

SOUTHERN CONNECTICUT STATE UNIVERSITY

This report is submitted to the Joint Standing Committee of the General Assembly of the State of Connecticut as required under Public Act 14-11: An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus

*2017 General
Assembly Report on
Sexual Misconduct*

TABLE OF CONTENTS

NARRATIVE	
POLICIES	APPENDIX A
BOR/CSCU SEXUAL MISCONDUCT REPORTING, SUPPORT SERVICES AND PROCESSES POLICY	
BOR/CSCU POLICY ON CONSENSUAL RELATIONSHIPS	
BOR/CSCU POLICY REGARDING REPORTING SUSPECTED ABUSE OR NEGLECT OF A CHILD	
BOR/CSCU STUDENT CODE OF CONDUCT	
WRITTEN NOTIFICATION	APPENDIX B
SEXUAL VIOLENCE STATISTICS AND DATA	APPENDIX C
SEXUAL VIOLENCE PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS	
SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS	
TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE	
DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS)	
FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (STUDENTS)	
DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES)	
FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES)	
TOTAL ANONYMOUS OR CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION :	
PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION	APPENDIX D
DOCUMENTATION OF TRAINING OFFERINGS, IF AVAILABLE, INCLUDING NUMBER OF PARTICIPANTS	
FLYERS	
SART	
SART PACKET	
BROCHURES	
OTHER SUPPLEMENTAL INFORMATION	APPENDIX E
PUBLIC SAFETY MATERIALS (CLERY 2016)	
INSTITUTION SEXUAL VIOLENCE REPORTING PROCEDURES-PROTOCOL	

Introduction

Southern Connecticut State University's mission is to provide exemplary graduate and undergraduate education in the liberal arts and professional disciplines. As an intentionally diverse and comprehensive university, Southern is committed to academic excellence, access, social justice, and service for the public good. SCSU enrolls approximately 10,320 students 6800 full-time undergraduates, 1133 part-time undergraduates and 2357 full and part-time graduate students. SCSU has approximately 2,600 students who live on campus in nine residence halls and townhouse apartments. The educational enterprise of Southern consists of 423 talented full-time faculty, and 534 devoted full-time staff members along with 541 part-time faculty and 186 part-time-staff. Southern Connecticut State University is a student-centered institution which regards student success as its highest priority.

In an effort to fulfill our mission and provide optimum an environment for learning, Southern Connecticut State University (SCSU) is committed to creating a campus free of sexual violence. The University has dedicated significant resources to become more knowledgeable of best practices; understand our current climate; comply with federal, state and CSCU Board of Regents laws and policies; increase awareness and streamline processes for reporting; promote victim support services; evaluate and enhance our systems of response, investigation and adjudication; and, educate faculty, staff and students on prevention and intervention initiatives. Through these efforts it is our goal to create a campus environment where every member of our community understands his/her role to reduce, and ultimately eliminate, sexual violence at Southern.

As part of Southern Connecticut State University's ongoing effort to address sexual misconduct within our community the following report is issued to present data and information in an effort to provide greater transparency about the frequency of reporting/disclosing sexual misconduct within our community and the ways in which we address sexual misconduct on our campus. This report summarizes sexual misconduct disclosures and reports made to the University from January 1, 2016 through December 31, 2016, ongoing preventions and risk reduction programs and campaigns, as well university policies relating to sexual misconduct and support resources offered to students and employees both on and off campus. SCSU is committed to providing a safe environment in which all community members can pursue education and employment free from sexual discrimination.

I. Prevention, Awareness, and Risk Reduction Programs

SCSU understands the importance of providing prevention and awareness programs to all students, faculty and staff in order to foster a positive, respectful, and safe climate for the entire community. This programming began during the orientation phase for our new students. As part of SCSU's New Owl Weekend, which occurs immediately prior to the beginning of classes, new undergraduate students are required to attend an interactive, engaging presentation focused on sexual misconduct, alcohol, and the intersection of the two. Following the assembly presentation, students participated in facilitated small group discussions, which focused on resources, reporting options, and intervention strategies to employ when students observe behavior that could lead to risk or negative outcomes.

Additionally, at the beginning of each academic year, the University launches, an educational training program on sexual assault and relationship violence entitled Haven. New students are required to complete this two-part, 75-minute, on-line training module that covers definitions, bystander intervention, and campus-specific policies and resources. All faculty and staff also are required to complete an on-line module that focuses on the same material from the perspective of the employee. The modules cover the important role of responsible employees and provide guidance on how to handle reports and disclosures of sexual misconduct.

Recognizing that programming is not as effective when done simply at one point in time, the University provides a number of different avenues and venues to offer on-going education. Many of these programs are delivered throughout the year through our Violence Prevention, Victim Advocacy, and Support Center. They cover such topics as policy and definitions, bystander interventions, risk reduction, and options for reporting and advocacy. During the period covered by this report, the University offered 47 such programs (see Table 1). These programs included both on going offerings of programs in our residential areas like Bystander intervention training as well as large scale programs such as "Take Back the Night,".

Table 1

SEXUAL VIOLENCE PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:			
Program Category	Number of Programs		
	<i>Prevention:</i>	<i>Awareness:</i>	<i>Risk Reduction:</i>
<i>Sexual Assault</i>	34	43	17
<i>Stalking</i>	31	40	16
<i>Intimate Partner Violence</i>	34	44	19

II. Sexual Violence Prevention Campaigns

To complement in-person programs, the University provided on-going passive programs and campaigns that allow for the dialogue on sexual misconduct to permeate throughout the entire community (see Table 2). Campaigns include educational messaging, highlighting resources, reporting options, and bystander campaigns (see Appendix D). Southern is part of the White House initiative continuing our own “It’s On Us Campaign,” aimed at raising awareness and encouraging students to take a stand against sexual violence. We also conducted a “Red Flag Campaign,” which is aimed at providing awareness of the signs of unhealthy relationships, and support for those who experience abusive or unhealthy relationships.

Table 2

SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:		
Program Category	Number of Campaigns	
	<i>Prevention:</i>	<i>Awareness:</i>
<i>Sexual Assault</i>	10	12
<i>Stalking</i>	10	12
<i>Intimate Partner Violence</i>	10	12

In addition to all of the programming, both active and passive, we staff a fully functioning Violence Prevention, Victim Advocacy and Support Center (VPAS) to offer students, faculty, and staff a place to go to get information, access on-campus and community resources, and/or receive advocacy support services. This Center is committed to helping to create a campus community of respect and safety by raising awareness, providing education, supporting victims, and training for intervention. Some of the primary areas of focus for VPAS include the following:

- Building and sustaining healthy relationships with intimate partners, friends, fellow students, and university community members;
- Understanding sexual misconduct and consent;
- Promoting sexual misconduct campus and community advocates, resources, reporting options, and Title IX rights;
- Identifying perpetrator behavior and providing risk reduction tips;
- Providing tools to safely intervene as a bystander; and,
- Communicating the rights available for survivors of criminal acts.

The Center is staffed with two full-time advocates and a graduate intern. In addition to assisting community members during normal business hours, the advocates serve on an on-call basis to provide coverage 24 hours a day to support SCSU students who wish to seek the advocacy and support services of the Center.

The Coordinator of the Violence Prevention, Victim Advocacy and Support Center also serves as the Coordinator of the SCSU Support and Resource Team (SART) formerly known as the Sexual assault and resource team. SART is designed to provide a collaborative, victim-centered, team response to sexual misconduct. The mission of SART is to provide services that ensure a transition from victim to survivor for every individual whose life is directly impacted by sexual misconduct. SART members can provide or connect a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual violence. The team includes a coordinator and twenty-one faculty and staff members throughout the University who are trained to support survivors of sexual misconduct. In addition, the Support and Resource Team has developed a concise informational pamphlet that outlines definitions, as well as reporting, support and advocacy options for students (see Appendix D).

The University recognizes the importance of programming and staffing but also the need for continued dialogue about this important topic. One way to keep this topic present is to communicate often about the University's policies, support services, and resources as well as provide data to the community through a variety of mechanisms including the University's Annual Crime Report (see appendix E) and the General Assembly Report on Sexual Misconduct. Throughout this reporting year, various forums were used to communicate sexual misconduct

information to students and employees. The University also maintains a comprehensive website (www.southernct.edu/sexual-misconduct) that provides resources, reporting options, and policy information for the community. Appendix B provides sample communication e-mails about University policy and most important resources/reporting options. Lawn signs, electronic boards, bulletin boards, and social media were also engaged.

It is not only important to provide information to the community but it is equally crucial to gather information from the community to understand the climate in which faculty, staff, and students work, live, study, and play. This information can help the campus not only understand how our community views the climate of the campus but also provides data to direct the University in how to better assist the community and work towards a safer climate on our campus. In an effort to accomplish this important aspect of our response to sexual misconduct, Southern Connecticut State University administered a campus climate survey to all students during the 2015-16 academic year. The climate survey was designed to understand the scope and nature of sexual violence at the University, including student attitudes and behaviors with relation to sexual violence as well as students' knowledge of University policies and resources. The University will continue to use the data collected to inform future programming, communications, and all aspects of the University's approach to combatting sexual misconduct.

Lastly, aside from good policies, effective programs, supportive resources, on-going communication, and the collection of data to inform decision-making, it is imperative to provide ongoing and appropriate training to our employees. This training should not only include training on our policies and support resources for all employees, but should also include specific training for individuals who are responsible for investigations and adjudication of cases as well as those who serve on resource teams and in advocacy centers. As such, Southern Connecticut State University holds this as one of our top priorities, recognizing that it is crucial that staff are prepared and understand the impact of trauma that comes with a sexual misconduct incident and supporting individuals who are affected by such incidents. To this end, the University has invested in assuring that our Title IX Coordinator, along with other staff who are involved in the investigation of these concerns, has been certified by the Association of Title IX Administrators (ATIXA).

III. Sexual Misconduct Reports and Disclosure

As part of Southern Connecticut State University's policy on Sexual Misconduct, Sexual Assault and Intimate Partner Violence, the University strongly encourages the reporting of all sexual misconduct incidents. As such, the policy identifies that all University employees are considered to be responsible employees, with the exception of health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community. As responsible employees, individuals have a duty to report to the Title IX Coordinator all details regarding incidents of sexual misconduct that are reported or disclosed to them. This mandate is to assure that the University provides all survivors with support by providing reporting options, access to advocacy and support services/resources, and access to appropriate academic, transportation, work, and housing accommodations. Recognizing the importance of survivors having the option to discuss these concerns confidentially, SCSU provides information to all students identifying confidential reporting options.

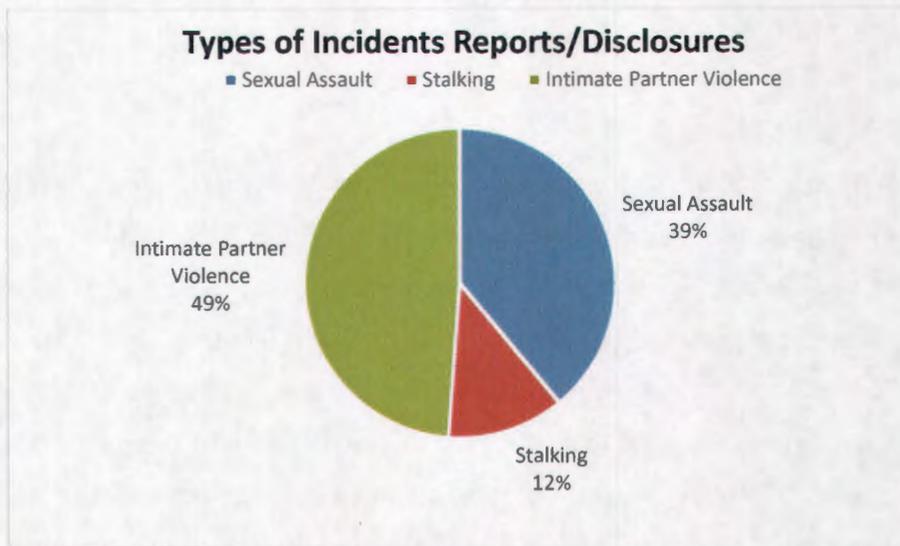
During the 2016 calendar year, 41 incidents of sexual misconduct (sexual assault, intimate partner violence, or stalking) were reported/disclosed to the Title IX Coordinator (see Table 3). Of the 41 incidents, 23 were reports and 18 were disclosures. A disclosure is a communication of an incident to a responsible employee that is not accompanied by a request for an investigation or adjudication. A report is a disclosure with an immediate request for an investigation and adjudication. Both reports and disclosures may be accompanied by a request for accommodations and referrals for services/support.

Table 3

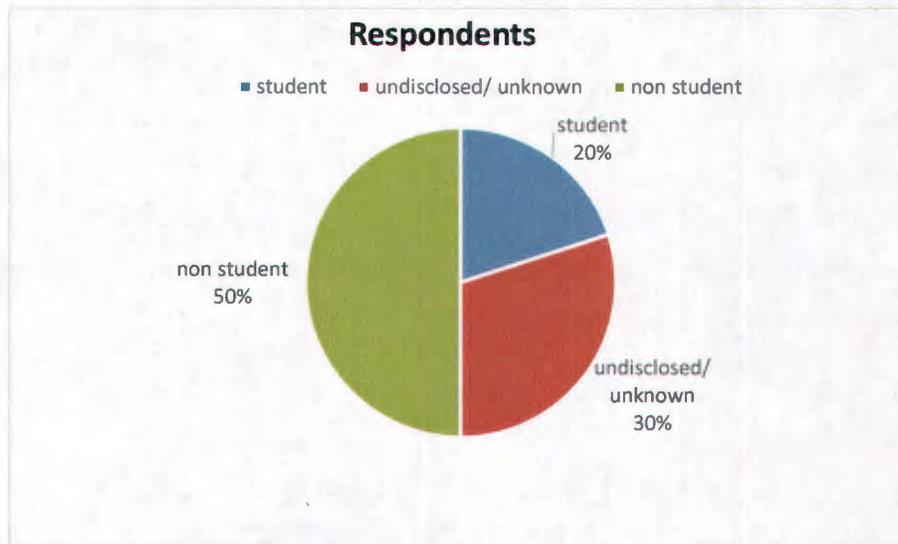
III. TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE:		
Incident Category	Number of Reports:	Number of Disclosures:
<i>Sexual Assault</i>	5	11
<i>Stalking</i>	5	0
<i>Intimate Partner Violence</i>	13	7

While knowing how many reports/disclosures were made in a given year is important information, it is also constructive to have a better understanding of the types of incidents, and the people involved in the incidents to more fully understand the climate within the campus community. As Graph 1 (see below) indicates, nearly 49% of incidents disclosed or reported were concerns about intimate partner violence, followed by 39% sexual assault, and 12% involving stalking. A review of the individuals involved indicates that of the 41 incidents reported/disclosed, 75% of the respondents were non-students or unknown/not disclosed by the complainant. (Graph 2).

Graph 1



Graph 2



One of the first steps in addressing sexual misconduct disclosures and reports is to offer the complainant resources and support. This can come in many different ways depending on the needs and desire of the complainant. First and foremost, we provide the complainant with reporting options and support and advocacy services. Student complainants are offered services through the University's Violence Prevention, Victim Advocacy and Support Center while faculty and staff may receive resource and support services through the Human Resources Office. Students may also access other support services such as Counseling Services, the Student Health Center, and the Dean of Students Office. In an effort to also offer students the opportunity to access services and support off campus, the University has a memorandum of understanding with the Umbrella Center for Domestic Violence Services and the Women and Families Center. These agreements articulate our joint commitment to working together to provide trauma-informed services for our students and employees.

An additional way the University provides support for the complainant is to offer interim measures or accommodations. These are steps taken by the University to provide safety and well-being for the complainant or the community as a whole. These can include actions such as no-contact orders between parties, bans from a University building/area or the campus as a whole, changes to academic schedules and housing arrangements, as well as interim suspensions/administrative leaves. Interim measures are considered and offered when information

is brought to the Title IX Coordinator, whether or not a complainant wishes to move forward with a formal complaint. As the nature of each situation is different, interim measures are determined on a case-by-case basis and are meant to put the least possible burden on the complainant.

IV. Disciplinary Cases and Final Outcomes (students)

Southern Connecticut State University recognizes that individuals who experience sexual misconduct often experience trauma and significant disruption to their lives. The University also acknowledges that although reporting incidents of sexual misconduct may be empowering and healing for some, many may choose not to request investigation and action. Understanding that how and when a person heals from a traumatizing event such as sexual misconduct is an individualized process, Southern supports survivors in their autonomy to make the appropriate decisions for their own well-being while balancing the safety of the community at large.

The decision to conduct a formal investigation is determined either by the complainant or by the University if the information that is available can be acted on and is deemed a potential threat to the university community. In cases where the complainant is reluctant to participate and/or to be identified as having come forward, it can be difficult to complete the investigation. In situations in which the complainant or the University moves to a formal investigation/finding, the process utilized depends on whether the respondent is a member of the faculty/staff or a student.

The CSCU Student Code of Conduct outlines the policies, procedures, and sanctioning process for student respondents. In these cases, the Office of Student Conduct and Civic Responsibility conducts the investigations. Once the investigation is completed, the respondent is presented with the finding and outcome. Findings are determined utilizing a preponderance of the evidence standard. If the respondent agrees to what is presented, the case is concluded. If the respondent does not accept the finding of the investigation, the case then goes to a formal hearing process. Sanctions resulting from findings of responsibility vary based on the nature of the incident and may result in sanctions up to and including suspension and expulsion from the university. Table 4 summarize disciplinary and appeal outcomes for cases in which the respondent was a student.

Table 4

IVa. OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):								
Program Category	Total Number of Cases:	Final Outcome						
		Warning:	Probation:	Suspension:	Expulsion:	Persona Non Grata (PNG):	Sanctions/ Sexual Violence Remediation	Other:
<i>Sexual Assault</i>	2	0	0	2	0	0	0	0
<i>Stalking</i>	1	0	0	0	0	0	0	1*
<i>Intimate Partner Violence</i>	4	0	0	0	0	0	0	3*

*No contact order issued and banned from Complainant's Residence hall

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

During the 2016 calendar year there were 7 reports in total in which the complainant requested investigation and/or disciplinary action and the incident involved a SCSU student. In two of the cases the respondents were found responsible of violating the Code of Student Conduct, and were suspended, and no appeals were submitted. In the remaining cases the students were issued no

contact orders and banned from Resident hall of the complainant. The remaining 16 reports (3 Sexual assault, 4 stalking and 9 Intimate partner violence) involved non students and in almost all cases the respondents were banned from the campus and reports were filed with the campus police. There were 18 disclosures (11 Sexual assault disclosures and 7 intimate partner violence disclosures), in which the complainant only disclosed the situation with no request for action. Four (4) of the sexual assault disclosures were for incidents that happened prior to the student attending SCSU. For the remaining 14 although these incidents did not proceed to formal investigations, all reports were reviewed and some action was taken in several cases. In the majority of these cases, the University acted to ban non-student Respondent from campus.

Each case of sexual misconduct is different and the actions taken vary from case to case depending on multiple factors. With this in mind, the University's process for responding to a report may include 1) the provision of confidential support and resources, 2) the issuance of interim measures, 3) an informal resolution, 4) an investigation and findings, 5) sanctions/disciplinary action, and/or 6) an appeal of the investigation findings and sanctions. In considering the most appropriate action to be taken, two of the most important factors include the information that is available and the complainant's willingness to be involved in the investigation. For example, if a student comes forward and discloses that he/she has been sexually assaulted but either does not wish to identify the respondent or cannot identify the respondent, the Title IX Officer will follow-up to try to obtain information; however, generally it is not possible to investigate without information or the willingness of the complainant. In these cases, the Title IX Officer would ensure that resources and support have been offered to the complainant, including interim accommodations, and ensure that the complainant understands he/she may bring this information forward at any time at which point the institution will take further action.

V. Cases related to sexual violence (employees)

If the respondent is an employee, the procedures followed are articulated by the University's Procedures for Discrimination and Harassment Complaints. In these cases the investigations are conducted by the Office of Diversity and Equity. The Office of Diversity and Equity submits its finding to the University President and Human Resources Department. Findings are determined utilizing a preponderance of the evidence standard. The Human Resources Department then follows the respective Collective Bargaining Agreement process with relation to discipline.

Outcomes are based on the nature of the incident and may include outcomes such as a letter of reprimand, suspension or termination. Table 5 summarizes disciplinary and appeal outcomes for cases in which the respondent was a faculty/staff.

Table 5

Va. FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES):						
Program 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	N/A	N/A	N/A	N/A	N/A
<i>Stalking</i>	0	N/A	N/A	N/A	N/A	N/A
<i>Intimate Partner Violence</i>	0	N/A	N/A	N/A	N/A	N/A

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

VI. Anonymous and Confidential Reports or Disclosures

In addition to reporting/disclosing incidents of sexual misconduct directly or through third parties, SCSU community members also have the opportunity to anonymously or confidentially disclose or report an incident of sexual misconduct. This can be accomplished through our silent witness reporting option. During the calendar year 2016, there were no confidential/anonymous reports/disclosures made to the University (see Table 6).

Table 6

VI. TOTAL ANONYMOUS OR CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION:				
Category	Number of Reports:		Number of Disclosures:	
	<i>Anonymous:</i>	<i>Confidential:</i>	<i>Anonymous:</i>	<i>Confidential:</i>
<i>Sexual Assault</i>	0	0	0	0
<i>Stalking</i>	0	0	0	0
<i>Intimate Partner Violence</i>	0	0	0	0

Conclusion

The University hopes that the information contained in this report is helpful to the University community and those interested in this important topic on university campuses. This report is not completely exhaustive regarding the many important aspects of Southern Connecticut State University’s program to combat sexual misconduct on our campus, but is meant to provide insight into this crucial work. For more information including definitions, resources, reporting options, and processes, please visit the SCSU [sexual misconduct website](#), or contact the Title IX Officer, the Office of Diversity and Equity, the Dean of Students, and/or the Violence Prevention, Victim Advocacy and Support Center.



A. POLICIES

**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
Support Services and Processes Policy

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

Sexual Misconduct Reporting
Support Services and Processes Policy

- 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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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:

Sexual Misconduct Reporting
Support Services and Processes Policy

- 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

Sexual Misconduct Reporting
Support Services and Processes Policy

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.

Sexual Misconduct Reporting
Support Services and Processes Policy

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 CSU 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.

Policy on Consensual Relationships

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

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

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

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

Policy

Prohibited

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

Strongly Discouraged

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

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

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

In the event of a Sexual Harassment Charge

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

Sanctions

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

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

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

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

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

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

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

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

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

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



BOR/CSCU STUDENT CODE OF CONDUCT

Contents

I. STUDENT CODE OF CONDUCT	1
PREAMBLE	1
INTRODUCTION.....	1
PART A: DEFINITIONS.....	2
PART B: APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT	4
PART C: SCOPE OF AUTHORITY.....	5
PART D: PROHIBITED CONDUCT.....	6
PART E: HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMATE PARTNER, DOMESTIC VIOLENCE & STALKING REPORTS	12
PART F: CONDUCT AND DISCIPLINARY RECORDS.....	13
PART G: INTERPRETATION AND REVISION	13
II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS	14
PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT	14
PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT	15
PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS	20
PART D: DISCIPLINARY SANCTIONS	21
1. Sanctions Which May Be Imposed for Violations of the Code:	21
2. Revocation of Admission and/or Degree.....	23
3. Consequences of Failure to Comply with a Duly Assigned Sanction.....	24
4. Sanctions Which May Be Imposed on Student Organizations.....	24
III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS	25
PART A: DISCIPLINARY PROCEDURES	25
PART B: DISCIPLINARY SANCTIONS.....	27
IV. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO CHARTER OAK STATE COLLEGE STUDENTS	29
PART A: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS	29
PART B: DISCIPLINARY PROCEDURES	30
PART C: INTERIM ADMINISTRATIVE ACTION.....	32
PART D: DISCIPLINARY SANCTIONS.....	32

I. STUDENT CODE OF CONDUCT

PREAMBLE

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

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

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

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

INTRODUCTION

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

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

PART A: DEFINITIONS

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

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

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

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

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

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

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

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

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

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

PART C: SCOPE OF AUTHORITY

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

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

Community College students conduct is subject to the Code on campus and off-campus whenever such conduct impairs College-related activities or affairs of another member of the College community or creates a risk of harm to a member or members of the College community. Students must be aware that, as citizens, they are subject to all federal and state laws in addition to all CSCU

regulations governing student conduct and responsibilities. Students do not relinquish their rights nor do they shed their responsibilities as citizens by becoming members of the CSCU Community. However, where a court of law has found a student to have violated the law, an institution has the right to impose the sanctions of this Code even though the conduct does not impair institution-related activities of another member of the university or college community and does not create a risk of harm to the college or university community. The decision to exercise this right will be in the sole discretion of the President of the impacted institution or his/her designee.

