULT: PREVENTION, EDUCATION & AWARENESS"

Join the staff from SAFE HAVEN as they present this program to the students of NVCC...

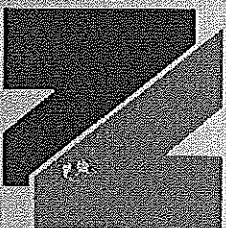
**Date: November 9, 2016**

**Room: L501**

**Time: 12:45-1:45**

**Lunch will be provided by the SGA**  
**– sign up in S514 – Student**  
**Activities**

**Open to all**  
**students!**



**Continuing Notice of Nondiscrimination:** Napaunck Valley Community College does not discriminate on the basis of race, color, religion, creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert DeJula, Director of Facilities, Section 504/ADA Coordinator, Room C216, Napaunck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708, 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacqueline Swanson, Associate Director of Human Resources, Title IX Coordinator, Room K704, Napaunck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708, 203-575-8045.



SAFE HAVEN  
OF GREATER WATERBURY, INC.

### Did you know?

- ⌘ Intimate Partner/Domestic Violence & Sexual Assault cross all socioeconomic, cultural and religious lines
- ⌘ Every 15 seconds a woman is battered in the US
- ⌘ Men are also victims & survivors of Intimate Partner/Domestic Violence & Sexual Assault
- ⌘ 1 in 4 girls & 1 in 6 boys will be sexually abused before they are 18 years of age
- ⌘ 8 out of 10 Sexual Assault cases, the victim know the perpetrator. Nearly 6 out of 10 occur in the victim's home, a friends, relative, or neighbors
- ⌘ 13.3% of college women indicate that they have been forced to have sex in a dating situation
- ⌘ Only 10% of all sexual assaults are reported to the police; 4% if the victim knows the attacker
- ⌘ 3.3 million children witness domestic violence each year
- ⌘ In CT there are over 20,000 arrests annually for domestic violence

At times some individuals may confuse or distort the definition of sexual assault. A clear and precise definition by the Connecticut Sexual Assault Crisis Services (CONNSACS) is:

- ⌘ Sexual Assault (SA) is a general term that includes sexual harassment, unwanted sexual contact, child sexual abuse, incest, and rape. Sexual contact becomes assault when a person is unable to or does not consent to an activity.
- ⌘ Rape is a crime of aggression, power, and control in which one person forces, coerces, or manipulates another person to have sexual intercourse without their consent. Rape includes vaginal, oral, or anal penetration by any object (including fingers) and also includes forced oral sex.

### What is Consent:

- ⌘ A voluntary, sober, mutual, honest and verbal agreement
- ⌘ An active agreement: consent cannot be coerced
- ⌘ A process, which must be asked for every step of the way, at each level ... ask
- ⌘ It is not implied or assumed ... just because you are in a relationship
- ⌘ Consent should be obtained prior to each act of sexual behavior

## Connecticut Sexual Assault Crisis Services Member Program Contact Information

### **The Center for Family Justice (Bridgeport)**

753 Fairfield Ave  
Bridgeport, CT 06604  
Office: 203-334-6154  
Fax: 203-579-8882  
Hotline: 203-333-2233

*President/CEO: Deb Greenwood  
Program Director: Amanda Posila*

### **Women's Center of Greater Danbury Sexual Assault Crisis Services**

2 West Street  
Danbury, CT 06810  
Office: 203-731-5200  
Fax: 203-731-5207  
Hotline: 203-731-5204

*Executive Director: Patricia Zachman  
Program Director: Sharon Chappuis*

### **YWCA of New Britain (Hartford and New Britain) (within the Hispanic Health Council)**

175 Main Street  
Hartford, CT 06106  
Office: 860-241-9217  
Fax: 860-547-0775  
Hotline: 860-547-1022

22 Glen Street  
New Britain, CT 06050  
Office: 860-225-4681  
Fax: 860-225-7443  
Hotline: 860-223-1787

*Executive Director: Robin Sharp  
Program Director: Fran Murphy*

### **Rape Crisis Center of Milford**

70 West River Street  
Milford, CT 06460  
Office: 203-874-8712  
Fax: 203-878-6450  
Hotline: 203-878-1212

*Executive Director: Peggy Pisano*

### **The Center for Sexual Assault Crisis Counseling and Education (Stamford)**

700 Canal Street, Suite 22B  
Stamford, CT 06902  
Office: 203-348-9346  
Fax: 203-324-2321  
Hotline: 203-329-2929

*Executive Director: Ivonne Zucco  
Program Director: Setta Mushigean*

### **Women and Families Center (Meriden/Middletown/New Haven)**

|                       |                       |
|-----------------------|-----------------------|
| 169 Colony Street     | 1440 Whalley Avenue   |
| Meriden, CT 06451     | New Haven, CT 06515   |
| Office: 203-235-9297  | Office: 203-389-5010  |
| Fax: 203-237-7571     | Fax: 203-289-5595     |
| Hotline: 203-235-4444 | Hotline: 203-235-4444 |

100 Riverview Center, Suite 274  
Middletown, CT 06457  
Office: 860-344-1474  
Fax: 860-346-5705  
Hotline: 203-235-4444

*Executive Director: Robyn Jay Bage  
Program Director: Carissa Conway*

### **Susan B. Anthony Project (Torrington)**

179 Water Street  
Torrington, CT 06790  
Office: 860-489-3798  
Fax: 860-482-6268  
Hotline: 860-482-7133

*Executive Director: Barbara Spiegel  
Associate Director: Jeanne Fusco*

### **Sexual Assault Crisis Center of Eastern Connecticut (Willimantic and New London)**

P.O. Box 24  
90 South Park Street  
Willimantic, CT 06226  
Office: 860-456-3595  
Fax: 860-423-4461  
Hotline: 860-456-2789

78 Howard Street, 2nd Floor  
New London, CT 06320  
Office: 860-442-0604  
Hotline: 860-437-7766

*Executive Director: Georgette Kalin  
Program Manager: Maria Busineau*

### **Safe Haven of Greater Waterbury**

29 Central Avenue  
Waterbury, CT 06721  
Office: 203-753-3613  
Fax: 203-597-9341  
Hotline: 203-753-3613

*Executive Director: Peggy Panagrossi  
Program Director: Melissa Malagutti*

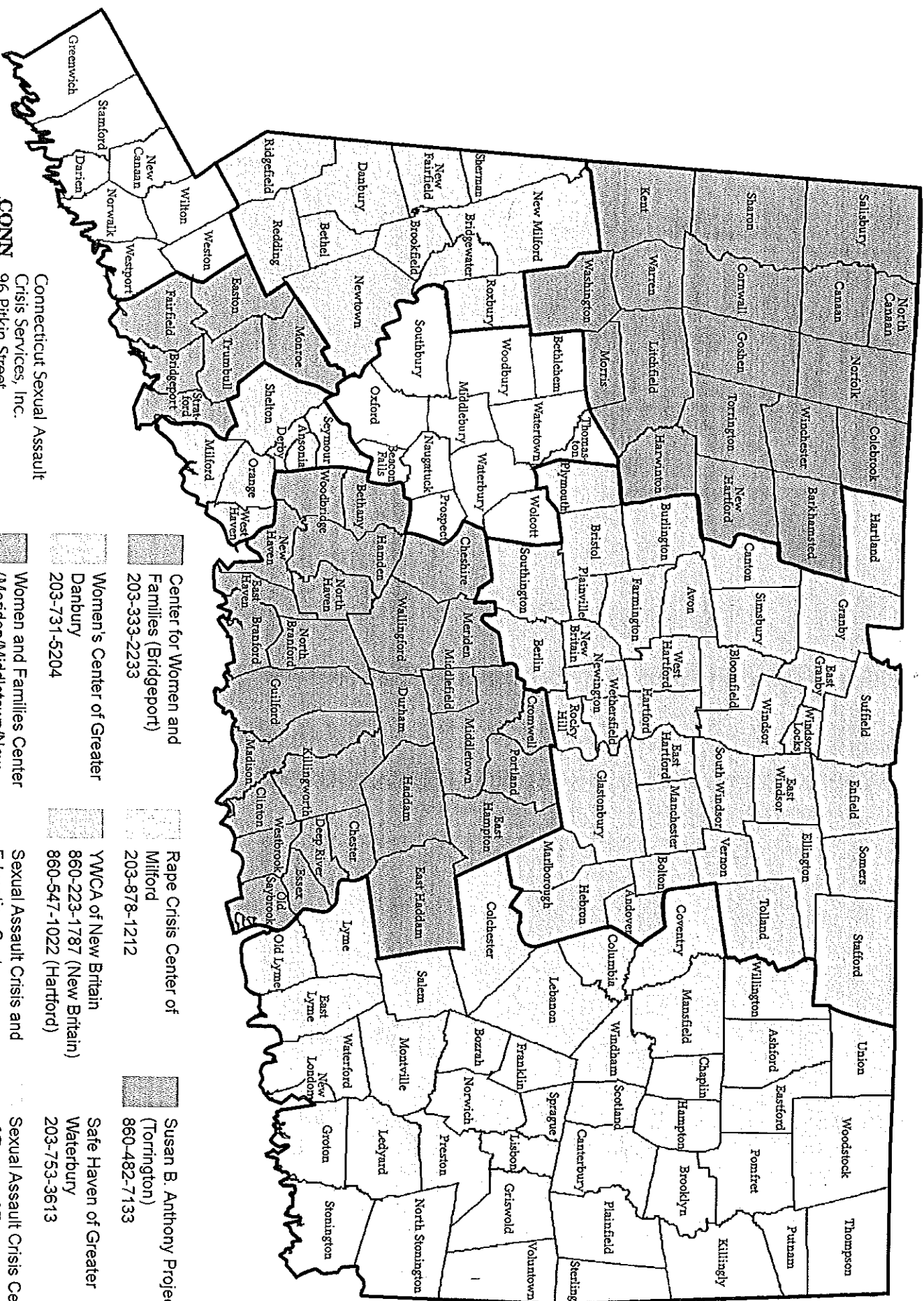
### **Connecticut Sexual Assault Crisis Services**

96 Pitkin Street  
East Hartford, CT 06108  
Office: 860-282-9881  
Fax: 860-291-9335












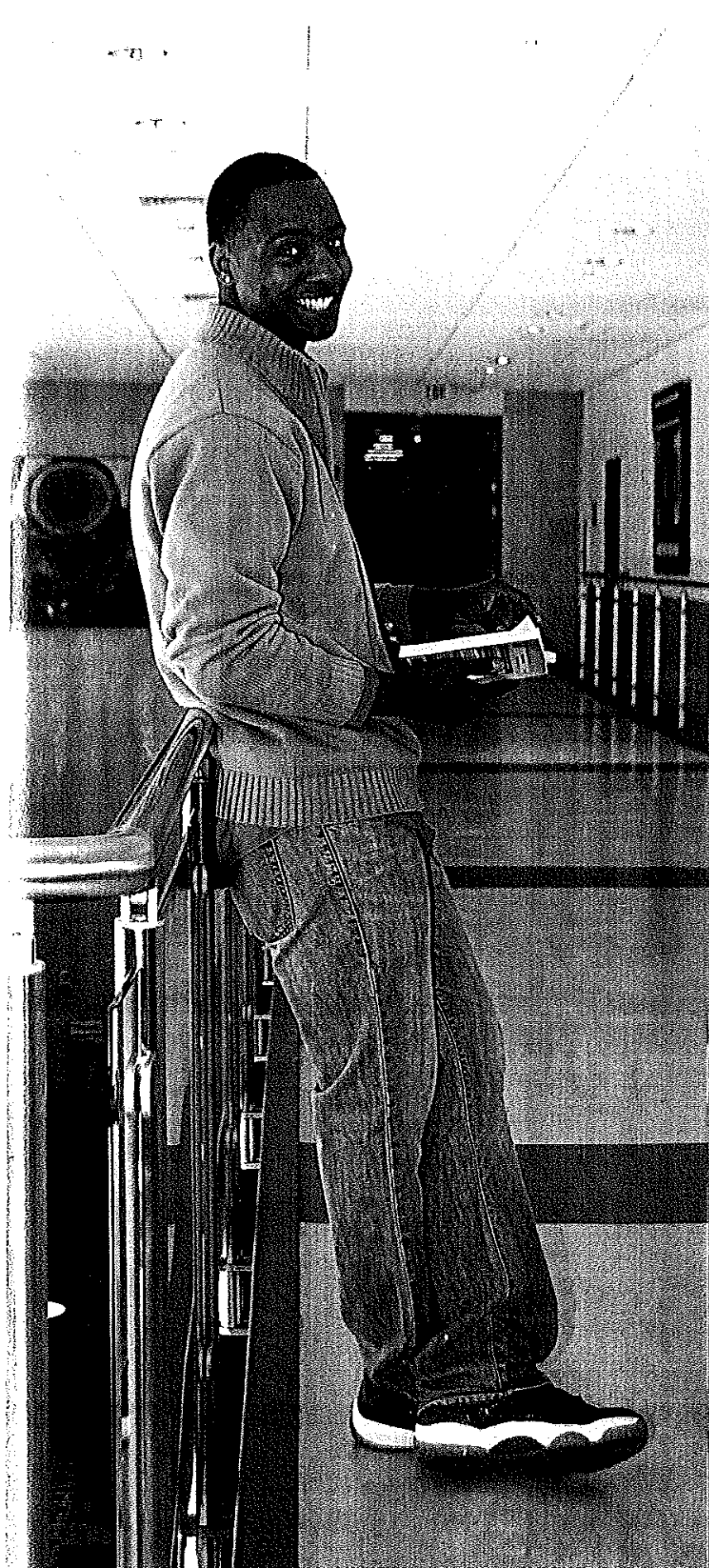


24-hour Toll-Free Sexual Assault Hotline 888-999-5545 (English) 888-568-8332 (Español)



Connecticut Sexual Assault  
Crisis Services, Inc.  
96 Pitkin Street  
East Hartford, CT 06108  
www.connsacs.org

- |  |   |  |
|--|---|--|
| <p> Center for Women and Families (Bridgeport)<br/>203-333-2233</p> <p> Rape Crisis Center of Milford<br/>203-878-1212</p> <p> Susan B. Anthony Project (Torrington)<br/>860-482-7133</p> | <p> Women's Center of Greater Danbury<br/>203-731-5204</p> <p> YMCA of New Britain<br/>860-223-1787 (New Britain)<br/>860-547-1022 (Hartford)</p> <p> Safe Haven of Greater Waterbury<br/>203-753-3613</p> | <p> Women and Families Center (Meriden/Middletown/New Haven)<br/>203-389-9700</p> <p> Sexual Assault Crisis and Education Center (Stamford)<br/>203-329-2929</p> <p> Sexual Assault Crisis Center of Eastern CT<br/>860-456-2789 (Middletown)<br/>860-437-7766 (New London)</p> |
|--|---|--|



**N** Naugatuck  
Valley  
Community  
College



STUDENT PLANNER 2016-17

# Welcome to Our College!



It is a joy to welcome you to Naugatuck Valley Community College, a caring and dynamic institution where students always come first. Surrounded by splendid gardens and grounds and served by talented and credentialed faculty, staff and administrators at our Waterbury and Danbury Campuses, the College offers comprehensive educational opportunities for those who are just beginning their education and those who are continuing their personal journey to a better future.

Our catalog presents prospective students with a rich and diverse array of career and academic programs, including allied health, aviation, cybersecurity, dance, digital arts, early childhood education, engineering technology, horticulture, hospitality management, human services, liberal arts, manufacturing, nursing, sciences, theater and many more. In addition,

we participate in multiple transfer and articulation agreements designed to facilitate student transfers to the Connecticut State Universities and beyond.

Naugatuck Valley Community College (NVCC) takes pride in its historic role as an engine for change in the lives of our students and in the communities we serve through strong relationships with Connecticut agencies that promote educational, labor, economic and community development initiatives. To that end, we offer programs designed to inspire and promote engagement both on campus and in our communities. Our students benefit from the evening bus service which their predecessors helped bring to the citizens of Waterbury, UPASS- unlimited, the bus transportation- for registered students in Waterbury and Danbury, the federal GEAR UP grant funding for college preparation and the Advanced Manufacturing Technology Center which supports local workforce needs.

Our varied degree, certificate and non-credit program offerings make Naugatuck Valley Community College the place to be. A new academic year brings the promise of exciting new opportunities for students. In Waterbury, our learning commons along the 5th floor afford students quiet places to study or socialize. Our Academic Center for Excellence (ACE) offers tutoring services for all students and the Center for Academic Planning & Student Success (CAPSS) provides mentoring, academic advisement and counseling. These services are replicated on a smaller scale at our new Danbury Campus, in our Learning Commons which provides tutoring and library services and a quiet place to study, and our Student Center which offers a gathering place for students to relax and engage in campus sponsored activities. Whether on our Waterbury or Danbury Campus, NVCC is alive with cultural activities for students, their families and the communities we serve.

I am joined by the entire NVCC family in welcoming you to what will surely be a challenging and rewarding experience.

Sincerely,

Daisy Cocco De Filippis, Ph.D.

President

## The NVCC Mission

Naugatuck Valley Community College offers quality, affordable education and training in response to evolving community needs by providing opportunities to individuals and organizations to develop their potential.

## The NVCC Vision

At NVCC, the word "community" is central and our students are considered our most sacred trust and our finest asset. Collaboration within and outside the confines of our immediate surroundings defines our actions and is the base for the rich intellectual, educational, cultural and civic-minded experiences we provide our students.

# 2016-2017 SCHOLASTIC MONTHLY DESK PLANNER

Name \_\_\_\_\_

Address \_\_\_\_\_

School Name \_\_\_\_\_

School Address \_\_\_\_\_

Home Phone ( \_\_\_\_\_ ) \_\_\_\_\_ Cell Phone ( \_\_\_\_\_ ) \_\_\_\_\_

IN CASE OF EMERGENCY NOTIFY :

Name \_\_\_\_\_

Address \_\_\_\_\_

## Contact Information:

**Academic Center for Excellence**  
203-596-8717

**Admissions Office**  
203-575-8040 • nvcc@nv.edu

**Alumni Affairs**  
203-575-8045

**Bookstore**  
203-575-8075

**Bursar**  
203-575-8055 • cashiers@nv.edu

**Center for Academic Planning  
and Student Success (CAPSS)  
Counseling/Advising Center**  
203-575-8025 • CAPPs@nv.edu

**Danbury Campus**  
203-797-9361

**Dean of Academic Affairs**  
203-575-8046

**Dean of Student Services**  
203-575-8012

**Financial Aid**  
203-575-8274 • nv-financialaid@nv.edu

**Center for Job Placement  
and College Opportunities**  
203-575-8158 • jpc@nv.edu

**Library**  
203-575-8024  
Text us! 203-951-8189  
**Library Circulation Desk**  
203-575-8024 • library@nv.edu  
**Library Reference Desk**  
203-575-8244

**Non-Credit Lifelong Learning**  
203-575-8029 • nc@nv.edu

**Public Safety**  
203-575-8113

**Registrar's Office**  
203-596-2177 • records@nv.edu

**Services for Students  
with Disabilities**  
203-596-8608 • tlattella@nv.edu

**Student Activities**  
203-575-8269

**Testing Center**  
203-575-8025

**Women's Center**  
203-575-8026

**Veterans Affairs**  
203-575-8006

## Academic Division Leaders:

**Allied Health, Nursing, & Physical Education**  
Sandra Roosa E601 sroosa@nv.edu  
203-575-8057 or 203-596-8659

**Business**  
Mitch Holmes E518B mholmes@nv.edu  
203-575-8068 or 203-575-8117

**Liberal Arts / Behavior and Social Science**  
Dr. Lisa Dresdner K600 ldresdner@nv.edu  
*Associate Dean for* 203-596-8615 or 203-596-2101  
*Liberal Arts and*  
*Behavioral Social Sciences*

**STEM Division Engineering Technologies**  
Dr. Peter Angelastro E411 pangelaastro@nv.edu  
203-575-8053 or 203-596-8690

|  |
|--|
| <b>ACADEMIC CALENDAR</b><br><b>FALL 2016 – SUMMER 2017</b> |
|--|

### CREDIT COURSES - FALL SEMESTER 2016

|  |  |
|--|--|
| Monday, August 29.....                           | Credit Classes Begin                                     |
| Monday, September 5.....                         | Labor Day - College Closed                               |
| Tuesday, September 6.....                        | Last Day for Add/Swap                                    |
| Sunday, September 11.....                        | Last Day 50% Refund                                      |
| Monday, September 12.....                        | First Day Student-Initiated Withdrawal                   |
| Monday, September 12.....                        | "Late Start" Classes Begin                               |
| Tuesday, September 13.....                       | Last Day for Add/Swap for "Late Start" Classes           |
| Monday, October 10.....                          | Columbus Day - Credit Classes in Session - College Open  |
| Monday, October 17.....                          | Mid-Term Grades Due                                      |
| Wednesday, November 9.....                       | Veterans' Day - Credit Classes in Session - College Open |
| Tuesday, November 22.....                        | Last Day Student-Initiated Withdrawal                    |
| Wednesday, November 23.....                      | Veterans' Day Observed - No Classes - College Open       |
| Thursday, November 24.....                       | Thanksgiving Day - College Closed                        |
| Friday, November 25 - Sunday, November 27.....   | Thanksgiving Recess - No Classes (Limited Services)      |
| Tuesday, December 6 & Friday, December 9.....    | Reading and/or Make-up Days (Instructor Discretion)      |
| Saturday, December 10 - Friday, December 16..... | Final Examination Period                                 |
| Saturday, December 17.....                       | Final Examination Make-up Day                            |
| Wednesday, December 21.....                      | Final Grades Due   |
| Sunday, December 25.....                         | Christmas Day - College Closed                           |
| Monday, December 26.....                         | College Closed   |

### CREDIT COURSES - WINTER SESSION 2016

|                          |                       |
|--------------------------|-----------------------|
| Monday, December 19..... | Winter Session Begins |
| Friday, January 13.....  | Winter Session Ends   |

### CREDIT COURSES - SPRING SEMESTER 2017

|  |  |
|--|--|
| Monday, January 2.....                           | New Year's Day - College Closed  |
| Monday, January 16.....                          | Martin Luther King Day Observed - College Closed                           |
| Thursday, January 19.....                        | Credit Classes Begin   |
| Friday, January 27.....                          | Last Day for Add/Swap  |
| Wednesday, February 1.....                       | Last Day 50% Refund  |
| Thursday, February 2.....                        | First Day Student-initiated Withdrawal                                     |
| Thursday, February 2.....                        | "Late Start" Classes Begin   |
| Friday, February 3.....                          | Last Day for Add/Swap for "Late Start" Classes                             |
| Monday, February 13.....                         | Lincoln's Birthday - Credit Classes in Session - College Open              |
| Friday, February 17.....                         | Lincoln's and Washington's Birthday Observed - No Classes - College Open   |
| Saturday, February 18 & Sunday, February 19..... | No Classes (Limited Services)  |
| Monday, February 20.....                         | Lincoln's and Washington's Birthday Observed - No Classes - College Closed |
| Monday, March 13 - Sunday, March 19.....         | Spring Break - No Credit Classes - College Open                            |
| Monday, March 20.....                            | Mid-Term grades Due  |
| Friday, April 14.....                            | Good Friday - College Closed   |
| Saturday, April 15.....                          | No Classes - College Closed  |
| Sunday, April 16.....                            | Easter - No Classes - College Closed                                       |
| Monday, April 17.....                            | Last Day Student-Initiated Withdrawal                                      |
| Thursday, May 4.....                             | Reading and/or Make-up Day (Instructor Discretion)                         |
| Tuesday, May 9 - Monday, May 15.....             | Final Examination Period   |
| Tuesday, May 16.....                             | Final Examination Make-up Day  |
| Thursday, May 18.....                            | Final Grades Due   |
| Tuesday, May 23.....                             | Honors Night   |
| Thursday, May 25.....                            | Commencement   |
| Monday, May 29.....                              | Memorial Day - College Closed  |

### CREDIT COURSES - SUMMER SESSION 2017

|                        |  |
|------------------------|--|
| Monday, June 5.....    | Summer Session & Special Session I Begin |
| Tuesday, July 4.....   | Independence Day - College Closed        |
| Friday, July 7.....    | Special Session I Ends                   |
| Monday, July 10.....   | Special Session II Begins                |
| Friday, July 28.....   | Summer Session Ends                      |
| Friday, August 11..... | Special Session II Ends                  |