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

PART D: PROHIBITED CONDUCT

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

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

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

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

2. Acts of dishonesty, including but not limited to the following:
 - a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution-issued document or record.
 - b. Knowingly furnishing false information to any CSCU Official, faculty member or office.

3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.
4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.
5. Sexual misconduct may include engaging in one of more behaviors:
 - (a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
 - sexual flirtation, touching, advances or propositions
 - verbal abuse of a sexual nature
 - pressure to engage in sexual activity
 - graphic or suggestive comments about an individual's dress or appearance
 - use of sexually degrading words to describe an individual
 - display of sexually suggestive objects, pictures or photographs
 - sexual jokes
 - stereotypic comments based upon gender
 - threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

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

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

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; and (v) shall provide both the accused student and the reported victim with equal access to any information that will be used during meetings and hearings.
4. In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused student and the reported victim have the right to keep their identities confidential;
5. Any reported victim shall be provided written notice of the decision of the Hearing Body at the same time as the accused student, normally within one (1) business day after the conclusion of the Hearing. In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to any reported victim of sexual misconduct shall contain only the following: the name of the accused student, the violation committed, if any, and any sanction imposed against the accused student.
6. The reported victim shall have the same right to request a review of the decision of the Hearing Body (appeal rights) in the same manner and on the same basis as shall the accused student; however, if a request for review by a reported victim is determined to be properly made and if the review determines there is sufficient grounds for altering the decision of the Hearing Body, among the other actions that may be taken as set forth above, the sanction of the hearing may also be increased. Notwithstanding the foregoing, in any hearing pertaining to sexual misconduct both the reported victim and the accused student are entitled to be simultaneously provided notice of any change in the results of the hearing prior to the time when the results become final as well as to be notified when such results become final.

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 I.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 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:

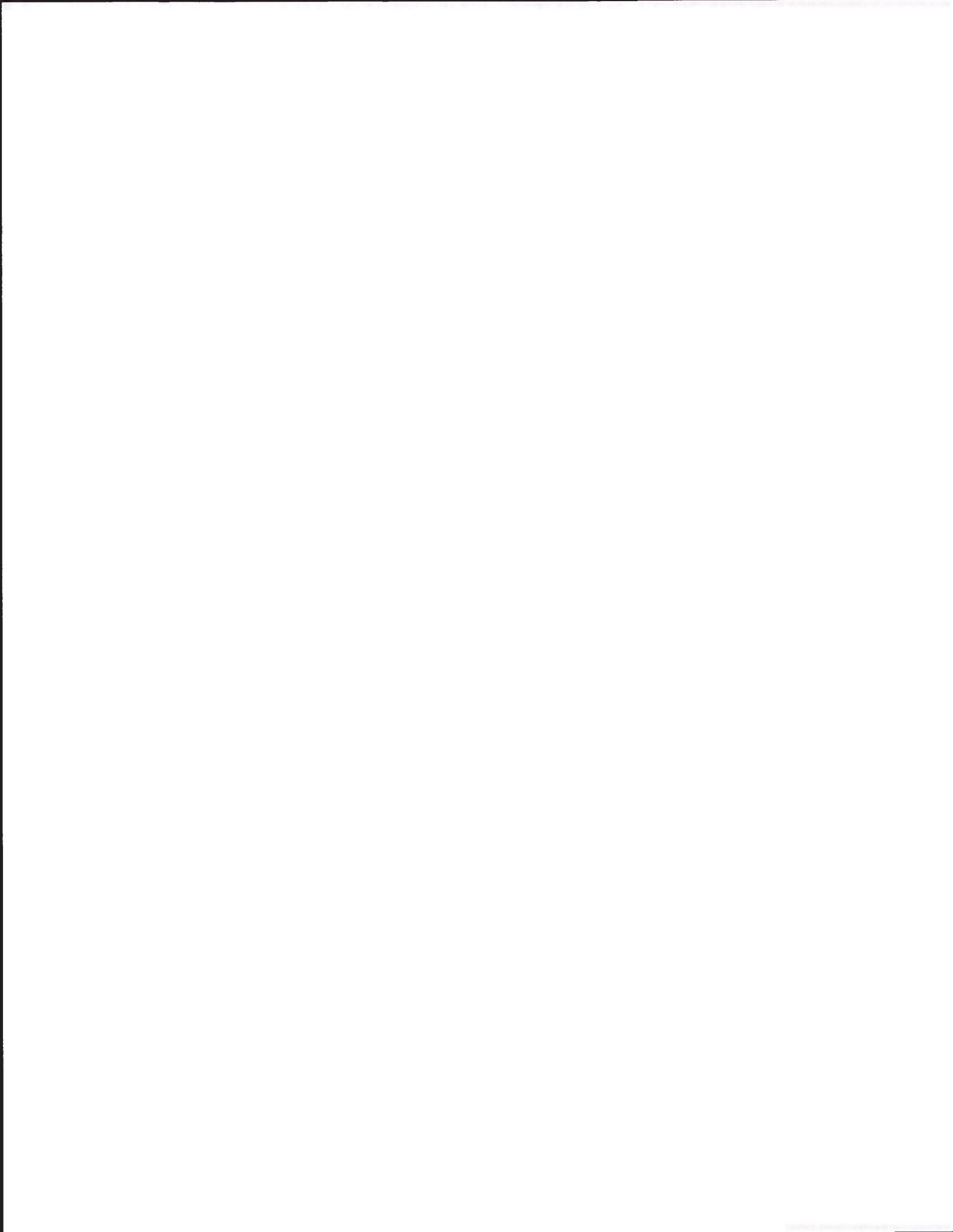
1. Warning - A written notice that the Student has violated College Policy and a warning that another violation will likely result in a more severe sanction.
2. Restitution - Compensation for loss of or damage to property.
3. Academic Sanctions
4. Suspension - Suspension is a temporary disciplinary separation 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.





B. WRITTEN NOTIFICATION

Rice, Paula

From: Dilger, Patrick J.
Sent: Friday, September 23, 2016 3:05 PM
To: 'announce-student@lists.edu'
Cc: Rice, Paula
Subject: Important information on Sexual Misconduct Reporting

Dear Southern Student,

At Southern Connecticut State University (SCSU), we are committed to creating a community of respect, civility, kindness, and compassion. Your health and safety are a top priority! In line with this mission, we comply with Title IX of the Education Amendment of 1972 which prohibits sex discrimination including acts of sexual misconduct at educational institutions. Acts of sexual misconduct (sexual harassment, sexual assault, intimate partner (dating/domestic) violence, sexual exploitation, and stalking) are a violation of Southern Connecticut State University policy (click here <http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>) and state law. We encourage you to report any incidents of sexual misconduct and/or utilize the support and advocacy services available to you.

Responsible Employees

All employees, including faculty, staff and administrators, are responsible employees and are required to report disclosures or reports of sexual misconduct except for those University employees in our Health Center and Counseling Center. This means that when you report or disclose information regarding sexual misconduct to a responsible employee they will need to report this to the University's Title IX Coordinator. The University Advocate will then be contacted and provide you with information including supportive services, reporting options and your Title IX rights.

Please note that if you are under the age of eighteen (18) the Title IX Coordinator must contact the Connecticut Department of Children and Families to inform them of the alleged situation involving sexual misconduct.

FORMAL REPORTING OPTIONS

University Police @ 203.392.5375
(If you wish to press criminal charges.)

Ms. Paula Rice, Title IX Coordinator @203.392.5568
(If you wish to file a complaint with the university.)

Office of Student Conduct and Civic Responsibility, Christopher Piscitelli @ 203.392.6188
(If you wish to file a complaint with the university and the perpetrator is a student.)

Anonymous Reports, please click here <https://www.southernct.edu/student-life/safety/university-police/silent-witness.html>

ADVOCACY & SUPPORT SERVICES

Catherine Christy, SART Coordinator, University Victim Advocate
@ (203) 392-6946 (o) (203) 687-1252 (c)

Confidential Support Services

SCSU Counseling Center @ (203)392-5475

SCSU Health Center @ (203)392-6300

Women & Families Center@1-888-999-5545, 24/7

The Umbrella Center for Domestic Violence Services @ (203)789-8104, 24/7

Sexual Assault Resource Team

Southern Connecticut State University's Sexual Assault Resource Team (SART) is designed to provide a collaborative victim-centered team response to survivors of sexual misconduct. The SART members can connect a survivor to many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual misconduct and intimate partner violence. A complete list of SCSU Sexual Assault Resource team (SART) members is available at <https://www.southernct.edu/student-life/health/vpas/sart.html> .

Prevention Education and Awareness Programs

The University knows the importance of prevention education and is committed to providing you with ongoing education through its prevention programming and awareness campaigns. We want you to be educated and we want to hold perpetrators accountable so we offer numerous educational opportunities for you including an online course, HAVEN: Understanding Sexual Assault. Educational information and programming are provided at New Student Orientation, Week of Welcome and throughout the academic year that are related to prevention, bystander intervention, rape culture and more. Please visit the Violence Prevention, Victim Advocacy and Support Center (VPAS) events page <<http://www.southernct.edu/student-life/health/vpas/events.html>> for a complete list of programs.

Be Informed: Know Your Campus Crime Report!

We want you to be informed of the number of incidences of sexual misconduct and intimate partner violence reported to the University. Click here to view the entire Uniform Campus Crime and Safety Report <<http://www.southernct.edu/student-life/safety/university-police/clery-report.html>> .

Paula Rice

Title IX Coordinator

Director, Office of Diversity and Equity Programs

Buley Library room 240

(203) 392-5568 office (203) 392-5489 fax

ricep1@southernct.edu

Rice, Paula

From: Rice, Paula
Sent: Wednesday, August 30, 2017 11:32 AM
To: Rice, Paula
Subject: FW: Important information on Sexual Misconduct Reporting

From: Rice, Paula
Sent: Friday, January 20, 2017 10:36 AM
To: Rice, Paula <ricep1@southernct.edu>
Subject: Important information on Sexual Misconduct Reporting

Dear Southern Student,

At Southern Connecticut State University (SCSU), we are committed to creating a community of respect, civility, kindness, and compassion. Your health and safety are a top priority! In line with this mission, we comply with Title IX of the Education Amendment of 1972 which prohibits sex discrimination including acts of sexual misconduct at educational institutions. Acts of sexual misconduct (sexual harassment, sexual assault, intimate partner violence (dating/domestic violence), sexual exploitation, and stalking) are a violation of Southern Connecticut State University policy (click here <http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>) and state law. We encourage you to report any incidents of sexual misconduct and/or utilize the support and advocacy services available to you.

Responsible Employees

All employees, including faculty, staff and administrators, are responsible employees and are required to report disclosures or reports of sexual misconduct except for those University employees in our Health Center and Counseling Center. This means that when you report or disclose information regarding sexual misconduct to a responsible employee they will need to report this to the University's Title IX Coordinator. The University Advocate will then be contacted and provide you with information including supportive services, reporting options and your Title IX rights.

Please note that if you are under the age of eighteen (18) the Title IX Coordinator must contact the Connecticut Department of Children and Families to inform them of the alleged situation involving sexual misconduct.

FORMAL REPORTING OPTIONS

University Police @ 203.392.5375
(If you wish to press criminal charges.)

Ms. Paula Rice, Title IX Coordinator @203.392.5568
(If you wish to file a complaint with the university.)

Office of Student Conduct and Civic Responsibility, Christopher Piscitelli @ 203.392.6188
(If you wish to file a complaint with the university and the perpetrator is a student.)

Anonymous Reports, please click here <https://www.southernct.edu/student-life/safety/university-police/silent-witness.html>

ADVOCACY & SUPPORT SERVICES

Catherine Christy, Director of VPAS, SART Coordinator, University Victim Advocate
@ (203) 392-6946 (o) (203) 687-1252 (c)

Melissa Kissi, Sexual Assault and Violence Prevention Specialist, University Victim Advocate

@ (203) 392-6946 (o) (203) 687-1252 (c)

Confidential Support Services

SCSU Counseling Center @ (203)392-5475

SCSU Health Center @ (203)392-6300

Women & Families Center@1-888-999-5545, 24/7

The Umbrella Center for Domestic Violence Services @ (203)789-8104, 24/7

To learn more about reporting options and advocacy & support services, please click here www.southernct.edu/sexual-misconduct/index.html

Sexual Assault Resource Team

Southern Connecticut State University's Sexual Assault Resource Team (SART) is designed to provide a collaborative victim-centered team response to survivors of sexual misconduct. The SART members can connect a survivor to many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual misconduct and intimate partner violence. A complete list of SCSU Sexual Assault Resource team (SART) members is available at <https://www.southernct.edu/student-life/health/vpas/sart.html> .

Prevention Education and Awareness Programs

The University knows the importance of prevention education and is committed to providing you with ongoing education through its prevention programming and awareness campaigns. We want you to be educated and we want to hold perpetrators accountable so we offer numerous educational opportunities for you including an online course, HAVEN: Understanding Sexual Assault. Educational information and programming are provided at New Student Orientation, Week of Welcome and throughout the academic year that are related to prevention, bystander intervention, rape culture and more. Please visit the Violence Prevention, Victim Advocacy and Support Center (VPAS) events page <http://www.southernct.edu/student-life/health/vpas/events.html> for a complete list of programs.

Be Informed: Know Your Campus Crime Report!

We want you to be informed of the number of incidences of sexual misconduct and intimate partner violence reported to the University. Click here to view the entire Uniform Campus Crime and Safety Report <http://www.southernct.edu/student-life/safety/university-police/clery-report.html> .

Paula Rice

Title IX Coordinator

Director, Office of Diversity and Equity Programs

Buley Library room 240

(203) 392-5568 office (203) 392-5489 fax

ricep1@southernct.edu

Rice, Paula

From: announce-campus <announce-campus-bounces@lists.southernct.edu> on behalf of Dilger, Patrick J. <dilgerp1@southernct.edu>
Sent: Thursday, September 22, 2016 9:31 AM
To: 'announce-campus@lists.edu'
Subject: Sexual Misconduct Reporting Policy and Protocol
Attachments: ATT00001.txt

To All University Faculty & Staff,

Southern Connecticut State University is highly committed to creating a campus free of sexual misconduct. As you are aware, the BOR established a policy concerning sexual misconduct reporting, last revised in June of 2016 (<http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>). The policy requires the reporting of sexual misconduct in an effort to ensure that each member of the community has the opportunity to fully participate in the process of education and development. The policy is intended to supplement and work in congruence with the requirements of Title IX and Connecticut Public Act 14-11. It is our commitment to provide a supportive and safe environment for our community and provide survivors with support and advocacy services.

As a Southern Connecticut State University employee, you may find yourself responding to a student or other employee's report or disclosure of sexual misconduct (sexual harassment, sexual assault, sexual exploitation, intimate partner violence, and stalking) **All university employees are considered responsible employees and are mandated to report under the BOR policy, except those employees whose official responsibilities provide confidentiality** (health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community).

SCSU has developed the attached protocol for employees to follow if they find themselves in a position in which a student or other employee discloses or reports being a survivor of sexual misconduct. This protocol describes your reporting obligations and a process for informing, in a timely manner, those who report or disclose any type of sexual misconduct of all of their rights and options, including the necessary steps and potential outcomes of each option.

We understand and recognize the significant trust relationship and the difficult situation you are placed in when a student/employee requests confidentiality. To help mitigate these challenges students/employees have been informed that all faculty, staff and administrators must share information with the University and that they have options for confidential reporting.

We also understand that you may have questions about the BOR policy, Connecticut Public Act 14-11, Title IX and the attached protocol. As such, we have provided a list of informational links at the bottom of this correspondence. In addition, we recognize the importance of providing additional training for everyone on the topic of sexual misconduct and the impact of such acts on the university campus and survivors. To accomplish this, and to be in compliance with federal and state laws, **the Office of Diversity and Equity will offer information sessions throughout the academic year that will focus on issues related to sexual harassment, sexual assault, dating/domestic violence, and stalking. It will also provide an overview of the University's sexual misconduct reporting policy and protocol.** Dates for these sessions will be announced and posted on the Office of Diversity and Equity website. In addition all employees were required to take the on-line Responsible employee training this past Spring semester. We strongly encourage employees to review the on-

line Responsible Employee training annually. The Responsible employee training can be accessed on the Diversity and Equity homepage <http://www.southernct.edu/offices/diversity/index.html> .

We want to thank you for your role in helping to support survivors of sexual misconduct. Although this work may be challenging and difficult at times, it is extremely important. If you have any questions, please feel free to contact either of us.

Sincerely,

Paula Rice
Director of Diversity & Equity Programs
Title IX Coordinator
Buley Library Room 240, 203-392-5568
Ricep1@southernct.edu

Diane Mazza
Chief Human Resources Officer
203-392-5405
Wintergreen Building
mazzad3@southernct.edu

SCSU Response Protocol/Procedures for Reports/Disclosures of Sexual Misconduct
<http://www.southernct.edu/offices/diversity/Sexual-Misconduct-Protocol%202016.pdf>

SCSU Sexual Misconduct Notification Form
<http://www.southernct.edu/offices/diversity/Sexual%20Misconduct%20Notification%20Form.pdf>

BOR Sexual Misconduct Reporting, Support Services and Processes Policy
<http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>

CT PA 14-11
<http://www.cga.ct.gov/2014/act/pa/pdf/2014PA-00011-R00HB-05029-PA.pdf>

Not Alone
<https://www.notalone.gov/>

Department of Education - Title IX & Sexual Violence
Q&A <http://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf>

SCSU Sexual Assault Response Team Brochure
<https://www.southernct.edu/student-life/health/vpas/sart.html>





SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Southern Connecticut State University

REPORTING OFFICE/DEPARTMENT: Office of Diversity and Equity Programs

INSTITUTION CONTACT: Paula Rice, Director of the Office of Diversity and Equity Programs/Title IX Coordinator

YEAR: 2016

I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:			
Program Category	Number of Programs:		
	<i>Prevention:</i>	<i>Awareness:</i>	<i>Risk Reduction:</i>
<i>Sexual Assault</i>	44	37	15
<i>Stalking</i>	27	25	9
<i>Intimate Partner Violence</i>	43	36	14
Program Types: (List and Describe Each Program Type)			
<u>Prevention/Awareness/Risk Reduction Programs</u>			
1. VPAS and It's On Us Informational Session	Information on VPAS office and It's On Us campaign.		
2. "She's Gotta Have It" Film and Discussion	The Women's Center and Men's Initiative had a screening and discussion on Spike Lee's Ground breaking film She's Gotta Have It, which explores society's response to female sexuality. Topics discussed included victim blaming, healthy relationships, and sexual assault.		
3. "Speaking of Sex..."	Interactive presentation on consent and sexual assault.		
4. "The Hunting Ground" Film and discussion	Screening of documentary, SART brochures passed out, discussion on resources and support and reporting options available.		
5. "Very Young Girls" Film and Discussion	Film and discussion on human sex trafficking.		
6. 2nd Annual SistaHood Luncheon: Women Supporting Women	Program consisted of a relaxing luncheon, good conversation and an informative presentation by the following guest speakers: Markia Jones . Ms. Jones is a self-published author of two poetry books and a survivor of domestic violence. Ms. Jones focused on not just overcoming obstacles in one's life, but her experience now living as an empowered woman.		
7. Black Music as Resistance Against Sexual Violence and Discrimination	This program discussed the historical and contemporary ways in which Black music (Hip Hop, R&B/ Soul, and Jazz) has been used to speak out against acts of gendered, sexual, and racial violence.		

8. Black Trans Revolution Panel	Panelists discussed the recent protest by the Black Trans Revolution based in New York. Discussion included sexual discrimination, gendered violence, and sexual assault.
9. Creating Safer Communities with Bystander Intervention	This program discussed bystander intervention and provided examples on the ways it can be applied.
10. Dating/Domestic Violence/ Stalking	Participants discussed dating/domestic violence/stalking and the resources available to students.
11. Domestic Violence Day of Awareness	Co-sponsored by Verizon, VPAS, MFT clinic- interactive educational games related to dating/domestic violence, resources, refreshments and giveaways with film clip and panel discussion on domestic violence.
12. Gender norms and healthy relationships (The Red Flag Campaign)	Presentation on the signs of healthy/unhealthy relationships, how to help a friend, resources available, and created a flag that will be posted on campus
13. Gender Roles in the Media	Examined how men and women are portrayed in the media/advertising/stereotypes/how they can lead to violence.
14. Girlcode: Consent is Hot, Assault is Not (student SART)	Program discussed what consent is, what it isn't, how to ask for it, and how to give it.
15. GirlCode: What Would You Do?	Program discussion about bystander intervention strategies and resources available.
16. Girlcode:For Relationship's Sake! (student SART)	Students played Jeopardy game with information on healthy and unhealthy relationships and resources
17. GUESS Who?	Program to raise awareness of drug facilitated sexual assault, including alcohol, sexual assault, and resources available
18. Haven- A Course on Sexual Assault	Online course that educated on sexual misconduct, consent, policies, bystander intervention, reporting options and advocacy and support services.
19. How Can Black Men Become Allies to Black Women?	Program discussed the various ways Black men can serve as active allies to Black women in issues pertaining to self-esteem, sexual assault, and intimate partner violence.
20. How Far is Too Far?	Panel presentation on sexual misconduct on campus and resources available.
21. It's On Us Fest for Social Justice Week	Festival with interactive games, prizes and information on violence prevention.
22. Men's Masculinity Stereotypes	Discussion on how stereotypes on masculinity harm men and contribute to violence. It is important to be yourself and stand up against stereotypes. SART brochures provided.

23. Messages of Hope: Saying "No" to Sexual Assault and Dating Violence	Asked students to write messages against domestic violence and sexual assault or write supportive messages to survivors.
24. Moving Forward: Strategies for Overcoming Gender and Racial Discrimination	This engaging dialogue inspired students to discuss strategies that could be utilized both on and off campus to fight back against gendered and racial violence and discrimination.
25. Navigating Healthy Relationships	Program discussed the makings of a healthy relationship with Julian (Men's Initiative) and Freda (Women's Center). Information on intimate partner violence, sexual assault, and campus resources such as the SART team was provided
26. Next Steps: Advocacy and Action	Informational table on how to further get involved in ending violence on campus, game on bystander intervention, resources.
27. Race/Class/ Gender and Sexual Assault	This discussion delved into the various ways in which factors such as race, class, and gender impact both victims and perpetrators of sexual assault.
28. Rape on the Reservation	This documentary discussed the increased reports of sexual assaults on Native American reservations. Discussion followed.
29. SART Review	Review of SART Information, protocol and mandated reporting.
30. Sexual Assault and Privilege	This program discussed how various forms of privilege affects cases of sexual assault. Information on campus resources and the SART team was provided
31. Sexual Assault Informational Table	Information on sexual assault and rape. Resources provided with information on SART and VPAS.
32. Sexual Misconduct	RA, OA, VPAS, Student Conduct training on sexual misconduct and protocol
33. Sexual Misconduct	Behind Closed Doors training for RAs
34. Sexual Misconduct	RA training on sexual misconduct and protocol
35. Sexual Misconduct	Training on sexual misconduct and SART
36. Stalking and Pop Culture	Program discussed the ways in which stalking is presented in mainstream media. Examples from popular music and television shows were provided.
37. Stalking in the Media Age	Program discussed the ways in which social media, cellphones, and various other technologies are used for stalking.
38. Stalking Realities in the Age of Social Media	Program discussed common perceptions surrounding stalking, and how many stalking behaviors are regarded as normal in the age of social media.
39. Summer Fun at Schwartz Hall	Schwartz Hall staff members from the Women's Center, Department of Residence Life, Drug & Alcohol Resource Center and Counseling Services welcome you back! Resources on SART were provided.

40. Take Back the Night	Speak out and march against sexual violence. Information on campus resources and the SART team was provided.
41. The Realities of Sexual Assault	This program discussed the prevalence of sexual assault and its impact on the community. Information on campus resources and the SART team was provided.
42. Title IX and the Campus Anti Sexual Violence Movement: a Panel Discussion	Please join us for a panel discussion looking at the national movements of campus anti-sexual violence, as well as the work being done and resources available at Southern Connecticut State University.
43. Uncovering Title IX	This program discussed the history of Title IX and explained its purpose. Information on bystander intervention, SCSU violence prevention efforts and the SART team was provided.
44. Violence Against Women of color	This program discussed the frequency of violence against women of color and provided insight on the cultural and social issues that make addressing this violent difficult. Information on campus resources and the SART team was provided.
45. What Would You Do? Bystander Intervention Strategies	Program discussed sexual misconduct, reporting and support options, bystander intervention.
46. What You Need to Know About Sexual Misconduct	A general overview of sexual misconduct definitions, consent, prevention, how to help a friend, reporting options and support services.
47. Who is the Black Man?	This program discussed the stereotypes of Black masculinity and its impact upon violence against women.
48. RAD-Rape Aggression Defense	This program of realistic self-defense tactics and techniques for women. It is a comprehensive, women-only course that begins with awareness, prevention, risk reduction and risk avoidance, progressing to the basics of hands-on defense training. The courses are taught by nationally certified RAD instructors.

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:		
Campaign Category	Number of Campaigns:	
	Prevention:	Awareness:
<i>Sexual Assault</i>	8	11
<i>Stalking</i>	8	11
<i>Intimate Partner Violence</i>	8	11
Campaign Types: <i>(List and Describe Each Campaign Type)</i>		
<ol style="list-style-type: none"> 1. Where Do You Stand? Table- In an effort to join the fight to end sexual violence participants learned valuable bystander intervention method and took the pledge to join the fight! 2. Red Flag Campaign Table- Created flags that will be displayed on campus, resources available on healthy/unhealthy relationships, and bystander intervention. 3. The Making of a Healthy Relationship: The Red Flag Campaign "Participants learned the signs of healthy/unhealthy relationships, how to help a friend, resources available, and created a flag that will be posted around campus. 4. Stalking Informational Table -Provided information on stalking and resources available on and off campus. 5. Consent Informational Table- Provided information on consent, what it is, what it isn't, how to ask, how to give, and resources available. 6. Bulling/hazing Informational Table- Provided information on bystander intervention (making campus better, links of kindness activity), SART, sexual misconduct and the VPAS office. 7. Sexual Exploitation Informational Table- Provided information on sexual exploitation, consent, resources available. 8. WC/MI table - This informative table had information on the Women's Center and Men's Initiative. Information on the Sexual Assault Response Team (SART) and the Childcare Reimbursement Program was provided. 9. It's On Us Campaign Table- Festival with interactive games, prizes and information on violence prevention. 10. SART posters, sexual misconduct flyers etc. 11. Emails to all students, 12. Emails to entire campus 		

III. TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE:		
Incident Category	*Number of Incidents Reported:	Number of Incidents Disclosed:
<i>Sexual Assault</i>	1	27**
<i>Stalking</i>	11	1
<i>Intimate Partner Violence</i>	9	22

**16 of the 21 incidents reported, the Respondents were non-students.*

***8 out of the 28 incidents disclosed happened prior to time at SCSU.*

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>	1			1				
<i>Stalking</i>	2							2*
<i>Intimate Partner Violence</i>	2			1				1**

**No contact order issued and banned from Complainant's Residence hall*

***Suspended from Residence hall*

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	N/A	N/A
<i>Stalking</i>	0	N/A	N/A
<i>Intimate Partner Violence</i>	0	N/A	N/A

See narrative for detail explanation of statistics in tables III, IVa and IVb.

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

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

VI. TOTAL ANONYMOUS OR CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION:				
Category	Number of Reports:		Number of Disclosures:	
	Anonymous:	Confidential:	Anonymous:	Confidential:
<i>Sexual Assault</i>	0	0	0	0
<i>Stalking</i>	0	0	0	0
<i>Intimate Partner Violence</i>	0	0	0	0



**D. PUBLIC AWARENESS, PREVENTION,
AND RISK REDUCTION
INFORMATION**

Program Name	Program Description	Type of Program			Category	# of times offered
		Prevention	Awareness	Risk Reduction		
Bystander intervention	Strategies for bystander intervention, including 3D's, and interactive role playing.	X	X	X	SA, IPV	13
Bystander intervention and what health professionals should know	Strategies for bystander intervention, including 3D's, and interactive role playing, resources and options available and information that future health professionals should know about domestic violence screenings, response, community resources, etc. VPAS Center	X	X	X	S, SA, IPV	1
Stop Sexual Assault and Sexual Exploitation	Information on sexual assault, sexual exploitation, prevention, resources/reporting/support. VPAS Center	X	X		SA	1
Abusive relationships, diversity, what nurses can do	This workshop explores the dynamics of abusive relationships and allows students to identify behaviors in relationships that could be considered "red flags," how to respond as a health professional with resources. VPAS Center	X	X		S,SA, IPV	1
Accepted Students Day Table	Information on VPAS Center, advocacy, haven, support, resources, etc.	X	X		S,SA, IPV	2
Consent	This workshop explores what consent looks like, what it isn't, reporting and support options. VPAS Center	X	X		S,SA, IPV	3
Consent and Red Flag Campaign and Bystander Intervention	This workshop explores what consent looks like, what it isn't, the dynamics of healthy, unhealthy and abusive relationships and allows students to identify behaviors in relationships that could be considered "red flags," how to intervene safely, and reporting and support options. VPAS Center	X	X	X	S,SA, IPV	2
Homecoming RFC interactive table	Explores the dynamics of healthy, unhealthy and abusive relationships and allows students to identify behaviors in relationships that could be considered "red flags," how to intervene safely, and reporting and support options, fundraiser for Umbrella Center for DV services.	X	X	X	IPV	2

Program Name	Program Description	Type of Program			Category	# of times offered
		Prevention	Awareness	Risk Reduction		
Interpersonal Violence Prevention	Information on primary prevention, bystander intervention, risk reduction, sart, reporting options and support services. VPAS Center	X	X	X	IPV	2
It's On Us to Stop Sexual Assault and Sexual Exploitation	Information on sexual assault, sexual exploitation, rape culture, prevention, resources/reporting/support	X	X	X	S,SA	1
Know Your Rights and Options	This program is an overview of reporting options and advocacy and support services available to Southern students. VPAS Center	X	X		S,SA, IPV	2
Law Enforcement Training	VPAS, WFC and DVS presented on respective areas and advocacy support.	X	X		S,SA, IPV	2
Love Rules: Red Flag Campaign	This workshop explores the dynamics of healthy, unhealthy and abusive relationships and allows students to identify behaviors in relationships that could be considered "red flags," how to intervene safely, and reporting and support options. VPAS Center	X	X	X	S,SA, IPV	12
Meet the VPAS Center peer educators	Meet the VPAS peer educators, learn about options and services, and learn about getting involved.		X		S,SA, IPV	1
NSO Resource Fair and Parent Presentation	Information provided on VPAS Center and SART.	X	X	X	S,SA, IPV	6
OA Training	Training on Title IX and Sexual Misconduct with ODE and VPAS		X		S,SA, IPV	1
Peer Ed and peer mentoring training	Bystander intervention/sexual assault review.		X		S,SA, IPV	1

Program Name	Program Description	Type of Program			Category	# of times offered
		Prevention	Awareness	Risk Reduction		
Queerphobia and Intersections of Oppression and Sexual Violence	In order to end sexual violence against ALL people we must address the complex circumstances and risk factors that leave some people more vulnerable than others and recognizing the unique barriers that certain people face when coming forward. This program will explore the complexities of sexual violence that LGBTQ+ individuals face. VPAS Center	X	X	X	S,SA, IPV	1
RA training	Round table discussion and scenario review	X	X		S,SA, IPV	1
RA training/ Behind close doors	RA training on sexual misconduct and protocol	X	X		S,SA, IPV	1
Racism and Intersections of Oppression and Sexual Violence	In order to end sexual violence against ALL people we must address the complex circumstances and risk factors that leave some people more vulnerable than others and recognizing the unique barriers that certain people face when coming forward. This program will explore the complexities of sexual violence in communities of color. VPAS Center	X	X	X	S,SA, IPV	2
Rape Culture	Do we really live in a rape culture? Sometimes it can be difficult to see. This workshop has lots of examples, and you will have an increased ability to identify and change behaviors that contribute to sexual assault and other types of sexual misconduct. VPAS Center	X	X	X	SA	2
SART Meeting	Updates on Climate Survey, HAVEN, General Assembly Report, Peer Education and TBTN		X		S,SA, IPV	1
SART Presentation	SART presentation made to Health Center staff members		X		S,SA, IPV	1

Program Name	Program Description	Type of Program			Category	# of times offered
		Prevention	Awareness	Risk Reduction		
SART professional development.	Exploring the Intersections of Oppression in the Prevention of Sexual Violence	X	X		S,SA, IPV	1
SART Training and protocol review	BOR Policy and Code Conduct Review, presentation: Understanding the SA Survivor.	X	X		S,SA, IPV	6
SART Training for new members	Training provided on Title IX and Sexual Misconduct	X	X		S,SA, IPV	1
SEOP Training	Training on Title IX and Sexual Misconduct with ODE and VPAS	X	X		S,SA, IPV	1
Social Justice Week VPAS Center Festival	VPAS Center it's On Us Festival with interactive games, prizes and information on violence prevention.	X	X		S,SA, IPV	1
Stalking and Consent	Does your favorite movie display signs of stalking? Learn the signs of stalking and examples in popular culture. Discussion includes definition of stalking, statistics, what consent looks like, what it isn't, reporting and support option. VPAS Center	X	X	X	S,SA, IPV	3
Take Back the Night	Speak out, march against sexual violence and dating violence- resources provided. VPAS Center/SART and Take Back the Night Planning Committee	X	X	X	S,SA, IPV	1
Take Back the Night Pre-Rally	Promotion for TBTN, interactive games, t shirt making, pizza, information and resources. VPAS Center, SART and TBTN Planning Committee	X	X	X	S,SA, IPV	1

Program Name	Program Description	Type of Program			Category	# of times offered
		Prevention	Awareness	Risk Reduction		
The Making of a Healthy Relationship: The Red Flag Campaign	Learn the signs of healthy/unhealthy relationships, how to help a friend, resources available. VPAS Center	X	X	X	IPV	2
Title IX review: Chartwell Student Workers	ODE & VPAS center		X		S,SA, IPV	1
Trump Talk: Locker Room or Sexual Assault?	Join the VPAS Center for a discussion on Donald Trump's language use when referring to women in his 2005 conversation with Billy Bush on "Access Hollywood" and how it shapes and promotes the normalization of sexual assault.		X		S,SA, IPV	1
VPAS 101	info on VPAS, resources, getting involved		X		S,SA, IPV	4
VPAS Center Admission Open House tabling	Information on VPAS Center, SART, reporting options and support services, getting involved, HAVEN online course	X	X		S,SA, IPV	1
VPAS Center It's On Us tabling	Spreading the message of It's on us campaign, bystander intervention, community responsibility, stepping in safely, campus support and reporting options	X	X	X	S,SA, IPV	12
VPAS Center Social Justice Week PSA	Information on VPAS Center, SART, It's On Us, watch PSA	X	X		S,SA, IPV	1
VPAS Center Spring It's On Us Fest: each res hall	Festival with interactive games, prizes and information on violence prevention.	X	X	X	S,SA, IPV	8

Program Name	Program Description	Type of Program			Category	# of times offered
		Prevention	Awareness	Risk Reduction		
VPAS Center: It's On Us Men's Fest	Festival with interactive games, prizes and information on violence prevention and men's role.		X	X	S,SA, IPV	2
VPAS Center: It's On Us to End Rape Culture	Do we really live in a rape culture? Sometimes it can be difficult to see. This workshop has lots of examples, and you will have an increased ability to identify and change behaviors that contribute to sexual assault and other types of sexual misconduct.	X	X	X	S,SA, IPV	1
VPAS Center: It's On Us: Having a Healthy Relationship with Your Bae	Learn the signs of healthy/unhealthy relationships, how to help a friend, resources shared	X	X		S,SA, IPV	1
VPAS Center: Warm up with Schwartz Hall	Distributed hand warmers and treats and provided information on SART/ VPAS Center		X	X	IPV	1
What is a healthy relationship?	Explores the dynamics of healthy, unhealthy and abusive relationships and allows students to identify behaviors in relationships that could be considered "red flags," how to intervene safely, and reporting and support options, fundraiser for Umbrella Center for DV services. VPAS Center & MFT Department	X	X	X	S,SA, IPV	1
What Would You Do? Bystander Intervention Strategies	Strategies for bystander intervention, including 3D's, and interactive role playing, resources and options available. VPAS Center	X	X		S,SA, IPV	8
Women's Studied Slut Walk Panel	Panel presentation on VPAS Center, support/resources available, advocacy, SART, prevention initiatives, education on victim blaming	X	X		S,SA, IPV	1

1.	Victim Blaming informational table- information on rape culture, what victim blaming is and how it harms victims, teaching victim supporting statements, information on resources and support, VPAS, SART
2.	VPAS Center 101 table- Provided information on VPAS Center/SART/peer education
3.	VPAS Center Red Flag Campaign Table- Create flags that will be displayed on campus, resources available on healthy/unhealthy relationships and bystander intervention. VPAS Center
4.	VPAS Center Take Back the Night table- Information on SART, VPAS Center, TBTN, students can write message of believing and support
5.	VPAS Center: Consent and Alcohol info table- Information on resources, and game about consent, and how it cannot be given when alcohol is involved
6.	VPAS Center: Red Flag Campaign Table- Create flags that will be displayed on campus, resources available on healthy/unhealthy relationships and bystander intervention.
7.	Wellness Fair table- VPAS Center and SART information, resources, information available on bystander intervention, DV, etc., mini festival with trivia questions.
8.	VPAS Center It's On Us: Hall Fest- Festival with interactive games, prizes and information on violence prevention.
9.	Clothesline Project Tabling- Students can create t shirts displaying experiences or feelings about SV/DV, SART and VPAS Center information provided.
10.	Bystander Intervention- Strategies for bystander intervention, including 3D's, and interactive role playing, resources and options available. VPAS Center
11.	SART posters, sexual misconduct flyers etc.
12.	Emails to all Students
13.	Emails to entire campus



ON CAMPUS • 24/7

- University Police **203-392-5375** or **911**
- University Victim Advocate — Catherine Christy **203-392-6946 office • 203-687-1252 cell**
- University Victim Advocate — Melissa Kissi **203-392-6945 office • 203-507-3751 cell**

ON CAMPUS • M-F, 8:30 AM - 4:30 PM

- Counseling Services (*Confidential*) **203-392-5475**
- Health Center (*Confidential*) **203-392-6300**
- Marriage and Family Clinic (*Confidential*) **203-392-6413 (Mon., Tues., Thurs.: 9AM – 8PM, Sat.: 9AM – 12PM)**
- Violence Prevention, Victim Advocacy and Support Center (VPAS) **203-392-6946**
- Title IX Coordinator Paula Rice **203-392-5568**
- Office of Diversity and Equity **203-392-5491**
- Office of Student Conduct and Civic Responsibility **203-392-6188**
- Human Resources: Diane Mazza (*for employees*) **203-392-5405**
- Multicultural Center **203-392-5879**
- Interfaith Office **203-392-5331**
- Sexuality and Gender Equality Center (SAGE) **203-392-8989**
- SouthernCT.edu/sart

OFF CAMPUS • 24/7

- Women & Families Center 24-hour hotline (*Confidential*) **1-888-999-5545 • Spanish 1-888-568-8332**
- The Umbrella Center for Domestic Violence Services 24-hour hotline (*Confidential*) **203.789.8104**



YOU ARE NOT ALONE – WE ARE HERE TO HELP!

ARE YOU A VICTIM OR SURVIVOR OF SEXUAL HARASSMENT, SEXUAL ASSAULT, INTIMATE PARTNER VIOLENCE, STALKING, OR SEXUAL EXPLOITATION? IF SO, HERE ARE YOUR OPTIONS:



• SEXUAL HARASSMENT •

• SEXUAL ASSAULT •

• INTIMATE PARTNER VIOLENCE •

• STALKING •

• SEXUAL EXPLOITATION •

SEXUAL VIOLENCE IS A SOCIAL JUSTICE ISSUE!

 Southern Connecticut State University
SouthernCT.edu/sart

The mission of SART is to provide services that ensure a transition from victim to survivor for every individual impacted by sexual misconduct.

REPORTING

- **To press criminal charges** if the offender is an employee or student, contact University Police at **203-392-5375**.
- **To press charges with the university** if the offender is a student, contact the Office of Student Conduct and Civic Responsibility at **203-392-6188**.
- **To press charges with the university** if the offender is an employee or student, contact the Title IX Coordinator Paula Rice at **203-392-5568**.
- **Make an Anonymous Report: Silent Witness Program** If you have witnessed a crime, or you know a crime was committed or will be committed, please visit SouthernCT.edu/silentwitness. A member of the SCSU Police Department will investigate.

SUPPORT & ADVOCACY

- **For students, confidential on-campus support options:**
 - SCSU Counseling Services **203-392-5475**
 - SCSU Health Center **203-392-6300**
 - SCSU Marriage and Family Clinic **203-392-6413**
- **For students, on-campus advocacy options:** Advocacy services are available to assist you in finding support services, the reporting process and can answer any questions.
 - Catherine Christy **203-392-6946 office • 203-687-1252 cell**
 - Melissa Kissi **203-392-6945 office • 203-507-3751 cell**
- **For employees:**
 - Diane Mazza, Human Resources **203-392-5405**
- **For students and employees, confidential off-campus options:**
 - Women & Families Center 24 hotline **1-888-999-5545 • (Spanish) 1-888-568-8332**
 - The Umbrella Center for Domestic Violence Services 24-hour hotline **203.789.8104**

HOW YOU CAN HELP PREVENT VIOLENCE ON CAMPUS

Sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation are complex and real issues on college campuses, including SCSU. To address this reality all members of the campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and acknowledging our ability to make a difference at SCSU, we can begin to reduce the risk. Consider the following ways you can help to stop violence:

- **Don't be afraid to get involved.**
- **Take care of yourself and your friends.**
- **Talk openly with friends about these issues.**
- **Speak up. Take a stand safely in situations that could escalate to abuse and violence.**



WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to or rejection of such conduct is made either explicitly or implicitly 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:** sexual flirtation, advances, or propositions; verbal abuse of a sexual nature; graphic or suggestive comments about an individual's dress or appearance; display of sexually suggestive objects or pictures; sexual jokes; stereotypical comments based on gender; threats, demands or suggestions that maintaining one's educational status is based on accepting the sexual advances.

WHAT IS SEXUAL ASSAULT?

Sexual assault is a crime and will not be tolerated at SCSU. Sexual assault is compelling by force, or threat of force: sexual penetration of the vagina, anus, or mouth including by an object, which are all considered rape; or contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of exerting control or for the purpose of degrading or humiliating the victim. It is also intentionally subjecting another to such contact without consent. Any person can be a victim or an offender. Sexual assault is not about sex— it is about exerting power and control over the victim. **Examples:** rape, attempted rape, and/or intentional touching without consent of a person's body.

WHAT IS INTIMATE PARTNER VIOLENCE?

Intimate partner violence is any physical or sexual harm against an individual by a current or former spouse or person in a dating relationship that may be classified as sexual assault, stalking, or domestic violence. **Examples:** physical abuse (slapping, shoving, hair pulling, forcing alcohol or drug use on victim), sexual abuse (coerced or forced sexual contact), emotional abuse (name-calling, constant criticism) psychological abuse (causing fear by

intimidation, destruction of pets/property, isolation from family/friends/school/work).

WHAT IS STALKING?

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for her or his safety or suffer substantial emotional distress. **Examples:** sending unwanted gifts, text messages, emails, phone calls; waiting at places you work/ go to school/hang out; using other people as resources to investigate your life (looking at your Facebook through befriending your friends); damage to your home/car/other property; using social networking sites/technology to track you.

WHAT IS SEXUAL EXPLOITATION?

Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. **Examples:** Prostituting another person; non-consensual video-taping or photographing of sexual activity, non-consensual distribution of photos or information about sexual activity, going beyond the bounds of consent (one individual allowing friends to hide in the closet to watch him or her have sex with the partner unaware of this).

WHAT IS CONSENT?

Consent is when all parties involved willingly agree to a specific sexual act. It is not the absence of "no" or of resistance— it is someone actively saying "yes" through word or actions. Consent is ongoing and allows for withdrawal of consent at any time without fear of humiliation or retaliation. Just because you may have been sexually active with the person before does not mean that you have consent for future sexual contact. Consent cannot be given if forced, threatened, intimidated, or coerced. Obtaining consent is the responsibility of the person initiating the sexual contact. Consent cannot be given when under the influence of alcohol or drugs, or if the person is asleep or unconscious. Having sexual intercourse with someone who cannot consent is rape.

WHAT TO DO IMMEDIATELY FOLLOWING AN INCIDENT

- 1. Go to a safe place.** If you are not safe, call University Police at 203-392-5375 or 911
- 2. Preserve all evidence.**
 - Sexual Harassment and Stalking:** Save any gifts, emails, text messages, and create a log of all suspicious activity.
 - Intimate Partner Violence:** Document all incidents in a log as well as take pictures of physical injuries and store in a place that the abuser cannot find.
 - Sexual Assault:** Save all clothing from the time of the assault; do not shower, bathe, douche, or brush your teeth. You may bring a support person of your choice with you to the hospital to have an Evidence Collection Kit performed, including a friend or advocate from the Women and Families Center. Even if you are undecided about whether or not you want to file a police report, you are encouraged to have evidence collected as soon as possible (within 5 days, but best within 3 days). You do not need to file a police report in order to have the Evidence Collection Kit performed. There is time to change your mind to file a report but there is limited time to collect evidence. This is the best way to keep your options open for the future.
 - Please note that the kit is at no expense to you or your insurance.**
 - Sexual Exploitation:** Save copies of videos to an external hard drive, print and save copies of websites or social media, save any type of communication regarding the exploitative images, and document all incidents in a log.
- 3. Get medical care.** Whether or not you decide to have evidence collected, you still have the option of obtaining medication to prevent sexually transmitted infections and/or pregnancy, and general medical care, all available at SCSU Health Center, 203-392-6300.

VICTIMS AND SURVIVORS SHOULD:

- Be treated with respect and dignity.
- Not be judged based on race, age, class, gender, gender expression, or sexual orientation.
- Be considered a victim/survivor regardless of the offender's relationship to you.
- Seek help from law enforcement or university employees without fear of disciplinary action for a violation of campus drug/alcohol policy.
- Know you can have confidential conversations with staff at SCSU Counseling Services (203-392-5475), SCSU Health Center (203-392-6300), and SCSU Marriage and Family Therapy Clinic (203-392-6413)

For information on advocacy and SART members visit the SART website or see resource guide panel for assistance with the following:

- To be informed of your Title IX rights, reporting options and support and advocacy services.
- Have an advocate accompany you to medical exams, law enforcement, and legal proceedings.
- Request that someone you are comfortable with stay with you during a medical exam/Evidence Collection Kit.
- Ask questions and get answers regarding any tests, exams, medications, treatments or police reports.
- Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident to whatever extent possible and reasonable.

LOCAL HOSPITALS

Yale New Haven Hospital
203-686-2724

Hospital of Saint Raphael
203-789-3000



Southern Connecticut State University

SouthernCT.edu/sart

Southern Connecticut State University Sexual Assault Resource Team



What is SART?

The SCSU Sexual Assault Resource Team (SART) provides a collaborative victim-centered team response to sexual misconduct (sexual harassment, sexual assault and sexual exploitation), interpersonal violence (dating violence and domestic violence) and stalking that ensures a transition from victim to survivor for every individual whose life is affected by sexual violence. SART team members can provide a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, referrals and general information regarding sexual misconduct (sexual harassment, sexual assault, interpersonal violence, stalking and sexual exploitation).

If a survivor chooses to file a police report, the University Police Department and the Violence Prevention, Victim Advocacy and Support Center staff will assist that person with the reporting process, empowering the survivor to make their own decisions by providing on – and off- campus resources and offering support as needed. The SART members can assist you in obtaining an order of protection, applying for a temporary restraining order, or seeking enforcement of an existing order. Southern Connecticut State University shall not disclose the identity of the complainant or the accused, except as necessary or as permitted under state or federal law.

Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident will be provided to whatever extent possible and reasonable.

Key Definitions

Taken from the Board of Regents Sexual Misconduct Reporting, Support Services and Processes Policy

Consent is the equal approval, given freely, willingly, and knowingly to each participant to desired sexual involvement. Consent is an affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent cannot be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

Sexual Misconduct includes engaging in any of the following behaviors:

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

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

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

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

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

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

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

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

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

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

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

Preserving Evidence

Preserving evidence following an incident of sexual assault, dating/domestic violence, stalking, sexual harassment or sexual exploitation

1. Sexual Assault

a. Forensic evidence collection is *best done within 72 hours* of the assault and best collected immediately following an assault. Technological advancements are making it more likely to collect evidence even after 72 hours; however, it is important to remember that the more time passes between the sexual assault and reporting it to the police, the less likely it will be to collect physical evidence that may be very important to the prosecution of a criminal case.

b. To preserve evidence in the case of sexual assault, it is recommended that you do not shower or bathe, wash your hands, use the toilet, douche, eat, drink, smoke, brush your teeth, change clothing, or wash clothing or bedding before a medical exam. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care.

2. Dating or Domestic Violence

a. In the case of dating violence and domestic violence, the resource you choose to report the crime to (a doctor, the police, an advocate, etc.) may recommend ways to preserve evidence such as logging incidents, photographing injuries, seeking medical care, etc. Be sure to keep this information in a place that it will not be found by the offender.

3. Stalking

a. Stalking is demonstrated through a pattern of unwanted contact. In addition to logging unwanted contact, an advocate or police officer may recommend you save and photograph unwanted text messages, emails, letters and gifts and store them in a secure location and one that will not be found by the offender.