# NVCC Academic Calendar Fall 2016, Winter 2016, Spring & Summer 2017

| 2/16/2016      |      | MONDAY  | TUESDAY  | WEDNESDAY  | THURSDAY   | FRIDAY   | SAT   | SUN  |
|----------------|------|---|--|--|--|--|---|--|
| FALL<br>2016   | AUG  | 1<br>8<br>15<br>22<br>29 Credit Classes Begin   | 2<br>9<br>16<br>23<br>30   | 3<br>10<br>17<br>24<br>31  | 4<br>11<br>18<br>25  | 5<br>12<br>19<br>26  | 6<br>13<br>20<br>27   | 7<br>14<br>21<br>28                            |
|                | SEP  | 5 LABOR DAY - CLOSED<br>12 Late Start Classes Begin<br>19<br>26   | 6 Last Day Add/Swap<br>13 Last Day Add/Swap for Late Start Anticipated Freeze Date<br>20<br>27 | 7<br>14<br>21<br>28  | 1<br>8<br>15<br>22<br>29   | 2<br>9<br>16<br>23<br>30   | 3<br>10<br>17<br>24   | 4<br>11 Last Day 50% Refund<br>18<br>25        |
|                | OCT  | 2<br>10 COLUMBUS DAY - OPEN Classes In Session<br>17 Mid-Term Grades Due<br>24<br>31                                      | 4<br>11<br>18<br>25  | 5<br>12<br>19<br>26  | 6<br>13<br>20<br>27  | 7<br>14<br>21<br>28  | 8<br>15<br>22<br>29   | 9<br>16<br>23<br>30                            |
|                | NOV  | 7<br>14<br>21<br>28   | 1<br>8<br>15<br>22 Last Day Student-Initiated Withdrawal<br>29                                 | 2<br>9 VETERAN'S DAY - OPEN Classes In Session<br>16<br>23 No Classes - College Open<br>30 | 3<br>10<br>17<br>24 THANKSGIVING - CLOSED  | 4<br>11<br>18<br>25 No Classes - Limited Services  | 5<br>12<br>19<br>26 No Classes Limited Service                          | 6<br>13<br>20<br>27 No Classes Limited Service |
| WINTER<br>2017 | DEC  | 5<br>12 FINAL EXAMS<br>19 Winter Session Begins<br>26 CHRISTMAS - CLOSED  | 6 READING/MAKE-UP DAY<br>13 FINAL EXAMS<br>20<br>27  | 7<br>14 FINAL EXAMS<br>21 Final Grades Due<br>28   | 1<br>8<br>15 FINAL EXAMS<br>22<br>29   | 2<br>9 Reading/Make-Up Day<br>16 FINAL EXAMS<br>23<br>30   | 3<br>10 FINAL EXAMS<br>17 FINAL EXAM MAKE-UPS<br>24<br>31               | 4<br>11 FINAL EXAMS<br>18<br>25                |
|                | JAN  | 2 NEW YEARS - CLOSED<br>9<br>16 MLK BIRTHDAY - CLOSED<br>23<br>30   | 3<br>10<br>17<br>24<br>31  | 4<br>11<br>18<br>25  | 5<br>12<br>19 Credit Classes Begin<br>26<br>27 Last Day Add/Swap                                     | 6<br>13 Winter Session Ends<br>20<br>27  | 7<br>14<br>21<br>28   | 8<br>15<br>22<br>29                            |
|                | FEB  | 6<br>13 Lincoln's Bday - OPEN Classes In Session<br>20 Lincoln's & Washington's Bday Observed - CLOSED - No Classes<br>27 | 7<br>14<br>21<br>28  | 1 Last Day 50% Refund<br>8<br>15<br>22   | 2 Late Start Classes Begin<br>9<br>16<br>23  | 3 Last Day Add/Swap for Late Start Anticipated Freeze Date<br>10<br>17 Lincoln's & Washington's Bday Observed - No Classes<br>24 | 4<br>11<br>18 No Classes<br>25  | 5<br>12<br>19 No Classes<br>26                 |
|                | MAR  | 6<br>13 SPRING BREAK - No Classes<br>20 Mid-Term Grades Due<br>27   | 7<br>14 SPRING BREAK - No Classes<br>21<br>28  | 1<br>8<br>15 SPRING BREAK - No Classes<br>22<br>29   | 2<br>9<br>16 SPRING BREAK - No Classes<br>23<br>30   | 3<br>10<br>17 SPRING BREAK - No Classes<br>24<br>31  | 4<br>11 SPRING BREAK - No Classes<br>18 SPRING BREAK - No Classes<br>25 | 5<br>12<br>19 SPRING BREAK - No Classes<br>26  |
| SPRING<br>2017 | APR  | 3<br>10<br>17 Last Day Student-Initiated Withdrawal<br>24   | 4<br>11<br>18<br>25  | 5<br>12<br>19<br>26  | 6<br>13<br>20<br>27  | 7<br>14 GOOD FRIDAY - CLOSED<br>21<br>28   | 8<br>15 COLLEGE CLOSED<br>22<br>29                                      | 9<br>16 COLLEGE CLOSED<br>23<br>30             |
|                | MAY  | 1<br>8<br>15 FINAL EXAMS<br>22<br>29 MEMORIAL DAY - CLOSED  | 2<br>9 FINAL EXAMS<br>16 FINAL EXAM MAKE-UPS<br>23 Honors Night<br>30                          | 3<br>10 FINAL EXAMS<br>17<br>24<br>31  | 4 Reading/Make-Up Day<br>11 FINAL EXAMS<br>18 Final Grades Due/Leadership Banquet<br>25 Commencement | 5<br>12 FINAL EXAMS<br>19<br>26  | 6<br>13 FINAL EXAMS<br>20<br>27   | 7<br>14 FINAL EXAMS<br>21<br>28                |
|                | JUNE | 5 General Summer Session and Special Session I Begin<br>12<br>19<br>26  | 6<br>13<br>20<br>27  | 7<br>14<br>21<br>28  | 1<br>8<br>15<br>22<br>29   | 2<br>9<br>16<br>23<br>30   | 3<br>10<br>17<br>24   | 4<br>11<br>18<br>25                            |
|                | JUL  | 3<br>10 Special Session II Begins<br>17<br>24<br>31   | 4 INDEPENDENCE DAY - CLOSED<br>11<br>18<br>25  | 5<br>12<br>19<br>26  | 6<br>13<br>20<br>27  | 7 Special Session I Ends<br>14<br>21<br>28 General Summer Session Ends   | 8<br>15<br>22<br>29   | 9<br>16<br>23<br>30                            |
| SUMMER<br>2017 | AUG  | 7<br>14   | 1<br>8<br>15   | 2<br>9<br>16   | 3<br>10<br>17  | 4<br>11 Special Session II Ends<br>18  | 5<br>12<br>19   | 6<br>13<br>20                                  |

# SEPTEMBER 2016

ACADEMIC EDITION

**SUNDAY**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**Assignments:**

\*Month of September

**Note:**

FOOD DRIVE for

All Students are welcome to join the SGA -

St. Vincent DePaul Soup Kitchen

Stop by Room S516 for more information.

**4**

**5**

**6**

**7**

Labor Day

(College Closed)

**11**

**12**

**13**

**14**

"Campus Conversation"

Financial Aid Workshop

12:45 - 1:45 pm/L501 Lunch Provided

Lunch Provided (sign up in S514)

(Waterbury Campus)

"Constitution Trivia"

12:45 - 1:45 pm/L501

Lunch and Prizes to be awarded to participants

**18**

**19** "Campus Conversation"

**20**

**21**

Financial Literacy

12:45 - 1:45 pm/L501 Lunch Provided

(Sign up in S514)/Waterbury Campus

Voter Registration - 9 - 1 pm

Prism Lounge - Waterbury/Student Lounge - Danbury

Voter Registration

12 - 2 pm

Prism Lounge - Waterbury

Student Lounge - Danbury

Voter Registration

10 - 2 pm/Prism Lounge - Waterbury

Student Lounge - Danbury

1st SGA Meeting

4 - 5 pm/L501 - Waterbury

**25**

**26**

**27**

**28**

"Campus Conversation"

Public Safety presents:

Active Shooter Program

12:45 - 1:45 pm/L501 (Lunch Provided)

(sign up in S514) (Waterbury Campus)

Distracted Driver Event

9:45 - 4 pm/Cafe West

SGA Meeting - 4 - 5 pm/L501

Voter Registration

10 - 1 pm/Ekstrom Walkway/(Waterbury Campus)

# OCTOBER

CALENDAR EDITION

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

Assignments:

|    |   |   |   |
|----|---|---|---|
| 2  | 3   | 4   | 5   |
|    |   |   |   |
|    |   |   |   |
|    |   |   |   |
|    |   |   | Club Expo   |
|    |   |   | 11:30 pm - 2:30 pm/Cafe West  |
| 9  | 10  | 11  | 12  |
|    |   |   | Fall Festival   |
|    |   |   | 11:30 - 2:30 pm/Plaza   |
|    |   | Mid-Term Exam Cram                                  | Free Lunch/Entertainment  |
|    |   | ACE/Library/Student Activities 9 - 12 pm & 5 - 7 pm | SGA Meeting - 4 - 5 pm/L501   |
|    |   | Waterbury and Danbury Campus                        | College Transfer Workshop 12 - 2 pm - K519                            |
| 16 | 17  | 18  | 19 *Cystic Fibrosis Walk on Campus<br>1 - 3 pm (All Students Invited) |
|    | ADVISING WEEK                                 |   |   |
|    |   |   | College Transfer Fair   |
|    | Voter Registration                            |   | 10 - 1 pm/Cafe West - Waterbury                                       |
|    | 12:30 - 2 pm/Tech Hall 5th Floor - Waterbury/ |   | SGA Meeting   |
|    | Student Lounge - Danbury                      |   | 4 - 5 pm/L501   |
| 23 | 24  | 25  | 26  |
|    |   |   |   |
|    |   |   | Halloween Party   |
| 30 | 31  |   | 11:30 - 2:30 pm/Cafe West   |
|    |   |   | SGA Meeting   |
|    | REGISTRATION WEEK                             |   | 4 - 5 pm/L501   |

## Courage

"With courage you will dare to take risks, have the strength to be compassionate, and the wisdom to be humble. Courage is the foundation of integrity."

- Keshavan Nair

# OCTOBER

| JUNE 2016 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | TH | F  | S  |
|           |    |    | 1  | 2  | 3  | 4  |
| 5         | 6  | 7  | 8  | 9  | 10 | 11 |
| 12        | 13 | 14 | 15 | 16 | 17 | 18 |
| 19        | 20 | 21 | 22 | 23 | 24 | 25 |
| 26        | 27 | 28 | 29 | 30 |    |    |

| JULY 2016 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | TH | F  | S  |
|           |    |    |    | 1  | 2  |    |
| 3         | 4  | 5  | 6  | 7  | 8  | 9  |
| 10        | 11 | 12 | 13 | 14 | 15 | 16 |
| 17        | 18 | 19 | 20 | 21 | 22 | 23 |
| 24        | 25 | 26 | 27 | 28 | 29 | 30 |
| 31        |    |    |    |    |    |    |

| AUGUST 2016 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | TH | F  | S  |
|             |    |    |    | 1  | 2  | 3  |
| 4           | 5  | 6  | 7  | 8  | 9  | 10 |
| 11          | 12 | 13 | 14 | 15 | 16 | 17 |
| 18          | 19 | 20 | 21 | 22 | 23 | 24 |
| 25          | 26 | 27 | 28 | 29 | 30 | 31 |

| SEPTEMBER 2016 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | TH | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

| OCTOBER 2016 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | TH | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| NOVEMBER 2016 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    |    |    |    |    | 1  |
| 2             | 3  | 4  | 5  | 6  | 7  | 8  |
| 9             | 10 | 11 | 12 | 13 | 14 | 15 |
| 16            | 17 | 18 | 19 | 20 | 21 | 22 |
| 23            | 24 | 25 | 26 | 27 | 28 | 29 |
| 30            | 31 |    |    |    |    |    |

| DECEMBER 2016 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    |    |    |    |    | 1  |
| 2             | 3  | 4  | 5  | 6  | 7  | 8  |
| 9             | 10 | 11 | 12 | 13 | 14 | 15 |
| 16            | 17 | 18 | 19 | 20 | 21 | 22 |
| 23            | 24 | 25 | 26 | 27 | 28 | 29 |
| 30            | 31 |    |    |    |    |    |

| JANUARY 2017 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | TH | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| FEBRUARY 2017 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    |    |    |    |    | 1  |
| 2             | 3  | 4  | 5  | 6  | 7  | 8  |
| 9             | 10 | 11 | 12 | 13 | 14 | 15 |
| 16            | 17 | 18 | 19 | 20 | 21 | 22 |
| 23            | 24 | 25 | 26 | 27 | 28 | 29 |
| 30            | 31 |    |    |    |    |    |

| THURSDAY                                    | FRIDAY | SATURDAY                 |
|---|--------|--------------------------|
|   |        | 1                        |
|   |        |                          |
|   |        |                          |
|   |        |                          |
|   |        |                          |
|   |        |                          |
|   |        |                          |
|   | 7      | 8                        |
| Campus Conversation"                        |        |                          |
| Healthy vs. Unhealthy Relationships         |        |                          |
| 5 - 1:45 pm/L501                            |        |                          |
| Lunch Provided (sign up in S514)            |        |                          |
| Waterbury Campus)                           |        |                          |
|   | 14     | 15                       |
| Early Registration                          |        |                          |
| 10 - 2 pm/ACE Walkway - Waterbury           |        |                          |
| 10 - 2 pm/Student Lounge - Danbury          |        |                          |
| Health Clinic                               |        |                          |
| 3 pm Danbury                                |        |                          |
| "Campus Conversation"<br>Financial Literacy | 21     | 22                       |
|   |        |                          |
| 15 - 1:45 pm/L501/Lunch Provided            |        |                          |
| sign up in S514) (Waterbury Campus)         |        |                          |
| Signwriters in the Round/Session 1          |        |                          |
| 5 - 2 pm/Prism Lounge                       |        |                          |
| "Campus Conversation"                       | 28     | 29                       |
| Compassion in Action                        |        |                          |
| 45 - 1:45 pm/L501/Lunch Provided            |        |                          |
| sign up in S514) (Waterbury Campus)         |        |                          |
| Signwriters in the Round/Session 2          |        |                          |
| 15 - 2 pm/Prism Lounge                      |        |                          |
|   |        | <b>REGISTRATION WEEK</b> |

# NOVEMBER

ACADEMIC EDITION

# 2016

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

1

2

REGISTRATION

6

7

8

9 Transfer Fair  
10 - 1 pm (Danbury Campus)

"Campus Conversation"

Sexual Assault Prevention Education and Awareness

12:45 - 1:45 pm/ room L501 - Lunch Provided

(sign up in S514) (Waterbury Campus)

SGA Meeting - 4 - 5 pm/L501

13

14

15

16

"Campus Conversation"

Wellmore

Social Science

12:45 - 1:45 pm/room Cafe West - Lunch

Career Expo

Provided (sign up in S514) (Waterbury Campus)

9 - 2 pm/Cafe West

SGA Meeting - 4 - 5 pm/L501

20

21

22

23

No SGA Meeting

27

28

29

30

Holiday Party

11:30 - 2:30 pm/Cafe West

SGA Meeting

4 - 5 pm/L501

"Wherever there is a human being, there is an opportunity for kindness."

JULY 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 |    |    |    |    |    |    |

## AUGUST 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

SEPTEMBER 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 |    |

## OCTOBER 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

## NOVEMBER 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 |    |    |    |

DECEMBER 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

## JANUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
| 1  | 2  | 3  | 4  | 5  | 6  | 7  |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

## FEBRUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 |    |    |    |    |

## MARCH 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

## NOVEMBER

| THURSDAY                     |  | FRIDAY |  | SATURDAY |  |
|------------------------------|--|--------|--|----------|--|
| 3                            |  | 4      |  | 5        |  |
| PRACTICE WEEK                |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
| 10                           |  | 11     |  | 12       |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
| 17                           |  | 18     |  | 19       |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
| NVCC Has Talent              |  |        |  |          |  |
| 6 - 9 pm - Mainstage         |  |        |  |          |  |
| (Sign up to perform in S516) |  |        |  |          |  |
| 24                           |  | 25     |  | 26       |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
| Assignments:                 |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |
|                              |  |        |  |          |  |

DECEMBER  
ACADEMIC EDITION

20 6

SUNDAY MONDAY TUESDAY WEDNESDAY

Assignments: 1

|    |    |                                     |    |    |
|----|----|-------------------------------------|----|----|
| 4  | 5  | 6                                   | 7  | 8  |
|    |    | Exam Cram                           |    |    |
|    |    | ACE, Library and Student Activities |    |    |
|    |    | sponsored event for students        |    |    |
|    |    | 9 - 12 pm/5 - 7 pm                  |    |    |
|    |    | Waterbury/Danbury Campus            |    |    |
| 11 | 12 | 13                                  | 14 | 15 |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
| 18 | 19 | 20                                  | 21 | 22 |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
| 25 | 26 | 27                                  | 28 | 29 |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
|    |    |                                     |    |    |
|    |    |                                     |    |    |

"The future belongs to those who believe in the beauty of their dreams."

| AUGUST 2016 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | TH | F  | S  |
|             | 1  | 2  | 3  | 4  | 5  | 6  |
| 7           | 8  | 9  | 10 | 11 | 12 | 13 |
| 14          | 15 | 16 | 17 | 18 | 19 | 20 |
| 21          | 22 | 23 | 24 | 25 | 26 | 27 |
| 28          | 29 | 30 | 31 |    |    |    |

| SEPTEMBER 2016 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | TH | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

| OCTOBER 2016 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | TH | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| NOVEMBER 2016 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 |    |    |    |

| DECEMBER 2016 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    |    |    | 1  | 2  | 3  |
| 4             | 5  | 6  | 7  | 8  | 9  | 10 |
| 11            | 12 | 13 | 14 | 15 | 16 | 17 |
| 18            | 19 | 20 | 21 | 22 | 23 | 24 |
| 25            | 26 | 27 | 28 | 29 | 30 | 31 |

| JANUARY 2017 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | TH | F  | S  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 |
| 29           | 30 | 31 |    |    |    |    |

| FEBRUARY 2017 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    |    | 1  | 2  | 3  | 4  |
| 5             | 6  | 7  | 8  | 9  | 10 | 11 |
| 12            | 13 | 14 | 15 | 16 | 17 | 18 |
| 19            | 20 | 21 | 22 | 23 | 24 | 25 |
| 26            | 27 | 28 |    |    |    |    |

| MARCH 2017 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | TH | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

| APRIL 2017 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | TH | F  | S  |
|            |    |    |    |    |    | 1  |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |
| 30         |    |    |    |    |    |    |

# DECEMBER

| THURSDAY | FRIDAY | SATURDAY |
|----------|--------|----------|
|          | 2      | 3        |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
|          | 9      | 10       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 5        | 16     | 17       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 2        | 23     | 24       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 9        | 30     | 31       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |



# JANUARY 2017

ACADEMIC EDITION

| SUNDAY | MONDAY  | TUESDAY  | WEDNESDAY  |
|--------|---|--|--|
| 1      | 2   | 3  | 4  |
|        |   |  |  |
|        |   |  |  |
|        |   |  |  |
|        | New Year's Day<br>(College Closed)                |  |  |
| 8      | 9   | 10   | 11   |
|        |   |  |  |
|        |   |  |  |
|        |   |  | New Student Orientation<br>5-6 pm/Danbury Campus                               |
| 15     | 16  | 17   | 18   |
|        |   |  |  |
|        |   |  | Snowdate:  |
|        |   | New Student Orientation<br>5:30 - 7:30 pm Cafe West/East<br>(Waterbury Campus) | New Student Orientation<br>5:30 - 7:30 pm Cafe West/East<br>(Waterbury Campus) |
|        | Martin Luther King's Birthday<br>(College Closed) |  |  |
| 22     | 23  | 24   | 25   |
|        |   |  |  |
|        |   |  |  |
|        |   |  |  |
|        |   |  |  |
| 29     | 30  | 31   | Assignments:   |
|        |   |  |  |
|        |   |  |  |
|        |   |  |  |
|        |   |  |  |

**"No person is your friend who demands your silence, or denies you the right to grow."**

| SEPTEMBER 2016 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | TH | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

# JANUARY

| OCTOBER 2016 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | TH | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| NOVEMBER 2016 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 |    |    |    |

| DECEMBER 2016 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    |    |    | 1  | 2  | 3  |
| 4             | 5  | 6  | 7  | 8  | 9  | 10 |
| 11            | 12 | 13 | 14 | 15 | 16 | 17 |
| 18            | 19 | 20 | 21 | 22 | 23 | 24 |
| 25            | 26 | 27 | 28 | 29 | 30 | 31 |

| JANUARY 2017 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | TH | F  | S  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 |
| 29           | 30 | 31 |    |    |    |    |

| FEBRUARY 2017 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | TH | F  | S  |
|               |    |    | 1  | 2  | 3  | 4  |
| 5             | 6  | 7  | 8  | 9  | 10 | 11 |
| 12            | 13 | 14 | 15 | 16 | 17 | 18 |
| 19            | 20 | 21 | 22 | 23 | 24 | 25 |
| 26            | 27 | 28 |    |    |    |    |

| MARCH 2017 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | TH | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

| APRIL 2017 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | TH | F  | S  |
|            |    |    |    |    |    | 1  |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |
| 30         |    |    |    |    |    |    |

| MAY 2017 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | TH | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 |
| 28       | 29 | 30 | 31 |    |    |    |

| THURSDAY                |  | FRIDAY |  | SATURDAY |  |
|-------------------------|--|--------|--|----------|--|
| 5                       |  | 6      |  | 7        |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
| 12                      |  | 13     |  | 14       |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
| Snowdate:               |  |        |  |          |  |
| New Student Orientation |  |        |  |          |  |
| 5 - 6 pm/Danbury Campus |  |        |  |          |  |
| 19                      |  | 20     |  | 21       |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
| 26                      |  | 27     |  | 28       |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |
|                         |  |        |  |          |  |

# FEBRUARY 2017

ACADEMIC EDITION

| SUNDAY |    | MONDAY                    | TUESDAY | WEDNESDAY                              |   |
|--------|----|---------------------------|---------|--|---|
|        |    |                           |         | 1                                      | 2 |
|        |    |                           |         |  |   |
|        |    |                           |         |  |   |
|        |    |                           |         | SGA Meeting                            |   |
|        |    |                           |         | 4 - 5 pm/L501                          |   |
| 5      | 6  | 7                         |         | 8                                      | 9 |
|        |    |                           |         |  |   |
|        |    |                           |         |  |   |
|        |    |                           |         | SGA Meeting                            |   |
|        |    |                           |         | 4 - 5 pm/L501                          |   |
| 12     | 13 | 14                        |         | 15 "Campus Conversation"               | 1 |
|        |    |                           |         | Internet Safety:                       |   |
|        |    |                           |         | Predator Danger, Sexting               |   |
|        |    |                           |         | 12:45 - 1:45 pm/ L501 - Lunch Provided |   |
|        |    |                           |         | (sign up in S514) (Waterbury Campus)   |   |
|        |    | Valentine's Day Party     |         | SGA Meeting - 4 - 5 pm/L501            |   |
|        |    | 11:30 - 2:30 pm/Cafe West |         |  |   |
| 19     | 20 | 21                        |         | 22                                     |   |
|        |    |                           |         |  |   |
|        |    |                           |         | College Transfer Workshop              |   |
|        |    |                           |         | 12 - 2 pm/K519                         |   |
|        |    |                           |         | SGA Meeting                            |   |
|        |    |                           |         | 4 - 5 pm/L501                          |   |
| 26     | 27 | 28                        |         | Assignments:                           |   |
|        |    |                           |         |  |   |
|        |    |                           |         |  |   |
|        |    |                           |         |  |   |
|        |    |                           |         |  |   |

- Fredrick Douglass

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 |    |

FEBRUARY

| THURSDAY | FRIDAY | SATURDAY |
|----------|--------|----------|
| 2        | 3      | 4        |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 9        | 10     | 11       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 16       | 17     | 18       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 23       | 24     | 25       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |

# MARCH

ACADEMIC EDITION

# 2017

**SUNDAY**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**Assignments:**

**1**

College Transfer Fair

10 - 1 pm Cafe West - Waterbury

SGA Meeting

4 - 5 pm/L501

**5**

**6**

**7**

**8**

Mid-Term Exam Cram

ACE, Library, Student Activities

9 - 12 pm & 5 - 7 pm

Waterbury & Danbury Campus

SGA Meeting

4 - 5 pm/L501

**12**

**13**

**14**

**15**

**SPRING BREAK (NO CLASSES)**

No SGA Meeting

**19**

**20**

**21**

**22**

SGA Meeting

4 - 5 pm/L501

**26**

**27**

**28**

**29**

**ADVISING WEEK**

Transfer Fair

10 - 1 pm Danbury

SGA Meeting

4 - 5 pm/L501

# Opportunity

"The pessimist sees difficulty in every opportunity. The optimist sees the opportunity in every difficulty."