4. Sexual Harassment

a. In addition to logging unwanted contact, an advocate or police officer may recommend you save and photograph unwanted text messages, emails, letters and gifts and store them in a secure location and one that will not be found by the offender.

b. Document any adverse actions that are taken against you. Keep copies of performance evaluations that attest to the quality of your work. Document your work and/or school performance and any steps you have taken

5. Sexual Exploitation

a. Save copies of videos to an external hard drive, print and save copies of websites, social media and save any type of communication regarding the images.

**We all have a responsibility to create a safe, supportive,
and inclusive SCSU community.**

Be an Active Bystander!

Practice the "3 D's"

- **Direct:** If you feel comfortable and safe to do so, approach the person(s) yourself. Example: *"I/we will take her home", "Rape jokes aren't funny"*
- **Distract:** Divert attention away from the situation. Example: *"Don't I know you from class?" "Can you show me where the restroom is?"*
- **Delegate:** Let her or his friends know their friend needs help. You can call University Police, resident advisor, etc., or ask someone else to help you.

**Remember, there is not one right way to
intervene, but always choose the SAFEST option!**

In cases of an alleged sexual offense, when the complainant and the accused are students, both the complainant and the accused are entitled to the following:

- 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.
- Present evidence and witnesses on their behalf.
- Be informed in writing of the results of the disciplinary proceeding no later than one business day after it concludes and retain the right to appeal the decision in accordance with disciplinary procedures.
- Have their identities kept confidential, except as necessary to carry out a disciplinary proceeding or as permitted by state or federal law.
- They have the right to request that disciplinary proceedings begin promptly and know that the proceeding must be conducted by an official trained in issues relating to sexual assault, stalking, and intimate partner violence. The judicial process will use the "preponderance of evidence standard" (i.e., whether it is more likely than not that the alleged incident occurred).
- Following a final determination of responsibility when the allegation involves a rape or other sexual offense, the university judicial officer may impose any sanction or combination of sanctions, including expulsion. Disciplinary proceedings under this Code may be carried out before, during or after civil or criminal court proceedings against the accused student.

- A survivor can choose to file charges with the police, the University, both, or none. Assistance/Advocacy is available for all survivors upon their request. Assistance/Advocacy is also available to all survivors upon their request when filing charges concerning on or off campus incidents.

For a complete list of your Title IX rights please see SouthernCT.edu/sexual-misconduct/students-rights.html

Procedures for Reporting Sexual Misconduct

A university or local Victim Advocate and/or any SART member can assist you at any point in the reporting process outlined below.

This information also available at:

SouthernCT.edu/sexual-misconduct/reporting.html

Confidential Reporting

Confidential reporting, meaning you can disclose in complete confidence, can be made to on and off campus support centers, including SCSU Counseling Services, SCSU Health Services, 24 hour hotline staff members, and clergy. See pages 11 and 12 for a list of confidential SART members and local community agencies.

Retaliation

Swift and appropriate action will be taken against any member of the University community who is found to have retaliated against any other member of the University community because she/he reported Sexual Harassment, Sexual Assault, Interpersonal Violence (Dating or Domestic Violence), Stalking, or Sexual Exploitation assisted in the investigation of a Sexual Harassment, Sexual Assault, Interpersonal Violence, Stalking or Sexual Exploitation complaint, or testified or otherwise participated in a proceeding or hearing relating to an allegation of Sexual Harassment, Sexual Assault, Interpersonal Violence, Stalking or Sexual Exploitation within the University. Retaliation may include, but is not limited to, any form of hostility, intimidation, reprisal or harassment. To report retaliation, please contact the Title IX Coordinator and/ or Office of Student Conduct and Civic Responsibility (contact information below).

Formal Complaints- STUDENT Perpetrator	
<u>Criminal Charges:</u>	<u>Charges with the University:</u>
<p style="text-align: center;"> University Police Granoff Hall 203.392.5375 or 911 24/7 </p>	<p style="text-align: center;"> Paula Rice Title IX Coordinator Office of Diversity and Equity Buley Library 240 203.392.5568 <u>RiceP1@SouthernCT.edu</u> Mon.-Fri- 8:30 am-4:30 pm </p> <p style="text-align: center;">Or</p> <p style="text-align: center;"> Office of Student Conduct and Civic Responsibility Engleman Hall B222 203.392.6188 Mon.-Fri- 8:30 am-4:30 pm </p>

In cases of an alleged sexual offense, when the accused is a student, both the complainant and the accused are entitled to rights. Please see enclosed SCSU Students' Title IX Rights.

Formal Complaints- EMPLOYEE Perpetrator	
<u>Criminal Charges:</u>	<u>Charges with the University:</u>
<p style="text-align: center;"> University Police Granoff Hall 203.392.5375 or 911 24/7 </p>	<p style="text-align: center;"> Paula Rice Title IX Coordinator Office of Diversity and Equity Buley Library 240 203.392.5568 <u>RiceP1@SouthernCT.edu</u> Mon.-Fri- 8:30 am-4:30 pm </p>

Silent Witness Program (Anonymous Option)*

This program is designed so that students, faculty and staff can report suspicious activity and crimes via the Internet while remaining anonymous. If you have witnessed a crime, or if you know of a crime that was committed or will be committed, please click here to fill out and submit the form. A member of the SCSU Police Department will investigate the information provided. You will not be contacted unless you provide your contact information. All tips remain anonymous.

Visit SouthernCT.edu/silentwitness for more information on the Silent Witness Program.

** University Police will assess whether any report triggers the need for a timely warning or emergency notification, and in limited circumstances, reports may result in the learning of the victim's and/or reporter's identity.*

Please keep in mind this program is intended to assist the SCSU Police Department and is not intended for crimes in progress or for emergencies. Dial (203) 392-5375 in those instances.

Filing Criminal Charges with Local Police (Off -Campus Incidents)

To file criminal charges regarding an assault that occurred off campus, call the local police where the assault occurred. The police will investigate the crime and determine the criminal charges. Then the State's Attorney will decide whether or not there is enough evidence to prosecute. This can result in a trial or plea bargain.

The Women & Families Center: Sexual Assault Crisis Services has court victim advocates that are available to support you during this process. For further information, call (203) 624-4576. **The University Police and University Victim Advocate will assist the student in these cases, if requested, and able according to University Policy and state law.**

For further information (protective/ restraining orders, sex offender list, etc.) on reporting a crime and safety services see Sections III and IV of the Uniform Campus Crime Report found at SouthernCT.edu/student-life/safety/university-police/CleryReport2013.pdf

Restraining Orders and Protective Orders

Restraining orders differ from protective orders in that restraining orders are civil and can be issued without the accused person being arrested. Protective orders in a family violence situation are criminal and are issued after the accused has been arrested for committing a family violence crime. Both types of orders must be issued by the court.

The University Police Department will keep protective and restraining orders on file in accordance with State regulations. Any victim/survivor of a sexual assault or domestic

violence is strongly encouraged to contact the University Police to verify that they have received from the court a copy of any protective or restraining order filed on their behalf. The University Police Department will accept copies of any protective/restraining orders that can be properly verified.

Victims are strongly advised to report any violations of these orders to the University Police at 203.392.5375. If the violation of a court order is an emergency situation, DIAL 911 IMMEDIATELY.

For more information on filing an application visit
http://www.jud.ct.gov/forms/grouped/family/restraining_order.html

SCSU Safety Services

Campus Watch

University Police offers an on-campus escort service 24 hours a day for your security. Simply call the University Police Department at (203) 392-5375, state your name, location, and destination, and, as long as your route is on university property, an officer or a student security assistant will accompany you. *For more information, please visit:*
SouthernCT.edu/student-life/safety/university-police/services/campus-watch.html

Late Night Owl Watch

The Late Night OWL Watch Service is a walking safety escort that provides prompt, courteous walking escorts for Southern Connecticut State University residential students and staff. *For more information, please visit:*

SouthernCT.edu/student-life/campus-life/residencelife/services/late-night-owl-watch.html

Shuttle Services

Currently, there are five shuttle routes that service the 10 enclosed bus stops located throughout the campus. *For more information, please visit:*

SouthernCT.edu/student-life/safety/shuttle-services

SCSU R.I.D.E.S.

Reducing Individual Danger and Encouraging Safety-Metro Taxi URIDES Safe Card

RIDES is a program designed to offer students a safe and reliable mode of transportation when one is needed. The Metro Taxi URide card is available to all students and allows students to access a ride 24 hours a day, 7 days a week. The program is especially

designed for circumstances when you might lack cash, but need a safe way out of an uncomfortable situation. *For more information, please visit:*

SouthernCT.edu/student-life/safety/university-police/services/safe-ride.html

Rape Aggression Defense (R.A.D.)System

The Rape Aggression Defense System is a program of realistic self-defense tactics and techniques for women. The R.A.D. System is a comprehensive, women-only course that begins with awareness, prevention, risk reduction and risk avoidance, while progressing on to the basics of hands-on defense training. R.A.D. is not a Martial Arts program.

For more information, please visit: **SouthernCT.edu/student-life/safety/university-police/services/rape-aggression-defense.html**

Resources

University Resources

Available 24 hours a day 7 days a week:

A University Victim Advocate is available 24/7 when a report is made to a campus member.

University Police.....(203) 392-5375, Emergency – 9-1-1

Available Monday- Friday 8:30 am-4:30 pm:

SART Members.....SouthernCT.edu/sart

Violence Prevention, Victim Advocacy & Support Center.....(203) 392-6946

Office of Diversity &Equity.....(203) 392-5899

Counseling Services *Confidential.....(203) 392-5475

Health Center *Confidential.....(203) 392-6300

Marriage and Family Clinic *Confidential..... (203) 392-6413

Multicultural Center.....(203) 392-5879

Interfaith Office.....(203) 392-5331

Local & National Resources

Available 24 hours a day 7 days a week:

Local Police Emergency.....9-1-1

**The Umbrella Center: Domestic Violence Services in New Haven *Confidential
24 hour hotline.....(203)789-8104**

**Women & Families Center, Sexual Assault Crisis Services in CT *Confidential
24 hour Hotline.....1-888-999-5545(En)/1-888-568-8332(Sp) or (203)235-4444**

The National Sexual Assault 24 Hr Hotline *Confidential.....1-800-656-HOPE

National Domestic Violence Hotline *Confidential.....1-800-799-SAFE

Hospital of Saint Raphael.....(203) 789-3000

Yale New Haven Hospital.....(203) 688-2222

Available Monday- Friday 8:00 am-4:30 pm

State of Connecticut Office of Victim Services.....1-800-822-8428

POLICY AND PROCEDURES GOVERNING SEXUAL HARASSMENT

SECTION 1. PURPOSE

Southern Connecticut State University reaffirms and emphasizes its commitment to maintain a workplace and educational environment free from sexual harassment. Sexual harassment is reprehensible and subverts the mission of the university and will not be tolerated at Southern Connecticut State University. It threatens the careers of faculty and staff, and the educational experience of our students. The purpose of this policy is to prevent sexual harassment and to offer students and employees who believe they have been sexually harassed a means to redress any such claim with the goal of ending the harassment and providing an environment conducive to learning and working. Retaliation against an individual who complains about sexual harassment or who cooperates with an investigation of a complaint is unlawful and, if found to have occurred, will not be tolerated by the University.

SECTION 2. STATUTORY AUTHORITY

Sexual harassment is prohibited by Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 46a-60 of the General Statutes of Connecticut and University policy. It is the intention of the University to take whatever appropriate action may be needed to prevent, correct, and if necessary, discipline behavior that violates this policy.

SECTION 3. POLICY STATEMENT

All members of the University community shall conduct themselves in an appropriate manner with concern, dignity and respect for others. The University community includes students, employees, and non-employees when they conduct business on University property.

Sexual harassment may occur between employee and employee, employee and student, or student and student. Complaints of sexual harassment within the University will be taken seriously and investigated. Any member of the University community who violates this policy is subject to the full range of disciplinary action. Sexual harassment in some instances need not be intentional to violate this policy.

In the event of a charge of sexual harassment, a defense based upon consent when the facts establish an employee/student or supervisor/employee relationship existed will be given little weight. Since any significant power differential between members of the University community makes voluntary consent questionable, members of the faculty and staff are expected to be aware of their professional responsibilities and avoid apparent or actual conflict of interest.

An individual with a complaint concerning sexual harassment has a right to be heard. By means of these procedures, the university provides an opportunity for an individual (Complainant), without fear of retaliation, to express a complaint and to seek a prompt and equitable resolution while protecting the rights of the person against whom the complaint has been filed (Respondent). These procedures shall be available to any person who, at the time of the act complained of, was an employee, student, or applicant for employment or admission to the University.

SECTION 4. DEFINITION OF SEXUAL HARASSMENT

"Any unwelcomed 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, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or (3) such conduct has the purpose or effect of substantially interfering with an individual's work or academic performance or creating an intimidating hostile or offensive working environment." In an academic setting sexual harassment would also include any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when submission to or rejection of such conduct by an individual might affect academic or personnel decisions that are subject to the influence of the person making the proposal.

The law currently recognizes two forms of sexual harassment:

Quid Pro Quo

Unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic work or employment; or Submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting such individuals; and

Hostile Environment

Such contact affects or interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive academic or working environment. Hostile environment sexual harassment involves speech or conduct that is directed at someone because of their gender and/or is conduct of a sexual nature. Such speech or conduct includes but is not limited to unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

Such speech or conduct is reasonably regarded as offensive and substantially impairs the academic or work opportunity of students, colleagues or co-workers. In all contexts it must also be persistent and/or pervasive. This policy shall not be interpreted so as to constitute interference with academic freedom.

In addition, this policy covers:

Gender harassment

Gender harassment is a form of sexual harassment which consists of discriminatory behavior towards an individual based on gender. It includes the use of sexist language, illustrations, examples and gestures that demonstrate discriminatory behavior. Sexually-related conduct forms the basis of a sexual harassment claim if a reasonable person of the same gender would consider the actions sufficient to interfere unreasonably with the academic and/or employment performance of the Complainant.

SECTION 5. EXAMPLES OF POSSIBLE SEXUAL HARASSMENT

When any unwanted, unwelcome, or unsolicited sexual conduct is imposed on a person who regards it as offensive or undesirable, it may be sexual harassment. Sexual harassment may include but is not limited to:

Direct unwanted propositions of a sexual nature; Direct or implied threats that submission to sexual advances is a condition of employment, promotion or advancement in grades, letters of recommendation, scholarships or any related matter; A pattern of conduct intentionally intended and/or which has the effect of humiliating another that includes examples of the following; comments of a sexual nature; sexually explicit statements, questions, anecdotes, jokes, pictures, or other written materials; A pattern of conduct that would humiliate another (using the reasonable person standard) which would include the following: unnecessary touching, patting, hugging, or brushing against another's body, remarks of a sexual nature about a person's clothing or body, or remarks about sexual activity or speculations about sexual experiences.

SECTION 6. CONFIDENTIALITY

The University is committed to take corrective action when it becomes aware of a problem involving sexual harassment. Individuals are strongly encouraged to come forward with complaints regarding sexual harassment and to seek assistance from University officials. The University cannot insure confidentiality upon receipt of a complaint of sexual harassment; however, dissemination of information relating to the case should be limited, in order that the privacy of all individuals involved is safeguarded as fully as possible to the extent permitted by law. The University will enforce compliance with the non-retaliation provision of this policy. The University may proceed to investigate a complaint without the consent of the individual who originally filed the complaint.

The University Counseling Service and the Women's Center are available to provide assistance and guidance to individuals who have complaints about sexual harassment. An individual who comes to a member of the staff or counselor with a concern regarding alleged sexual harassment will be encouraged to file a sexual harassment complaint. However, the counselor will to the extent permitted by law, upon the individual's request, maintain the confidentiality of the information provided to the counselor.

SECTION 7. COMPLAINT PROCEDURES

A complaint alleging a violation of this policy should be directed to one of the following University officials Director of Diversity & Equity Programs, Appropriate Dean, Supervisor, Vice-President.

INFORMAL PROCESS

Complaints should be lodged as soon as possible after the alleged incident, but not later than 180 days after said incident.

The University official who receives the complaint will advise the Complainant of the formal and informal resolution alternatives. With the Complainant's consent, the University official to whom the complaint was brought will assist in the resolution of the problem with the involved parties or direct them to the appropriate party who can aid in resolving the dispute. The complaint will be considered

"open for informal resolution". Matters referred for informal resolution must be closed or referred to the Director, Diversity and Equity Programs for formal resolution within thirty (30) days of the lodging of the initial complaint. Extensions may be granted by the Director, Diversity and Equity Programs with the consent of the Complainant.

The University official to whom the complaint is brought must either contact or refer the Complainant to the Office of Diversity and Equity Programs:

Provide the Complainant with a copy of the Sexual Harassment Policy, Advise the Complainant as to the options available under this policy, including, but not limited to, the 180 day time limit for filing a CHRO complaint. Notify the Director, Office of Diversity and Equity Programs, in writing, of the complaint within 48 hours with a statement of how the matter will be handled; and notify the Respondent within 14 days of the lodging of the initial complaint.

FORMAL PROCESS

If the informal process is unsuccessful or if the Complainant employee wishes to bypass the informal process, he/she may file a formal complaint with the Director, Office of Diversity and Equity Programs within 180 calendar days of the alleged harassment giving rise to the complaint. (Please note that the 180 day time limit also applies to filing a CHRO complaint.) If a University official becomes aware of a claim of harassment and believes that the claim has merit and requires further investigation, the University official can file a formal complaint. Although the University will attempt to keep the Complainant's name confidential, the Complainant cannot be given an absolute promise of confidentiality. This does not mitigate the University's belief that all participants should maintain confidentiality. The Complainant will be informed that the University official intends to file a formal complaint and will explain to the Complainant what the University will do to prevent, and if necessary, to address acts of retaliation. The Complainant and the Respondent shall have the right to representation, and shall be afforded due process. Anyone wishing to file a formal complaint will be asked to put the complaint in writing; alternatively, the University official who received the informal complaint may opt to reduce the complaint to writing in order to proceed with the investigation. A written complaint shall include the name of the Complainant, the name of the Respondent, the date(s) of the alleged harassment, the location of the alleged harassment, a description of the incident(s), including any statements made by those present at the incident and a list of all known witnesses. The Complainant should also indicate whether any specific remedy is being sought. The Director, Office of Diversity and Equity Programs will notify in writing the Respondent that a complaint has been filed and provide him/her a copy of the complaint, a copy of the Sexual Harassment Policy and all accompanying material within seven calendar days of the filing. Within fifteen calendar days of the filing of the formal charge, the Director, Office of Diversity and Equity Programs will afford all parties the opportunity to participate in mediation. The University will designate a mediator who has been trained to mediate such disputes. If the Complainant or the Respondent decides not to participate in mediation or if the mediation is not successful, the Director, Office of Diversity and Equity Programs will further investigate the charges. The purpose of the investigation is to gather information and verify the facts in the dispute. The Director, Office of Diversity and Equity Programs has the authority to interview witnesses and to review personnel files. Investigations will be conducted in a fair and impartial manner. The Complainant and the Respondent will be given the full opportunity to present his/her position. The findings in the investigation will be made available to all parties and submitted to the President within forty-five (45) calendar days of the filing of the formal complaint.

The findings in the investigation can include the following:

No violation of the policy has occurred based upon the information available and no further action is warranted; The parties have reached a mutually acceptable resolution that complies with the Sexual Harassment Policy and any applicable collective bargaining agreements; or There is a reason to believe that the Respondent has engaged in conduct violating this policy, a mutually acceptable resolution cannot be reached and further action by the University is warranted.

APPEAL OF FINDING

Upon a finding by the Director, Office of Diversity and Equity Programs that the University policy has been violated, the Respondent shall have ten (10) days to appeal said finding to the Sexual Harassment Appeals Panel. This Panel, appointed by the President, will have been trained in the area of Sexual Harassment law and administrative process. It will be comprised of five (5) members representing the following University constituencies:

Instructional Faculty (AAUP) Administrative Faculty/Staff (SUOAF-AFSCME) Clerical/Maintenance (AFSCME) Students (Student Government Association) At-large (Presidential Discretion)

The Panel shall hear the appeal within thirty (30) days of its filing. The Panel's charge will be to ascertain the validity of the Director, Office of Diversity and Equity Programs finding, then either uphold said finding, modify it, or overturn it. In any event, the decision should be rendered within thirty (30) days of said hearing and presented to the President.

The conduct of said hearing shall follow standard administrative law procedure and though formal in process, shall not strictly adhere to traditional rules of evidence or civil procedure. However, both Complainant and Respondent will be permitted to be represented by counsel, or an advocate. The Panel will ensure that both Complainant and Respondent have access to all relevant documents to the extent permitted by law. Access shall include but not be limited to all documents presented to or considered by the panel.

Should the panel uphold the finding of the Director, Office of Diversity and Equity Programs that the Sexual Harassment Policy has been violated, the Respondent can then appeal only to the President.

Should the panel overturn said finding of the Director, Office of Diversity and Equity Programs, the case is disposed of as far as the University is concerned. However, once overturned the Complainant can then at his/her option file his/her complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO), the Equal Employment Opportunity Commission (EEOC), the office of Civil Rights (OCR) or exercise whatever legal options he/she chooses.

SANCTIONS

In the event of finding that a violation of the policy has occurred, and a mutually agreeable resolution has not been reached to the satisfaction of the parties and the University, appropriate corrective actions for staff and faculty will be governed by the disciplinary articles of the appropriate collective bargaining agreement, the personnel policies if there is no collective bargaining agreement in effect, or for the students the disciplinary articles under the Student Code of Conduct.

SECTION 8. RETALIATION

Swift and appropriate action will be taken against any member of the University community who is found to have retaliated against any other member of the University community because he/she reported sexual harassment, assisted in the investigation of a sexual harassment complaint, or testified or otherwise participated in a proceeding or hearing relating to an allegation of sexual harassment within the University. Retaliation may include, but is not limited to, any form of hostility, intimidation, reprisal or harassment.

SECTION 9. ALTERNATIVE LEGAL REMEDIES

Nothing contained in the Policy is intended to deny any member of the University community the right to pursue other avenues of recourse in the event he/she believes that he/she has experienced sexual harassment. Such recourse may include filing charges with a state or federal enforcement agency, or initiating civil or criminal action under state and federal law.

SECTION 10. DISSEMINATION OF POLICY

This Policy shall be conspicuously posted throughout each school building in areas accessible to students, faculty and staff members. This policy shall appear in the student handbook and faculty handbook and shall be reviewed periodically for compliance with state and federal law.

FOR FURTHER INFORMATION ABOUT THIS POLICY OR FOR HELP WITH A SEXUAL HARASSMENT PROBLEM, CONSULT - The Director, Office of Diversity and Equity Programs, Pamela M. Lassiter, Buley Library 207, (203) 392-5491.

For more general information, you may contact the Connecticut Commission on Human Rights and Opportunities, 21 Grand Street, Hartford, CT 06106; (860) 541-3400, the Equal Employment Opportunity Commission, One Congress Street, 10th Floor, Suite 1001, Boston, Massachusetts, 02114; (800) 669-4000, (617) 565-3200 or the Department of Education, Boston Office, Office of Civil Rights, Room 222, J W McCormack Building, Post Office and Court House, Boston, MA 02109; (617) 223-9662.

The policy will include an appendix with names and addresses of university officials, student counseling, Women's Center, etc. that can be changed as needed.

What is Sexual Assault?

Sexual assault is sexual relations against a person's will and without consent. Consent must be informed, freely and actively given, and an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Some sexual assaults are committed by strangers but they may also be committed by someone you know. Sexual assault by a friend, date, partner or casual acquaintance is the most prevalent form of sexual assault on college campuses.

What To Do If You've Just Been Sexually Assaulted

- Go to a safe place.
- If you want to report the crime, notify the police immediately. Reporting the crime can help you regain a sense of personal power and control and can also help to ensure the safety of potential victims.
- Call a friend, a family member, or someone else you can trust and ask her or him to stay with you.
- Preserve all physical evidence of the assault. Do not shower, bathe, douche, or brush your teeth. Save all of the clothing you were wearing at the time of the assault. Place each item of clothing in a separate paper bag. Do not use plastic bags. Do not disturb the area where the assault occurred.
- Go to a hospital emergency room that provides medical care for sexual assault victims. Even if you think that you do not have any physical injuries, you should still have a medical examination and discuss with a health care provider the risk of exposure to sexually transmitted diseases and the possibility of pregnancy resulting from the sexual assault.
- If you suspect that you may have been given a rape drug, ask the hospital or clinic where you received medical care to take a urine sample. Rape drugs such as Rohypnol and GHB, are more likely detected in urine than in blood.

REMEMBER – YOU ARE NOT TO BLAME, EVEN IF:

- Your attacker was an acquaintance, date, friend or spouse.
- You have been sexually intimate with that person or with others before.
- You were drinking or using drugs.
- You froze and did not or could not say "no," or were unable to fight back physically.
- You were wearing clothes that others may see as seductive.

Getting Back On Track

It is important for you to know that any of the above reactions are normal and temporary reactions to an abnormal event. The fear and confusion will lessen with time, but the trauma may disrupt your life for a while. Some reactions may be triggered by people, places or things connected to the assault, while other reactions may seem to come from "out of the blue."

Remember that no matter how much difficulty you're having dealing with the assault, it does not mean you're "going crazy" or becoming "mentally ill." The recovery process may actually help you develop strengths, insights, and abilities that you never had (or never knew you had) before.

Talking about the assault may help you feel better, but may also be really hard to do. In fact, it's common to want to avoid conversations and situations that may remind you of the assault. You may have a sense of wanting to "get on with life" and "let the past be the past." This is a normal part of the recovery process and may last for weeks or months.

Eventually it is best to deal with any fears and feelings you may be experiencing. Talking with someone who can listen in understanding and affirming ways—whether it's a counselor, advocate, friend, family member, or hotline staff member can be very a beneficial part of the healing process.

Common Reactions to Sexual Assault

Remember,
healing is different
for everyone.

The psychological trauma caused by a sexual assault can be intense and long-lasting. Because people react in very different ways to stress, it is not possible to predict exactly how you will feel. It may be helpful, however, for you to know some of the most common responses of sexual assault survivors.

Shock and disbelief

- ◆ *"I feel numb."*
- ◆ *"I can't believe this happened to me."*
- ◆ *"I feel disconnected from other people and from my life."*

Initially, most sexual assault survivors react with shock and disbelief. You may feel numb and dazed; withdrawn and distant from other people. You may want to forget about what happened and avoid people or situations that remind you of the assault.

Remembering what happened and what it felt like

- ◆ *"Sometimes, I can't stop thinking about it."*
- ◆ *"For weeks, I couldn't wash away his smell."*
- ◆ *"It comes back out of nowhere. I feel like it's happening all over again."*

There may also be periods when you are preoccupied with thoughts and feelings about the assault. You may have unwanted memories or flashbacks and nightmares. When you think about what happened, you may re-experience some of the sensations and feelings you had during the assault, such as fear and powerlessness.

Intense emotions

- ◆ *"I feel very sad, like I lost a part of me."*
- ◆ *"I have this intense anger that I never felt before."*

Many survivors experience intense emotions in the aftermath of a sexual assault. At times, you may feel angry. You may also feel anxious or depressed.

Physical symptoms

- ◆ *"I couldn't sleep through the night. I had trouble falling asleep and then I would wake up every night at the same time that the rape happened."*

Some victims have physical symptoms, such as sleep disturbances, headaches, and stomachaches. You may find that it is very difficult to concentrate on routine

activities. You may also experience changes in your sexuality, such as a loss of interest in sex or avoidance of sexual situations.

Feeling fearful

- ◆ *"Every night when I come home, I search my apartment. I look in the closets and under the bed to be sure no one is there."*
- ◆ *"I can't go out alone at night because I am too scared."*

Fears about personal safety are an almost universal response to a sexual assault. Survivors often become fearful in situations and places where they were never frightened before. In many sexual assault situations, the survivor feels powerless and/or terrified of being killed or seriously harmed. Afterwards, you may continue to feel frightened and vulnerable for a while.

Self-blame and shame

- ◆ *"I felt like it was my fault, I trusted him...."*
- ◆ *"I wondered if guys would think I was damaged goods."*

Feelings of guilt and shame are also frequent reactions. Because of misconceptions about rape, survivors may blame themselves, doubt their own judgment, or wonder if they were in some way responsible for the assault. Feelings of guilt and self-blame may be reinforced by the reactions of others, who, because of prevalent myths about rape, may blame the victim or criticize his or her behavior. You may also feel ashamed. Some survivors describe feeling dirty, devalued, and humiliated as a result of a sexual assault. Feelings of shame are sometimes a reaction to being forced by the assailant to participate in the crime.

Each person is different....it takes time to feel better

- ◆ *"One minute I feel okay and I think I can deal with what happened, and then the next minute I feel overwhelmed and weak. Sometimes it seems like it will never go away."*
- ◆ *"It's been 8 months since my rape. It's still always there, but I don't think about it everyday anymore."*

Each person is unique. Although many victims experience similar reactions, there are still individual differences in how they respond to the trauma of rape. You may experience some or all of these symptoms. They may occur immediately, or you may have a delayed reaction weeks or months later. Certain situations, such as seeing the assailant or testifying in court, may intensify the symptoms or cause them to reoccur after a period during which you have been feeling better.

Information provided by the SCSU SARTeam – (203) 392-6946

sperm). Other evidence may be obtained from fingernail scrapings, foreign matter on your body, and the clothes you were wearing at the time of the assault.

Can I have someone I know (a support person) stay with me during the examination?

You can have a support person (or persons) of your choice, such as a sexual assault victim advocate, a friend, or a family member, accompany you throughout the examination.

University Resources

- SCSU Health Services.....(203)392-6300
- University Police.....(203)392-5375, Emergency - 911

Local Resources

- Hospital of Saint Raphael (203) 789-3000
- Yale New Haven Hospital (203) 688-2222
- Women & Families Center 24 Hr Hotline1-888-999-5545

Information provided by the SCSU SARTeam - (203) 392-6946

Medical Care Following A Sexual Assault

I feel OK physically. Do I need a medical exam?

It is very important to have a thorough medical examination immediately after a sexual assault, even if you do not have any apparent physical injuries. You may have injuries of which you are not aware. The doctor or nurse can also document any injuries you have sustained so that if you decide to take any kind of legal action, such as participating in the prosecution of your assailant, you will have a record of what happened to you.

A medical examination enables you to identify and preserve physical evidence of the assault. During a medical examination, the doctor or nurse can look for and collect physical evidence of a sexual assault, such as sperm samples and stains on your body or clothing. **If you think you may have been drugged make sure you tell your physician. It is imperative that you be tested as soon as possible. Drug testing is not automatically included in the exam.** Evidence may be present immediately after the assault but will deteriorate as time passes.

Should I have a medical exam and evidence collection even if I am unsure about making a police report?

Yes. Even if you are undecided about whether you want to make a police report and unsure about whether you want your assailant prosecuted, you should have evidence collected as soon as possible after a sexual assault. This is the best way to keep your options open for the future.

What happens during a sexual assault medical examination?

The doctor or nurse examiner will usually begin by asking questions about your general health. If you are a female, you will be asked about your menstrual history and your use of contraception. You will also be asked specific questions about the assault. It may be difficult to recall some of the details, and it may be emotionally painful to remember and talk about what happened. Medical personnel ask specific questions to find out what to look for when they examine you. The information you give helps them conduct a thorough physical evaluation. For female victims, this usually includes a pelvic exam.

In addition to checking you for injuries, the doctor or nurse can collect other evidence of the sexual assault. Depending on the types of sexual contact that occurred, the search for physical evidence may include taking samples from the vagina, mouth, or rectum to test for sperm cells and semen (the fluid around the

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

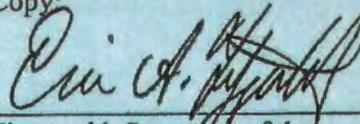
Policy Regarding

Sexual Misconduct Reporting, Support Services and Processes Policy

January 15, 2015

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

A True Copy:



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

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

Sexual Misconduct Reporting, Support Services and Processes Policy

Statement of Policy

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

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

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

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

Terms and Usage

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

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

Sexual misconduct includes engaging in any of the following behaviors:

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

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

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

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

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

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

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

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

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

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

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

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

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

Confidentiality

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

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

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

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

Mandated Reporting by College and University Employees

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

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

Rights of Those Who Report

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

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

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

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

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

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

Employee Conduct Procedures

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

Student Conduct Procedures

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

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

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

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

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

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

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

Dissemination of this Policy

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

ITEM

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

BACKGROUND

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

ANALYSIS

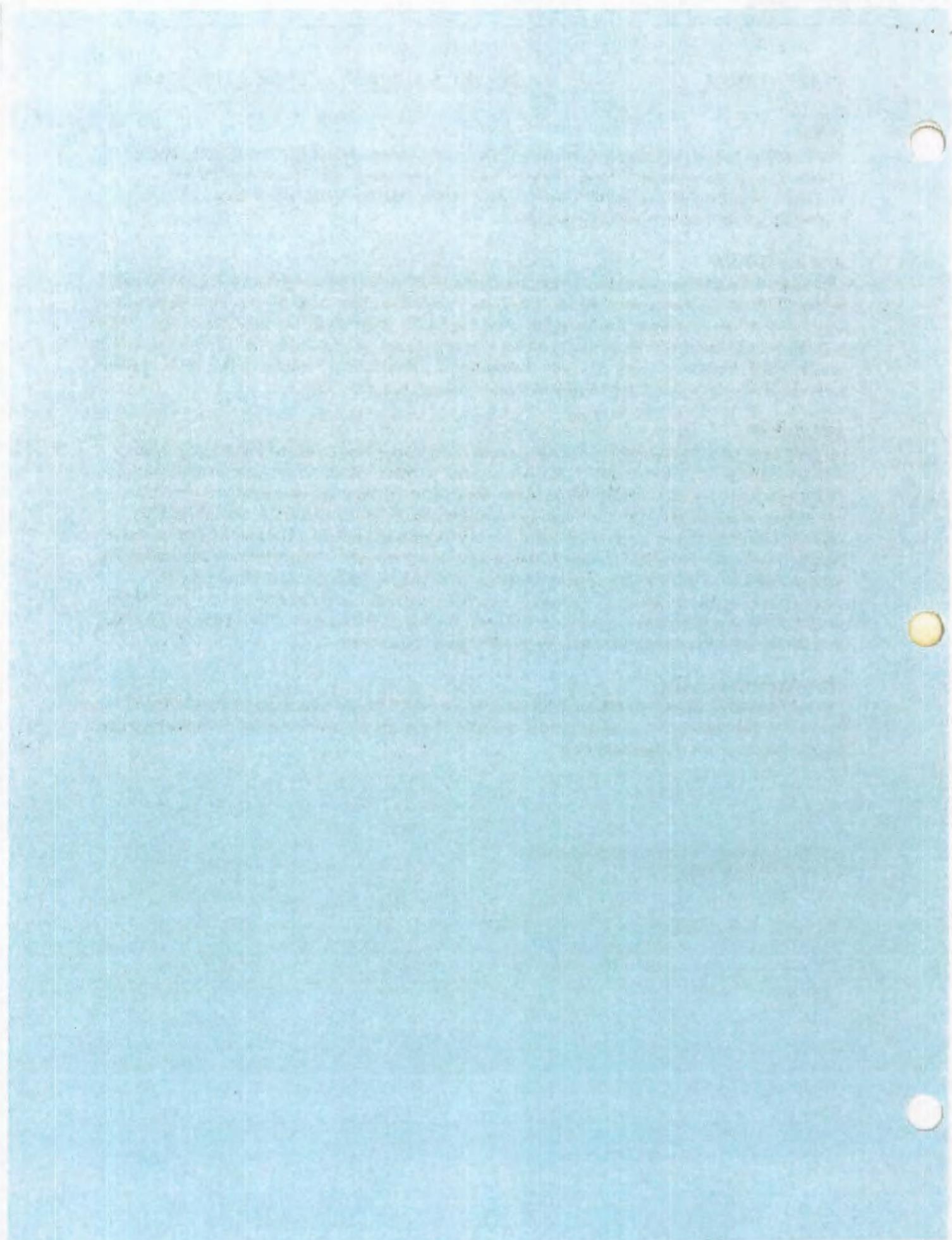
In accordance with the new provisions and greater clarity of the issues and their impact upon the colleges and universities, this policy has been re-titled so that it reflects its purpose of outlining not only the statement of the board policy, but also describe the services and processes to which the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

RECOMMENDATION

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

12/5/2014 – BOR Academic & Student Affairs Committee

1/15/2015 – Board of Regents





Your School Should Make Known Where You Can Find Confidential Support Services (cont.)

- Because different employees have different reporting obligations when they find out about sexual violence involving students, your school should clearly explain the reporting obligations of all school employees.
- Even if you do not specifically ask for confidentiality, your school should only disclose information to individuals who are responsible for handling the school's response to sexual violence. Your school should consult with you about how to best protect your safety and privacy.

Your School Must Conduct an Adequate, Reliable, and Impartial Investigation

- You have the right to be notified of the timeframes for all major stages of the investigation.
- You have the right to present witnesses and evidence.
- If the alleged perpetrator is allowed to have a lawyer, you have the right to have one too.
- Your school must resolve your complaint based on what they think is more likely than not to have happened (this is called a preponderance-of-the-evidence standard of proof). Your school cannot use a higher standard of proof.
- You have the right to be notified in writing of the outcome of your complaint and any appeal, including any sanctions that directly relate to you.
- If your school provides for an appeal process, it must be equally available for both parties.
- You have the right to have any proceedings documented, which may include written findings of fact, transcripts, or audio recordings.
- You have the right not to "work it out" with the alleged perpetrator in mediation. Mediation is not appropriate in cases involving sexual assault.

Your School Must Provide Remedies as Necessary

- If an investigation reveals that sexual violence created a hostile environment, your school must take prompt and effective steps reasonably calculated to end the sexual violence, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.
- Appropriate remedies will generally include disciplinary action against the perpetrator, but may also include remedies to help you get your education back on track (like academic support, retaking a class without penalty, and counseling). These remedies are in addition to any interim measures you received.
- Your school may also have to provide remedies for the broader student population (such as training) or change its services or policies to prevent such incidents from repeating.

If you want to learn more about your rights, or if you believe that your school is violating federal law, you may contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or ocr@ed.gov. If you wish to fill out a complaint form online, you may do so at <http://www.ed.gov/ocr/complaintintro.html>.



Know Your Rights: Title IX Requires Your School to Address Sexual Violence*

Title IX of the Education Amendments of 1972 prohibits sex discrimination—which includes sexual violence—in educational programs and activities. All public and private schools, school districts, colleges and universities receiving federal funds must comply with Title IX. If you have experienced sexual violence, here are some things you should know about your Title IX rights:

Your School Must Respond Promptly and Effectively to Sexual Violence

- You have the right to report the incident to your school, have your school investigate what happened, and have your complaint resolved promptly and equitably.
- You have the right to choose to report an incident of sexual violence to campus or local law enforcement. But a criminal investigation does not relieve your school of its duty under Title IX to respond promptly and effectively.
- Your school must adopt and publish procedures for resolving complaints of sex discrimination, including sexual violence. Your school may use student disciplinary procedures, but any procedures for sexual violence complaints must afford you a prompt and equitable resolution.
- Your school should ensure that you are aware of your Title IX rights and any available resources, such as victim advocacy, housing assistance, academic support, counseling, disability services, health and mental health services, and legal assistance.
- Your school must designate a Title IX coordinator and make sure all students and employees know how to contact him or her. The Title IX coordinator should also be available to meet with you.
- All students are protected by Title IX, regardless of whether they have a disability, are international or undocumented, and regardless of their sexual orientation and gender identity.

Your School Must Provide Interim Measures as Necessary

- Your school must protect you as necessary, even before it completes any investigation. Your school should start doing this promptly once the incident is reported.
- Once you tell your school about an incident of sexual violence, you have the right to receive some immediate help, such as changing classes, dorms, or transportation. When taking these measures, your school should minimize the burden on you.
- You have the right to report any retaliation by school employees, the alleged perpetrator, and other students, and your school should take strong responsive action if it occurs.

Your School Should Make Known Where You Can Find Confidential Support Services

- Your school should clearly identify where you can go to talk to someone confidentially and who can provide services like advocacy, counseling, or academic support. Some people, such as counselors or victim advocates, can talk to you in confidence without triggering a school's investigation.

* This document outlines your rights under Title IX. You may have additional rights under other federal and state laws.

HELPING A FRIEND

Surviving sexual assault, sexual harassment, stalking and dating or domestic violence can be extremely traumatic. Often, survivors feel very alone and isolated from help, understanding and support. It is important to understand what kinds of things you can do and say to help a friend or family member who is dealing with this type of pain and suffering. Here's how you can help.

TELL Your Friend...

- It's not your fault.
- I'm sorry this happened to you.
- You don't deserve to be abused or assaulted.
- You have rights and options.
- There is support available for you.

LISTEN: Give your friend your undivided attention as he/she is talking with you.

BELIEVE: Believe what your friend tells you. It has taken a great deal of strength and courage for your friend to tell you.

DO NOT JUDGE: Be careful not to make judgments about the situation your friend is in or the decisions she/he has made or appeared to make.

UNDERSTAND WHAT YOUR FRIEND IS SAYING: Devote your efforts to understanding the thoughts, feelings and experiences your friend has chosen to share with you - not to finding out things you want to know.

BE SUPPORTIVE: Support her/his feelings as well as her choice to share them with you and acknowledge that it may have been difficult to do so.

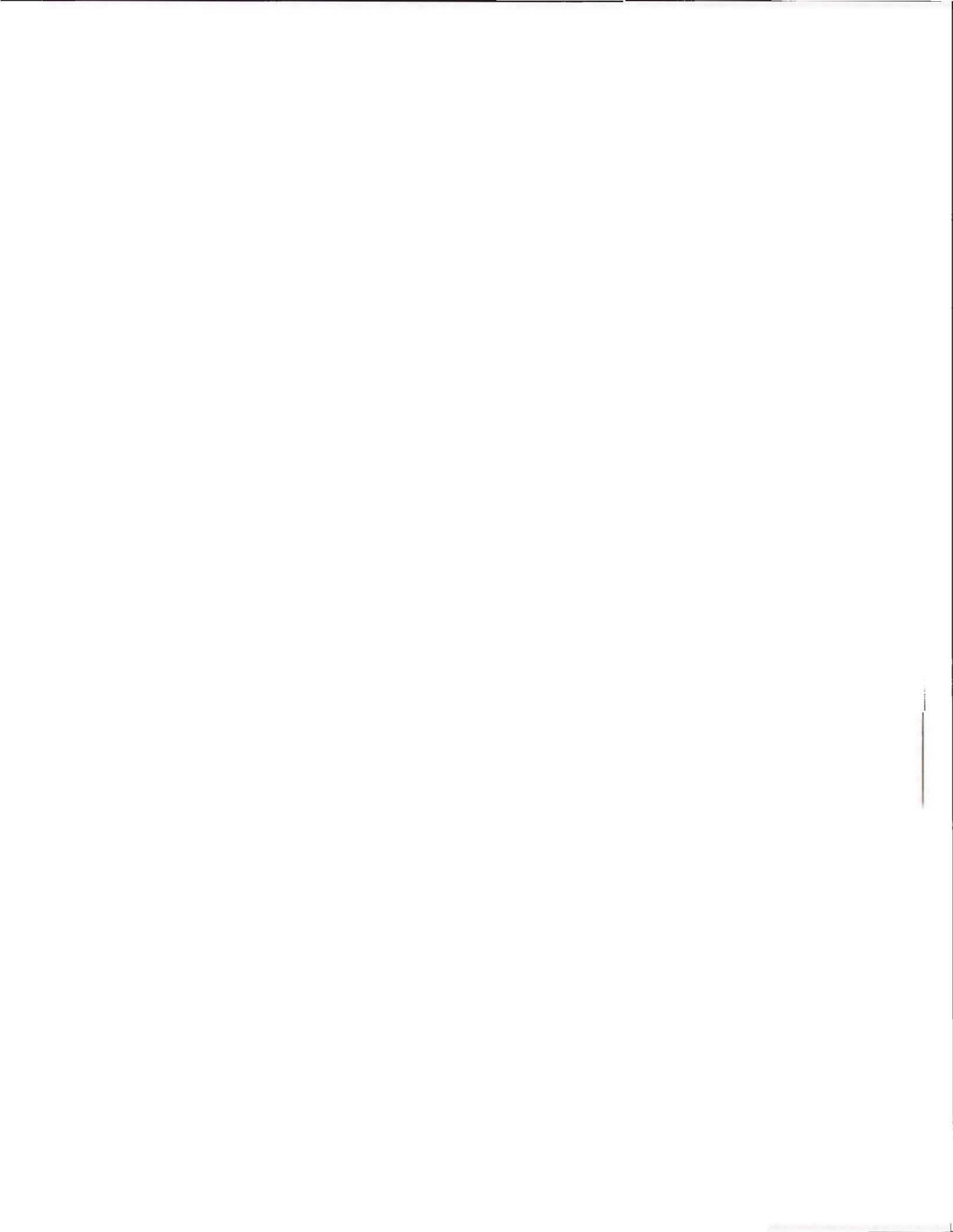
REPEAT THAT VIOLENCE, ABUSE OR ASSAULT ARE NOT HER/HIS FAULT: It is common for survivors to feel they have done something wrong. Continue to remind your friend that the violence, abuse or assault was the other person's choice and that's where the blame belongs.

SUPPORT YOUR FRIEND'S RIGHT TO MAKE THEIR OWN DECISIONS: Sometimes we think we know what is best. Remember, he/she has the right to make her /his own decisions. Telling her/him what to do will not be helpful.

PROVIDE RESOURCE INFORMATION: Tell them about their rights and options, including help from the Sexual Assault Resource Team. Please see SouthernCT.edu/sart for contact information

EDUCATE YOURSELF: Work to understand the dynamics of dating violence, sexual assault and stalking and the available options.

Information taken from Michigan Domestic and Sexual Violence Prevention and Treatment Board



WAYS TO TAKE CARE OF YOURSELF

Get support from friends and family-- try to identify people you trust to validate your feelings. Spend time with people who know your strengths and positive qualities. Try not to isolate yourself.

Talk about the incident and express feelings -- you can choose when, where, and with whom. You can also decide how much or how little to talk about.

Use stress reduction techniques -- hard exercise like walking, jogging, biking, swimming, weight-lifting; relaxation techniques like yoga, massage, music, prayer and/or meditation.

Maintain a balanced diet and sleep cycle and avoid overusing caffeine, sugar, nicotine, alcohol or other drugs.

Take "time outs". Give yourself permission to take quiet moments to reflect, relax and rejuvenate -- especially during times you feel stressed or unsafe.

Try reading. Reading can be a relaxing, healing activity. Try to find short periods of uninterrupted leisure reading time.

Consider writing or journaling as a way of expressing thoughts and feelings.

Release some of the hurt and anger in a healthy way: Write a letter about how you feel about what happened to you. Be as specific as you can. You also can draw pictures about the anger or hurt you feel as a way of releasing the emotional pain.

Remember you are safe, even if you don't feel it. The incident is over. It may take longer than you'd like, but you will feel better.

Think about counseling services. Free and confidential counseling is available through the SCSU Counseling Services at (203) 392-5475, the Women & Families Center: Sexual Assault Crisis Services at 1-888-999-5545, and the Umbrella Center: Domestic Violence Services in New Haven at 203-789-8104.



What is Sexual Harassment?

Sexual harassment is any kind of unwelcome sexual advance. It can be a pinch, a leer, a suggestive remark, or an overt request for sexual favors.

What does it look like?

FORMS OF SEXUAL HARASSMENT:

Verbal:

- Suggestive comments
- Sexual innuendo and insults
- Humor and jokes about sex
- Threats
- Comments and jokes based upon gender or sexual identity

Non-Verbal:

- Whistling, leering and ogling
- Suggestive or insulting sounds
- Display of obscene or suggestive material
- Obscene gestures

Physical:

- Touching or patting
- Pinching
- Brushing against the body
- Coerced sexual conduct
- Assault

How Might I Feel?

Sexual Harassment is traumatic. Individuals subject to harassing behavior can experience anxiety, stress, frustration and feelings of being out of control. They may also have some difficulty carrying out usual responsibilities. They can equally develop a fear of coming to the environment in which this is happening. It can help to tell your friends and family about the harassment and to ask for help.

*Remember- YOU ARE NOT TO BLAME, no matter what.
Sexual Harassment is about POWER, not Sex.*

Sexual Harassment Resources

Campus Resources

- Women's Center & SART Coordinator 203.392.6946
- University Police 203.392.5375
- Office of Diversity & Equity 203.392.5491
- Counseling Services 203.392.5475
- Health Services 203.392.6300
- Interfaith Office 203.392.5331

Local Resources

- Off Campus Police Emergency 9-1-1
- The Umbrella Center for Domestic Violence Services 203.736.2601
- Hospital of Saint Raphael 203.789.3000
- Yale New Haven Hospital 203.688.2222
- National Domestic Violence Hotline 1.800.799.SAFE (7233)
- Crime Victims Hotline 866.689.HELP (4357)

Information provided by the SCSU S.A.R.T

Sexual Exploitation

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

Taken from the Board of Regents Sexual Misconduct Reporting, Support Services and Processes Policy

Preserving Evidence

- Save copies of videos to an external hard drive
- Print and save copies of websites, social media
- Save any type of communication regarding the images

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It is also important to show evidence that the victim has directly instructed the stalker to stay away. The stalker must hear or read on one occasion that you do not want any type of contact with him or her. After the initial "no-contact" statement, it is best not to communicate at all with the stalker.

Information provided by: Stalking Resource Center

How Might I Feel?

Stalking is traumatic. You may experience nightmares, lose sleep, get depressed, have anxiety, or feel like you're no longer in control of your life. Stalking can also affect the ability to go to school or work. These reactions are normal. It can help to tell your friends and family about the stalking and develop a safety plan.