- Winston Churchill

NOVEMBER 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 |    |    |    |

MARCH

DECEMBER 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

JANUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  |    |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

FEBRUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  |    |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

MARCH 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  |    |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

APRIL 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

MAY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  |    |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

JUNE 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

JULY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

| THURSDAY                  | FRIDAY | SATURDAY |
|---------------------------|--------|----------|
| 2                         | 3      | 4        |
|                           |        |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |
| 9                         | 10     | 11       |
|                           |        |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |
| St. Patty's Day Party     |        |          |
| 11:30 - 2:30 pm/Cafe West |        |          |
| 16                        | 17     | 18       |
| (SSES)                    |        |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |
| 23                        | 24     | 25       |
|                           |        |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |
| 30                        | 31     |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |
|                           |        |          |

# APRIL

ACADEMIC EDITION

# 2017

**SUNDAY**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**Assignments:**

|          |           |           |                      |
|----------|-----------|-----------|----------------------|
| <b>2</b> | <b>3</b>  | <b>4</b>  | <b>5</b>             |
|          |           |           | Career Fair          |
|          |           |           | 10 - 2 pm /Cafe West |
|          |           |           | SGA Meeting          |
|          |           |           | 4 - 5 pm/L501        |
| <b>9</b> | <b>10</b> | <b>11</b> | <b>12</b>            |
|          |           |           |                      |
|          |           |           |                      |

## REGISTRATION WEEK

|           |           |           |               |
|-----------|-----------|-----------|---------------|
|           |           |           | SGA Meeting   |
|           |           |           | 4 - 5 pm/L501 |
| <b>16</b> | <b>17</b> | <b>18</b> | <b>19</b>     |
|           |           |           |               |
|           |           |           |               |
|           |           |           | SGA Meeting   |
|           |           |           | 4 - 5 pm/L501 |
| <b>23</b> | <b>24</b> | <b>25</b> | <b>26</b>     |
|           |           |           |               |
|           |           |           |               |
| <b>30</b> |           |           | SGA Meeting   |
|           |           |           | 4 - 5 pm/L501 |

# Generosity

"The unselfish effort to bring cheer to others will be the beginning of a happier life for ourselves."

- Helen Keller

DECEMBER 2016

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

APRIL

THURSDAY

FRIDAY

SATURDAY

1

JANUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
| 1  | 2  | 3  | 4  | 5  | 6  | 7  |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

FEBRUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 |    |    |    |    |

MARCH 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

APRIL 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

MAY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

JUNE 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 |    |

JULY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

AUGUST 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

6

7

8

REGISTRATION WEEK

13

14

15

20

21

22

27

28

29



# MAY

ACADEMIC EDITION

# 2017

**SUNDAY**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

1

2

3

Spring Fling

11:30 - 2:30 pm - Plaza

Food & Entertainment for Students

SGA Meeting 4 - 5 pm/L501

7

8

9

10

14

15

16

17

21

22

23

24

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30

31

# Honesty

"Honesty is the first chapter in the book of wisdom."

- Thomas Jefferson

JANUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
| 1  | 2  | 3  | 4  | 5  | 6  | 7  |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

MAY

FEBRUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 |    |    |    |    |

MARCH 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

APRIL 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

MAY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

JUNE 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

JULY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

AUGUST 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

SEPTEMBER 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

THURSDAY

FRIDAY

SATURDAY

5

6

Cram

rary & Student Activities

ed event for students

m/5 - 7 pm

rry/Danbury Campus

12

13

19

20

ent Leadership Banquet

l Oak Villa/5 - 10 pm

26

27

mmencement

l - Palace Theater

ssignments:

# JUNE

ACADEMIC EDITION

# 2017

**SUNDAY**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**Assignments:**

**4**

**5**

**6**

**7**

**11**

**12**

**13**

**14**

**18**

**19**

**20**

**21**

**25**

**26**

**27**

**28**

# Leadership

"Tell me and I forget; show me and I remember;  
involve me and I understand."

- Anonymous

## FEBRUARY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 |    |    |    |    |

JUNE

## MARCH 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

## APRIL 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

## MAY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

## JUNE 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 |    |

## JULY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

## AUGUST 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

## SEPTEMBER 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

## OCTOBER 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

| THURSDAY | FRIDAY | SATURDAY |
|----------|--------|----------|
| 1        | 2      | 3        |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 8        | 9      | 10       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 15       | 16     | 17       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 22       | 23     | 24       |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |
| 29       | 30     |          |
|          |        |          |
|          |        |          |
|          |        |          |
|          |        |          |

# JULY

ACADEMIC EDITION

# 2017

**SUNDAY**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**Assignments:**

**2**

**3**

**4**

**5**

**9**

**10**

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**12**

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**23**

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**25**

**26**

**30**

**31**

- Anonymous

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 |    |

# JULY

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 |    |

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |    |    |

| S  | M  | T  | W  | Th | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    | 1  | 2  |
| 3  | 4  | 5  | 6  | 7  | 8  | 9  |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
| 1  | 2  | 3  | 4  | 5  | 6  | 7  |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 |    |    |

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# AUGUST

ACADEMIC EDITION

# 2017

**SUNDAY**

**Assignments:**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**1**

**2**

**6**

**7**

**8**

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**13**

**14**

**15**

**16**

**20**

**21**

**22**

**23**

**27**

**28**

**29**

**30**

# Effort

"No dreamer is ever too small; no dream is ever too big."

- Anonymous

AUGUST

## APRIL 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

## MAY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 |    |    |    |

## JUNE 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 |    |

## JULY 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 |    |    |    |    |    |

## AUGUST 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    | 1  | 2  | 3  | 4  | 5  |
| 6  | 7  | 8  | 9  | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 |    |    |

## SEPTEMBER 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    |    |    | 1  |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 |    |    |    |    |    |    |

## OCTOBER 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
| 1  | 2  | 3  | 4  | 5  | 6  | 7  |
| 8  | 9  | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 |    |    |    |    |

## NOVEMBER 2017

| S  | M  | T  | W  | TH | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    | 1  | 2  | 3  | 4  |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
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## DECEMBER 2017

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## **Expectations for Student Conduct and Success**

Consistent with the Student Conduct Philosophy set forth in Section 1 of this partial Policy, students are expected to:

1. Demonstrate respect for the College community by acting in accordance with published Board policies and College rules and regulations.
2. Demonstrate academic integrity by not engaging in conduct that has as its intent or effect the false representation of a student's academic performance, including but not limited to:
  - a. cheating on an examination
  - b. collaborating with others in work to be presented, contrary to the stated rules of the course
  - c. plagiarizing, including the submission of others' ideas or papers (whether purchased, borrowed or otherwise obtained) as one's own
  - d. stealing or having unauthorized access to examination or course materials
  - e. falsifying records or laboratory or other data
  - f. submitting, if contrary to the rules of a course, work previously presented in another course
  - g. knowingly assisting another student in any of the above, including an arrangement whereby any work, classroom performance, examination, or other activity is submitted or performed by a person other than the student under whose name the work is submitted or performed
3. Demonstrate respect for the property of the College and of others by not damaging or destroying or attempting to damage or destroy such property, and by not possessing or attempting to possess such property without authorization, including unauthorized entry to or use of College premises.
4. Demonstrate respect for others by:
  - a. refraining from conduct that constitutes a danger to the personal health or safety of oneself or other members of the College community and guests or licensees of the College, including intentionally causing or attempting to cause injury
  - b. refraining from conduct that obstructs or seriously impairs or attempts to obstruct or seriously impair College-sponsored or College-authorized activities
  - c. refraining from harassment, which is defined as conduct that is abusive or which substantially interferes with a person's pursuit of his or her customary or usual affairs
5. Demonstrate respect for others by refraining from sexual misconduct. (see the Sexual Misconduct and Relationship Violence Statement)
6. Be truthful in all matters and not knowingly make false statements to any employee or agent of the Board or the College with regard to a College-related matter, nor forge, alter or otherwise misuse any document or record.
7. Comply with the directions of College staff members acting within the scope of their employment responsibilities.
8. Contribute to a safe and healthy learning and working environment by refraining from the unauthorized

possession or use of weapons or dangerous instruments as defined by law and pursuant to Board Policy, and by refraining from possessing or using other objects in a manner that causes harm, threatens or endangers oneself or others.

9. Respect oneself and others in the community by refraining from knowingly possessing, using, transferring, selling or being under the influence of any controlled substance, as defined by law, or possessing or consuming alcoholic beverages unless specifically authorized, pursuant to Board Policy. Use or possession of a drug authorized by prescription from a licensed medical practitioner is not covered by this statement.
10. Refrain from any unauthorized use of electronic or other devices to make an audio or video record of any person while on College premises without his/her prior knowledge or without his/her expressed consent.
11. Conduct oneself in a civil and respectful manner, both within and outside the College.

## **Behavioral Policies and Guidelines**

The prior conduct record of a student shall be considered in determining the appropriate sanction for a student who has been found to have violated any part of Section 3 of this Policy. Sanctions shall be progressive in nature; that is, more serious sanctions may be imposed if warranted by the prior conduct record of the student.

A "sanction" may be any action affecting the status of an individual as a student taken by the College in response to a violation of this Policy, including but not limited to the following:

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

## PROHIBITED CONDUCT

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

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

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

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

2. Acts of dishonesty, including but not limited to the following:

- a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution-issued document or record.

- b. Knowingly furnishing false information to any CSCU Official, faculty member or office.

3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.

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

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

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

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

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

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

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

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

Examples of behavior that could rise to the level of sexual exploitation include:

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

6. Intimate partner violence is defined as:

- Including intimate partner violence, which is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault, as defined in section 5 above; (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment, as defined in section 5 above or, (5) sexual exploitation, as defined in section 5 above.
- Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
- Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.

7. Violations of privacy, including, but not limited to, voyeurism and the use of web-based, electronic or other devices to make a photographic, audio or video record of any person without his or her express consent, when such a recording is intended or likely to cause injury or distress. This includes, but is not limited to: (i) surreptitiously taking pictures or videos of another person in spaces such as sleeping areas, bathrooms, gymnasiums, locker rooms, and changing areas; and (ii) sexually exploiting another person by electronically recording or permitting others to view or electronically record, consensual sexual activity without a partner's knowledge or permitting others to view or listen to such video or audio tapes without a partner's knowledge and consent. Publicizing or threatening to publicize such records will also be considered a violation of this Code.
8. Hazing, which is defined as an act which endangers the mental or physical health or safety of a Student, or which destroys, damages, or removes public or private property for the purpose of initiation or admission into, affiliation with or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of this Student Code.
9. Stalking, which is defined as repeatedly contacting another person when:
  - a. The contacting person knows or should know that the contact is unwanted by the other person; and
  - b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

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

10. Harassment, which is defined as conduct which is abusive or which interferes with a person's pursuit of his or her customary or usual affairs, including, but not limited to, such conduct when directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation or expression, age, physical attribute, or physical or mental disability or disorder, including learning disabilities and mental retardation.
11. Conduct that is disorderly, lewd or indecent (including, but not limited to, public nudity and sexual activity in areas generally open to members of the campus community), breach of peace or aiding, abetting or procuring another person to breach the peace on CSCU premises or at functions sponsored by, or affiliated with the University or College.
12. Behavior or activity which endangers the health, safety, or well-being of oneself or others.
13. Offensive or disorderly conduct which causes interference, annoyance or alarm or recklessly creates a risk thereof at CSCU or CSCU premises, CSCU web or social media sites, at a CSCU-sponsored activity or in college or university courses, including cyber bullying. This offense does not apply to speech or other forms of constitutionally protected expression.

14. Unauthorized possession, duplication or use of keys (including, but not limited to, card access, card keys, fobs, etc.) to any CSCU premises or forcible and/or unauthorized entry on or into CSCU premises.
15. Starting fires, causing explosions, falsely reporting the presence of fire, bombs, incendiary or explosive devices, or falsely reporting an emergency.
16. Unauthorized or improper possession, use, removal, tampering or disabling of fire and/or safety equipment and warning devices, failure to follow standard fire and/or emergency safety procedures, or interference with firefighting or emergency response equipment or personnel.
17. Use, possession, purchase, sale or distribution of alcoholic beverages, except as expressly permitted by law and CSCU regulations. Alcoholic beverages may not, under any circumstances, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.
18. Use, possession, purchase, sale, distribution or manufacturing of narcotics, controlled substances and/or drugs, including, but not limited to, marijuana and heroin, or drug paraphernalia, except as expressly permitted by law.
19. Use, possession or distribution of firearms, ammunition for firearms, other weapons or dangerous instruments, facsimiles of weapons or firearms, fireworks, explosives or dangerous chemicals. A dangerous instrument is any instrument, article or substance that, under the circumstances in which it is being utilized, is capable of causing death or serious physical injury. The possession of a deadly weapon or dangerous instrument on campus is strictly prohibited, even if such item is legally owned.
20. Gambling, including, but not limited to, promoting, wagering, receiving monies for wagering or gambling for money or property on CSCU premises.
21. Disruption or obstruction of any College or University function, activity or event, whether it occurs on or off the campus, or of any non-University or College function, activity or event which is authorized by the institution to occur on its premises.
22. Intentional obstruction of the free flow of pedestrian or vehicular traffic on CSCU premises or at University or College-sponsored or supervised functions or interference with entry into or exit from CSCU premises or with the free movement of any person.
23. Failure to comply with the directions of CSCU officials or law enforcement officers acting in the performance of their duties and/or failure to identify oneself to these persons when requested to do so.
24. Conduct that violates published BOR/CSCU policies, rules, and regulations, including, but not limited to, residence hall rules and regulations.
25. Conduct prohibited by any federal, state, and/or local law, regulation or ordinance.
26. Unauthorized use of CSCU property or the property of members of the CSCU Community or of CSCU Affiliates.

27. Theft, unauthorized use, or abuse of University or College computers and/or peripheral systems and networks, including, but not limited to:

- a. Unauthorized access to CSCU computer programs or files;
- b. Unauthorized alteration, transfer or duplication of CSCU computer programs or files;
- c. unauthorized use of another individual's identification and/or password;
- d. Deliberate disruption of the operation of CSCU computer systems and networks;
- e. Use of the Institution's computing facilities and resources in violation of copyright laws (including unauthorized peer-to-peer file sharing of copyrighted material, including, but not limited to, copyrighted music, movies, and software);
- f. Use of computing facilities and resources to send obscene messages (which are defined as messages which appeal mainly to a prurient, shameful or morbid interest in nudity, sex, excretion, sadism or masochism, go well beyond customary limits of candor in describing or representing such matters, and are utterly without redeeming social value); and
- g. Violation of the BOR Policy Statement on Acceptable and responsible use of Information Technology resources and/or any applicable BOR computer use policy.

28. Abuse of the CSCU conduct and disciplinary system, including but not limited to:

- a. Failure to obey the notice from a Hearing Body or CSCU Official to appear for a meeting or hearing as part of the Student Conduct system;
- b. Falsification, distortion, or intentional misrepresentation of information to a Disciplinary Officer or Conduct Administrator, or before a Hearing Body;
- c. Initiation of a conduct or disciplinary proceeding knowingly without cause;
- d. Disruption or interference with the orderly conduct of a disciplinary proceeding;
- e. Attempting to discourage an individual's proper participation in, or use of, the disciplinary system;
- f. Attempting to influence the impartiality of a Disciplinary Officer, Conduct Administrator or member of a Hearing Body prior to, and/or during the course of, the disciplinary proceeding;
- g. Harassment (verbal or physical) and/or intimidation of a Disciplinary Officer, Conduct Administrator, or member of a Hearing Body prior to, and/or during the course of the disciplinary proceeding;
- h. Failure to comply with the sanction(s) imposed under the Student Code; and
- i. Influencing or attempting to influence another person to commit an abuse of the disciplinary system.

# Sexual Misconduct and Relationship Violence Statement

To insure that each member of the Connecticut Community College community has the opportunity to participate fully in the process of learning and understanding, the Connecticut Community Colleges strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. It is the intent of the Colleges to provide safety, privacy and support to victims of sexual misconduct and relationship violence.

## Definitions:

### ***"Sexual Misconduct"***

- non-consensual sexual intercourse, which includes any sexual intercourse (anal, oral, or vaginal), however slight, with any body part or object, by a man or a woman, without effective consent
- non-consensual sexual contact, which includes sexual touching, however slight, with any object, by a man or a woman, without effective consent
- sexual exploitation, which includes non-consensual, unjust or abusive sexual advantage taken by a student of another, for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute non-consensual sexual intercourse, non-consensual sexual contact or sexual harassment. Examples of sexual exploitation include, but are not limited to: prostitution, videotaping consensual sex without a partner's consent, peeping tommery and knowingly transmitting sexually transmitted infections without a partner's knowledge.

### ***"Consent"***

Consent must be informed, freely and actively given, involving an understandable exchange of affirmative words or actions, which indicates a willingness to participate in mutually, agreed upon sexual activity. 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. Consent may not be given by a minor or by any individual who is incapacitated, whether voluntarily or involuntarily, by drugs and/or alcohol. Past consent of sexual activities does not imply ongoing future consent.

### ***"Stalking"***

Any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.

### ***"Relationship Violence"***

- physical abuse, which can include but is not limited to slapping, pulling hair or punching
- threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat
- emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's pets and humiliating another person
- sexual harassment, which can include any unwelcome sexual advance or request for sexual favors, or



any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to sexual flirtation, touching, advances or propositions; verbal abuse of a sexual nature; pressure to engage in sexual activity; graphic or suggestive comments about an individual's dress or appearance; use of sexually degrading words to describe an individual; display of sexually suggestive objects, pictures or photographs; sexual jokes; stereotyping comments based upon gender; and threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances. The definitions contained in this statement are in addition to any applicable provisions of state law.

### ***Confidentiality***

While the College will treat reports of sexual misconduct and relationship violence seriously and with sensitivity for all concerned, the College cannot assure complete confidentiality in all instances with respect to such information, particularly when that information pertains to an offense or an alleged offender that may affect the safety of others on campus or is mandated to be reported.

### ***Time for Reporting***

Normally reports must be received by the Dean of Students or other designee of the President within thirty (30) days of the date of a possible violation or within thirty (30) days of the date the facts constituting a possible violation were known. However, the College recognizes that the decision to file a report of sexual misconduct or relationship violence is difficult and may take some time. Because memories may fade and witnesses may become inaccessible, the sooner information is gathered, the greater is the ability of the College to effectively investigate and resolve the matter fairly to all parties concerned.

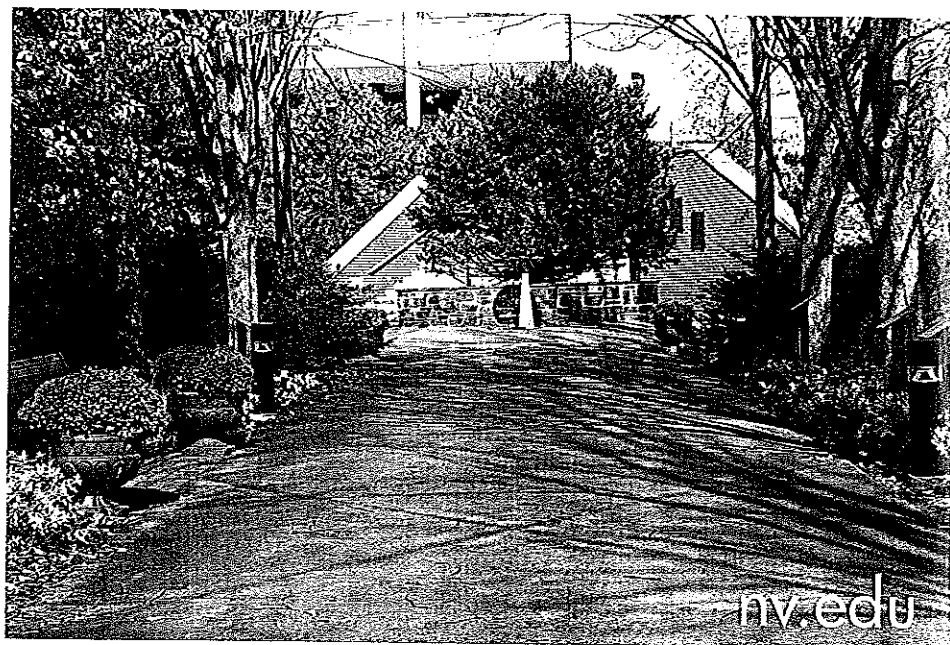
### ***Clery Act***

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act Report In compliance with Section 486(e) of Public Law: 105-244 available at [www.nv.edu](http://www.nv.edu) by accessing Public Safety.

***To view the entire Student Code of Conduct visit [www.nv.edu](http://www.nv.edu)  
and search "Student Code of Conduct"***



Waterbury State Technical College • Mattatuck Community College



## GET INVOLVED IN STUDENT GOVERNMENT AT NVCC!

No previous student government leadership experience is necessary to participate in this organization. All meetings of the SGA are open to the general population. Meetings are held every Wednesday starting September 21, 2016 from 4pm–5pm in room L501 across from the Library. Please check the Student Activity Event Calendar on the website for more information.

## WHO ARE THE SGA MEMBERS?

Comprising senators from the general student population and representatives from each recognized student club, the SGA provides an opportunity for the expression of student interests and concerns regarding the affairs of the College. This leadership body works closely with the College administration.

## SGA OFFICERS 2016-2017:

Officers are located in the Cistulli Student Center  
Prism Lounge Area (Room S516) • SGA office phone number is: 203-596-2185

President email: NV-SGA-President@nv.edu

Vice President email: NV-SGA-VP@nv.edu

Treasurer email: NV-SGA-Treasurer@nv.edu

Secretary email: NV-SGA-Secretary@nv.edu

Email: SGA@nv.edu – All four officers will be emailed.

## NEED INFORMATION ABOUT STUDENT ACTIVITIES?

Stop by the Student Activities Office at the Waterbury Campus, Room S514 (across from Café West) or the Administrative Office at the Danbury Campus. For more information contact Karen Blake, Director of Student Activities at KBlake@nv.edu or 203-575-8269.

## STUDENT ACTIVITIES EVENT CALENDAR

For the current list of campus activities go to: [nv.edu/studentcalendar](http://nv.edu/studentcalendar)

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.



## Student Quick-Reference Guide

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### **Academic Support:**

#### **ACE (free tutoring):**

**Waterbury:** E500 • 203-596-8717 •

open 7 days a week

**Danbury:** 2nd floor • 203-797-9361 •

open M-F 8am to 5pm; Sat. 8am to 2pm

#### **Library: open 7 days a week**

**Waterbury:** L523 • 203-575-8024 • email:

library@nv.edu • text: 203-951-8189

**Danbury:** 2nd floor or the Danbury

Public Library • 203-797-4505

### **Academic Division Leader Contacts:**

**Allied Health:** Eileen George, D.N.P. •

E602 • egeorge@nv.edu • 203-575-8057

**Business:** Mitch Holmes, M.S. • E518B •

mholmes@nv.edu • 203-575-8068

**LABSS:** Lisa Dresdner, Ph.D. • K600 •

ldresdner@nv.edu • 203-575-8004

(Liberal Arts/Behavioral & Social Science)

**STEM:** Peter S. Angelastro, Ph.D. • E411 •

pangelastro@nv.edu • 203-575-8053

(Science, Technology, Engineering & Math)

### **CAPSS (Center for Academic Planning & Student Success):**

Advising, counseling, degree evaluations, transfer assistance & more!