*Remember- YOU ARE NOT TO BLAME, no matter what.
Stalking is not caused by something you have done.*

Stalking Resources

Campus Resources

- Women's Center & SART Coordinator 203.392.6946
- University Police 203.392.5375
- Office of Diversity & Equity 203.392.5491
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- Yale New Haven Hospital 203.688.2222
- National Domestic Violence Hotline 1.800.799.SAFE (7233)
- Crime Victims Hotline 866.689.HELP (4357)

Information provided by the SCSU S.A.R.T

What is Stalking?

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- a. Fear for his or her safety or the safety of others; or
- b. Suffer substantial emotional distress.

What are the Signs?

Some warning signs are if they:

- Show up at your home or place of work unannounced or uninvited.
- Send you unwanted text messages, letters, emails and voicemails.
- Leave unwanted items, gifts or flowers.
- Constantly call you and hang up.
- Use social networking sites and technology to track you.
- Spread rumors about you via the internet or word of mouth.
- Make unwanted phone calls to you.
- Call your employer or professor.
- Wait at places you hang out, or always waiting outside your classroom or dorm
- Use other people as resources to investigate your life. For example, looking at your Facebook page through someone else's page or befriending your friends in order to get more information about you.
- Damage your home, car or other property.

What if I am Being Stalked?

If you are in immediate danger, call 911 and report everything that's happened to the police. Get additional support by obtaining a protection order that makes it illegal for the stalker to come near. Know that the person harassing you may also get arrested and convicted in the criminal justice system.

Remember to save important evidence such as:

- Text messages
- Voicemails
- Videos
- Letters, photos and cards
- Unwanted items or gifts
- Social media friend requests
- Emails

You should also write down the times, places and dates all incidents occurred. Include the names and contact information of people who witnessed what happened.

Domestic Violence & Dating Violence

Domestic Violence* is an incident between family or household members that either causes physical injury or creates fear that physical injury is about to occur. Family Violence is not a separate criminal offense. Crimes that may be charged as a family violence offense include such crimes as assault, kidnapping, and sexual assault. Verbal abuse or argument is not considered family violence unless there is present danger and the likelihood that physical violence will occur. The discipline of minor children by parents or guardians is not considered family violence unless abuse occurs. Those who engage in violence against a spouse or family member can be charged with a misdemeanor or a felony depending on the facts of the case.

*Connecticut General Statutes GS § 46b-38a

Dating Violence is violence committed by a person-

- a. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b. Where the existence of such relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship.
 - ii. The type of relationship.
 - iii. The frequency of interaction between the persons involved in the relationship.

What are the Signs?

Physical Abuse: Hitting, slapping, shoving, grabbing, pinching, biting, hair pulling, etc are types of physical abuse. This type of abuse also includes denying a partner medical care or forcing alcohol and/or drug use upon him or her.

Sexual Abuse: Coercing or attempting to coerce any sexual contact or behavior without consent. Sexual abuse includes, but is certainly not limited to, marital rape, attacks on sexual parts of the body, forcing sex after physical violence has occurred, or treating one in a sexually demeaning manner.

Emotional Abuse: Undermining an individual's sense of self-worth and/or self-esteem is abusive. This may include, but is not limited to constant criticism, diminishing one's abilities, name-calling, or damaging one's relationship with his or her children.

Economic Abuse: Is defined as making or attempting to make an individual financially dependent by maintaining total control over financial resources, withholding one's access to money, or forbidding one's attendance at school or employment.

Psychological Abuse: Elements of psychological abuse include - but are not limited to - causing fear by intimidation; threatening physical harm to self, partner, children, or partner's family or friends; destruction of pets and property; and forcing isolation from family, friends, or school and/or work.

Domestic violence can happen to anyone regardless of race, age, sexual orientation, religion, or gender. Domestic violence affects people of all socioeconomic backgrounds and education levels. Domestic violence occurs in both opposite-sex and same-sex relationships and can happen to intimate partners who are married, living together, or dating.

How Might I Feel?

- Denial, believing that the abusive partner will change because of his remorse and promises to stop battering, or the abuse is not that serious
- Fear of the abuser
- Alone, or lack of emotional support
- Guilt over the failure of the relationship
- Attachment to the partner, loving the person that they were before they were abusive
- Fear of making major life changes
- Responsible for the abuse
- Helpless, hopeless and trapped

Four Components of a Healthy Relationship

- **Respect:** Learning about and valuing what is important to each other.
- **Honesty:** Being open about thoughts, feelings, & the desired direction of the relationship.
- **Trust:** To rely on or have confidence in someone. Over time, trusting your partner will be necessary for a healthy relationship; trust is not automatic--it has to be earned!
- **Communication:** Communication is listening and speaking. When communicating, try to make her/him feel justified in her/his emotions. Repeat what they say as you understand it and ask if you understand the situation correctly. Never bring up past events or situations--focus on the present situation. Don't expect your partner to read your mind. Be as clear and direct as possible.

Remember- YOU ARE NOT TO BLAME! No one deserves to be abused.

Domestic Violence & Dating Violence

Domestic Violence* is an incident between family or household members that either causes physical injury or creates fear that physical injury is about to occur. Family Violence is not a separate criminal offense. Crimes that may be charged as a family violence offense include such crimes as assault, kidnapping, and sexual assault. Verbal abuse or argument is not considered family violence unless there is present danger and the likelihood that physical violence will occur. The discipline of minor children by parents or guardians is not considered family violence unless abuse occurs. Those who engage in violence against a spouse or family member can be charged with a misdemeanor or a felony depending on the facts of the case.

*Connecticut General Statutes GS § 46b-38a

Dating Violence is violence committed by a person-

- a. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b. Where the existence of such relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship.
 - ii. The type of relationship.
 - iii. The frequency of interaction between the persons involved in the relationship.

What are the Signs?

Physical Abuse: Hitting, slapping, shoving, grabbing, pinching, biting, hair pulling, etc are types of physical abuse. This type of abuse also includes denying a partner medical care or forcing alcohol and/or drug use upon him or her.

Sexual Abuse: Coercing or attempting to coerce any sexual contact or behavior without consent. Sexual abuse includes, but is certainly not limited to, marital rape, attacks on sexual parts of the body, forcing sex after physical violence has occurred, or treating one in a sexually demeaning manner.

Emotional Abuse: Undermining an individual's sense of self-worth and/or self-esteem is abusive. This may include, but is not limited to constant criticism, diminishing one's abilities, name-calling, or damaging one's relationship with his or her children.

Economic Abuse: Is defined as making or attempting to make an individual financially dependent by maintaining total control over financial resources, withholding one's access to money, or forbidding one's attendance at school or employment.

Psychological Abuse: Elements of psychological abuse include - but are not limited to - causing fear by intimidation; threatening physical harm to self, partner, children, or partner's family or friends; destruction of pets and property; and forcing isolation from family, friends, or school and/or work.

Domestic violence can happen to anyone regardless of race, age, sexual orientation, religion, or gender. Domestic violence affects people of all socioeconomic backgrounds and education levels. Domestic violence occurs in both opposite-sex and same-sex relationships and can happen to intimate partners who are married, living together, or dating.

How Might I Feel?

- Denial, believing that the abusive partner will change because of his remorse and promises to stop battering, or the abuse is not that serious
- Fear of the abuser
- Alone, or lack of emotional support
- Guilt over the failure of the relationship
- Attachment to the partner, loving the person that they were before they were abusive
- Fear of making major life changes
- Responsible for the abuse
- Helpless, hopeless and trapped

Four Components of a Healthy Relationship

- **Respect:** Learning about and valuing what is important to each other.
- **Honesty:** Being open about thoughts, feelings, & the desired direction of the relationship.
- **Trust:** To rely on or have confidence in someone. Over time, trusting your partner will be necessary for a healthy relationship; trust is not automatic--it has to be earned!
- **Communication:** Communication is listening and speaking. When communicating, try to make her/him feel justified in her/his emotions. Repeat what they say as you understand it and ask if you understand the situation correctly. Never bring up past events or situations--focus on the present situation. Don't expect your partner to read your mind. Be as clear and direct as possible.

Remember- YOU ARE NOT TO BLAME! No one deserves to be abused.

Domestic Violence & Dating Violence

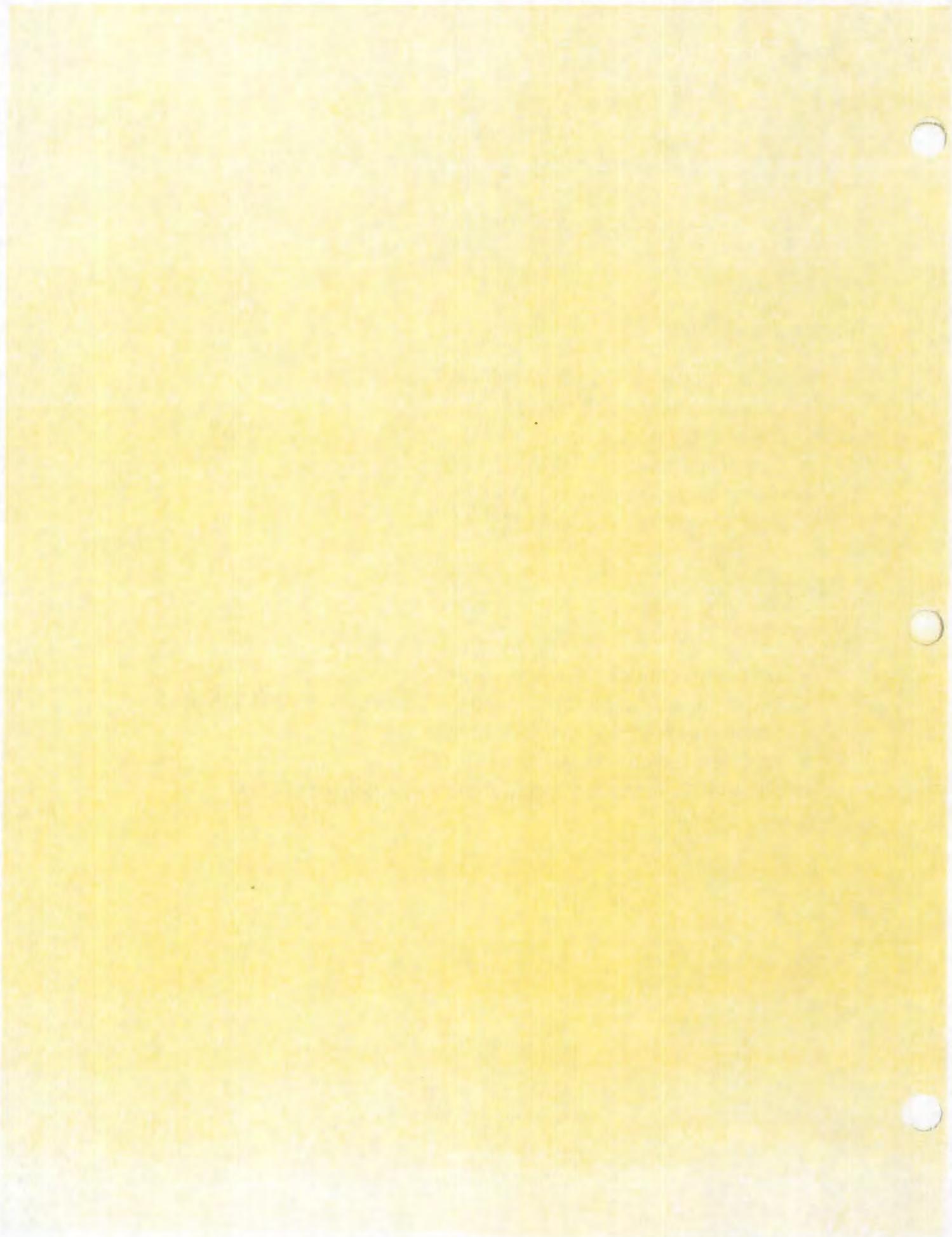
Campus & Community Resources

Campus Resources

- **Women's Center & SART Coordinator 203.392.6946**
- **University Police 203.392.5375**
- **Office of Diversity & Equity 203.392.5491**
- **Counseling Services 203.392.5475**
- **Health Services 203.392.6300**
- **Interfaith Office 203.392.5331**

Local Resources

- **Off Campus Police Emergency 9-1-1**
- **The Umbrella Center for Domestic Violence Services 203.736.2601**
- **Hospital of Saint Raphael 203.789.3000**
- **Yale New Haven Hospital 203.688.2222**
- **National Domestic Violence Hotline 1.800.799.SAFE (7233)**



For MALE Survivors of Sexual Assault

Many people believe that sexual assault is only committed by men against women. The majority of sexual assaults are perpetrated by men, but the fact is that 1 out of every 10 men is a victim of sexual assault. Because our society fails to see that men can be victims, men often have a difficult time accepting their own victimization and delay seeking help and support.

What is male sexual assault?

Sexual assault is any unwanted sexual contact. It can be committed by the use of threats or force or when someone takes advantage of circumstances that render a person incapable of giving consent, such as intoxication. Male sexual assault can include unwanted touching, fondling, or groping of a male's body including the penis, scrotum or buttocks, even through his clothes. Male rape is any kind of sexual assault that involves forced oral or anal sex, including any amount of penetration of the anus or mouth with a body part or any other object.

Many people don't take male sexual assault seriously. This is one of the reasons why male victims have a difficult time reporting what happened and why the rates of male sexual assault are thought to be significantly underreported. If a male survivor's friends think that male sexual assault is a joke, he will feel isolated and afraid to tell anyone. Sexual assault is a painful, traumatic experience for any victim.

Who can be a perpetrator of male sexual assault?

Both men and women can sexually assault men. However, most sexual assaults against men are committed by other men, who actually identify themselves as heterosexual. It's important not to jump to the conclusion that man-against-man sexual assault only happens between men who are gay. Sexual assault is not about sexual desire or sexual orientation; it's about violence, control, and humiliation.

What are some of the feelings a male survivor may experience?

Any survivor of sexual assault may experience the following feelings, but male survivors may experience these feelings in a different way:

- Guilt -- as though he is somehow at fault for not preventing the assault because our society promotes the misconception that men should be able to protect themselves at all times.
- Shame -- as though being assaulted makes him "dirty," "weak," or less of a "real man."
- Fear -- that he may be blamed, judged, laughed at, or not believed.
- Denial -- because it is upsetting, he may try not to think about it or talk about it; he may try to hide from his feelings behind alcohol, drugs, and other self-destructive habits.
- Anger -- about what happened; this anger may sometimes be misdirected and generalized to target people who remind him of the perpetrator.

- Sadness -- feeling depressed, worthless, powerless; withdrawing from friends, family, and usual activities; some victims even consider suicide.

If a male victim became sexually aroused, had an erection, or ejaculated during the sexual assault, he may not believe that he was raped. These are involuntary physiological reactions. They do not mean that the victim wanted to be sexually assaulted, or that the survivor enjoyed the traumatic experience. Just as with women, a sexual response does not mean there was consent.

The experience of sexual assault may affect gay and heterosexual men differently. Rape counselors have found that gay men have difficulties in their sexual and emotional relationships with other men and think that the assault occurred because they are gay. Heterosexual men often begin to question their sexual identity and are more disturbed by the sexual aspect of the assault than any violence involved.

What should I do if I was assaulted?

If you are a male survivor of sexual assault, remember:

- It was not your fault that you were assaulted.
- You are not alone.
- You have the right to do any or all of these things:

Ask for support.

Talk with someone you trust and/or get help by calling one of these sexual assault resources. You can ask to speak with a male or female counselor. Even if they don't have male staff on call, almost all rape crisis centers can make referrals to male counselors who are sensitive to the needs of male sexual assault survivors.

Seek medical attention.

Even if you think that you do not have any physical injuries, you should still have a medical examination. Medical providers will, with your permission, collect physical evidence to be used if you decide to prosecute. They will also discuss the possibility of sexually transmitted infections and encourage you to get tested.

Report it to the authorities.

Reporting the crime can help you regain a sense of personal power and control and can also help to ensure the safety of other potential victims.

How can I help a male friend who has been sexually assaulted?

- Take it seriously.
- Ask him what you can do to support him.
- Let him know that it was not his fault.
- Let him know he is not alone.
- Find out about resources that are sensitive to male victims and let him know his options.
- Tell him that help is available and encourage him to call a rape crisis hotline.

- Don't pressure him to do certain things. He needs to know that he has choices and that you support him.

Adapted from Planned Parenthood's Teenwire, "He Didn't Ask for it Either," and National Center for Victims of Crime Infoline, "Male Rape".

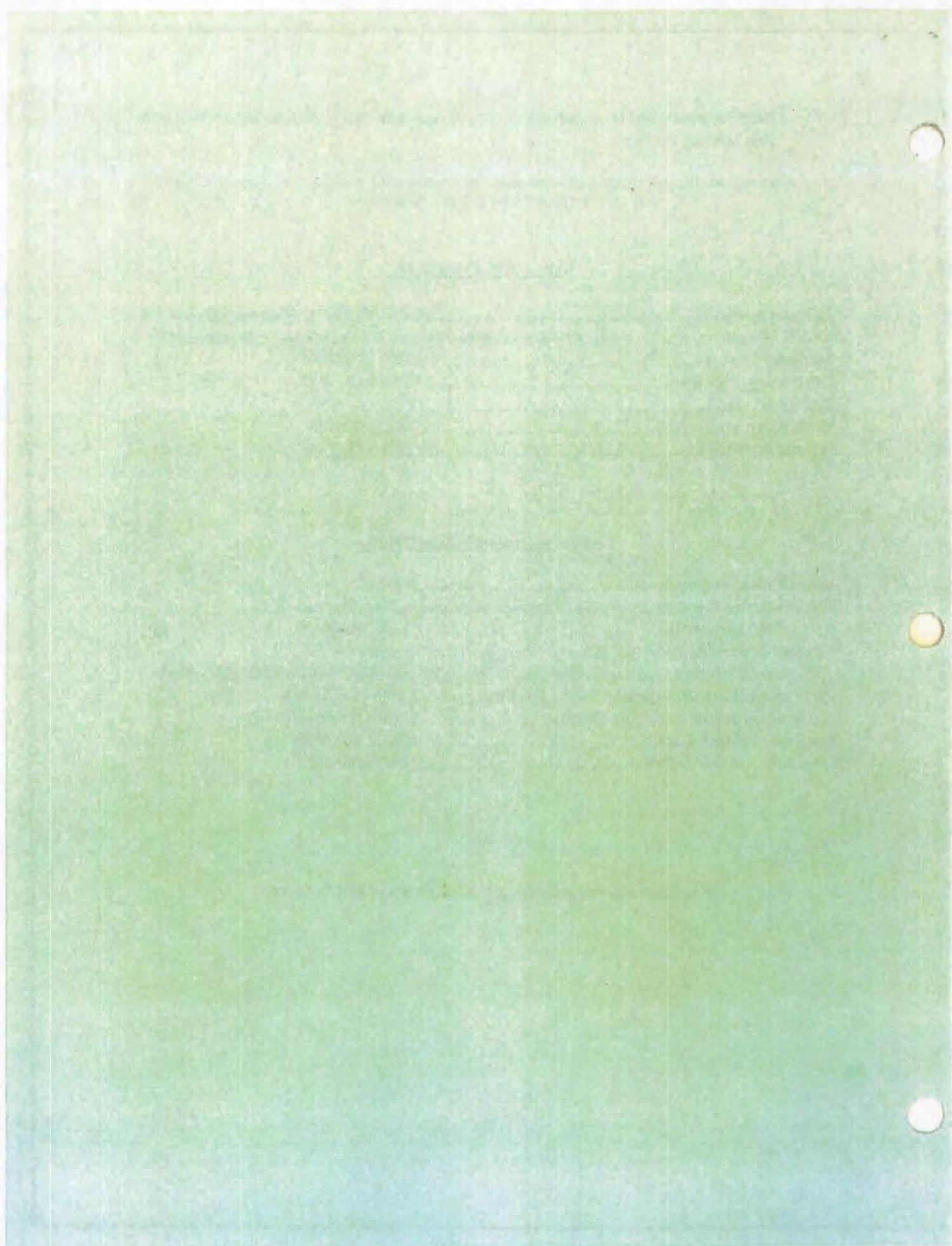
University Resources

University Police.....(203) 392-5375, Emergency – 9-1-1
SART Members.....www.southernct.edu/student-life/health/womenscenter/sart/
Women's Center.....(203) 392-6946
Counseling Services.....(203) 392-5475
Health Services.....(203) 392-6300
Multicultural Center.....(203) 392-6828
Interfaith Office.....(203) 392-5331

Local & National Resources

Local Police Emergency.....9-1-1
The Umbrella Center: Domestic Violence Services in New Haven —
24 hour hotline.....(203) 789-8104
Women & Families Center, Sexual Assault Crisis Services in CT
24 hour Hotline.....1-888-999-5545(En)/1-888-568-8332(Sp) or (203)235-4444
The National Sexual Assault 24 Hr Hotline.....1-800-656-HOPE
National Domestic Violence Hotline.....1-800-799-SAFE
Hospital of Saint Raphael.....(203) 789-3000
Yale New Haven Hospital.....(203) 688-2222

Information provided by the SCSU SARTeam – (203) 392-6946



Who can use Counseling Services?

Students who are matriculated and registered for classes can use our services.

Who Are Our Counselors?

Our counselors are licensed mental health professionals who abide by legal and ethical national guidelines.

What is the Cost?

Services provided by SCSU Counseling Services are free. If issues require long-term therapy, you may be referred to appropriate off campus professionals.

Services Offered:

- Individual counseling
- Group counseling
- Self development workshops
- Referrals
- Crisis intervention

A crisis counselor is on duty Monday thru Friday for emergency consultation.

*Did you know?
Group therapy is one of the most effective ways to improve your relationships and feelings about yourself.*

We are Here to Support You with:

- Transition/Adjustment Issues
- Depression
- Anxiety
- Stress Management
- Crisis Management
- Grief and Loss
- Self Esteem/Self Awareness
- Relationship Issues/Family Issues
- Sexual Orientation or Gender Identity Concerns
- Eating/Body Image Concerns
- Mediation/Conflict Resolution
- Anger Management
- Trauma Recovery (physical, emotional, sexual)
- Substance Abuse
- AD/HD, Life Organization Skills
- Life and Career Planning

What can I expect from Counseling?

- Increase self confidence and self-esteem
- Reduce anxieties
- Assist in transitions and planning
- Balance things in your life better
- Cope with stress
- Explore options and resources

Who Knows If I Go To Counseling?

All discussions and inquiries with counselors are private. Your dealings with Counseling Services are confidential except in certain legally mandated situations. More information about your rights as a client is available on our website.

How Do I Make An Appointment?

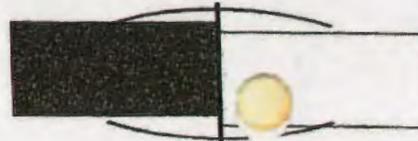
Call the office at (203) 392-5475 to set up an appointment. Appointments are set up on an hourly basis. Sessions are typically 45-50 minutes.

What Happens During Counseling?

Because of the volume of students using our services, SCSU Counseling Services uses a brief treatment model which is tailored to the specific needs of each student. To get started you will fill out an intake form to identify your treatment focus. During your first appointment you will work with the counselor to design the best treatment process for you.

*Did you know?
Students who schedule out their weeks in hour blocks including time for eating, exercising and relaxing, tend to have grades that are a letter grade higher than students who do not plan out their time.*

*Did you know?
Students who seek support and create connections with professors, staff members and experienced students have higher graduation rates than students who do not.*



DON'T WAIT!
If you are in crisis, have suicidal thoughts or feelings or know another student who is having them—contact one of the following numbers to ask for assistance.

24 Hour Supports:

SCSU Police 1.203.392.5375/911

Suicide Prevention Hotline
1.800.273.TALK

Info Line 211

Business Hours Supports:

SCSU Counseling Services
1.203.392.5475

SCSU Health and Wellness Center
1.203.392.6300

SCSU Women's Center
1.203.392.6946

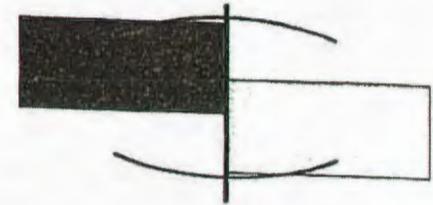
SELF CARE TIPS FOR COLLEGE STUDENTS

- Get enough rest
- Stay well hydrated (avoid alcohol)
- Eat well
- Get some exercise everyday
- Set good boundaries
- Practice good eye contact, say what you mean and mean what you say
- Ask questions when you need to know something
- Don't procrastinate, use good time management to avoid getting overwhelmed
- Avoid drama, take care of yourself first
- Have healthy fun, schedule your relaxation time
- Smile, research shows it can actually change how you feel in a positive way

For screening tools , wellness programming and self-help information, visit our website:

www.southernct.edu/services/counseling/

Did you know? Students who consistently manage their prescribed medications are more successful than students who are inconsistent.



*Southern Connecticut
State University*

*Counseling
Services*



Engleman Hall, Room B219

1.203.392.5475

Monday-Friday 8:30 am - 4:30 pm

After Hours Emergency: 911/1.203.392.5375

www.southernct.edu/services/counseling/

"Promoting Success thro. Self Care"

OUR SERVICES

Sexual Assault Crisis Services provides support to survivors of sexual violence, their family and friends, in Meriden, Wallingford, Cheshire, Middlesex County, and Greater New Haven.

We offer:

- A 24 hour toll free confidential hotline
- Crisis Intervention
- Support groups
- Accompaniment and Systems' support through medical, police and legal proceedings
- Volunteer and internship opportunities

Prevention Education

Sexual Assault Crisis Services offers programs on topics related to sexual violence prevention. Presentations are offered to schools, universities and community groups. We also provide trainings for professionals, including child care workers, teachers, and law enforcement.

VOLUNTEER OPPORTUNITIES

WFC Sexual Assault Crisis Services exists because of caring people like you. If you are considering sharing your time to make a difference in your community, please consider our program.

All volunteers must complete our training to become a certified sexual assault crisis counselor. We currently offer a variety of volunteer opportunities.

Counselor/Advocate Volunteers:

- Provide assistance to victims of sexual violence through group or individual support
- Provide accompaniment during medical, police or legal proceedings
- Provide immediate crisis counseling to survivors on the hotline

OFFICE LOCATIONS

Meriden

169 Colony Street
Meriden, CT 06451
(203) 235-9297
Fax: (203) 237-7571

New Haven

1440 Whalley Avenue
New Haven, CT 06515
(203) 389-5010
Fax: (203) 389-5595

Middletown

100 Riverview Center
Suite 274
Middletown, CT 06457
(860) 344-1474
Fax: (860) 346-5705

www.womenfamilies.org

WFC is committed to promoting equity and to improving quality of life through services that foster empowerment and independence.

OUR GUIDING VISION: To be the leading agent for positive social change.

Services are provided without discrimination on any basis, including gender, race/ethnicity, disability, religion, sexual orientation or income.

This project is funded in part by the Office of Victim Services, Superior Court Operations Division, State of CT Judicial Branch, Victims of Crime Act Victim Assistance Grant Program, and the Department of Public Health



A United Way Agency




your life | your goals
our purpose



SEXUAL ASSAULT CRISIS SERVICES

24 Hour Toll Free
Sexual Assault Crisis Hotline
1-888-999-5545 (English)
1-888-568-8332 (Español)

ALL SERVICES ARE FREE AND CONFIDENTIAL

SEXUAL ASSAULT CRISIS SERVICES

IF YOU HAVE BEEN SEXUALLY ASSAULTED

You have the right to make your own decisions about what is best for you. You have the right to medical attention and the right to pursue criminal or civil remedies. You may also apply for victim's compensation. We will support you through your decision making process and provide referrals as needed.

Please consider the following:

- Go to a safe place and call the hotline at 1-888-999-5545, en Español dial 1-888-568-8332.
- Consider seeking medical attention. Adults do not have to report the crime to the police to receive medical attention.
- Remember that no victim is to blame for sexual assault. You deserve respect and support from everyone.
- Do not bathe, douche, or change clothes before seeking medical attention. This interferes with evidence collection.
- You may feel confused, numb, disbelieving, angry, isolated and alone, powerless and out of control. Other common experiences include a loss of appetite, sleeplessness or nightmares, difficulty coping and mood swings.
- If you were sexually abused or assaulted in the past, it may still be affecting your life. It may still be helpful to talk about your feelings.

FACTS ABOUT SEXUAL VIOLENCE

- Sexual violence is any unwanted, non-consensual sexual act. It occurs against a person's will through force, the threat of force, coercion, or manipulation. It is a broad term that includes rape, incest, child sexual abuse, attempted rape, sexual harassment and exhibitionism.
- Sexual violence is a crime of power and control. It is not motivated by passion.

HOW WE CAN HELP

When you are ready to seek help, we are here to assist you. We will respect your right to make your own choices. We are available to survivors as well as friends and family.

We will also:

- Provide a 24 hour hotline available to you when you are in crisis or feeling isolated.
- Meet you at the hospital to provide support during your medical exam.
- Meet you at the police department to provide support when you give your statement.
- Attend court hearings with you to provide additional support.
- Provide short term supportive counseling
- Provide a variety of support groups
- Provide bilingual counselors or sign language interpreters
- Provide TTY access during weekday office hours. After hours use the CT Relay: 1-800-842-9710

All office locations provide support groups, crisis intervention, and referral services.

ALL SERVICES ARE FREE AND CONFIDENTIAL

- Anyone can be a victim, regardless of gender, age, race/ethnicity or economic background.
- Research estimates that 1 in 4 girls and 1 in 6 boys are sexually assaulted by the age of 18.
- Roughly 85% of victims know the perpetrator.*
- Less than one-third of sexual assaults are reported to the police.

* According to the U.S. Department of Justice

IF SOMEONE YOU KNOW HAS BEEN SEXUALLY ASSAULTED

If someone you care about has been sexually assaulted, you may be feeling many uncomfortable emotions such as:

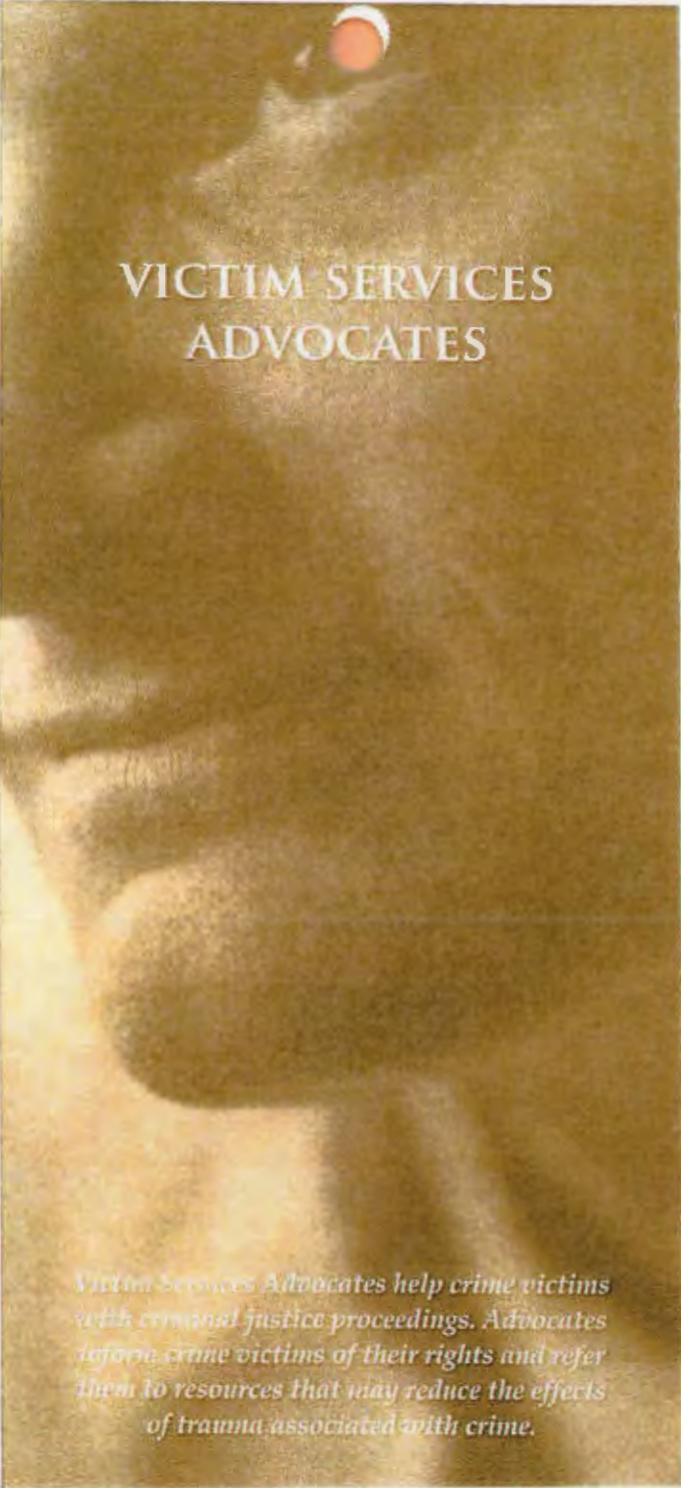
- Helplessness
- Anger
- Fear
- Confusion
- Self-blame
- Feelings of revenge
- Frustration

You may also wonder how you can best help and offer support.

These feelings are normal. It is important to acknowledge these emotions and learn to manage them. We can help. We offer support and information for friends and family of survivors.

If you would like to talk to someone about these emotions and other issues around the assault, please call our 24 hour toll-free hotline at 1-888-999-5545, en Español 1-888-568-8332.

**SEXUAL ASSAULT IS
NEVER THE VICTIM'S FAULT,
NO MATTER WHAT
THE CIRCUMSTANCES.**



VICTIM SERVICES ADVOCATES

Victim Services Advocates help crime victims with criminal justice proceedings. Advocates inform crime victims of their rights and refer them to resources that may reduce the effects of trauma associated with crime.

WHO CAN RECEIVE VICTIM COMPENSATION (MONEY)?

- A victim of a personal injury crime.
- The dependents or a designated decision maker of a homicide victim.
- A child who witnesses domestic violence and is not related to the victim.
- Relatives of sexual assault, child abuse, domestic violence, or homicide victims.
- A person who paid some or all of the funeral expenses.
- A person who provided care to a personal injury victim.

BENEFITS

- Personal injury up to \$15,000.
- Survivor benefits up to \$25,000.
- Non-relative child witness of domestic violence up to \$2,000.

ELIGIBLE COSTS INCLUDE (LIMITS MAY APPLY)

- Medical, dental, counseling.
- Lost wages or support.
- Funeral (\$5,000 maximum).
- Crime scene clean-up (\$1,000 maximum).
- Medical expenses related to the injury to a guide or assistance dog.

WHAT IS NOT COVERED

- Property loss/damage.
- Pain and suffering (physical and emotional stress).
- Any other non-economic loss.

ELIGIBILITY REQUIREMENTS

- You were injured during a crime or injured while helping police during a crime.
- You did not cause the crime or do anything illegal.
- The crime was reported to police within 5 days or within 5 days when a report could reasonably be made.
- You are a sexual assault victim and told certain medical and mental health providers or advocates about the sexual assault or you went to a health care facility to have an exam done and did not report the crime to police.
- Filing period: two years (waiver form available).

For more information about the Compensation Program or to receive an application, please call toll-free 1-888-286-7347 or visit the OVS Web site at www.iud.ct.gov/crimevictim/

RIGHTS OF CRIME VICTIM

As a crime victim, you have certain rights under the Connecticut Constitution.

You have the right to:

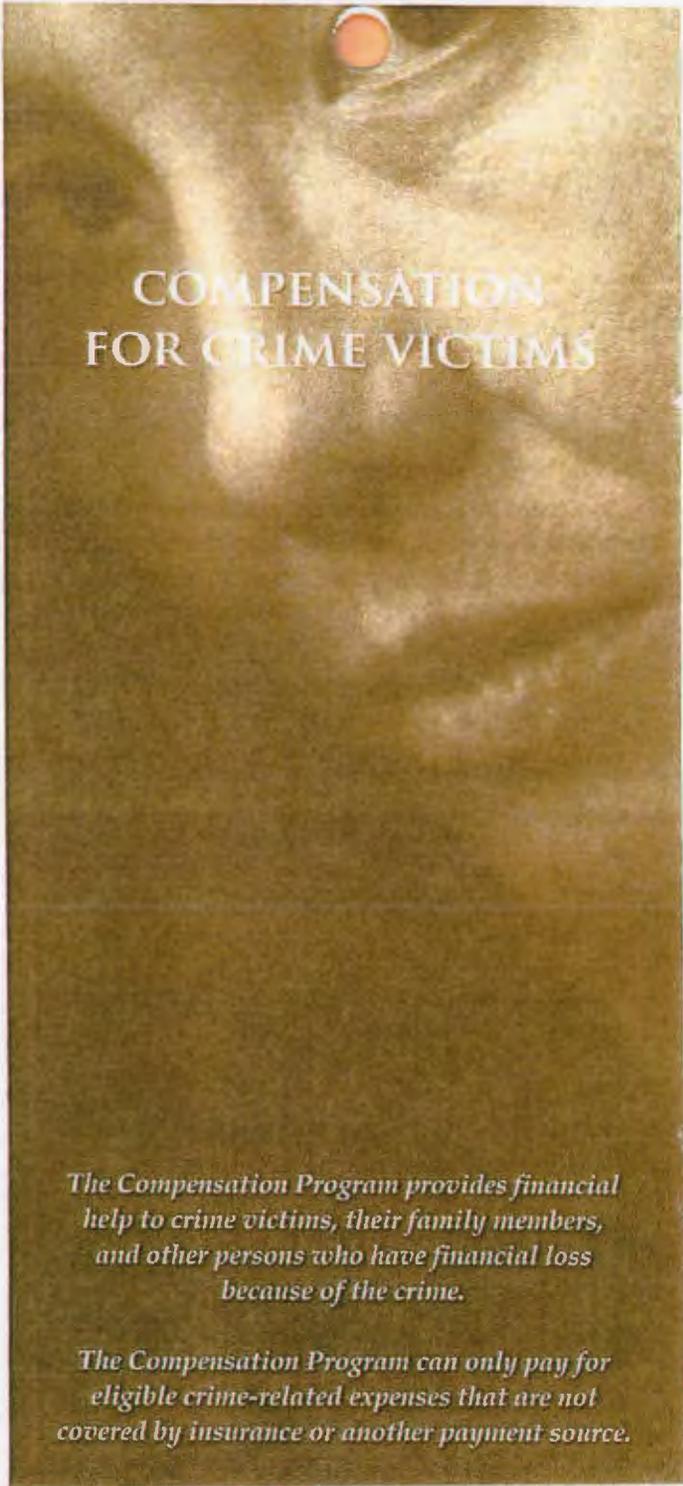
- Be treated with fairness and respect throughout the criminal justice process;
- Have the case completed in a timely manner following arrest of the accused, provided no rights of the accused are shortened by it;
- Be reasonably protected from the accused throughout the criminal justice process;
- Be told of court dates;
- Attend the trial and all other court proceedings (arraignment, pre-trial, and sentencing) unless you are testifying, in which case the court may decide that you can't attend the trial until after you are done testifying;
- Talk to the prosecutor about the case;
- Have the chance to agree or disagree with any plea agreement between the accused and the prosecutor and to make a statement to the court before the court decides if it will accept the agreement;
- Make a statement to the court at sentencing;
- Request restitution for expenses or property lost or damaged because of the crime; and
- Get information about the arrest, conviction, sentence, imprisonment, and release of the offender.

Connecticut Constitution Article First, Section 8(b)

The Connecticut Judicial Branch, Office of Victim Services (OVS) provides information and services to victims of violent crime and their families, including advocacy during criminal court proceedings and financial help for out-of-pocket expenses caused by the crime.

SERVICES OFFERED

- Financial help for out-of-pocket expenses related to the crime, including medical, dental, counseling, funeral, and lost wages. (1-888-286-7347)
- Court-based victim services advocates to provide support during court proceedings and information on crime victims' rights and the criminal justice system.
- Victim services advocates at the Board of Pardons and Paroles to help crime victims during the pardons and paroles process. (1-800-303-2884, listen for prompts to be connected to an advocate.)
- Toll-free Helpline (1-800-822-8428) for information on crime victim rights and referrals to state and community agencies.
- Confidential victim notification programs that provide information to victims about changes in inmate status, requests made by an inmate for changes in registration status with the Sex Offender Registry, and when orders of protection end.
- Toll-free CT SAVIN (1-877-846-3428) for notification of certain court events, changes to an inmate's custody status, and when a criminal court order of protection is issued, changed, or ends.
- Training for criminal justice and victim service professionals on victim rights and services.
- Funding to community-based victim service agencies in Connecticut to provide crisis intervention, counseling, 24-hour Hotlines, and other services.
- Sexual assault forensic nurse examiners to provide compassionate care and forensic examination services to sexual assault victims that go to participating hospitals. (1-800-822-8428)



COMPENSATION FOR CRIME VICTIMS

The Compensation Program provides financial help to crime victims, their family members, and other persons who have financial loss because of the crime.

The Compensation Program can only pay for eligible crime-related expenses that are not covered by insurance or another payment source.

OVS has victim services advocate courthouses throughout the state to help victims of personal injury crimes, their family members, and family members of homicide victims. There are also victim services advocates at the Board of Pardons and Paroles (Board) to help crime victims during the pardons and paroles process.

ADVOCATES MAY HELP VICTIMS BY

- Serving as a contact between victims and court and Board staff.
- Telling victims about their state constitutional rights.
- Explaining the criminal justice system.
- Giving victims updates on the criminal case.
- Going to court and Board proceedings with victims and advocating for their rights.
- Referring victims to social service agencies.
- Telling victims about the victim notification programs and helping with registering for notification.
- Explaining:
 - how to write a victim impact statement and may help victims with reading the statement;
 - restitution and helping with requests for restitution;
 - the Compensation Program and may help victims complete an application;
 - how to get property returned that was held as evidence; and
 - orders of protection and helping victims get orders of protection.

Please call OVS toll-free at **1-800-822-8428** for more information about OVS victim services advocates and crime victims' rights or visit the OVS Web site at www.jud.ct.gov/crimevictim/.

Focusing on a brighter future

VICTIM NOTIFICATION PROGRAMS

Notification programs provide important information to victims and other eligible persons about changes in the status of inmates, requests for an inmate for changes in registration, inmates with the Sex Offender Registry, and when orders of protection end.

The SAFE Program is named after late Gail Burns-Smith, a national and local advocate for victims of sexual assault and abuse. SAFE services are offered at 6 participating hospitals in the Hartford, Middlesex, and Windham counties.

WHAT IS A SEXUAL ASSAULT FORENSIC EXAMINER (SAFE)?

A SAFE is a registered nurse, advanced practice registered nurse, or physician with specialized training in the collection of forensic evidence for sexual assault victims.

WHAT IS SEXUAL ASSAULT FORENSIC EXAM?

An examination that includes collecting information and evidence, doing a physical exam for injury, and providing for the care of sexually transmitted disease and prevention of pregnancy, as well as referrals for follow-up care.

WHAT ARE THE BENEFITS OF THE SAFE PROGRAM?

- Sexual assault victims receive compassionate and specialized care.
- Improved quality of forensic evidence.
- Helps responding agencies to work more closely together to provide services.

WHO IS ELIGIBLE FOR SAFE SERVICES?

- A person 13 years old or older who is a victim of a sexual assault or abuse.
- The sexual assault or abuse happened within 120 hours.
- The sexual assault victim is able to give permission to have a sexual assault forensic exam.

For more information about the Gail Burns-Smith Sexual Assault Forensic Examiners (SAFE) Program, please call OVS toll-free at **1-800-822-8428**.



TOLL-FREE
800-822-8428

ADMINISTRATION
860-263-2760

The Judicial Branch of the State of Connecticut complies with the Americans with Disabilities Act (ADA). If you need a reasonable accommodation in accordance with the ADA, contact a Judicial Branch employee or an ADA contact person listed at www.jud.ct.gov/ada/.



Office of Victim Services
State of Connecticut Judicial Branch

www.jud.ct.gov/crimevictim JDP-VS-17 (Rev. 9/14)

HAS YOUR LIFE
BEEN AFFECTED BY CRIME?

Programs to
HELP
you.



OFFICE OF VICTIM SERVICES

Imagining a brighter future



ABOUT OVS

The mission of the Office of Victim Services is to provide statewide leadership and the highest quality advocacy, services, and education guided by the individual crime victim's experience.

Important
TELEPHONE NUMBERS

TOLL-FREE

COMPENSATION 1-888-286-7347

SERVICES 1-800-822-8428

COMPENSATION

TEL 860-263-2761 FAX 860-263-2780

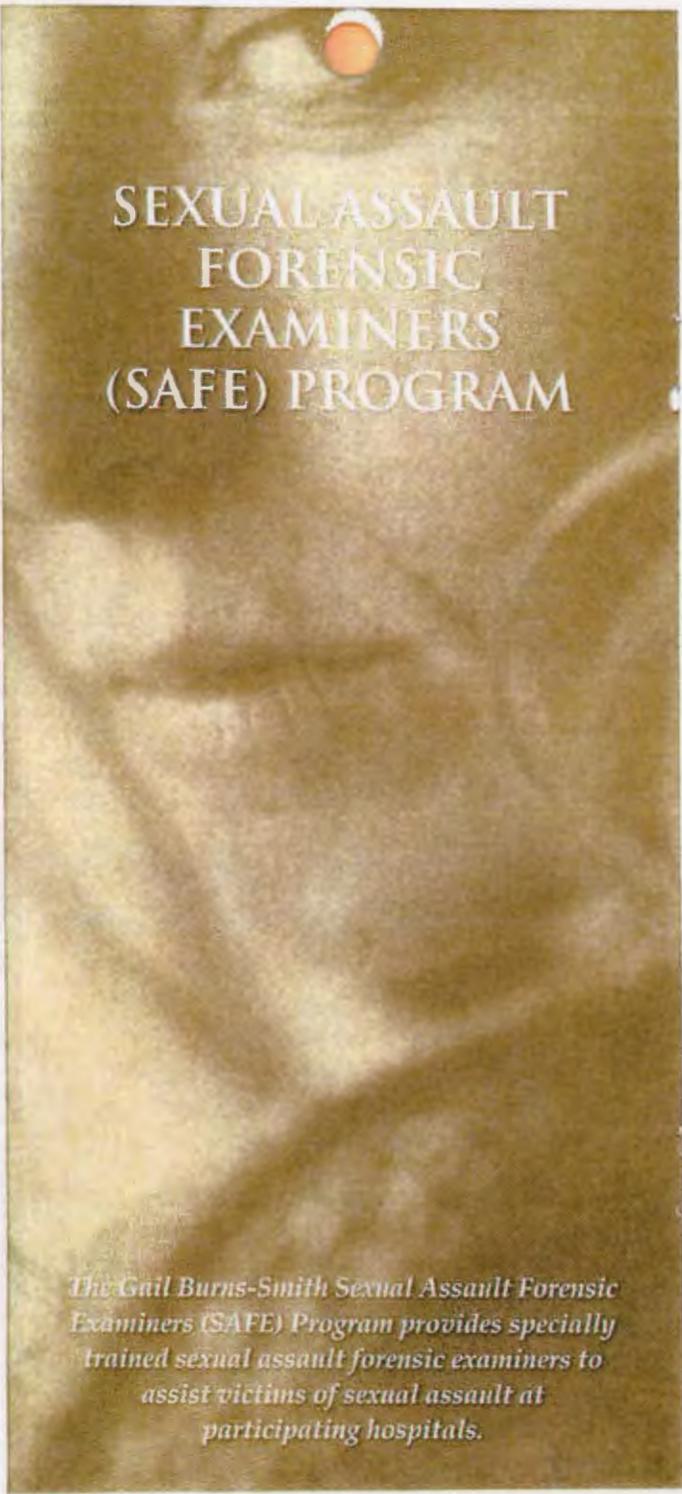
ADMINISTRATION

TEL 860-263-2760 FAX 860-263-2777

TELECOMMUNICATIONS

RELAY SERVICE

CALL 711



SEXUAL ASSAULT
FORENSIC
EXAMINERS
(SAFE) PROGRAM

The Gail Burns-Smith Sexual Assault Forensic Examiners (SAFE) Program provides specially trained sexual assault forensic examiners to assist victims of sexual assault at participating hospitals.

OVS provides the following free confidential notification programs:

POST-CONVICTION CHANGE IN INMATE STATUS

Provides notification about changes in the status of inmates sentenced to the Department of Correction.

Notifications include:

- Release
- Halfway house release
- Pardons hearing
- Parole hearings/release
- Re-entry furlough
- Sentence modification
- Sentence review
- Transitional supervision

SEX OFFENDER STATUS CHANGE

Provides notification when an inmate applies or asks the court for a change in status on their registration with the Sex Offender Registry.

The changes in the Sex Offender Registry that an inmate may request include:

- Not having to register.
- Limiting the information that is available to the public.
- Removing any limits on the information that is available to the public.

WHO MAY MAKE A REQUEST TO BE NOTIFIED?

- Crime victims or the parent(s) or guardian(s) of minor crime victims.
- Family members of homicide victims.
- Legal representative of crime victims.
- State's attorney.
- Inmate's immediate family members.

HOW DO I REGISTER?

Call OVS toll-free at **1-800-822-8428** and ask for a Confidential Request for Notification of Status of Inmate form or visit www.jud.ct.gov/crimevictim/.

NOTIFICATION WHEN PROTECTIVE AND RESTRAINING ORDERS END

Automatic notification is provided to a protected person when the protective order ends or 5 weeks before a restraining order ends.