**Waterbury:** K519 & K520 • 203-575-8025 •

open M-F 8am to 5pm

**Danbury:** 2nd floor Administrative Office •

203-797-9361 • open M-F 8am to 5pm

### **Cashier's/Bursar's Office:**

**Waterbury:** K508 • 203-575-8055 • email:

cashiers@nv.edu • open M-F 8am to 5pm

**Danbury:** 2nd floor Administrative Office •

203-797-9361 • open M-F 8am to 5pm

### **Financial Aid Office:**

NVCC school code: 006982

**Waterbury:** K512 • 203-575-8274 • open

M-F 8am to 5pm

**Danbury:** 2nd floor Administrative Office •

203-797-9361 • open M-F 8am to 5pm

### **Record's/Registrar's Office:**

**Waterbury:** K516 • 203-596-2177 • email: records@nv.edu • open M-F 8am to 5pm  
**Danbury:** 2nd floor Administrative Office • 203-797-9361 • open M-F 8am to 5pm

### **Student Activities Office:**

**Waterbury:** S514 • 203-575-8269  
**Danbury:** 2nd floor • 203-797-9361  
• Calendar of student activity events: nv.edu/studentcalendar  
• Student handbook: nv.edu/studenthandbook

### **Important Campus Numbers:**

Dean of Academic Affairs: K720 • 203-575-8046  
Dean of Student Services: K509 • 203-575-8012

#### **Waterbury:**

- Public Safety: 203-575-8113 • open 24/7
- Veterans Affairs: K512 • 203-575-8006
- Women's Center: K405 • nv.edu/womenscenter
- Counseling team: K520 • 203-575-8025
- Center for Job Placement & College Opportunities: L524 • open M-F 8am to 5pm • 203-575-8158
- NVCC Bookstore: S300 • 203-575-8075
- Testing Center: K519 • 203-575-8215
- Alumni Affairs: 203-575-8045
- Non-credit/life-long learning: K407 • 203-575-8029 • nc@nv.edu

#### **Danbury:**

- Public Safety: non-emergency: 203-797-9361; emergency: 911 (City of Danbury Police Department)

The following services are located on the 2nd floor Administrative Office:

- Veterans Affairs: 203-797-9361
- Counseling team: 203-797-9361
- Center for Job Placement & College Opportunities: 203-797-9361
- Testing Center: 203-797-9361
- Non-credit/life-long learning: 203-797-9361

### **Connect on Social Media:**



Naugatuck Valley Community College



@NaugatuckValley (NV)



nvcc\_750



Naugatuck  
Valley  
Community  
College

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**Allied Health:** Eileen George, D.N.P. • E602 • egeorge@nv.edu • 203-575-8057

**Business:** Mitch Holmes, M.S. • E518B • mholmes@nv.edu • 203-575-8068

**LABSS:** Lisa Dresdner, Ph.D. • K600 • ldresdner@nv.edu • 203-575-8004  
(Liberal Arts/Behavioral & Social Science)

**STEM:** Peter S. Angelastro, Ph.D. • E411 • pangelaastro@nv.edu • 203-575-8053  
(Science, Technology, Engineering & Math)

### **CAPSS (Center for Academic Planning & Student Success):**

Advising, counseling, degree evaluations, transfer assistance & more!

**Waterbury:** K519 & K520 • 203-575-8025 • open M-F 8am to 5pm  
**Danbury:** 2nd floor Administrative Office • 203-797-9361 • open M-F 8am to 5pm

### **Cashier's/Bursar's Office:**

**Waterbury:** K508 • 203-575-8055 • email: cashiers@nv.edu • open M-F 8am to 5pm  
**Danbury:** 2nd floor Administrative Office • 203-797-9361 • open M-F 8am to 5pm

### **Financial Aid Office:**

NVCC school code: 006982  
**Waterbury:** K512 • 203-575-8274 • open M-F 8am to 5pm  
**Danbury:** 2nd floor Administrative Office • 203-797-9361 • open M-F 8am to 5pm

## 24-Hour

### Statewide Sexual Assault Hotline

1-888-999-5545

1-888-568-8332

English

Spanish/Español

- Hotline will connect you with the nearest Sexual Assault Crisis Center
- All Hotline workers are certified sexual assault counselors
- We do not subscribe to caller ID

**ALL SERVICES ARE FREE  
AND CONFIDENTIAL**

**CONN  
SACS**

Connecticut Sexual Assault Crisis Services, Inc.  
96 Pitkin Street, East Hartford, CT 06108  
Phone/TTY: 860-282-9881 • Fax: 860-291-9335  
[www.connsacs.org](http://www.connsacs.org)

## Your Privacy Is Worth Protecting

*A Guide for Survivors of Sexual Assault*

*"I never doubted that things would be kept confidential. That is the trust the sexual assault crisis counselor instilled in me at a time when I did not trust anyone."*

*A Sexual Assault Survivor*

## *Who Can Help Me Protect My Privacy?*

If you have been the victim of sexual assault, you may be concerned about how to protect your privacy. Who has access to your information and how that information is used should be controlled by you, in your own time and in your own way. To make sure that you keep this control it is important that you know your rights about privacy and confidentiality.

After a sexual assault, survivors may not be aware of all their rights about privacy with the different people with whom they come in contact. A Sexual Assault Crisis Service (SACS) advocate/counselor can accompany you throughout the process, inform you of your rights, answer your questions, and help make sure that your privacy is protected.

*CONNSACS' projects and services are made possible through funding from: Office of Victim Services, Superior Court Operations Division, State of Connecticut Judicial Branch, Victims of Crime Act Victim Assistance Act Grant Program; U.S. Department of Justice, Office on Violence Against Women and Office for Victims of Crime, State of Connecticut, Department of Public Health, Department of Correction and Office of Policy and Management; U.S. Department of Health and Human Services, Centers for Disease Control and Prevention; and private grants and donations. Points of view in this document are those of the author and do not necessarily represent the official position or policies of funders.*

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## What Are My Rights?

You have a right to privacy. That means that you can refuse to answer any questions about:

- the sexual assault
- your sexual orientation
- your sexual history
- your medical history, including HIV status
- your mental health history, including counseling or therapy

You can refuse to answer these questions even if they are asked by doctors or nurses at the hospital, the police, the prosecutor, friends, family, co-workers, social workers or counselors. Your sexual assault advocate/counselor can help you sort through your options if you are asked about these topics.

## Are My Conversations Confidential?

By law, your conversations with the following people are confidential:

- your spouse (*unmarried partners are not included in this law*)
- a sexual assault or domestic violence counselor
- a therapist or psychiatrist
- an attorney
- a member of the clergy

These conversations are protected by what is called in the law "*privileged communications*," even if you are a minor. That means that any information provided by you in these conversations can only be shared with others if there is a court order.

Be aware that most people you come in contact with after the assault will NOT be in a confidential relationship with you. Hospital staff, the police, college campus staff (like Residential Advisors), and the Office of Victim Services (OVS) victim advocate at the court *can* give information about you to other people without your consent or knowledge.

## How Can A SACS Advocate/Counselor Help Me Protect My Privacy?

A SACS advocate/counselor can assist you in protecting your privacy throughout the healing process. Your counselor can help you decide when, and if, you want to share your private information with others, and how that information may be used if you do.

*If you are under 18 years old, ask your advocate/counselor about any special rules or circumstances that may mean that your information is not kept private.*

## Is Everything That I Say To My SACS Advocate/Counselor Confidential?

Your advocate/counselor will not tell anyone what you talk about, except in these very specific circumstances:

- If you share information with your SACS advocate/counselor about a specific child, mentally retarded adult, or a person of any age in a long-term care facility who has been, or is in danger of being abused or neglected.
- If your SACS advocate/counselor believes that there is a serious, immediate danger that you might hurt yourself or someone else (i.e., suicide or homicide).
- If your SACS advocate/counselor needs guidance from their supervisor.
- If on the rare occasion that a SACS center is subpoenaed to give out some of your information. The center will not give out any information without first contacting you and discussing it with an attorney to determine how to fight the release of your information.



## What If I Want My SACS Advocate/Counselor To Share My Information With Others?

Sometimes survivors want certain kinds of information shared with someone else, like a therapist or doctor. If you want your SACS advocate/counselor to give information to another person, you can sign a waiver giving permission for your SACS counselor to release your information. You should fully discuss the pros and cons with your advocate/counselor before signing the waiver.

You can also change your mind about the waiver at any time. Tell your advocate/counselor that you would not like any more of your information to be released. (You may have to fill out a form saying this). If your SACS counselor has not yet shared your information, it will remain confidential. If your counselor has already shared your information, it will not be shared any more.

## What If I Have More Questions?

If you have any more questions about your rights, ask your SACS advocate/counselor. All staff and volunteers at SACS centers receive extensive training on confidentiality issues and know the importance of confidentiality as a foundation of healing for survivors.

# As a Survivor of Sexual Assault, You Have Certain Rights Under Connecticut

## State Law:

- You have the right to decide whether or not you want to report the assault to the police.
- If you are involved in a court case, you have the right to have your name and address remain confidential from people not involved in your case and released only by order of the court. *(The defendant will still have access to this information through his/her attorney).*
- You have the right to not have your name, address, or phone number disclosed in the courtroom during any court proceeding involving the prosecution of your case.

## Your Rights (cont.)

- You have the right to have your conversations with a sexual assault advocate/counselor remain confidential and not be used in court, unless you give permission. It is important to know, however, that if another person *(like someone at work or a person standing in a hallway)* can overhear your conversation with your advocate/counselor, the sexual assault counselor can be asked to testify about those conversations in court.

Domestic Violence Hotline 203-575-0036 | Sexual Assault Hotline 203-753-3613

29 Central Ave, P.O. Box 1503  
Waterbury, CT 06721

[jyashenko@safehavenofgw.org](mailto:jyashenko@safehavenofgw.org)

Fax: 203-574-3306

Office: 203-575-0388

Campus Advocate

Johna Yashenko



**WE CAN HELP YOU NOW**

**CALL THE  
FREE 24-HOUR  
CONFIDENTIAL  
HOTLINE**

**1-888-568-8332** *(Spanish)*  
**1-888-999-5545** *(English)*

**SEXUAL ASSAULT  
CRISIS PROGRAMS  
PROVIDE FREE &  
CONFIDENTIAL  
SERVICES IN  
SPANISH & ENGLISH**

- certified sexual assault victim advocates
- short-term counseling for individuals and groups
- information & referrals to other social and legal services
- accompaniment & support in the hospital, police department and court

**CONN  
SACS**

Connecticut Sexual Assault Crisis Services, Inc.  
**conn sacs.org**

# WE TALK ABOUT SEXUAL ASSAULT

YOU CAN TELL US ABOUT IT



Connecticut Sexual Assault Crisis Services, Inc.  
96 Pitkin Street  
East Hartford, CT 06108  
860-282-9881  
[www.connsacs.org](http://www.connsacs.org)

## IF YOU HAVE BEEN SEXUALLY ASSAULTED:

- Talk to a friend or someone you feel comfortable confiding in.
- Call the free and confidential sexual assault hotline:  
888-999-5545 (English) 888-568-8332 (Español)
- The hotline is available anytime, day or night, you want to talk and you don't have to give your name.
- Consider getting medical assistance.
- Remember that you can't control another person's behavior.
- It's not your fault.
- You are not alone.

## HOW TO HELP A FRIEND/FAMILY MEMBER WHO HAS BEEN SEXUALLY ASSAULTED:

- Believe your friend/family member.
- Tell your friend/family member that she/he is not to blame for the assault.
- Urge your friend/family member to get medical assistance.
- Remember, your supportive response will help the victim deal with the trauma of the abuse.
- Ask before touching your friend/family member.
- Don't pressure your friend/family member to give details; allow her/him to talk at her/his own pace.
- Call the sexual assault hotline if you have any questions or need support for yourself.

### IN CONNECTICUT, IF YOU ARE THE VICTIM OF SEXUAL ASSAULT YOU ARE GIVEN THE RIGHT TO:

- Have your conversations with a sexual assault counselor remain confidential and not be used in court unless you give permission for them to be used.
- Not have your name, address or phone number disclosed in the courtroom during any proceeding in the prosecution of the case.
- Have your name and address remain confidential from people not involved in the case (the offender will have access to this information through his/her attorney) and released only by an order of the court.
- Apply for victim compensation for any injury you have suffered as a result of the crime.

### IN ADDITION, THE STATE CONSTITUTION GIVES CRIME VICTIMS AND THEIR FAMILIES THE RIGHT TO:

- Be treated with fairness and respect through the criminal justice process.
- Have the case heard and resolved in a fair and reasonable amount of time.
- Be reasonably protected from the offender throughout the criminal justice process.
- Receive notification of court proceedings.
- Attend the trial and all other court proceedings.
- Communicate with the prosecution.
- Have the opportunity to support or disagree with any agreement between the prosecutor and the offender, about the charges and sentence, and to make a statement to the court before it accepts the agreement.
- Make a statement to the court at sentencing.
- Restitution.
- Be given information about the arrest, conviction, sentence,

Some people question if what happened to them  
can really be called rape, especially if they  
knew the perpetrator.

EVEN IF...

You had sex before...

You knew the person...

You trusted the person...

You didn't fight back...

It happened a long time ago...

You never told anyone...

SEX WITHOUT YOUR CONSENT IS RAPE.

It is illegal and it is wrong.

Sexual assault is a general term that includes rape,  
sexual contact and other unwanted sexual behavior.

# FOR HELP OR MORE INFORMATION

Call the 24-hour, toll-free, confidential hotline

**1-888-999-5545 (English)**

**1-888-568-8332 (Español)**

You will be connected to the sexual assault crisis center  
closest to you.

## Sexual Assault Crisis Centers Provide:

- Certified sexual assault crisis counselors
  - Bilingual staff (Spanish/English)
  - Medical accompaniment
    - Legal advocacy
    - Support groups
  - Information and referral

*These services are free and available to you regardless of race, sexual orientation,  
religion or immigration status.*





# Domestic Violence

**It's closer than you think.**

**Help yourself or someone you know**

**888-774-2900**

**[stopdomesticviolence.info](http://stopdomesticviolence.info)**

**CCADV**

Connecticut Coalition Against Domestic Violence

# Help is available.

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

## The Coalition's member agencies are:

|  |   |
|--|---|
| <b>The Umbrella</b><br>Ansonia<br>(203) 736-9944                               | <b>Prudence Crandall Center</b><br>New Britain<br>(860) 225-6357                      |
| <b>The Center for Women &amp; Families</b><br>Bridgeport<br>(203) 384-9559     | <b>Domestic Violence Services of Greater New Haven</b><br>New Haven<br>(203) 789-8104 |
| <b>Women's Center of Greater Danbury</b><br>Danbury<br>(203) 731-5206          | <b>The Women's Center of SECT</b><br>New London<br>(860) 701-6000                     |
| <b>Domestic Violence Program United Services</b><br>Dayville<br>(860) 774-8648 | <b>Domestic Violence Crisis Center</b><br>Norwalk<br>(203) 852-1980                   |
| <b>Network Against Domestic Abuse</b><br>Enfield<br>(860) 763-4542             | <b>Women's Support Services</b><br>Sharon<br>(860) 364-1900                           |
| <b>Domestic Abuse Service Greenwich YWCA</b><br>Greenwich<br>(203) 622-0003    | <b>Domestic Violence Crisis Center</b><br>Stamford<br>(203) 357-8162                  |
| <b>Interval House</b><br>Hartford<br>(860) 527-0550                            | <b>Susan B. Anthony Project</b><br>Torrington<br>(860) 482-7133                       |
| <b>Meriden-Wallingford Chrysalis</b><br>Meriden<br>(203) 238-1501              | <b>Safe Haven</b><br>Waterbury<br>(203) 575-0036                                      |
| <b>New Horizons</b><br>Middletown<br>(860) 347-3044                            | <b>Domestic Violence Program United Services</b><br>Willimantic<br>(860) 456-9476     |

# YOU CAN MAKE A DIFFERENCE!

- Share this brochure  
Give it to someone you believe is a victim of family violence or with someone you think is being abused.
  - Encourage victims to seek help  
Offer support to those you suspect are abused.
  - Contribute financially  
Your gift will provide comfort, and support our clients.
  - Remember Safe Haven in your will  
It costs money to provide a safe place to sleep, food, activities for a child or support for an incest survivor.
  - Raise community awareness  
Encourage your organization and/or business to host a speaker or sponsor a fund-raising event for Safe Haven.
  - Volunteer your time  
Providing 24-hour coverage requires us to rely heavily on volunteers. Training is provided.
  - Provide materials and supplies  
Items needed include paper products, toiletries, cleaning supplies, disposable diapers, bedding, sweatshirts and sweatpants.
  - Volunteer your professional skills  
Safe Haven needs plumbing, electrical, carpentry, painting, printing, catering and gardening services. Safe Haven maintains housing and offices that require on-going maintenance.
- Safe Haven of Greater Waterbury, Inc. is a 501(c)(3) non-profit organization. Your donation is tax deductible as allowed by law.
- In a typical year, Safe Haven will provide**
- 5,200 nights of safe shelter for women and children
  - an advocate in court for over 3,000 victims facing their abuser
  - more than 4,500 counseling sessions to adults and children who have been victims of domestic violence or sexual abuse
  - educational programs to over 9,000 individuals, from elementary school through college

## SAFE HAVEN

### Offices

29 Central Ave.  
Waterbury, CT 06702  
Voice: 203.575.0388  
Fax: 203.574.3306

88 Main St. South, Suite 203-8  
Southbury, CT 06488  
Voice: 203.262.8700

**Mailing address:**  
PO Box 1503  
Waterbury, CT 06721

**Domestic Violence Hotline**  
203.575.0036

**Sexual Assault Hotline**  
203.753.3613

**Connecticut Toll-Free Hotlines**  
Domestic Violence -- 888.774.2900  
Sexual Assault -- 888.999.5545 (English)  
-- 888.568.8332 (Spanish)

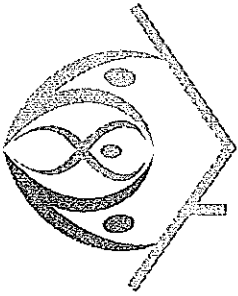
**Safe Haven Thrift Shop**  
82-H Bennett Square  
Southbury, CT 06488  
203.267.5727

[www.safehavenwv.org](http://www.safehavenwv.org)



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## HOPE HELP



**SAFE HAVEN**  
OF GREATER WATERBURY, INC.

ARE YOU A VICTIM?

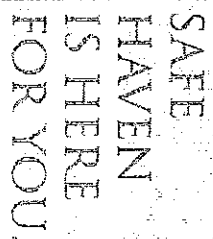
Does a person you love...

- Make all the decisions?
- Control what you do, who you see, where you go, who you love?

- Constantly accuse you of being unfaithful?
  - Look at you in ways that are meant to frighten?
  - Hit you in places where bruises won't show?
  - Destroy your property or threaten to kill you or your pets?
  - Call you names, kick, shove, punch, choke, spit or throw things at you when angry?
  - Deny their abusive actions or worse yet, say that you exaggerate their behavior?
  - Threaten to harm you or your children?
  - Force you to have sex?
  - Grab you or push you against walls or furniture?
  - Say it's your fault when verbal, emotional, or sexual assaults take place?
- If you said yes to even one, you may be in an abusive relationship.

Our services are  
FREE and CONFIDENTIAL

CONN  
SACS  
CGC  
DVA



# CAN SAFE HAVEN HELP?

Impresso da S. Paulo, 1946

**Abstract**

Psychiatric Institute

1. **Introduction**  
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"Safe Haven saved my life."

domestic

as provided with a  
environment. Life at Safe  
a new life and a safe

**We offer a Safe Haven for victims of domestic violence and sexual**

ices in a safe, caring  
through community  
ounseling and advocacy  
eir lives.

# TÚ PUEDES HACER LA DIFERENCIA!

## • Comparte este folleto

Entérgaselo a alguien que usted crea que es víctima de la violencia en la familia o a alguien que usted piense que está siendo abusada.

## • Indica a la víctima que busque ayuda

Ofrezca apoyo a las personas que usted sospeche que están siendo abusadas.

## • Contribuir financieramente

Sus donaciones proporcionará comodidad y ayuda a nuestros clientes

## • Recuerdarte de Safe Haven en tu testamento

Cuesta dinero para proveer un lugar seguro para dormir, comida, actividades para un niño, o el apoyo para una sobreviviente de incesto

## • Concientizar a la comunidad

Aníme a su organización y negocio para organizar un lector o patrocinar un evento de recaudación de fondos para Safe Haven

## • Dedica tu tiempo

Proveemos una cobertura de 24 horas que requiere que dependamos mucho de los voluntarios. Se ofrece entrenamiento.

## • Proveer materiales y suministros

Elementos necesarios incluyen productos de papel, artículos de tocador, artículos de limpieza, pañales desechables, ropa de cama, camisetas y pantalones deportivos.

## • Ofrezca sus habilidades profesionales

Safe Haven necesita de los servicios de plomeros, electricistas, carpinteros, pintadores, proveedores de comidas y jardineros. Safe Haven mantiene vivienda y oficinas que requieren un mantenimiento continuo.

Safe Haven of Greater Waterbury es una organización 501 (c)(3) sin fines de lucro. Su donación es deducible de impuestos según lo permitido por la ley.

## En un año típico, Safe Haven provee

- 5,200 noches de refugio seguro para las mujeres y los niños
- una defensora en la corte por más de 3,000 víctimas que enfrenta su abusador
- más de 4,500 sesiones de consejería a los adultos y niños que han sido víctimas de violencia doméstica o abuso sexual
- programas educativos para más de 9,000 personas, de las escuelas de primaria hasta la universidad

## SAFE HAVEN

### Oficinas

29 Central Ave.  
Waterbury, CT 06702  
Voice: 203.575.0388  
Fax: 203.574.3306

28 Main St. South, Suite 203-B  
Southbury, CT 06488  
Voice: 203.262.8700

Direction Postal  
PO Box 1503  
Waterbury, CT 06721

Línea Caliente para Violencia Doméstica  
203.575.0036

Línea Caliente para Asalto Sexual  
203.753.3613

### Connecticut líneas telefónicas gratuitas

Violencia Doméstica – 888.774.2900  
– 888.999.5545 (Inglés)  
Asalto Sexual – 888.568.8332 (Español)

### Safe Haven Tienda de Segunda Mano

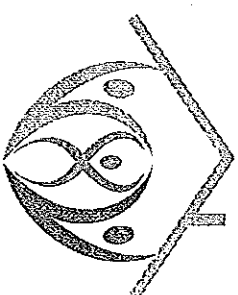
82-4 Bennett Square  
Southbury, CT 06488  
203.267.5727

[www.safehavengw.org](http://www.safehavengw.org)



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## ESPERANZA AYUDA



SAFE HAVEN  
OF GREATER WATERBURY, INC.



[www.safehavengw.org](http://www.safehavengw.org) | like us on Facebook

## ¿SABÍA USTED?

Los empleados y voluntarios cualificados de Safe Haven creen que, trabajando juntos, podemos inspirar cambios, una vida a la vez. Esta son las razones porque Safe Haven existe en tu comunidad:

- La violencia doméstica y el asalto sexual cruzan todas las líneas socioeconómicas, culturales y religiosas.
- Cada 15 segundos una mujer es golpeada en los Estados Unidos
- Cada 2 minutos alguien en los Estados Unidos es asaltado sexualmente
- 3.3 millones de niños son testigos de violencia doméstica cada año
- 1 de cada 4 niñas y 1 de cada 6 niños serán abusados sexualmente antes de cumplir los 18 años
- 97% de todos los violadores nunca pasan un día en la cárcel
- Solo el 10% de todas las agresiones sexuales son reportadas a la policía; 4% si la víctima conoce al agresor
- En Connecticut hay más de 20,000 arrestos anualmente de violencia doméstica
- Hasta el 50% de todas las mujeres y niños sin hogar están huyendo la violencia doméstica

## ¿ERES TU UNA VÍCTIMA?

¿Una persona que amas ...

- Toma todas las decisiones?
- Controla todo lo que haces, quien vez, adonde vas, y con quién hablas? constantemente te acusa de ser infiel?
- Te mira en formas que están destinados a asustar?
- Te golpea en lugares donde los moretones no se vean?
- Destruye tu propiedad y amenaza en malarte a ti y tus mascotas.
- Te ofende, te da patadas, empujones, golpes, estrangula, te escupe o te tira cosas cuando está enojado?
- Niega sus acciones abusivas o, peor aún, dice que usted exagera su comportamiento?
- Te amenaza con hacerte daño a ti y a sus hijos?
- Te obliga a tener relaciones sexuales?
- Te agarra o empuja contra las paredes o los muebles?
- Dice que es tu culpa cuando las agresiones verbales, emocionales o sexuales pasan?

Si usted contestó si a uno de estas preguntas, usted puede estar en una relación abusiva.



SAFE HAVEN  
ESTA AQUI  
PARA TI.



## ¿PUEDE SAFE HAVEN AYUDAR?

¡SI! Si usted está siendo o ha sido físicamente, sexualmente o emocionalmente abusado(a), Safe Haven puede ayudarle a conseguir apoyo.

### Servicios

Safe Haven puede ayudarle a conseguir apoyo emocional, legal, financiero y de salud. También puede ayudarle a conseguir apoyo para conseguir un lugar seguro y un refugio seguro para curar y crecer.

### Testimonios de antiguos clientes

"Safe Haven me salvó la vida."

"Safe Haven hace sobrevivientes de víctimas de violencia doméstica."

"En un momento de incertidumbre y miedo, me ofrecieron un ambiente compasivo y de apoyo seguro. La vida en Safe Haven es sólo eso, una segunda oportunidad para una nueva vida y un refugio seguro para curar y crecer."

### ¿Quiénes somos?

Ofrecemos un refugio seguro para las víctimas de violencia doméstica y asalto sexual ofreciendo servicios gratuitos y confidenciales en un ambiente seguro, tratando de crear conciencia a través de la educación y alcance comunitario. Nuestro apoyo, la consejería, y la defensa devuelve la esperanza y ayuda a la gente a recuperar sus vidas.

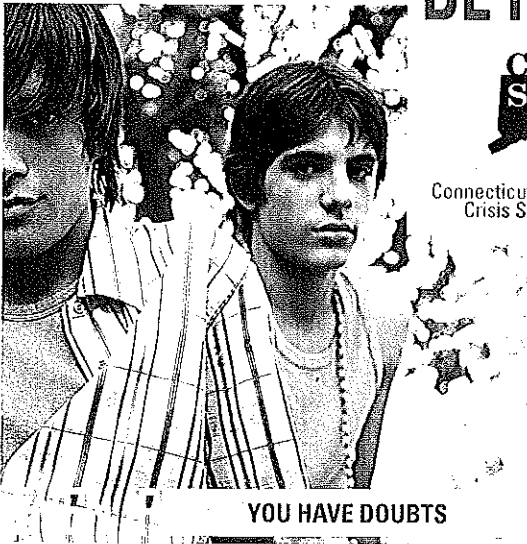
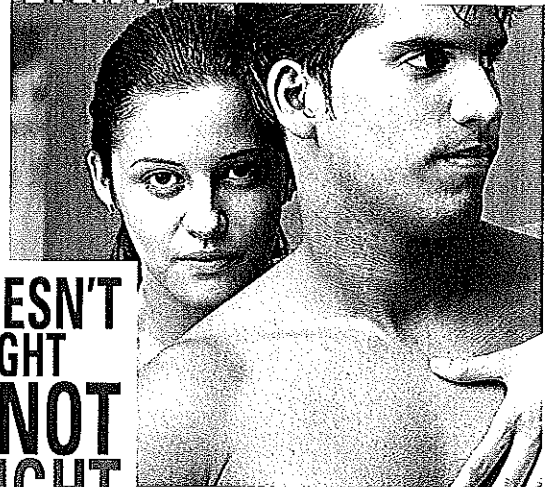


**EVEN IF** IT HAPPENED A LONG TIME AGO



**IF IT DOESN'T  
FEEL RIGHT  
IT MAY NOT  
BE RIGHT**

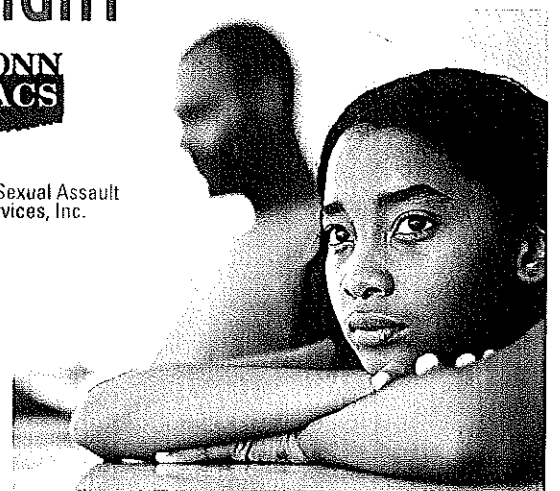
**EVEN IF** YOU KNEW AND TRUSTED THE PERSON



**YOU HAVE DOUBTS**

**CONN  
SACS**

Connecticut Sexual Assault  
Crisis Services, Inc.



**YOU NEVER TOLD ANYONE**



Connecticut Sexual Assault Crisis Services, Inc. | [connsacs.org](http://connsacs.org)

---



# YOU HAVE THE RIGHT TO SAY NO TO UNWANTED SEXUAL BEHAVIORS.

Has anyone pressured or forced you to  
have sex when you didn't want to,  
recently or during your childhood?

Have you experienced unwanted  
sexual gestures or remarks?

Has anyone ever made you  
participate in sexual acts that  
made you feel uncomfortable?



## SEX WITHOUT YOUR CONSENT IS WRONG & IT'S A CRIME.

When someone uses coercion, threats, manipulation, intimidation, force  
or abuses their power to have sexual contact with you, this is sexual violence.

**Sexual Violence is any kind of unwanted sexual  
behavior or contact such as:**

- child sexual abuse
- incest (sexual abuse by a family member)
- rape within a marriage or relationship
- sexual harassment
- rape by a stranger or someone you know
- sexual assault of older adults
- commercial sexual exploitation (being forced to participate  
in sexual acts such as prostitution or pornography)

**ANYONE CAN BE A VICTIM OF SEXUAL VIOLENCE,  
INCLUDING WOMEN, MEN AND CHILDREN.**

No matter what the circumstances were  
or who the perpetrator was,  
if you think you could be a victim of sexual violence



**CALL THE  
FREE 24-HOUR  
CONFIDENTIAL  
HOTLINE**

**1-888-568-8332** *(Spanish)*  
**1-888-999-5545** *(English)*

**You have the right to receive help *regardless* of your age, gender,  
immigration status, race/ethnicity/nationality, sexual orientation or  
gender identity, or your religion or spiritual beliefs**

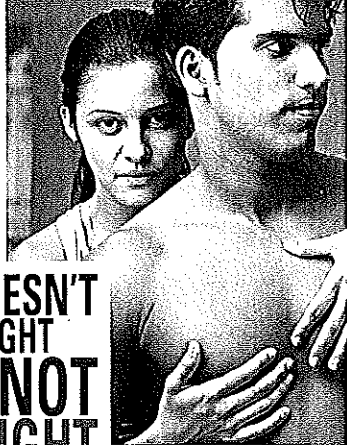
**SEXUAL ASSAULT CRISIS PROGRAMS PROVIDE  
FREE & CONFIDENTIAL SERVICES IN  
SPANISH & ENGLISH**

- certified sexual assault victim advocates
- short-term counseling for individuals and groups
- information and referrals to other social and legal services
- accompaniment and support in the hospital, police department and court

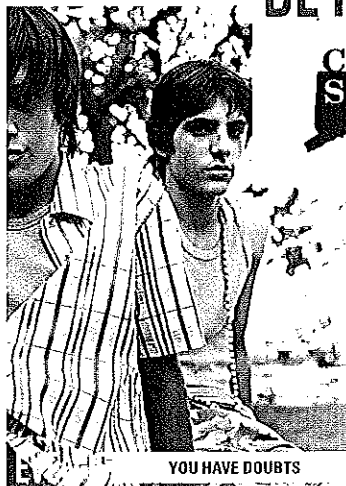
**EVEN IF** IT HAPPENED A LONG TIME AGO



**EVEN IF** YOU KNEW AND TRUSTED THE PERSON

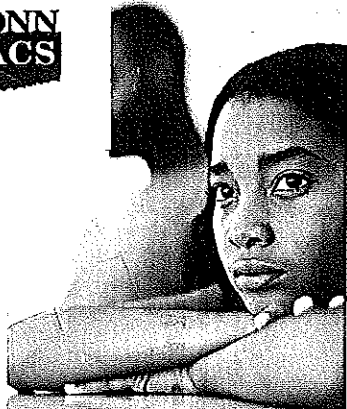


IF IT DOESN'T  
FEEL RIGHT  
IT MAY **NOT**  
**BE RIGHT**



**YOU HAVE DOUBTS**

**CONN  
SACS**



**YOU NEVER TOLD ANYONE**

**WE CAN HELP YOU NOW.**

Confidential Sexual Assault Crisis Services, Inc. | [CONNCSACS.ORG](http://CONNCSACS.ORG)

Has anyone pressured or forced you to have sex when you didn't want to, recently or during your childhood?

Have you experienced unwanted sexual gestures or remarks?

Has anyone ever made you participate in sexual acts that made you feel uncomfortable?



**ANYONE CAN BE A VICTIM OF SEXUAL VIOLENCE, INCLUDING WOMEN, MEN AND CHILDREN.**

**SEXUAL ASSAULT CRISIS PROGRAMS PROVIDE  
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**CALL THE  
FREE  
24-HOUR  
CONFIDENTIAL  
HOTLINE**

**1-888-568-8332**

*(Spanish)*

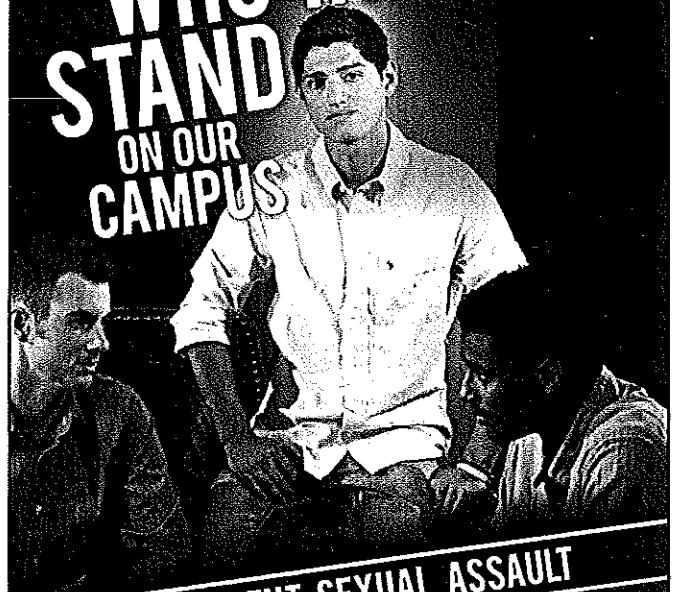
**1-888-999-5545**

*(English)*

**CONN  
SACS**

Connecticut Sexual Assault Crisis Services, Inc.  
**connsacs.org**

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



TO PREVENT SEXUAL ASSAULT  
**WHERE DO YOU STAND?**

[www.mencanstoprape.org](http://www.mencanstoprape.org)  
Men preventing racism and sexual assault

**MEN CAN  
STOP RAPE**

Connecticut's leading voice  
to end sexual violence

**CONN  
SACS**

Connecticut Sexual Assault Crisis Services  
[www.connssacs.org](http://www.connssacs.org) | 860.282.5681 | [wdysci@connssacs.org](mailto:wdysci@connssacs.org)

# 4 THINGS YOU CAN DO TO TAKE A STAND

## Challenge the Behavior

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

## Ask Questions

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

## Appeal to His Best Self

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

## Use "I" Statements

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

## WHERE DO YOU STAND?

[www.connsacs.org](http://www.connsacs.org)



[wdysct@connsacs.org](mailto:wdysct@connsacs.org)

## CCADV MEMBER AGENCIES & CRISIS LINES:

For immediate assistance call our toll-free crisis line at 888-774-2900.

|   |  |
|---|--|
| Center for Domestic Violence<br>Services at BHcare<br>Ansonia, CT   (203) 736-9944  | Prudence Crandall Center<br>New Britain, CT   (860) 225-6357                           |
| The Center for Women & Families<br>Bridgeport, CT   (203) 384-9559                  | Center for Domestic Violence<br>Services at BHcare<br>New Haven, CT   (203) 789-8104   |
| Women's Center of Greater Danbury<br>Danbury, CT   (203) 731-5206                   | Safe Futures<br>New London, CT   (860) 701-6000  |
| Domestic Violence Program<br>United Services, Inc.<br>Dayville, CT   (860) 774-8648 | Domestic Violence Crisis Center<br>Norwalk, CT   (203) 852-1980                        |
| Network Against Domestic Abuse<br>Enfield, CT   (860) 763-4542                      | Women's Support Services<br>Sharon, CT   (860) 364-1900                                |
| Domestic Abuse Services<br>Greenwich YWCA<br>Greenwich, CT   (203) 622-0003         | Domestic Violence Crisis Center<br>Stamford, CT   (203) 588-9096                       |
| Interval House<br>Hartford, CT   (860) 527-0550                                     | Susan B. Anthony Project<br>Torrington, CT   (860) 482-7133                            |
| Meriden-Wallingford Chrysalis<br>Meriden, CT   (203) 238-1501                       | Safe Haven<br>Waterbury, CT   (203) 575-0036   |
| New Horizons<br>Middletown, CT   (860) 347-3044                                     | Domestic Violence Program<br>United Services, Inc.<br>Willimantic, CT   (860) 456-9476 |



912 Silas Deane Highway, Lower Level  
Wethersfield, CT 06109  
(860) 282-7899 | [www.ctcadv.org](http://www.ctcadv.org)

CCADV is funded in part by the CT Department of Social Services; CT Office of Policy & Management; CT Judicial Branch; Office of Victim Services; U.S. Department of Health & Human Services; U.S. Department of Justice; Office on Violence Against Women.

## CONNECTICUT COALITION AGAINST DOMESTIC VIOLENCE, INC.

### Risk factors

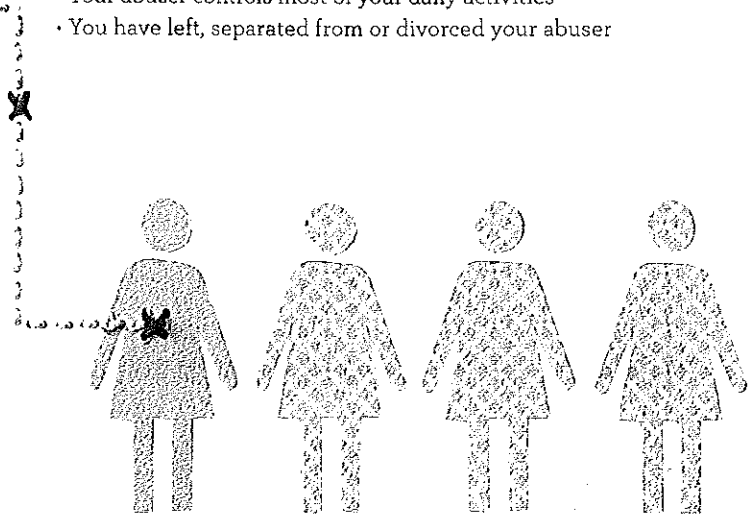
WHEN AN INCIDENT  
HAPPENS, KNOW THE  
SIGNS AND HOW TO  
GET HELP.



## Risk Factors for Lethality

Between 2002 and 2011, there was an average of 16 intimate partner homicides per year in Connecticut. Research demonstrates that certain factors present in an abusive relationship often lead to greater risk for increased violence that could turn fatal. Some of these risk factors include:

- The physical violence has increased in frequency or severity in the past 6 months
- Your abuser has used or has threatened to use a weapon against you
- Your abuser has threatened to kill you or your children
- You believe your abuser might try to kill you
- Your abuser has a gun or can get one easily
- Your abuser has tried to choke you
- Your abuser is violently and constantly jealous
- Your abuser controls most of your daily activities
- You have left, separated from or divorced your abuser



1 in 4 women have experienced severe physical violence by an intimate partner at some point in their life.



### Domestic violence defined

**DOMESTIC VIOLENCE IS A PATTERN OF COERCIVE, CONTROLLING BEHAVIOR THAT CAN INCLUDE PHYSICAL ABUSE, EMOTIONAL OR PSYCHOLOGICAL ABUSE, SEXUAL ABUSE OR FINANCIAL ABUSE.**

It is a pervasive, life-threatening crime that affects thousands of individuals in Connecticut regardless of age, economic status, race, ethnicity, religion, sexual orientation or education. Victims are left feeling scared, confused, dependent and insecure about their ability to survive on their own, financially or otherwise. The children of a battered parent must contend with these same fears and realities.

### Signs of an abusive relationship

Abusers use a variety of methods to control, intimidate and isolate victims, including:

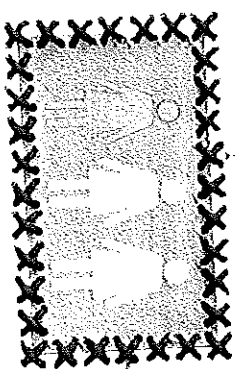
- Stalking and harassment, such as following you or coming to your home or work uninvited
- Physical violence, such as pushing, slapping or hitting
- Economic control, such as refusing to give you money or preventing you from working
- Being overly jealous about your relationships with others
- Disrespecting your family and friends, and keeping you from seeing or talking to them
- Controlling means of communication, such as your phone or computer

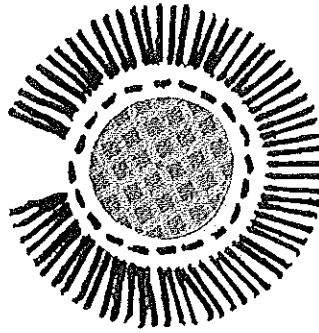
### Things you can do

While having experienced any of the listed risk factors that your situation will become fatal, extensive research by Campbell, et al. shows that these factors are often in a partner homicide. There are steps you can take to:

- Call 911 if you are in immediate danger.
- Always trust your gut.
- Don't minimize your abuser's behavior or the level of danger.
- Call the statewide, toll-free crisis hotline at 1.888.961.1414.
- Work with your local domestic violence agency for support and resources.
- Speak with an advocate about the legal options for protection, such as restraining orders.

OF FEMALES KILLED  
ALMOST TWO  
THIRDS ARE KILLED  
INTIMATE PARTNERS





A 2010 STUDY SHOWED THAT  
**95% OF SURVIVORS**  
WHO SOUGHT ASSISTANCE FROM THEIR  
LOCAL DOMESTIC VIOLENCE AGENCY WERE  
**MORE KNOWLEDGEABLE**  
ABOUT PLANNING FOR THEIR SAFETY  
**AND MORE HOPEFUL**  
ABOUT THE FUTURE.

**888-774-2900**

**ACCESS TO IMMEDIATE HELP**

If you or someone you know needs help,  
call the statewide, toll-free crisis line.

What victim services are provided by CCADV member agencies?

OUR 18 MEMBER AGENCIES SERVE OVER 57,000 VICTIMS PER YEAR.  
ON ANY GIVEN DAY IN CONNECTICUT, OVER 750 VICTIMS SEEK  
ASSISTANCE INCLUDING EMERGENCY & TRANSITIONAL HOUSING.

They provide the following confidential services free of charge:

- 24-hour, toll-free crisis line with access to certified counselors
- Safety planning
- Counseling
- Support groups
- Court advocacy
- Information & referrals
- Community education
- Emergency shelter

We strive to provide services in a thoughtful, culturally-specific and inclusive manner to all victims.

**I want to have fun at  
the party, not to be  
sexually harassed.**

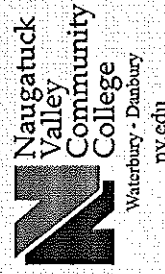
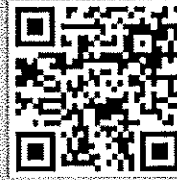
**SHOW ME LOVE,  
SHOW ME RESPECT.**

For more information, visit [www.safehaventw.org](http://www.safehaventw.org)

Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (Spanish) 888-568-8332



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Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Dwyak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8232. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Joquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K04, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

**Just because I like you  
doesn't mean I'm ready  
to have sex with you.**

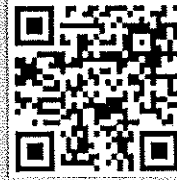
**ASK ME FIRST,  
SHOW ME RESPECT.**

For more information, visit [www.safehavengw.org](http://www.safehavengw.org)

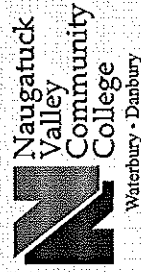
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SAFE HAVEN  
A SAFE PLACE FOR EVERYONE



nv.edu

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A black and white portrait of a young man with a shaved head, looking directly at the camera with a slight smile. He is wearing a dark, zip-up jacket and a chain necklace with a cross pendant. The background is dark and textured.


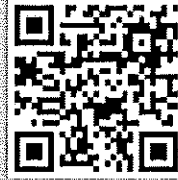
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0130

When I say **NO**,  
I mean **NO**.

**Don't harass me.**

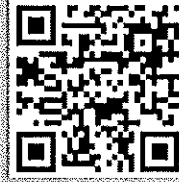
**SHOW ME PATIENCE,  
SHOW ME RESPECT.**

For more information, visit [www.safehavengw.org](http://www.safehavengw.org)

Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (Spanish) 888-568-8332



SAFE HAVEN  
FOR GUN VIOLENCE PREVENTION



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## Swanson, Jacqueline G

---

**From:** D'Alusio, Jeffrey  
**Sent:** Wednesday, September 28, 2016 12:17 AM  
**To:** NV-AllCampuswide  
**Subject:** 2016 Campus Security Report Now Available

**Categories:** Yellow Category

Naugatuck Valley Community College is committed to assisting all members of the NVCC community in providing for their own safety and security. The annual security compliance document is available on the college website at: <http://www.nv.edu/clery>.

You may print a copy directly from the website. If you would like to receive a copy of the "Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics-2015", which contains this information, you can stop by the Public Safety Department in room C122 of the Core building at the Waterbury campus. On the Danbury campus, you may obtain copies at the college administrative offices at 190 Main Street, Danbury.

The website and report contain information regarding campus security and personal safety and include topics such as NVCC Public Safety law enforcement authority and crime statistics for the three (3) previous calendar years. It also contains information about college policies on such topics as sexual assault prevention and response, sex offender registration, drug and alcohol use, and crime reporting procedures.

Campus safety is everyone's responsibility! Please report unusual or suspicious items, incidents, or persons to the Public Safety Department (203-575-8113) or any college official.

This email was sent with the approval of Provost Troup.

Interim Lieutenant Jeffrey D'Alusio  
Director of Public safety  
Naugatuck Valley Community College  
750 Chase Parkway  
Waterbury, Ct 06708  
203-575-8126  
[jadalusio@nv.edu](mailto:jdalusio@nv.edu)



**Public Safety**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety>)

**Campus Crime Report**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Campus-Crime-Report>)

**Emergency Phones**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Emergency-Phones>)

**Emergency Response Plan**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Emergency-Response-Plan>)

**myCommNet Alert**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/myCommNet-Alert>)

**Parking**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Parking>)

**Responsibilities & Services**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Responsibilities-Services>)

**Smoking**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Smoking>)

**Weather Closings**  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Weather-Closings>)

## Public Safety



The Public Safety Department welcomes you to Naugatuck Valley Community College.

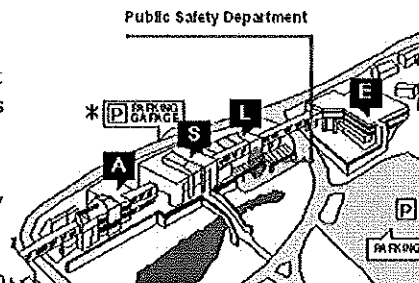
We are a law enforcement/public safety agency responsible for the enforcement of campus rules and regulations and local, state and federal Laws.

All NVCC Police Officers are trained at the Connecticut Police Academy and derive their powers of arrest from the Commissioner of Public Safety.

### Mission Statement

The Public Safety Department at NVCC provides the campus community with proactive, professional policing services. As an

integral link in the learning environment the Department responds to the changing needs of the college by stressing prevention above response, planning above reaction and service to all.



### Contact

#### Information

The Public Safety Department is located on the Waterbury campus of NVCC in Room 122 of the CORE Building.

The department may be reached from off campus by dialing:

**ROUTINE CALLS**  
**(203) 575-8113**

**EMERGENCY LINE**  
**(203) 575-8112**

On campus utilize the extensions 58113 or 58112.

### Hours of

#### Operation

The department is staffed:

24 hours per day  
365 days per year

[Home \(/\)](#) | [Bookstore \(/Offices-Departments/Student-Resources/Bookstore\)](#) |

[Contact Us \(/Admissions/Apply-to-NVCC/Contact-Admissions\)](#) |

[Employment Opportunities \(/Offices-Departments/Administration/Human-Resources#5023676-bemployment-opportunitiesb-full-time-and-part-time-positions-available\)](#) |

[Maps & Directions \(/About-NVCC/Maps-Directions\)](#) |

[Login \(https://www.nv.edu/NVCC-Login?returnurl=%2fOffices-Departments%2fCollege-Support-Services%2fPublic-Safety\)](https://www.nv.edu/NVCC-Login?returnurl=%2fOffices-Departments%2fCollege-Support-Services%2fPublic-Safety)



Naugatuck Valley Community College 750 Chase Parkway, Waterbury, CT 06708  
(203) 575-8040

Public Safety  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety>)

Campus Crime Report  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Campus-Crime-Report>)

Emergency Phones  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Emergency-Phones>)

Emergency Response Plan  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Emergency-Response-Plan>)

myCommNet Alert  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/myCommNet-Alert>)

Parking  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Parking>)

Responsibilities & Services  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Responsibilities-Services>)

Smoking  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Smoking>)

Weather Closings  
(<http://www.nv.edu/Offices-Departments/College-Support-Services/Public-Safety/Weather-Closings>)

## Campus Crime Report

### Jeanne Clery Disclosure of Campus Security

#### Policy and Campus Crime Statistics Act

#### Report

In compliance with Section 486(e) of Public Law: 105-244 the Higher Education Amendments of 1998, the following crimes were reported and investigated for the calendar years posted below.

Download a printable copy of the  
[2016 Clery Report \(/Portals/0/Documents/PublicSafety/CleryReport2016.pdf\)](#)

or pick one up at the Public Safety Department, Room C122, and at various public locations throughout campus.

*Naugatuck Valley Community College is committed to assisting all members of the NVCC community in providing for their own safety and security. The annual security compliance document is available on the College website at [nv.edu/CleryReport \(/CleryReport\)](http://nv.edu/CleryReport).*

*If you would like to receive a copy of the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics - 2015," which contains this information, you can stop by the Public Safety Department in Room C122 of the Core building at the Waterbury campus. Additional copies are located throughout the Waterbury campus at the following locations: Admissions Office, Library and Prism Lounge (located in Student Center). On the Danbury Campus, you may obtain copies at the College administrative offices at 183 Main Street, Danbury.*

*The website and report contain information regarding campus security and personal safety and include topics such as NVCC Public Safety law enforcement authority and crime statistics for the three previous calendar years. It also contains information about College policies on such topics as sexual assault prevention and response, sex offender registration, drug and alcohol use and crime reporting procedures.*

#### Contact

#### Information

The Public Safety Department is located on the Waterbury campus of NVCC in Room 122 of the CORE Building.

The department may be reached from off campus by dialing:

**ROUTINE CALLS**  
**(203) 575-8113**

**EMERGENCY LINE**  
**(203) 575-8112**  
On campus utilize the extensions 58113 or 58112.

#### Hours of

#### Operation

The department is staffed:

24 hours per day  
365 days per year

## Clery Reports

| 2015                          | 2014      | 2013                | 2012            |           |                     |                 |        |
|-------------------------------|-----------|---------------------|-----------------|-----------|---------------------|-----------------|--------|
| 2015                          | Waterbury |                     |                 | Danbury   |                     |                 |        |
|                               | On Campus | Non-campus Property | Public Property | On Campus | Non-campus Property | Public Property | Totals |
| Murder/Non-Negligent Homicide | 0         | -                   | 0               | 0         | -                   | 0               | 0      |
| Negligent Manslaughter        | 0         | -                   | 0               | 0         | -                   | 0               | 0      |

|  |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|
| Sex Offenses, Forcible                                 | - | - | - | - | - | - | - |
| Rape   | 0 | - | 0 | 0 | - | 0 | 0 |
| Fondling   | 0 | - | 0 | 0 | - | 0 | 0 |
| Sex Offenses, Non-Forcible                             | - | - | - | - | - | - | - |
| Incest   | 0 | - | 0 | 0 | - | 0 | 0 |
| Statutory Rape   | 0 | - | 0 | 0 | - | 0 | 0 |
| Robbery  | 0 | - | 0 | 0 | - | 0 | 0 |
| Aggravated Assault                                     | 0 | - | 0 | 0 | - | 0 | 0 |
| Burglary   | 0 | - | 0 | 0 | - | 0 | 0 |
| Motor Vehicle Theft                                    | 0 | - | 0 | 0 | - | 0 | 0 |
| Arson  | 0 | - | 0 | 0 | - | 0 | 0 |
| Domestic Violence                                      | 0 | - | 0 | 0 | - | 0 | 0 |
| Dating Violence  | 0 | - | 0 | 0 | - | 0 | 0 |
| Stalking   | 0 | - | 0 | 0 | - | 0 | 0 |
| Weapon Law Violation Arrests                           | 0 | - | 0 | 0 | - | 0 | 0 |
| Drug Abuse/Arrests                                     | 0 | - | 0 | 0 | - | 0 | 0 |
| Liquor Law Arrests                                     | 0 | - | 0 | 0 | - | 0 | 0 |
| Weapon Law Violation Referred For Disciplinary Action  | 0 | - | 0 | 0 | - | 0 | 0 |
| Drug Abuse Violations Referred For Disciplinary Action | 0 | - | 0 | 0 | - | 0 | 0 |
| Liquor Law Violations Referred For Disciplinary Action | 0 | - | 0 | 0 | - | 0 | 0 |
| Unfounded  | 0 | - | - | 0 | - | - | 0 |

2015: Waterbury Campus, Danbury Campus, Hate Crimes: 0

Note: NVCC is a non-residential campus.

[Contact Us \(/Admissions/Apply-to-NVCC/Contact-Admissions\)](#) |  
[Employment Opportunities \(/Offices-Departments/Administration/Human-Resources#5023676-bemployment-opportunitiesb-full-time-and-part-time-positions-available\)](#) |  
[Maps & Directions \(/About-NVCC/Maps-Directions\)](#) |  
[Login \(https://www.nv.edu/NVCC-Login?returnurl=%2fOffices-Departments%2fCollege-Support-Services%2fPublic-Safety%2fCampus-Crime-Report\)](https://www.nv.edu/NVCC-Login?returnurl=%2fOffices-Departments%2fCollege-Support-Services%2fPublic-Safety%2fCampus-Crime-Report)



Naugatuck Valley Community College 750 Chase Parkway, Waterbury, CT 06708  
(203) 575-8040  
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# NAUGATUCK VALLEY COMMUNITY COLLEGE

**2016 Campus Security Report**  
*Jeanne Clery Disclosure of  
Campus Security Policy and  
Campus Crime Statistics for 2015*



[nv.edu/clery](http://nv.edu/clery)

750 Chase Parkway • Waterbury, CT

190 Main Street • Danbury, CT

# NAUGATUCK VALLEY COMMUNITY COLLEGE

## INTRODUCTION

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The publication of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics – 2016 is a 1998 amendment of Public Law 101-542 which requires all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information.

Naugatuck Valley Community College distributes this publication annually by October 1 to our campus community of students, prospective students, employees and prospective employees. This publication is available on the NVCC Web site at: [nv.edu/clery](http://nv.edu/clery). Printed copies are available throughout campus.

Questions regarding this publication can be directed to the Director of Public Safety, 203-575-8126.

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record.

The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

## CAMPUS POLICE AUTHORITY AND JURISDICTION

Naugatuck Valley Community College has a full-service Public Safety Department that operates 24/7, 365 days a year. The department employs sworn police officers, non-sworn building and grounds patrol officers, and telecommunication operators. Police officers have complete police authority to apprehend and arrest within the campus jurisdictional boundaries. Non-criminal violations of college policy and regulations committed by a student will be referred to the Dean of Student Services for separate review and action.

All criminal offenses will be investigated by an officer to the fullest extent allowable by law and department resources. Some criminal investigations may be assisted by local and supporting police agencies, including the Connecticut State Police and the Waterbury Police Department. Criminal offenses occurring at the Danbury campus will be investigated by the Danbury Police Department.

The prosecution of all criminal offenses that occur on the NVCC campus, both felony and misdemeanor, are conducted at the designated Superior Court of Connecticut. By mutual agreement with state and federal agencies, the NVCC Public Safety Department maintains an NLETS terminal (National Law Enforcement Telecommunications Network). Through this system police personnel can access the National Crime Information Computer (NCIC) system as well as the Connecticut Online Law Enforcement Communications Teleprocessing (COLLECT) system. These databases are used for accessing criminal history data, nationwide police records, driver/vehicle identification information as well as other local, state and federal law enforcement information.

## REPORTING CRIMES AND OTHER EMERGENCIES

### To report a Crime on the Main NVCC Waterbury Campus:

To report a crime, you may call the NVCC Public Safety Department at 203-575-8113 if calling from a non-campus phone, or 8113 if calling from a campus phone. There are also direct-dial phones to Public Safety located throughout campus in several areas, including next to most elevators, in parking garages and near some buildings. You may also report a crime by reporting it in person at the NVCC Public Safety Department in the Core Building, first floor, C122. Any suspicious activity or person seen in the parking lots, loitering around vehicles, inside or around buildings on campus should be reported to Public Safety. In addition, you may report a crime to any college official or employee, who will, in turn, contact the Public Safety Department. The following is a list of some of the key NVCC officials who will receive your report and forward it to Public Safety:

|  |                    |
|--|--------------------|
| Provost/Senior Dean of Administration..... | 203-575-8220, K706 |
| Dean of Student Services .....             | 203-575-8034, K509 |
| Dean of Academic Affairs .....             | 203-575-8116, K719 |
| Director of Human Resources .....          | 203-575-8056, K704 |
| Director of Student Activities .....       | 203-575-8269, S514 |
| Title IX Coordinator .....                 | 203-575-8043, K704 |

For off-campus options you may refer to the current college catalog and student handbook. The NVCC Public Safety Department receives mutual aid assistance from both the Connecticut State Police and the Waterbury Police Department. Crimes may be reported to these law enforcement agencies and, when appropriate, will be referred to NVCC Public Safety Department for investigation.

### To Report A Crime at the Danbury Campus:

To report a crime at the Danbury Campus, located at 190 Main Street, Danbury, CT, you may call the Director at 475-206-2137, the Administrative Offices at 475-206-2132 or you may contact the Danbury Police Department by dialing 9-1-1 in Danbury or 203-797-4611. You may also report a crime in person at the Danbury Campus.

## **CRIME REPORTING**

Students, faculty, staff and guests of Naugatuck Valley Community College are encouraged to report all crimes and public safety related incidents to the NVCC Public Safety Department in a timely manner. Anyone who is a victim or witness to any crime should promptly report the incident to the police. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other NVCC campus security authorities.

To report a crime or an emergency on the campus, call the Public Safety Department at 203-575-8113 if calling from a non-campus phone, or 8113 if calling from within the college phone system. The Public Safety Office is staffed 24/7, 365 days a year and someone will be available to take your call. In response to a call for service, officers will usually report to the caller's location or, in some cases, the caller may be asked to report to the Public Safety Office, located in the Core Building, C122.

Some incident reports involving students are forwarded to the Dean of Student Services for review and possible action.

If assistance is required from another agency, such as the Connecticut State Police, Waterbury Police or Waterbury Fire Department, the Public Safety Department will contact the appropriate agency. If a sexual assault is reported, staff on the scene, including the Public Safety Department, will offer the victim available services and referral for further services.

All crimes or suspicious incidents should be reported to the NVCC Public Safety Department to ensure accurate investigation and, if required, inclusion in the annual crime statistics and to aid in providing timely warning notices to the campus and surrounding community, when appropriate.

## **CONFIDENTIAL REPORTING PROCEDURES**

If you are the victim of a crime and do not want to pursue action within the college or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Director or a designee of the NVCC Public Safety Department or any campus security authority can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to ensure the future safety of yourself and others. With such information, NVCC can keep an accurate record of the number of incidents involving members of the campus community to determine if there is a pattern of crime with regard to a particular location, method or suspect and alert the campus community to any potential danger. Reports filed in this manner are included and disclosed in the annual crime report published by NVCC.



## **TIMELY WARNINGS**

In the event that a situation arises, either on or off campus, that is judged by the Director of Public Safety (or his/her designee) to constitute an ongoing or continuing threat, a campus-wide "timely warning" will be issued. The warning will be issued through any/all of the college's notification systems, depending on the threat and circumstances. These notification systems include, but may not be limited to: myCommNet Alert messaging system, campus wide e-mail, VoIP broadcast service, video bulletin boards, internal/external speakers, and face-to-face notifications. Anyone with information warranting a timely warning should report the circumstances to the NVCC Public Safety Department by telephone to 203-575-8113 (8113 from an internal campus phone) or in person at the Public Safety Office located in the Core building, C122.

## **SEXUAL ASSAULT PREVENTION AND RESPONSE**

Naugatuck Valley Community College periodically offers sexual assault education and information programs to students and employees. In addition, literature on date rape education and risk reduction is posted throughout campus and information is also included in the Student Handbook. Information may also be available through Student Services.

If you are a victim of a sexual assault at Naugatuck Valley Community College, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. The Public Safety Department strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to an NVCC Public Safety Officer. Filing a report with a college Public Safety Officer will not subject the reported victim to scrutiny or judgmental opinions from college officials. Filing a report will enable the college to refer a person who reports being a victim of a sexual assault,

- as appropriate for necessary medical treatment and tests
- to those who may assist in the proper collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet or change clothing prior to a medical/legal exam)
- to confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention

When a person contacts the NVCC Public Safety Department and reports that she/he has been the victim of a sexual assault, the report will be thoroughly investigated and, if necessary, other law enforcement agencies may assist in the investigation. The investigating officer will guide the victim through the available options and support the victim in his/her decisions. Various counseling options and support services are available in the community and will be provided to the victim. In addition, the Dean of Student Services and the Title IX Coordinator will be notified to supplement services to the victim and, if the accused is a student, to initiate an independent investigation into the incident. They will also assist the victim in ensuring that her/his academic needs continue to be met throughout the process.

College student conduct proceedings, as well as the Board of Regents' guidelines for cases involving sexual misconduct, are detailed in the student handbook. The handbook provides, in part, that the accused student and the reported victim will each be allowed to choose a person who has had no formal legal training to accompany them throughout the hearing. Both the reported victim and accused student will be informed of the outcome of the hearing. A student found to have violated a policy or rule regarding sexual misconduct may be suspended or expelled from the college for the first offense in addition to possible criminal prosecution in the courts. Victims of a sexual assault have the option to request a change in their academic situations after a reported sexual assault, if such changes are reasonably available.

## **SEX OFFENDER REGISTRATION**

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders who are already required to register in a state to provide notice of each institution of higher education in that state, at which the person is employed, carries on a vocation or is a student.

In the state of Connecticut, convicted sex offenders must register with the Sex Offender Registry maintained by the Connecticut Department of Emergency Services and Public Protection, Division of State Police, Sex Offender Registry Unit, pursuant to Connecticut General Statutes 54-250. The Sex Offender Registry information provided under this law is intended to be used for such purposes as the administration of criminal justice, screening of current or prospective employees and volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and a willful violation shall be punishable as provided by law.

The Connecticut Sex Offender Registry may be accessed on the Connecticut State Police website through the following: <http://www.communitynotification.com>. Registry information is also available at all law enforcement agencies, including the NVCC Public Safety Department, located in Room C122 of the Core building.

## **OFF-CAMPUS CRIMINAL ACTIVITY**

The Public Safety Department of Naugatuck Valley Community College does not provide law enforcement services off-campus. Criminal activity off campus is monitored and recorded by the local law enforcement agency. In Danbury, that includes the Danbury Police Department or the Connecticut State Police. NVCC Public Safety Department enjoys a close working relationship with the Connecticut State Police and the Waterbury Police Department when violations of federal, state or local laws are reported. This cooperative team approach addresses situations as they arise as well as future concerns.

## **CAMPUS SAFETY AND CRIME PREVENTION PROGRAMS**

Naugatuck Valley Community College addresses campus safety and crime prevention programs and issues with the campus community through a variety of venues:

- Employee campus-wide announcements
- Employee Policy & Procedures Manual
- Information sessions
- Posters
- Student handbook
- Student orientation
- Women's Center, located in Kinney 405

## **DRUGS AND ALCOHOL IN THE COMMUNITY COLLEGES**

The Board of Regents endorses the statement of the network of colleges and universities committed to the elimination of drug and alcohol abuse, which is based on the following premise:

American society is harmed in many ways by the abuse of alcohol and other drugs -- decreased productivity, serious health problems, breakdown of the family structure, and strained social resources. Problems of illicit use and abuse of substances have a pervasive effect upon many segments of society -- all socio-economic groups, all age levels and even the unborn. Education and learning are especially impaired by alcohol abuse and illicit drug use. (Statement of the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse)

The Board recognizes that education regarding alcohol and substance abuse is an appropriate and even necessary part of contemporary college life. Since the unauthorized use of controlled substances, in addition to the potential harmful effect it may have on students and employees, is contrary to state and federal law and regulation, it must be prohibited in any college activity, on or off the college campus.

Although the conditions of alcohol and drug dependency may be considered disabilities or handicaps under state and federal law and regulation and Board of Regents' policy, and employees and students will not be discriminated against because they have these disabilities, all students and employees are considered to be responsible for their actions and their conduct.

These provisions shall apply to all colleges, including Naugatuck Valley Community College, under the jurisdiction of the Board:

1. No student or employee shall knowingly possess, use, distribute, transmit, sell or be under the influence of any controlled substance on the college campus or off the college campus at a college-sponsored activity, function, or event. Use or possession of a drug authorized by a medical prescription from a registered physician shall not be a violation of this provision.
2. All colleges shall develop and enforce policies regarding the sale, distribution, possession or consumption of alcoholic beverages on campus, subject to state and federal law. Consistent with previous Board policy, the consumption of alcoholic beverages on campus may be authorized by the president subject to the following conditions, as appropriate:
  - a. when a temporary permit for the sale of alcoholic beverages has been obtained and dram shop act insurance has been purchased;
  - b. when a college permit has been obtained
  - c. when students bring their own beverages
  - d. when alcoholic beverages are provided by a student organization and no fee is charged for attendance or for said beverages
3. All colleges shall provide educational programs on the abuse of alcohol and other drugs and referral for assistance for students and employees who seek it. Colleges are encouraged to establish campus wide committees to assist in development of these programs in response to particular campus needs and identification of referral resources in their respective service planning regions.
4. This policy shall be published in all college catalogs, faculty and staff manuals and other appropriate literature.
5. Failure to comply with this policy will result in invocation of the appropriate disciplinary procedure and may result in separation from the college and referral to the appropriate authorities for prosecution. (Adopted November 20, 1989)

The policy of Naugatuck Valley Community College regarding the serving of alcoholic beverages on campus is as follows:

The use of alcohol at any college activity on or off campus is prohibited unless the College president approves prior authorization. The president has established the following procedure regarding requests for the serving of alcoholic beverages at college functions:

1. Any request to serve alcoholic beverages must be consistent with the Board of Trustees for Community-Technical Colleges' Policy 4.15, "Drugs & Alcohol Policy in the Community Colleges".
2. The request must be submitted in writing to the Provost/Senior Dean of Administration at least four (4) weeks in advance of the event.
3. If the sale of alcohol is being solicited, the request must demonstrate that a temporary permit for the sale of alcoholic beverages will be obtained and dram shop act insurance will be purchased.
4. A paragraph in the request must describe how alcohol will be made available only to legal age students and/or guests. This includes students bringing in their own alcoholic beverages, or beverages being provided free when purchased by a student organization or other group.

5. The request must include a plan for a visible educational program display or presentation urging responsible drinking of alcoholic beverages during the event.
6. Once the Provost/Senior Dean of Administration has reviewed the request for all necessary compliance, the request will be forwarded to the College President for final decision. Final approval can be granted only by the College President.  
Note: Under no conditions will alcoholic beverages be purchased for consumption with monies from the General or Operating funds of this College.

(Updated and clarified by the College President, July 1, 1998)

### **Drug and Alcohol Education**

Naugatuck Valley Community College has a student recovery group (Recovery Society) that meets under the direction of the Coordinator of the Drug and Alcohol Recovery Counselor (DARC) program. Educational materials are provided at the annual student expo. Past events include a drug and alcohol awareness day and providing education on substance abuse for community organizations.

A "Drug Free Workplace" policy is distributed by e-mail annually in the Weekly Bulletin, a publication for college employees. In addition, the college Employee Assistance Program (EAP) is a professional, free and confidential service for employees that is equipped to handle drug and alcohol issues that employees may experience.

### **Security and Access to NVCC**

During business hours, NVCC will be open to students, employees, parents, contractors and guests. When the college is closed, employee access to all college facilities is by key, if issued, or by admittance by Public Safety Department staff. Students will not be permitted access to the buildings when the college is closed unless prior written permission has been received by the Public Safety Department from the academic division providing permission and then, only when a defined academic need exists. College facilities such as the Library, Bookstore, computer labs and study areas are not available for student use when the college is closed. Security and access concerns are addressed by the Director of Public Safety, Director of Facilities, Provost/Senior Dean of Administration, Public Safety Officers and Maintenance personnel, in addition to other appropriate college personnel when necessary.

### **Counselors and Voluntary Confidential Reporting of Crime Statistics**

The College does not employ pastoral or professional counselors to provide therapeutic services. Therefore, voluntary confidential reporting to these individuals is not an issue for consideration at NVCC.

| NAUGATUCK VALLEY COMMUNITY COLLEGE                        |                            |                          |                         |                         |                            |                          |                         |                            |                          |                         |                         |                         |      |
|---|----------------------------|--------------------------|-------------------------|-------------------------|----------------------------|--------------------------|-------------------------|----------------------------|--------------------------|-------------------------|-------------------------|-------------------------|------|
| Crime Statistics: 2015, 2014, 2013                        |                            |                          |                         |                         |                            |                          |                         |                            |                          |                         |                         |                         |      |
| Naugatuck Valley<br>Community College                     | 2015                       |                          | 2015                    |                         | 2014                       |                          | 2014                    |                            | 2013                     |                         | 2013                    |                         | 2013 |
|   | Waterbury<br>OC   NCP   PP | Danbury<br>OC   NCP   PP | Totals<br>OC   NCP   PP | Totals<br>OC   NCP   PP | Waterbury<br>OC   NCP   PP | Danbury<br>OC   NCP   PP | Totals<br>OC   NCP   PP | Waterbury<br>OC   NCP   PP | Danbury<br>OC   NCP   PP | Totals<br>OC   NCP   PP | Totals<br>OC   NCP   PP | Totals<br>OC   NCP   PP |      |
| Murder/Non-Negligent Homicide                             | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Negligent Manslaughter                                    | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Sex Offenses: Forcible                                    | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Rape  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Fondling  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Sex Offenses: Non-Forcible                                | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Incest  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Statutory Rape  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Robbery   | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Aggravated Assault  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Burglary  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Motor Vehicle Theft                                       | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Arson   | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Domestic Violence   | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Dating Violence   | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Stalking  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Weapon Law Violation Arrests                              | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Drug Abuse/Arrests  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Liquor Law Arrests  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Weapon Law Violation Referred for<br>Disciplinary Action  | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Drug Abuse Violations Referred for<br>Disciplinary Action | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Liquor Law Violations Referred For<br>Disciplinary Action | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
| Unfounded   | 0                          | 0                        | 0                       | 0                       | 0                          | 0                        | 0                       | 0                          | 0                        | 0                       | 0                       | 0                       | 0    |
|   |                            |                          |                         | 0                       |                            |                          |                         |                            |                          |                         |                         |                         | 3    |

NOTE:  
 Definitions:  
 2015, 2014, 2013: Waterbury Campus, Danbury Center, Hate Crimes: 0  
 OC = On Campus PP = Public Property NCP = Non Campus Property  
 NVCC is a non-residential campus.

# VICTIMS OF CRIME IN CONNECTICUT HAVE RIGHTS WHICH ARE PROTECTED BY LAW.

## ALL VICTIMS HAVE RIGHTS THAT INCLUDE:

ASSISTANCE in obtaining immediate medical care, if required.  
 THE RIGHT TO REQUEST TO BE NOTIFIED of court proceedings,  
 including arrest, arraignment, and release of the offender.  
 THE RIGHT TO BE PROTECTED from harassment from an employer for  
 appearing as a witness if you have received a subpoena.  
 THE RIGHT TO HAVE PROPERTY RETURNED if it was seized by police  
 in the investigation or prosecution of the crime committed against you.  
 THE RIGHT TO MAKE AN APPLICATION FOR COMPENSATION for any  
 bodily injuries you have suffered as a result of the crime.  
 THE RIGHT TO REQUEST TO BE INFORMED of services and agencies  
 that can help you - including the assistance of a Victim Advocate.  
 IF YOU ARE A VICTIM OF FAMILY VIOLENCE, INCLUDING THREATS  
 OF VIOLENCE, YOU CAN EXPECT:

- Criminal
  - A police officer has the responsibility to decide whether or not to make an arrest; an officer can arrest with or without your consent if the officer believes a crime has been committed.
  - You have the right to request the arrest of an offender and the right to file a complaint with the police.
  - A person arrested for a family violence crime must appear in court the next court day, at which time a victim can request a protective order.
  - There are family violence victim advocates in each court to provide services and support to victims. Family Violence Intervention Units in each court evaluate cases and provide services for both victims and offenders.
  - You can contact the clerk of the court to know the court dates of the offender. You are encouraged to keep in touch with the victim advocate or family relations to see which court hearings are important for you to attend.
- Civil
  - To obtain a court order to stop further physical injury or harassment contact the clerk of the civil court, family violence victim advocate or a lawyer.

TO RECEIVE MORE INFORMATION ABOUT THESE AND OTHER  
RIGHTS OF CRIME VICTIMS AND THE SERVICES THAT ARE  
AVAILABLE TO HELP YOU, CALL:

THE OFFICE OF VICTIM SERVICES  
1-800-822-8428 (Monday - Friday 8:30 - 4:30)

For a listing of some services available in Connecticut, see other side.

## CRISIS SERVICES

Domestic Violence Programs (24-Hour Hotlines)  
To contact a family violence victim advocate and for emergency shelter,  
counseling and other services.

|                     |                      |                       |
|---------------------|----------------------|-----------------------|
| Ansonia 736-8944    | Hartford 527-0550    | Norwalk 852-1980      |
| Bridgeport 334-6154 | Menden 238-1501      | Sharon 824-1080       |
| Danbury 731-5206    | Middletown 347-6971  | Stamford 357-8162     |
| Danison 774-8648    | New Britain 225-6357 | Torrington 482-7133   |
| Enfield 763-4542    | New Haven 789-8104   | Waterbury 575-0036    |
| Greenwich 622-0003  | New London 447-0386  | Williamantic 456-9478 |

Sexual Assault Crisis Programs (24-Hour Hotlines)  
To access counseling and advocacy services for adults and minors.

|                                 |                      |                       |
|---------------------------------|----------------------|-----------------------|
| Bridgeport 333-2233             | Milford 878-1212     | Stamford 329-2929     |
| Danbury 731-5204                | New Britain 223-1787 | Torrington 482-7133   |
| Hartford 522-6666               | New Haven 624-2273   | Waterbury 753-3613    |
| Meriden 235-4444                | New London 442-4357  | Williamantic 456-2789 |
| Middletown 346-7233 or 635-4424 |                      |                       |

Child Abuse Care Line.....1-800-842-2288

## INFORMATION AND SUPPORT SERVICES

Office of Victim Services.....1-800-822-8428  
For information about victim compensation, victim notification,  
victim advocacy and support.

Mothers Against Drunk Driving (MADD).....776-4746  
For support and information regarding alcohol related crashes.  
Survivors of Homicide, Inc.....871-5776 or 266-4321  
For support group information pertaining to families and friends  
of murdered victims.

Info-Line.....1-800-203-1234

FOR MORE INFORMATION ABOUT SERVICES IN YOUR AREA CHECK  
THE USERS GUIDE IN THE WHITE PAGES OF YOUR TELEPHONE  
BOOK FOR "COMMUNITY SERVICES TELEPHONE NUMBERS".

|                        |                |
|------------------------|----------------|
| NAME OF POLICE OFFICER |                |
| POLICE DEPARTMENT      |                |
| CASE NUMBER            | COURT LOCATION |

PROVIDED BY THE CONNECTICUT JUDICIAL BRANCH  
OFFICE OF VICTIM SERVICES

## Campus Safety & Support Resources

Naugatuck Valley Community College is committed to providing a safe and encouraging intellectual environment for students and community members, with a focus on prevention and education that extends beyond the classroom.

The College offers a range of **holistic services** for special groups of students like those returning to college after military service ([/Paying-for-College/Veteran-Students](#)), those with learning ([/Student-Life/Disability-Services](#)) and/or physical ([/Student-Life/Disability-Services](#)) disabilities, those from low-income ([/Offices-Departments/bridge-to-college](#)) households and first generation ([/Offices-Departments/bridge-to-college](#)) college students. We also host a number of clubs and associations ([/Student-Life/Student-Activities](#)) whose members **self-identify** based on special interests, areas of study, religion, race and gender.



### Non-Discrimination and human diversity

[Notice of Non-Discrimination](#) ([/Offices-Departments/Administration/Human-Resources/ItemId/2148/Title-IXSection-504Continuing-Notice-of-Nondiscr](#)).

We value diversity at Naugatuck Valley Community College among our students, employees and community partners, knowing how differences in perspectives, experiences and abilities contribute to the rich fabric of our college and the ability to achieve its mission. Contact our Multicultural Coordinator through the Women's Center ([/Offices-Departments/Academic-Support-Services/Womens-Center](#)).

### Sexual assault resources and support

The College has zero tolerance for sexual misconduct. We urge you to report assaults against members of our community, and encourage those individuals dealing with trauma to seek the support and care they need. As we work to create a one-stop resource that will assist you in understanding and accessing the resources and support available to you and all members of our community, please contact Public Safety ([/Offices-Departments/College-Support-Services/Public-Safety](#)), the Dean of Student Services ([/Offices-Departments/Administration/Student-Services](#)), a member of our counseling team ([/Student-Life/CAPSS-Counseling-Advising/ItemId/428/Personal-Counseling](#)) or the Women's Center ([/Offices-Departments/Academic-Support-Services/Womens-Center](#)) to start receiving support immediately. You can also view a list of sexual assault and domestic violence resources ([/Offices-Departments/Academic-Support-Services/Womens-Center/ItemId/1751/Sexual-Assault-and-Domestic-Violence-Resources](#)) available in the community.

NVCC's Sexual Assault Resource Team (SART) is designed to provide a collaborative victim-centered team response to sexual assault. The mission of SART is to provide services that ensure a transition from victim to survivor for every individual whose life is impacted by sexual violence. SART members can provide a survivor with referrals and general information regarding sexual assault:

- *Dean of Student Services:* Sarah Gager (<mailto:sgager@nv.edu?subject=SART>) - 203-575-8086
- *Counseling Services Office:* Samuel Johnson (<mailto:sjohnson1@nv.edu?subject=SART>) - 203-575-8192
- *Faculty:* Christine Cocchiola-Meyer (<mailto:ccocchiolameyer@nv.edu?subject=SART>) - 203-575-8284
- *Senior- and mid-level staff:* Eileen George (<mailto:egeorge@nv.edu?subject=SART>) - 203-596-8659
- *Safe Haven of Greater Waterbury:* Louisa Printz (<mailto:lprintz@safehavenOFGW.org?subject=NVCC SART>) & Melissa Malagutti (<mailto:mmalagutti@safehavenOFGW.org?subject=NVCC SART>) - 203-575-0388



NVCC has also established the College Resource Team (CRT) to support victims and survivors of sexual violence, dating violence, stalking and intimate partner violence. The College has partnered with Safe Haven of Greater Waterbury to provide educational resources and support to the campus community on these important issues:

- Title IX Coordinator: [Jacqueline Swanson \(mailto:jswanson@nv.edu?subject=CRT\)](mailto:jswanson@nv.edu?subject=CRT) - 203-575-8043 (<mailto:jswanson@nv.edu>)
- Dean of Student Services: [Sarah Gager \(mailto:sgager@nv.edu?subject=CRT\)](mailto:sgager@nv.edu?subject=CRT) - 203-575-8086
- Administration and Public Safety: [Officer Arian Gorishti \(mailto:agorishti@nv.edu?subject=CRT\)](mailto:agorishti@nv.edu?subject=CRT) - 203-575-8112
- Counseling Services Office: [Samuel Johnson \(mailto:sjohnson1@nv.edu?subject=CRT\)](mailto:sjohnson1@nv.edu?subject=CRT) - 203-575-8192
- Faculty: [Christine Cocchiola-Meyer \(mailto:ccocchiolameyer@nv.edu?subject=CRT\)](mailto:ccocchiolameyer@nv.edu?subject=CRT) - 203-575 8284 & [Kathleen Leblanc \(mailto:klablanc@nv.edu?subject=CRT\)](mailto:klablanc@nv.edu?subject=CRT) (alternate) - 203-596-8616
- Senior and mid-level staff: [Eileen George \(mailto:egeorge@nv.edu?subject=CRT\)](mailto:egeorge@nv.edu?subject=CRT) - 203-596-8659
- Safe Haven of Greater Waterbury: [Louisa Printz \(mailto:lprintz@safehavenOFGW.org?subject=CRT\)](mailto:lprintz@safehavenOFGW.org?subject=CRT) - 203-575-0388
- Waterbury Police Department: [Sergeant Renee Harvey \(mailto:fharvey@wtbypd.org?subject=NVCC CRT\)](mailto:fharvey@wtbypd.org?subject=NVCC CRT) - 203-574-6915 (<mailto:fharvey@wtbypd.org>)

## Campus safety

In order to facilitate a culture of openness and shared diversity, the College relies on a well-staffed [Public Safety Department \(/Offices-Departments/College-Support-Services/Public-Safety\)](#) to monitor the campus environment and respond to potentially harmful activities. The Department supplies an annual [campus crime report \(/Offices-Departments/College-Support-Services/Public-Safety/Campus-Crime-Report/ItemId/654/Campus-Crime-Report\)](#) and provides one of multiple venues for students to [report incidents \(/Offices-Departments/College-Support-Services/Public-Safety/ItemId/660/Report-a-Crime\)](#) on campus.

## Community Resources

### Food Assistance in CT:

[CT Food Bank \(http://www.ctfoodbank.org/store-locator\)](http://www.ctfoodbank.org/store-locator)  
203-469-5000

[SNAP Program \(http://www.ct.gov/snap\)](http://www.ct.gov/snap)  
1-800-842-1508

[Food Stamps \(http://www.ctfoodstamps.org/\)](http://www.ctfoodstamps.org/)  
1-860-560-2100

[Soup Kitchen, Homeless Shelter \(http://www.stvincentdepaulmission.org/\)](http://www.stvincentdepaulmission.org/)  
203-754-0000

[Heath Care Insurance Assistance in CT \(http://www.newoppinc.org/\)](http://www.newoppinc.org/)  
203-575-9799

[Buying First Home Assistance \(http://www.hdf-ct.org/\)](http://www.hdf-ct.org/)  
203-969-1830

### Housing Assistance in CT:

[Emergency Housing \(http://www.needhelppayingbills.com/html/connecticut\\_housing\\_assistance.html\)](http://www.needhelppayingbills.com/html/connecticut_housing_assistance.html)

### Legal Aid in CT:

[CT Legal Aid Program \(http://www.ctlawhelp.org/\)](http://www.ctlawhelp.org/)  
1-800-453-3320

**Fuel and Utilities Assistance in CT:**

Fuel Assistance By Town (<http://www.211ct.org/ICarol/211Search.aspx?searchTerm=fuel&town=Waterbury>)

Utilities Assistance (<http://www.ct.gov/dss/cwp/view.asp?A=2353&Q=305194>)

Call: 211 or on the web at: <http://www.211ct.org/default.asp> (<http://www.211ct.org/default.asp>)

[Home \(/\)](#) | [Bookstore \(/Offices-Departments/Student-Resources/Bookstore\)](#) |

[Contact Us \(/Admissions/Apply-to-NVCC/Contact-Admissions\)](#) |

[Employment Opportunities \(/Offices-Departments/Administration/Human-Resources#5023676-bemployment-opportunitiesb-full-time-and-part-time-positions-available\)](#) |

[Maps & Directions \(/About-NVCC/Maps-Directions\)](#) |

[Login \(https://www.nv.edu/NVCC-Login?returnurl=%2fStudent-Life%2fSafety-and-Support\)](https://www.nv.edu/NVCC-Login?returnurl=%2fStudent-Life%2fSafety-and-Support)



Naugatuck Valley Community College 750 Chase Parkway, Waterbury, CT 06708  
(203) 575-8040

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## Human Resources/Payroll

### Description

The Human Resources/Payroll Department of Naugatuck Valley Community College administers delivery of all employee-related services, specifically, labor relations, recruitment, benefits, compensation, employee policies and regulations, payroll, mandatory training, collective bargaining compliance, HRMS information management, workers' compensation, retirement, leave of absence, and other services related to employees.

### TITLE IX/SECTION 504

#### ANNUAL NOTICE OF NONDISCRIMINATION

Naugatuck Valley Community College will take steps to assure that the lack of English language skills will not be a barrier to admission and participation in the College's Career and Technical Education (CTE) programs.

#### Annual Public Notice of Nondiscrimination

Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record.

NVCC offers associate in art and associate in science degrees in more than 50 disciplines, including: accounting, aviation, business, computer information systems, computer science and technology, engineering and technology, fine arts, dance, music, theater and digital arts, health careers, hospitality management, and human services as well as general studies, humanities, and liberal arts and sciences. In addition, credit and non-credit certificate programs focusing on developing occupational skills are offered.

Admission to the college is open to high school graduates upon submission of a completed college admissions application accompanied by official high school diploma or equivalency or college transcripts or diploma, payment of the application fee and proof of immunization. Courses are generally open to anyone with an interest in a subject area. Some programs of study have additional admissions requirements.

The following individual has been designated to handle nondiscrimination policies regarding disability policies: **Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235.** The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: **Jacque Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.**

#### Anuncio Público Anual Antidiscriminatorio

Naugatuck Valley Community College prohíbe toda discriminación por razones de raza, color, creencias religiosas, edad, género, identidad o expresión sexual, nacionalidad, estado civil, ascendencia, historia presente o pasada de incapacidad mental o física, problemas de aprendizaje, preferencia sexual, información genética, en sus programas o actividades. Adicionalmente el colegio no discrimina individuos por razones pertinentes a la categoría de veteranos o historia criminal.

NVCC ofrece programas de asociados en artes y ciencias en más de 50 disciplinas incluyendo: contabilidad, aviación, administración de empresas, ciencias en computadores y sistemas, tecnología en computadores, ingeniería y tecnología, artes, danza, música, teatro y artes digitales, carreras en el área de la salud, administración en hotelería y turismo, servicios sociales, como también estudios generales, humanidades y artes. Adicionalmente, programas de certificado con y sin

### CONTACT INFORMATION

Kimberly B Carolina

Email

(mailto:KCarolina@nvcc.commnet.edu)

203-575-8056 (p)

203-575-8102 (f)

Room: K704

750 Chase Parkway

Waterbury, CT 06708

### PAYROLL EMPLOYEE CONTACT

Click to view the [Payroll Directory & Assignments](#) to locate your payroll contact person.

### HR EMPLOYEE CONTACT

Kimberly B Carolina

Director of Human Resources

203-575-8056 (p)

Email

(mailto:KCarolina@nvcc.commnet.edu)

Linda A Pestretto-Demers

Human Resources Generalist

203-596-8719 (p)

Email (mailto:L.Pestretto-

Demers@nvcc.commnet.edu)

Jacqueline G Swanson

Associate Director of Human Resources

203-575-8043 (p)

Email

(mailto:JSwanson@nvcc.commnet.edu)

Susan B Wright

Human Resources Assistant

203-575-8077 (p)

Email

(mailto:SWright@nvcc.commnet.edu)



(/Portals/0/documents

/hr/NVCCOrgChartAug82017.pdf)

### MISSION STATEMENT

As a strategic partner with NVCC leadership, the Human Resources/Payroll Team delivers comprehensive HR/Payroll programs

créditos que se enfocan en áreas ocupacionales.

La admisión al college está disponible para estudiantes de escuela secundaria después de que hayan completado y pagado una solicitud de admisiones y entregado copia del diploma o de las transcripciones demostrando que han finalizado todos los estudios de escuela secundaria. Adicionalmente se requiere prueba de Inmunización. Todas las clases están generalmente disponibles para cualquier persona que esté interesada en un área específica. Algunos programas académicos tienen requisitos adicionales de admisión.

Las siguientes personas han sido designadas a manejar la política antidiscriminatoria pertinente a políticas de impedimentos: **Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235.** Las siguientes personas han sido designadas a manejar la política pertinente a discriminación sexual y otras formas de discriminación prohibida. **Jacque Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.**

and services in support of the College mission and programs with a particular emphasis on creating and maintaining an effective, energized and diverse workforce.

|   |
|---|
| <b>Employee Policies and Procedures</b> (Dual Employment, Manuals, WVP Training, Records Retention) |
| <b>Employee Resources</b> (Benefits, Job Descriptions, Modified Schedule, Union Contracts, EAP)     |
| <b>Employment Opportunities</b> (Full Time and Part Time Positions Available)                       |
| <b>Miscellaneous Resources</b> (WC, Ethics, I-9 Instructions)                                       |
| <b>Payroll</b> (Core CT, Payroll Schedules, Guidelines and Forms)                                   |
| <b>Performance Evaluation</b> (Classified, FDRP & Unclassified Forms)                               |
| <b>Promotion, Sabbatical and Tenure</b> (Forms)   |
| <b>Retirement Resources</b> (Helpful links)   |

## ACADEMIC SUPPORT SERVICES

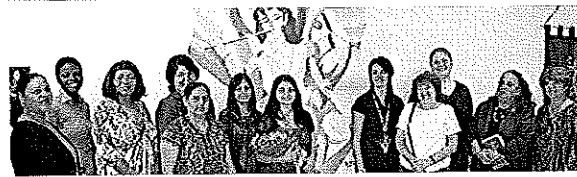
Library  
(<http://www.nv.edu/Academics/Library>)

Women's Center  
(<http://www.nv.edu/Offices-Departments/Academic-Support-Services/Womens-Center>)

Distance Learning  
(Blackboard)  
(<http://www.nv.edu/Academics/Distance-Learning>)

Child Development Center  
(CDC) (<http://www.nv.edu/Credit/Early-Childhood-Education/CDC-Laboratory-School>)

## Women's Center



### Woman Center Hours and information:

Women's Center Hours ([/Portals/0/documents/womenscenter/Sept 2016 Woman's Center Hours Sign.pdf](#))

### Services offered

- An environment where all are welcome and diversity is embraced.
- Create and support a women's studies curriculum that enhances the College's course and program offerings.
- Develop leadership potential and foster leadership skills among female students.
- Develop programs, sponsor conferences, invite speakers and host events designed to educate students on campus and in the communities we serve about ways to overcome barriers of gender, race, sexual orientation, and or disability.
- Create a support network for women including academic mentoring, facilitation of work-related internships, career shadowing and referrals to outside agencies on personal and crisis management.
- Collaborate with Jane Doe No More, WBDC and other community organizations on the writing of grant proposals to support all of the above.

### Para Servicios en Español

- por favor márkuenos á 203-575-8026

## MISSION

The Women's Center at NVCC will assist students to achieve their full potential in education, career and personal life, as they face and overcome issues unique to women. The Women's Center will provide support of our students' intellectual and academic growth, professional development and personal empowerment.

## Sexual Assault and Domestic Violence

Safe Haven of Greater Waterbury  
(<http://www.safehavengw.org/>)

24/7 help line

Domestic Violence: **203-575-0036**

Sexual Assault: **203-753-3613**

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

Connecticut Coalition Against Domestic Violence CCADV  
(<http://www.ctcadv.org/>)

**888-774-2900**

Domestic Violence Services of Greater New

Haven-CCADV (<http://www.dvsgnh.org/>)

The DVS hotline **203-789-8104** is available 24/7

Spanish speakers are also available

Connecticut Sexual Assault Crisis Services, Inc

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

Statewide 24 Hour Toll Free Hotline

**1-888-999-5545** English

**1-888-568-8332** Español

All services are free and confidential

## **Pregnancy and Sexually Transmitted**

### **Diseases (STD)**

Department of Public Health ([http://www.ct.gov](http://www.ct.gov/dph/cwp/view.asp?a=3136&q=388470&dphNav_GID=1601)

/dph/cwp/view.asp?a=3136&q=388470&

dphNav\_GID=1601)

Centers for Disease Control and Prevention CDC

(<http://www.cdc.gov/STD/>)

**800-232-4636**

TTY: 888-232-6348

24 Hours/Every Day

[cdcinfo@cdc.gov](mailto:cdcinfo@cdc.gov) (<mailto:cdcinfo@cdc.gov>)

(<http://www.cdc.gov/STD/spanish/default.htm>)

- **Español** (<http://www.cdc.gov/STD/spanish/default.htm>)

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[Employment Opportunities \(/Offices-Departments/Administration/Human-Resources#5023676-bemployment-opportunitiesb-full-time-and-part-time-positions-available\)](#) |

[Maps & Directions \(/About-NVCC/Maps-Directions\)](#) |

[Login \(https://www.nv.edu/NVCC-Login?returnurl=%2fOffices-Departments%2fAcademic-Support-Services%2fWomens-Center\)](https://www.nv.edu/NVCC-Login?returnurl=%2fOffices-Departments%2fAcademic-Support-Services%2fWomens-Center)



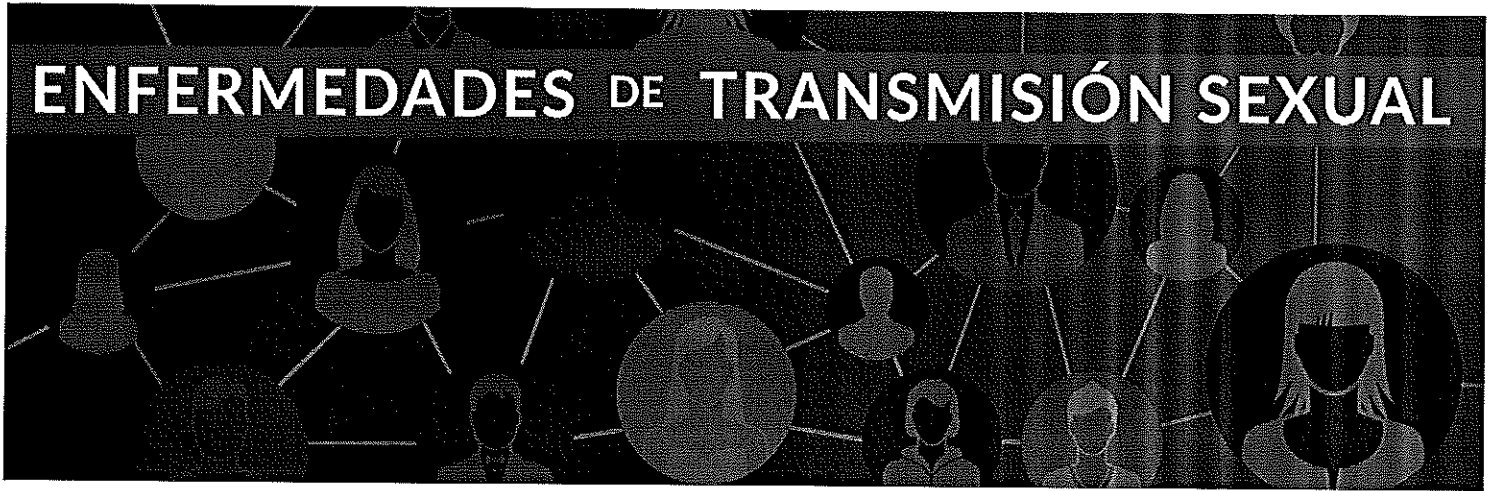
Naugatuck Valley Community College 750 Chase Parkway, Waterbury, CT 06708  
(203) 575-8040

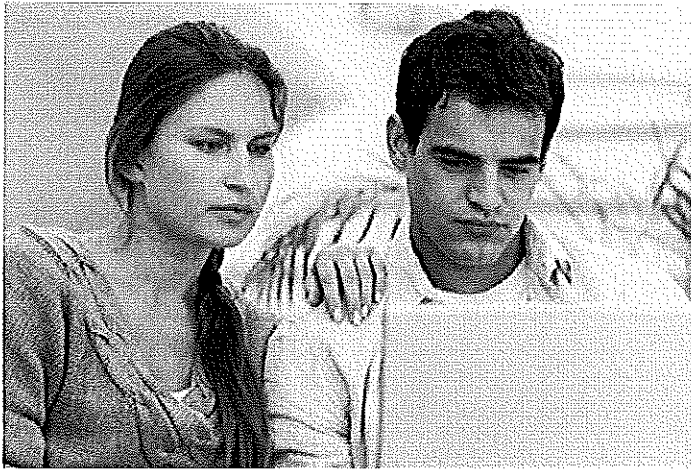
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Centros para el Control y la Prevención de Enfermedades  
CDC 24/7: Salvamos vidas. Protegemos a la gente™

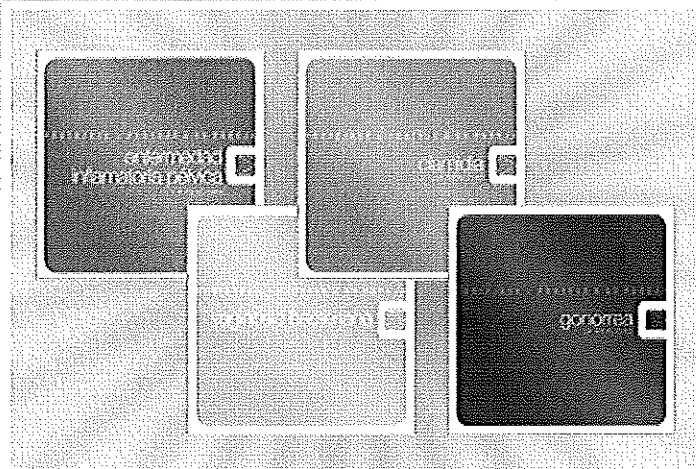
## Enfermedades de transmisión sexual (ETS)





## HOJAS INFORMATIVAS

Más >



## FOLLETOS Y CARTELES

Más >



## EMBARAZO Y ETS

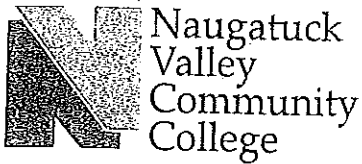


Más >

Esta página fue revisada el: 14 de enero de 2016

Esta página fue modificada el: 24 de mayo de 2013

Fuente del contenido: División para la Prevención de Enfermedades de Transmisión Sexual (<https://www.cdc.gov/std/dstdp/>),  
Centro Nacional para la Prevención de VIH/SIDA, Hepatitis Virales, ETS y Tuberculosis (<https://www.cdc.gov/nchhstp/>)  
(<https://www.cdc.gov/>)



December 27, 2016  
Sent via Certified Mail

[REDACTED]  
[REDACTED]  
Dear [REDACTED]

We have completed our investigation into your complaint dated December 8, 2016. The College takes seriously all reports of the kind you have made and we thank you for reaching out to us so we had an opportunity to fully investigate the nature of your complaint.

The student identified in your complaint has met with me and has been formally notified not to have any further contact with you on the College campus. In addition, the student has been verbally warned that any such future violation of the Student Code of Conduct will result in sanctions as appropriate.

Because no direct violation of the Student Code of Conduct has taken place the student will be allowed to continue in the current AMTC cohort for the spring 2017 semester.

In the event that you would like to pursue your concerns beyond the formal complaint you submitted to the College, you may do so by contacting the Connecticut Commission on Human Rights and Opportunities (CHRO). Specific information regarding how to file a formal complaint is contained on their website at [www.ct.gov/chro](http://www.ct.gov/chro) and here is the contact information for the West Central Region Office:

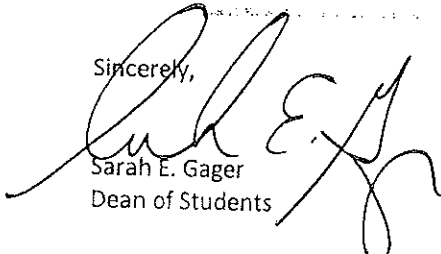
Commission on Human Rights and Opportunities  
Rowland State Government Center  
55 West Main Street, Suite 210  
Waterbury, CT. 06702-2004  
Phone: (203)-805-6530  
Fax: (203)-805-6559

Additional guidance may be found on the website of the U.S. Department of Education, Office for Civil Rights and [www2.ed.gov/ocr](http://www2.ed.gov/ocr).

Once again, let me assure you on behalf of the College that you are protected from retaliation of any kind.

In closing, let me say again how much we appreciate you bringing this complaint forward and providing us the opportunity to investigate it and take the necessary corrective action.

Sincerely,

  
Sarah E. Gager  
Dean of Students

cc: Jacquie Swanson, Title IX Coordinator

DEC 28 2016

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

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

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

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

#### **Take 3 Steps:**

##### **1) SHOW CONCERN:**

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

##### **2) SHARE RESOURCES:**

- Resources are available on the website: [www.nv.edu](http://www.nv.edu)

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

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

Jacque Swanson - Title IX Coordinator • 203-575-8043 • [jswanson@nv.edu](mailto:jswanson@nv.edu)

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



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

Date: \_\_\_\_\_

**From**

Faculty/Staff Member \_\_\_\_\_ Department \_\_\_\_\_ E-mail: \_\_\_\_\_

Student: \_\_\_\_\_ ID \_\_\_\_\_ E-mail: \_\_\_\_\_

**Complainant**

Name of Student or Employee \_\_\_\_\_ DOB or ID# \_\_\_\_\_

Gender: \_\_\_\_\_ Age: \_\_\_\_\_ Phone: \_\_\_\_\_ E-Mail: \_\_\_\_\_

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

**Expectation of Student/Employee:**

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

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

**Date of Report/Disclosure** \_\_\_\_\_

**General category of report/disclosure:**

- |  |  |
|--|--|
| <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Assault            |
| <input type="checkbox"/> Stalking          | <input type="checkbox"/> Intimate Partner Violence |
| <input type="checkbox"/> Domestic Violence | <input type="checkbox"/> Dating Violence           |

**Resource materials provided to the Student/Employee**

☐ A Guide for Students: Sexual Misconduct & Interpersonal Violence

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

☐ Other \_\_\_\_\_

(Materials available at) [www.nv.edu](http://www.nv.edu)

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

Jacque Swanson  
Title IX Coordinator-Room K704  
(203) 575-8043, [jswanson@nv.edu](mailto:jswanson@nv.edu)

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

### 1. LISTEN

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

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

Ask about their Safety.

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

### 2. PROVIDE

Ensure the student's safety and wellbeing by providing the student with resources on and off campus, as well as their reporting options. Inform of the importance of preserving any evidence and seek medical attention.

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

Campus Security:  
(203) 575-8112  
Waterbury Police  
Department:  
(203) 574-6920

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

### 3. ALERT

To continue to ensure the student's safety, you are required to report the disclosure to NVCC's Title IX Coordinator:

Jacquie Swanson  
203-575-8043  
[jswanson@nv.edu](mailto:jswanson@nv.edu)

Title IX requires you to provide all the information you were given about the incident, including identifying information of any students involved. If the student has requested confidentiality, you may include that in your report.



### Confidential Support & Resources:

Safe Haven of Greater Waterbury, 24/7 help line, Domestic Violence: **203-575-0036**, Sexual Assault: **203-753-3613**

Connecticut Coalition Against Domestic Violence CCADV, **888-774-2900**

Domestic Violence Services of Greater New Haven-CCADV, The DVS hotline **203-789-8104** is available 24/7. Spanish speakers are also available

Connecticut Sexual Assault Crisis Services, Inc., Statewide 24 Hour Toll Free Hotline, **1-888-999-5545** English  
**1-888-568-8332** Español

## ***Professional Development Log 2016***

|         |   |            |
|---------|---|------------|
| 4/13/16 | Campus SaVE Act/Title IX Training in 2016                               | webinar    |
| 7/14/16 | Culturally Relevant Responses for Latinx - Survivors of Sexual Violence | conference |

## Swanson, Jacqueline G

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**From:** Carleton, William V  
**Sent:** Tuesday, September 20, 2016 11:38 AM  
**To:** Swanson, Jacqueline G  
**Subject:** FW: Thank you for registering for Where Do You Stand Connecticut? Winsted Call to Action

**Categories:** Yellow Category

Hello Jacquie,

Here's another event that Sam Johnson and I will be attending that I believe supports the Title IX initiative. I will be sure to file all received documentation in case you need it.

Thanks!

William

**From:** Beth Hamilton [mailto:beth@endsexualviolencect.org]  
**Sent:** Tuesday, September 20, 2016 11:36 AM  
**To:** Carleton, William V <WCarleton@nvcc.commnet.edu>  
**Subject:** Thank you for registering for Where Do You Stand Connecticut? Winsted Call to Action

### Where Do You Stand Connecticut? Winsted Call to Action

The Alliance, its nine member centers and Men Can Stop Rape are creating spaces for men to participate in conversations about healthy masculinity, to give men tools and techniques to prevent sexual violence in their communities, and to celebrate the ways that men can contribute to sustaining a safer Connecticut.

**Wednesday September 28, 2016 from 1:00 PM to 3:00 PM EDT**

**Room 102, Draper Conference Center**  
Northwestern Connecticut Community College  
2 Park Place  
Winsted, CT 06098

Thank you again for registering for our event. This email is confirmation of your successful registration. If any of the information displayed below is incorrect, please contact us as soon as possible.

View and print [my ticket\(s\)](#)

#### Personal Information

First Name: William  
Last Name: Carleton

Email Address: [wcarleton@nv.edu](mailto:wcarleton@nv.edu)  
Cell Phone: 2035758026

**Business Information**

Company: Naugatuck Valley Community College  
Job Title: Diversity Recruitment, Advising/Retention Specialist

**Social Media**

How did you hear about this event? Email/Newsletter

**Payment Summary**

| <i>Additional Items</i> | <i>Option</i> | <i>Quantity</i> | <i>Price</i> | <i>Total</i>            |
|-------------------------|---------------|-----------------|--------------|-------------------------|
| WDYS CT T-Shirt         | -             | 1               | \$0.00       | \$0.00                  |
|                         |               |                 |              | <b>Subtotal: \$0.00</b> |
|                         |               |                 |              | <b>Total \$0.00</b>     |

**Contact**

Beth Hamilton  
Connecticut Alliance to End Sexual Violence  
860-282-9881  
[beth@endsexualviolencect.org](mailto:beth@endsexualviolencect.org)

[Add to Calendar](#)

This email was sent to [wcarleton@nv.edu](mailto:wcarleton@nv.edu) by [beth@endsexualviolencect.org](mailto:beth@endsexualviolencect.org) because you registered for Where Do You Stand Connecticut? Winsted Call to Action. [Click here if you no longer wish to receive emails about this event.](#)

Connecticut Alliance to End Sexual Violence | 96 Pitkin Street | East Hartford | Connecticut | 06108



## **Culturally Relevant Services for Latinx Survivors of Sexual Violence**

### **When**

Thursday July 14, 2016 from 9:30 AM to 4:00 PM EDT

[Add to Calendar](#)

### **Where**

**Holiday Inn East Hartford**  
100 East River Drive  
East Hartford, CT 06108

Dear William,

Thank you for registering for tomorrow's training.

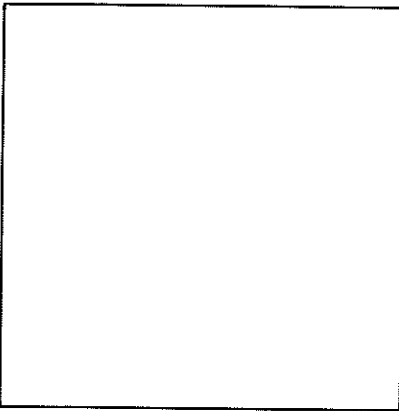
Please be reminded that registration will begin at 9:00am and our training will start promptly at 9:30am and run until 4:00pm.

Breakfast and lunch will be provided.

Sincerely,

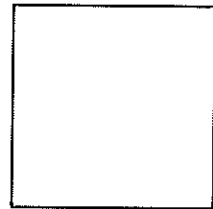
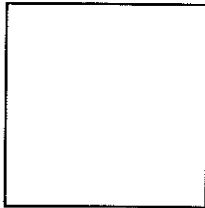
Elise Delacruz

Connecticut Alliance to End Sexual Violence



elise@endsexualviolencect.org  
860-282-9881

Driving Directions



This email was sent to you from beth@endsexualviolencect.org because you registered for Culturally Relevant Services for Latinx Survivors of Sexual Violence. [Click here if you no longer wish to receive emails about this event.](#)  
Connecticut Alliance to End Sexual Violence | 96 Pitkin Street | East Hartford | CT | 06108

## Swanson, Jacqueline G

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**From:** Carleton, William V  
**Sent:** Monday, September 19, 2016 11:06 AM  
**To:** Swanson, Jacqueline G  
**Subject:** FW: REMINDER: Tomorrow - Culturally Relevant Services for Latinx Survivors of Sexual Violence

Hello Jacquie,

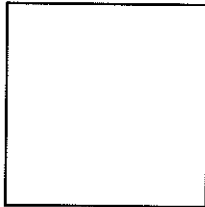
I just wanted to share with you that I attended this event in July, which I believe can be in strong support of Title IX goals.

All my best,

William

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**From:** Connecticut Alliance to End Sexual Violence [mailto:[beth@endsexualviolencect.org](mailto:beth@endsexualviolencect.org)]  
**Sent:** Wednesday, July 13, 2016 11:42 AM  
**To:** Carleton, William V <[WCarleton@nvcc.commnet.edu](mailto:WCarleton@nvcc.commnet.edu)>  
**Subject:** REMINDER: Tomorrow - Culturally Relevant Services for Latinx Survivors of Sexual Violence



1/24/2017

NVCC Prevention Education Programs - Swanson, Jacqueline G

# NVCC Prevention Education Programs

Swanson, Jacqueline G

Tue 1/24/2017 4:03 PM

To: Kearney, Colleen <CKearney@acc.commnet.edu>;

Cc: Gager, Sarah <SGager@nvcc.commnet.edu>;

Dear Colleen,

NVCC held a total of 15 prevention education events related to sexual assault, dating, domestic violence and stalking during the Fall 2016 semester. These events included campus conversations, a Women's Center open house and Safe Haven visits at various locations of the College to meet with students and to provide them with written materials. please advise if you require any additional information. Thank you,

Jacquie Swansson

Title IX Coordinator

Naugatuck Valley Community College

## Student Campus Climate Survey 2016-2017 Results

### **Have you ever faced an issue involving sexual misconduct, sexual harassment, sexual assault or interpersonal violence while at Naugatuck Valley Community College?**

- Yes – 7 students (3.2% of responses)
  - Most employees experiencing violence at NVCC were female.
    - 6 of the students were female (3.9% of female respondents),
    - 1 of the students was male (1.6% of male respondents)
  - Students experiencing violence at NVCC span the range of semesters taking courses at NVCC.
    - 2 of the students had taken 1 semester of courses at NVCC
    - 2 of the students had taken 3 semesters of courses at NVCC
    - 1 of the students had taken 4 semesters of courses at NVCC
    - 1 of the students had taken 5 semesters of courses at NVCC
    - 1 of the students had taken 8+ semesters of courses at NVCC
  - Most students did not report the violence
    - 3 of the 7 students said they reported the issue
      - When students reported the issue they reported to one or more of the following: Dean of Student Services, Human Resources, Faculty Member, Staff Member, NVCC Police Officer, Title IX Coordinator
    - 2 of the 3 were satisfied with the investigation and disciplinary process
    - 1 of the 3 was not satisfied with the investigation and disciplinary process
- No – 212 students (96.8% of responses)

### **Employee Trust in College Response to Report of Violence**

The Trust In College Response scale has a reliability of .82 Cronbach's alpha indicating that the questions can be used as a group because they measure the same psychological construct. The scales averages the responses to the following questions on a scale with options: Extremely Unlikely, Quite Unlikely, Somewhat Unlikely, Unsure, Somewhat Likely, Quite Likely, Extremely Likely.

- The College would take the report seriously.
- The College would take steps to protect the safety of the person making the report.
- The College would support the person making the report.
- The College would take corrective action to address factors that may have led to the sexual assault.
- The College would take corrective action against the offender.
- The College would take steps to protect the person making the report.
- The College would label the person making the report a troublemaker. (Reversed)

For the employees there was a small trend that women have lower trust in an ideal college response compared to men. However, among students men and women have the same level of trust in the college responding to reports of sexual assault.

**If you have an issue regarding sexual misconduct, sexual assault, sexual harassment, or relationship issues, would you know who to speak with?**

- Yes – 80 students (49% of responses)
- No – 84 students (51% of responses)

**Have you ever been involved in a cyberbullying incident?**

- Yes, at NVCC – 1 student (0.4% of responses)
- Yes, not at NVCC – 16 students (7% of responses)
- Yes, I was a cyberbully, but not at NVCC – 2 (0.8% of responses)
- No – 216 students (92% of responses)

**Would you be interested in attending information sessions or discussion groups at the college on the topics of sexual misconduct and interpersonal violence?**

- Yes – 40 students (25% of responses)
- No – 123 students (75% of responses)

**Are there any areas of the college where you have felt unsafe or have been threatened?**

- Yes – 26 students (11% of responses)
- No – 217 students (89% of responses)

**You said there were areas of the college where you have felt unsafe or have been threatened. Please identify the location and let us know, if you wish, what occurred.**

All responses ordered by location:

- In Parking Garage / Lots
  - Nothing occurred but parking garages in general seem unsafe
  - Parking garage stairs going to Kenny
  - Inside the garages after 5
  - The main parking garage is poorly lit.

- The parking garages
- parking lot/ garage near the ace center
- Hallways
  - outside of ace
  - One day I was sitting in one of the desks along the hallway near kinney hall and out of no where these 2 girls started smack talking eachother and began fighting. College staff didn't come until 5 minutes later.
  - Walking down that long corridor at night that runs from Kinney to the ACE Center at night. Sometimes it's a ghost town and I'm all alone
  - Kinney Hall for night classes in the Fall semester it gets dark quickly.
  - I was stalked on my way from class to the cafeteria on certain days for a while.
  - I just feel unsafe because it scares me how the college is always opened with no security guards around and just anyone can enter through the college. I feel like it's safer to have more guards outside the school.
  - 2nd floor Ekstrom Hall, the stairwell leading to the teachers parking garage. No windows
  - Library, cafe, parking lot, hallways
  - amtc hallway 4th flr, was stalked by a fellow students.
- Café
  - Cafe
  - Cafe
  - cafe
  - The cafeteria. I was studying outside of the library one evening and decided to walk to the cafe to get some snacks. During the walk through there and out of the cafeteria area, I was cat called by three different men and one actually followed me back to my desk. I told a classmate, and he gave me some advice.
  - cafeteria, have gotten catcalled.
- Outside
  - The stairs outside going up to extrom hall from the bus stop across from the lower level student parking garage. You people didnt shovel them and i almost slipped down em. If i do slip down them get ready for a lawsuit.
  - Walking out of Kinney Hall at night into the faculty parking lights. Along the walkway there are no lights and it feels very unsafe walking out there. I have seen people working out there during the day, but at night it is still dark.
  - Tech Hall Parking Lot
- Danbury
  - The parking garage is way too far away. My friends and I were walking back from NVCC to the garage after class and it was dark at night and we kept getting sexually harassed by an older man and we called to cops so they can escort us back to our cars and take the intoxicated man to the hospital.

## Employee Campus Climate Survey 2016-2017 Results

### Have you ever faced an issue involving sexual misconduct, sexual harassment, sexual assault or interpersonal violence while at Naugatuck Valley Community College?

- Yes – 9 employees (8.4% of responses)
  - Most employees experiencing violence at NVCC were female.
    - 8 of the employees were female (11% of female respondents),
    - 1 of the employees was male (3% of male respondents)
  - Employees experiencing violence at NVCC span the range of years of employment at NVCC.
    - 1 of the employees has worked 0-2 years at NVCC
    - 4 of the employees have worked 5-10 years at NVCC
    - 2 of the employees have worked 15-20 years at NVCC
    - 2 of the employees have worked 20-25 years at NVCC
  - Most employees did not report the violence
    - 4 of the 9 employees said they reported the issue
    - 2 of the 4 were satisfied with the investigation and disciplinary process
    - 2 of the 4 were not satisfied with the investigation and disciplinary process
- No – 98 employees (91.6% of responses)

### Employee Trust in College Response to Report of Violence

The Trust In College Response scale has a reliability of .95 Cronbach's alpha. The scales averages the responses to the following questions on a scale with options: Extremely Unlikely, Quite Unlikely, Somewhat Unlikely, Unsure, Somewhat Likely, Quite Likely, Extremely Likely.

- The College would take the report seriously.
- The College would take steps to protect the safety of the person making the report.
- The College would support the person making the report.
- The College would take corrective action to address factors that may have led to the sexual assault.
- The College would take corrective action against the offender.
- The College would take steps to protect the person making the report.
- The College would label the person making the report a troublemaker. (Reversed)

There is a small trend that women have lower trust in an ideal college response compared to men. On average women responded that an ideal response from the college was "Somewhat Likely". On average men responded that an ideal response from the college was half-way between "Somewhat Likely" and "Quite Likely"



**If you have an issue regarding sexual misconduct, sexual assault, sexual harassment, or relationship issues, would you know who to speak with?**

- Yes – 76 employees (79% of responses)
- No – 20 employees (21% of responses)

**Are there any areas of the college where you have felt unsafe or have been threatened?**

- Yes – 25 employees (21% of responses)
- No – 93 employees (79% of responses)

**You said there were areas of the college where you have felt unsafe or have been threatened. Please identify the location and let us know, if you wish, what occurred.**

All responses ordered by location / time:

- In Parking Garage / Lots
  - parking garage at night when I get out of work
  - Staff parking garage
  - Back of underground parking garage (near theatre entrance) and stairwell leading up. Just too dark and empty, and the staircase was full of old cigarettes and looked sketchy.
  - Stairwells, dimly lit in areas, isolated. Parking garage also dimly lit.
  - The parking garages can seem unsafe at night or during quiet times of the year
  - The parking garages have felt threatening.
  - parking garages at night
  - parking lot kinney hall
  - parking garages
  - garage
  - I have never been directly threatened or harmed, but, in general, feel there is not a large security presence on campus and often feel unsafe. I typically feel unsafe if I am here later in the evenings (after 5:30pm) or early in the morning (before 8:00am) and on Fridays when there are not as many staff members or students on campus. I work in Ekstrom Hall. I also at times feel unsafe in the parking lot during those times.
- During off-hours
  - At night and weekends working as evening administrator.
  - When I worked full time I was the Evening/Weekend administrator on duty. On most occasions I felt unsafe.
  - I have never been directly threatened or harmed, but, in general, feel there is not a large security presence on campus and often feel unsafe. I typically feel unsafe if I am here later in the evenings (after 5:30pm) or early in the morning (before 8:00am) and on Fridays when there are not as many staff members or students on campus. I work in Ekstrom Hall. I also at times feel unsafe in the parking lot during those times.

- In Café East
  - Café East
  - Café East, people staring at you as you walk in, people asking for money around the tables and then they give you an attitude when you say no... people using strong language and screaming very loud and big groups forming in the middle of the hallway pushing each other and not letting others pass. it makes me feel very unsafe because i think they might hurt because of the way they behave.
  
- In Class / Office
  - there was a student in one of my classes several semesters ago who just gave me an uneasy feeling. This was during the time when incidents of campus shootings have taken place, so this may have contributed to this feeling as well.
  - Admissions Office, we've get student that are pissed off during the first week of classes and had to call public safety several times.
  - A student exposed his penis to a female classmate. It was investigated and the student admitted it. Any other college would have expelled him; after his jail sentence was over he returned and he continually tried to contact me after he was told not to.
  - Threatened by an angry student because he was flunking the class.
  - In my office area and work area. I felt threatened by subordinate co-workers. As the supervisor of the two employees in question, both have yelled at me. Not just disagreed but there was actual yelling. One employee physically shook during his yelling. I never felt safe being in a room alone with him. He still works within the department. The other female employee who yelled at me, it took time before I could trust being in a room alone with her. There isn't much done about harassment from subordinate employee to supervisor. There are more actions to take when it is supervisor harassment to subordinate employee.
  - in office feeling that student may come after me because of their perception of my being unfair, failing class, persistent complaints to others which were not addressed -because there was no basis for them.