CT SAVIN

Connecticut Statewide Automated Victim Information and Notification (CT SAVIN) is a confidential service that provides crime victims, victim advocates, and other concerned citizens with notification about certain criminal court events, changes to an inmate's custody status, and when a criminal court order of protection is issued, changed, or ends.

CT SAVIN is available 24 hours a 7 days a week. Registrations are available in English and Spanish. Notifications are available in English, Spanish, Polish, or Portuguese.

INFORMATION NEEDED TO REGISTER FOR NOTIFICATION

To register you will need to know the offenders' first and last name, or you may use the docket number if registering for criminal court case status notification, or the offender's inmate number if you are registering for custody status notification.

TO REGISTER FOR PHONE NOTIFICATION

To register you will need a touch-tone telephone. You may also register more than one telephone number.

1. Call 1-877-VINE-4CT (1-877-846-3428);
2. Follow the instructions; and
3. Select a 4 digit PIN number (the same PIN may be used with multiple telephone numbers).

TO REGISTER FOR TTY PHONE NOTIFICATION

1. Call the Nationwide (in-bound) toll-free number for TTY devices (1-866-847-1298);
2. A CT SAVIN/VINE Representative will register you for notifications.

TO REGISTER FOR NOTIFICATION ON-LINE

1. Go to www.jud.ct.gov;
2. Click on the CT SAVIN button;
3. Click on Search and Register tab;
4. Follow the instructions.

RECEIVING NOTIFICATION CALLS

Notification calls are made between 7:00 a.m. and 9:00 p.m. and will continue for every 30 minutes until the registrant or voicemail answers the call. The calls will then continue every 2 hours (up to 48 hours) until a correct PIN is entered. If there is a change in bail, the calls will continue for 48 hours or until a correct PIN is entered.

When you see something,
say something.

THE RED FLAG CAMPAIGN

A campaign to address and prevent dating violence!

Monday 10/3

Moore Field House
Lobby

10:30 am-12:30 pm

Tuesday 10/4

Adanti Student Center
Plaza

11:30 am-1:30 pm

Tuesday 10/11

Adanti Student Center
Plaza

11:30 am-1:30 pm

Tuesday 10/25

Adanti Student Center
Plaza

11:30 am-1:30 pm

Contact Elizabeth Brady,
BradyE4@SouthernCT.edu if
you would like to host a Red
Flag Campaign program
with your residence hall,
club, or organization.

V.P.A.S.

VIOLENCE PREVENTION,
VICTIM ADVOCACY
AND SUPPORT CENTER

For more information, visit
SouthernCT.edu/vpas

Schwartz Hall 203.392.6946

THE RED FLAG CAMPAIGN



STALKING

Join us to make a red flag to raise awareness of dating violence and learn how we can all make a positive change in our community!



EMOTIONAL
ABUSE

Monday 10/3

Moore Field House Lobby

10:30am-12:30pm



VICTIM
BLAMING

Tuesday 10/4

Adanti Student Center Plaza

11:30am-1:30pm



Isolation

Tuesday 10/11

Adanti Student Center Plaza

11:30am-1:30pm

Tuesday 10/25

Adanti Student Center Plaza

11:30am-1:30pm



Sexual
Assault

Contact Elizabeth Brady, BradyE4@SouthernCT.edu if you would like to host a Red Flag Campaign program with your residence hall, club, or organization.

For more information, visit SouthernCT.edu/vpas

Southern Connecticut State Universi-

- VPAS • Alpha Sigma Alpha • Beta Mu Sigma • Omega Zeta Pi • Delta Phi Epsilon • Greek Life Council •
- Residence Life • Office of Student Involvement • Counseling Services • Public Health Department •
- Public Health Society • University Access Programs • School of Health and Human Services • Triota •
- SCSU Field Hockey • University Police • Women's Studies Program • Office of Student Conduct •

• MFT •
Marriage and Family Therapy

• SAGE • Sexuality and Gender Equality Center

• OLAS • Organization of Latin American Students

• West Campus • North Campus • Wilkinson Hall • Brownell Hall •

• Women & Families Center • Umbrella Center for Domestic Violence Services •

• SART •
Sexual Assault Resource Team

Take
Back the
Night

SPONSORED BY

.WE ARE UNITED.

.WE WILL BELIEVE.

.WE CAN END IT.

APRIL 18th

Visit: SouthernCT.edu/vpas
#SCSUtakethebackthenight2016

Pre-Rally 2pm -4pm on the Buley Patio

Refreshments	Music	Games
T-shirt Making	Giveaways	& More!

Main Event
6:45PM • MEET OUTSIDE ASC
DUNKIN DONUTS ENTRANCE

FOR THE MARCH • Main event at 7pm
following the march on the Residence Life Quad for the
kick-out, keynote and performances!

Rain Location: Farnham Hall Lobby

KEYNOTE SPEAKER: Rose Richi

*University of Connecticut alumni,
survivor, and activist who shared the
Oscars stage with
Lady Gaga*

For more information
contact Elizabeth Brady,
Violence Prevention, Victim
Advocacy and Support Center
(VPAS) at
Ebrady4@SouthernCT.edu or
203.392.6946.



MEN'S FEST



**Come and join the men on
campus for some fun:
Interactive games, food,
prizes, and chance to win
Southern Hoodie from
bookstore!**

**WHEN
TUESDAY,
DECEMBER
6TH**

**WHERE
CHASE,
WILKINSON,
AND
FARNHAM
LOBBIES**

**TIME
11:30A.M.-
1:30P.M.**

**Sponsored by:
VPAS
Southernct.edu/
VPAS**

**Presented by Men for
Men**

**E. OTHER SUPPLEMENTAL
INFORMATION**

2016

UNIFORM CAMPUS CRIME AND FIRE SAFETY REPORT

JEANNE CLERY DISCLOSURE
OF CAMPUS SECURITY POLICY AND CAMPUS STATISTICS
2013-2015



Southern Connecticut
State University



CAMPUS SECURITY REPORT

I. INTRODUCTION	4	IV. REPORTING A CRIME AND POLICE RESPONSE	15
Message from the SCSU Chief of Police	4	Confidential Reporting Procedures	16
Preparing the Annual Campus Security Report	4	Reporting Sexual Assault	16
SCSU Police Department: Overview: Mission and Personnel	5	Victim Assistance	16
Authority and Jurisdiction	5	Judicial Action	17
Daily Log	5	University Disciplinary Procedures Regarding Sexual Assault	17
II. EMERGENCY RESPONSE	6	Sexual Violence Education and Support	17
Emergency Notification, Response and Evacuation	6	Response to Sexual Assault (SART)	17
Evacuation Procedures	7	Restraining Orders and Protective Orders	18
Missing Student Notification	7	Sex Offender Registry	18
Timely Warning Policy	8	V. GENERAL SAFETY POLICIES	20
III. CRIME PREVENTION PROGRAMS	10	Policy on Pluralism	20
Bike Patrol Unit	10	Guest Policy for Residence Life	20
Blue Light Emergency Telephones	10	Guest Policy for Overnight Guests	21
Environmental Safety Design and Maintenance of Campus Landscape	11	Policy on Alcohol and Drugs	21
Law Enforcement and Residents Networking (LEARN)	11	Policy Violation: Family Educational Rights and Privacy Act	21
Operation SAFE: Pedestrian Safety Awareness for Everyone	11	Parental Notification	21
Rape Aggression Defense (RAD)	12	Drug and Alcohol Prevention Program Review: Alcohol	21
Silent Witness Program	12	Drugs	22
Shuttle Bus Service	12	Policy on Firearms/Fireworks	22
Late Night Owl Watch Service	12	VI. DEFINITIONS OF REPORTABLE CRIMES	23
Safety Escort Service on Campus	12	Clery Crime Definitions	23
Controlled Access to Campus Facilities	13	Crime Statistics	26
Individual Counseling and Referral	13	Hate Crime Statistics	29
Alcohol and Other Drug Services	13	BOR/CSCU SEXUAL MISCONDUCT, SEXUAL ASSAULT AND INTIMATE PARTNER VIOLENCE POLICY	31
Alcohol and Drug Education and Prevention Programs	13		
Drug and Alcohol Self-help Groups	13		
Metro Taxi Safe RIDES Program	13		

FIRE SAFETY REPORT

DEFINITIONS AND FIRE STATISTICS.....	38
UNIVERSITY HOUSING REGULATIONS ...	40
FIRE SAFETY SYSTEMS.....	42
IN CASE OF FIRE.....	44
Training, Preparedness and Evacuation Information	
SCSU CAMPUS MAP.....	48
EMERGENCY NUMBERS AND RESOURCE AND REFERRAL LISTING.....	IBC

CAMPUS SECURITY REPORT

I. INTRODUCTION

Message from the SCSU Chief of Police

The 2016 Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics for Southern Connecticut State University has been prepared for your review. The statistics reflect reported crimes that have occurred on campus, as well as those that occurred on off-campus affiliated properties and public property adjacent to the university. This annual report includes mandated crime statistics for the 2013, 2014 and 2015 calendar years. This report also incorporates a section dedicated to fire safety which provides statistical and important fire safety information.



The 2016 report includes mandated reporting categories to include incidents of dating violence, domestic violence, sexual assault and stalking that occur within the institutions reporting geographical area and reported to a campus security authority as well as to the New Haven and Hamden Police Departments. The report provides important information regarding the services offered by the university and the Southern Police Department. The Southern Police Department remains dedicated to providing a safe environment for students, faculty and staff. Maintaining a safe community is accomplished through high visibility patrol strategies,

crime prevention education and working collaboratively with the campus community.

Please take a moment to review the information contained in this report and do not hesitate to reach out to a member of the Southern Police Department if you have any concerns about safety. This report is available to all students, prospective students, faculty and staff online at: SouthernCT.edu/go/cleryreport

Copies of this report are available in the lobby of the University Police Department located in Granoff Hall. The report is also made available to every student, faculty or staff person and to the general public.

A handwritten signature in black ink that reads "Joseph M. Dooley".

Chief Joseph M. Dooley

Preparing the Annual Campus Security Report

The SCSU Police Department is responsible for preparing and distributing the Annual Security Report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The Annual Security Report is published every year by October 1 and contains three years of selected campus crime statistics and specific campus security policy statements as required by the Clery Act. The SCSU Police Department composes the Annual Security Report and assembles the statistical information

with input from various sources, such as local law enforcement agencies and the Office of Student Affairs.

All crimes, even if one does not wish to pursue action within the university system or the criminal justice system, should be reported to the SCSU Police Department for the safety and security of the community and to ensure inclusion in the annual crime statistics.

SCSU Police Department Overview: Mission and Personnel

The SCSU Police Department is located in Granoff Hall in the heart of the SCSU residence life complex. It functions 24 hours a day, seven days a week throughout the year and has been in operation for more than 25 years. The University Police Department provides a full range of police services to ensure the safety and protection of the campus and its university population of more than 12,500 faculty, staff and students, of which about 2,800 reside on campus. Situated on 171 acres, the campus territories include nine high-rise residence halls, 36 buildings, four sports fields, 12 parking lots, a 600-space parking garage, a 450-space residence garage, and a new 1257-space garage on Wintergreen Ave.

The mission of the SCSU Police Department is to provide a safe environment for the faculty, staff, students, and visitors through its commitment to:

Reliability—to provide the absolute best service to this community

Education—to educate faculty, staff and students in all areas of crime prevention

Safety—to teach the community how to protect itself against crimes of opportunity

Professionalism—to conduct ourselves in a professional manner utilizing training and equipment

Enforcement—to enforce federal, state, and university laws and regulations

Commitment—to provide a safe and secure environment for our community

Trust—to provide an atmosphere that is fair and impartial while maintaining the integrity and high standards of the Police Department and the university

Currently, SCSU police have 27 officers, including the chief of police, deputy chief of police, lieutenant, four sergeants, detective, and 19 patrol officers. There are also five dispatchers, one building and grounds officer, and 25 university assistants.

Authority and Jurisdiction

The police at Southern, as well as at Central, Western and Eastern Connecticut State universities, the Connecticut community colleges and the University of Connecticut, are governed by Connecticut General Statutes 10a-156b (formerly 10a-142) and 29-18. University police have the duties, responsibilities, and authority of any duly organized police department, including comprehensive arrest powers. University police also have access to and use of all current law enforcement technologies. They interact with the state judicial system in relevant cases and assist other law enforcement agencies in carrying out their mission.

The SCSU Police Department jurisdiction is primarily defined by the geographic limits of property owned or controlled by the university and the immediate perimeter. It provides assistance to neighboring municipal police departments when needed. Although there are no formal memoranda of understanding agreements at this time, university police work in collaboration with area law enforcement.

Daily Log

The SCSU Police Department maintains a daily log of all crimes reported to the department. The log lists the nature of the crime, the date, time and general location of the crime. Entries or updates within two business days may be withheld if the information is protected by statute, if there is a danger to the victim or a need to keep the investigation confidential.

If there is reason to believe that release of information will result in the perpetrator leaving the area or that evidence will be destroyed, information may be withheld until the jeopardy no longer exists. The daily log is open to public inspection at the Police Department, located in Granoff Hall, for a 60-day period. Data more than 60 days old will be made available within three business days of a request for public inspection. Normal business hours are Monday through Friday, 8:30 a.m. to 4:30 p.m. All records required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act will be retained for a period of three years following the publication of the last annual campus security report to which they apply.

II. EMERGENCY RESPONSE

Emergency Notification, Response and Evacuation

Southern, its sister universities and the Connecticut State University System office, have implemented an Emergency Notification System (ENS) that reflects the commitment to protect and preserve the life, health and safety of the campus community and to safeguard the operations of the institution. The system is designed to quickly send emergency notifications and provide protective action information to campus members via telephone (land line and cell), text messaging and e-mail. Those who wish to be included in the system and receive notifications must opt in and sign up for SouthernALERT.

SouthernCT.edu/southernalert

SCSU police will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

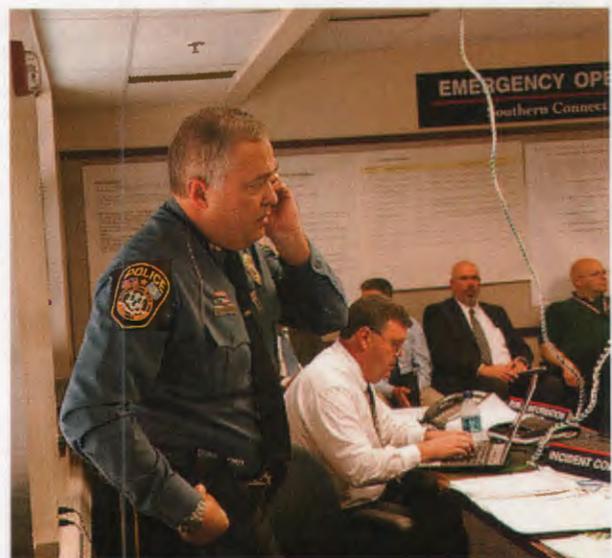
The institution will promptly determine the content of the notification and initiate its dissemination, unless such a notification would, in the professional judgment of the Police Department, compromise efforts to assist victims or to otherwise address the emergency.

When a situation is reported to SCSU police, the department will immediately respond and investigate. An activation approval process has been developed involving key university administrators who will approve the release of the notification. In dire emergencies, this task

may fall to the police department so as to not delay the notification. An implementation task force has developed the messages that will be used for this emergency notification.

The university uses the Incident Command System structure for emergencies and the system would be implemented if and when the release of information is deemed necessary and appropriate. In most instances, activation of the system would involve approval of the university president.

Notification measures to the larger community for emergency situations include the ENS, campus siren



SCSU Police Chief Joseph Dooley takes a phone call during an emergency management drill designed to test and improve the university's response to potential crises.

public address system, campus e-mail, vehicle and portable public address, the SCSU Information Line, student portal, SCSU radio and television and media release/press conferences.

All measures involve the Police Department, the Office of the Executive Vice President, the Office of the Vice President for Student and University Affairs, Office of Public Affairs, and Facilities Operations Department. The institution will test the ENS system annually in accordance with the Emergency Management Plan.

Evacuation Procedures

A workplace emergency is an unforeseen situation that threatens employees, customers, or the public; disrupts or shuts down operations; or causes physical or environmental damage.

Emergencies may be natural or man-made and include the following:

- Floods
- Hurricanes
- Tornadoes
- Fires
- Toxic gas releases
- Chemical spills
- Radiological accidents
- Explosions
- Civil disturbances
- Workplace violence resulting in bodily harm and trauma

In the event of an emergency, you may be required to evacuate your workplace. Announcements will be made, and the university will implement the Emergency Notification System, SouthernAlert, which conveys important information to the campus community in the event of an emergency, weather-related closing/delay or other potentially hazardous situation. If you have access to radio, television, or the Internet, use these resources to keep informed and follow whatever official orders you receive.

Three important things to remember are:

1. Remain calm
2. Do not take unnecessary risks
3. Follow instructions



In the event of any emergency requiring a building evacuation, leave the building immediately and move a minimum of 300 feet away from affected buildings. Activate the fire alarm as you leave. Call the University Police Department from a safe location by dialing 911 or 203-392-5375. Do not re-enter the building until emergency personnel declare it safe.

If an emergency is weather-related, you may not be required to evacuate. Instead, you may be required to take shelter in a portion of the building in which you are located at the time and await further instructions. Severe weather evacuations will be evaluated based on the type of emergency, the imminence of the danger and recommendations from the state Department of Emergency Management and Homeland Security.

When community evacuations become necessary, local officials provide information to the public through the media. In some circumstances, other warning methods, such as sirens or telephone calls, also are used.

SCSU has a Continuity of Operations Plan (COOP), which ensures that the university can carry on all essential functions in case of a natural or man-made disaster. It outlines steps that the university will take in the event a disaster interrupts typical, normal operations.

Missing Student Notification

When a student is unaccounted for and deemed missing from a university residence hall and/or campus, a report must be made concerning the missing status of the student to the University Police Department as soon as possible. In addition, a report will be made to the Office of Residence Life and/or the dean of student

affairs, followed by a thorough check within the student's residence hall and the academic areas as determined by the student's course schedule.

Upon receipt of the missing student information, university police will begin an immediate investigation to attempt to locate the student. It is important to emphasize that a student does NOT have to be missing for 24 hours for university police to begin efforts to locate that individual. Rather, these efforts may begin as soon as it is reported that the student is missing.

Students living on campus may register the name of a confidential contact person to be notified if they are later determined to be missing. Only authorized campus officials and law enforcement officers working on a missing person investigation may have access to this information. All students, even if they have not registered a contact person, are advised that their hometown law enforcement agency will be notified if they are missing.

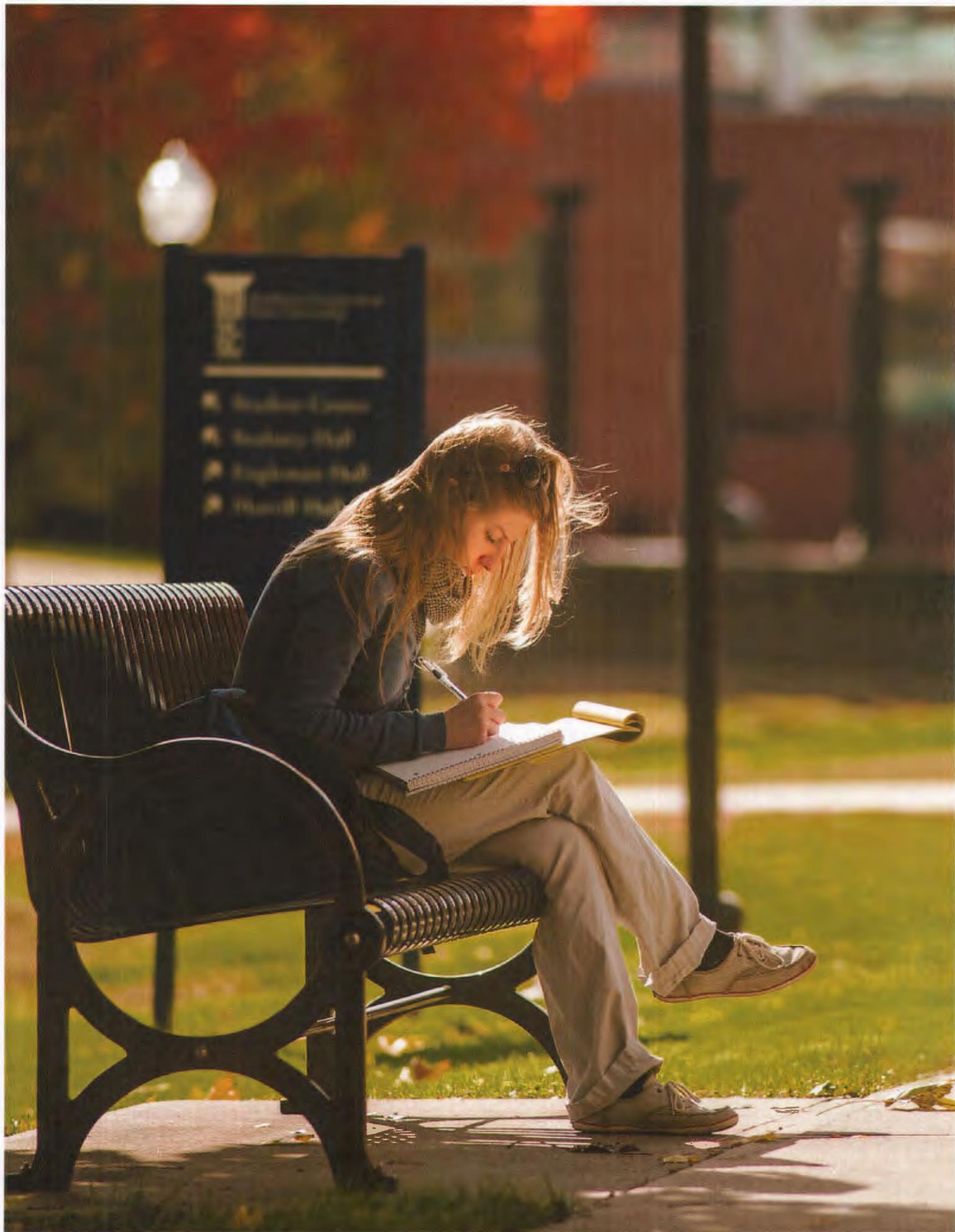
The parent or guardian of any student under 18 years of age and not emancipated must also be notified as well.

Official missing student reports are to be referred immediately to the SCSU Police Department and/or the local police department. Missing students can be reported by calling the police dispatch center at 203-392-5375 or by dialing 911.

Timely Warning Policy

If a situation arises, either on or off campus, that constitutes an ongoing or continuing threat to the campus community, a campuswide "timely warning" will be issued by the university within 24 hours. Timely warnings are generally issued by university e-mail, but may also be issued via the SouthernAlert system. Crime alerts will be printed on blue-colored paper and posted on the primary bulletin board of each campus building.





III. CRIME PREVENTION, SAFETY AND SECURITY AWARENESS PROGRAMS

Crime prevention programs are critical to educating the campus community and reducing crime. The SCSU Police Department sponsors several crime prevention programs to emphasize awareness and offer education on methods to reduce the opportunities of becoming a victim. Southern police distribute materials and make frequent presentations to familiarize students, faculty and staff with their shared responsibility in preventing crime. The programs and initiatives are listed as follows.

Bike Patrol Unit

The University Police Department has a nine-officer bike patrol unit that was started in 1994 and operates year-round. The officers are certified police cyclists through the International Police Mountain Bike Association (IPMBA). Implemented to increase visibility and approachability of the officers on campus, the bike patrol unit offers positive community relations and a practical approach to patrolling in an urban setting.

Blue Light Emergency Telephones

At strategic locations throughout the campus, Blue Light Emergency Telephones, have been installed that connect the caller immediately and directly to university police. The police can identify the exact location of the caller and will send an officer immediately.



Environmental Safety Design and Maintenance of Campus Landscape

University police work with the Facilities Operations Department in overseeing the physical safety of the campus landscape. With the assistance of facilities operations personnel, overgrown bushes, trees and brush on campus that may provide cover for criminal activity are regularly trimmed or removed to maximize visibility and safety. University police also make recommendations on the effectiveness of campus lighting to deter crime, ensuring that buildings, entrances and exits, stairs, pathways, parking areas, ATMs, emergency phone locations, sports and recreation areas, laundry rooms, and storage areas are well-lit.

Law Enforcement and Residents Networking (LEARN)

LEARN is a cooperative effort between the university police officers and Southern community members who strive for proactive communication to effectively report, respond and prevent crime. In addition to providing safety through regular patrols, university police are further promoting crime prevention through the education and positive interactions with the Southern community.

Each residence hall, or "neighborhood," has at least one police officer who has volunteered time to the program. Each LEARN officer monitors trends within that neighborhood, provides educational seminars and is available to that particular community for information, mentoring and training. Police officers in each of the Southern community neighborhoods are committed to promoting a safe learning environment. Our goal is to empower each member of the community through safety education.

Operation SAFE: Pedestrian Safety Awareness for Everyone

The SCSU Police Department, in an effort to promote pedestrian safety, encourages the students, faculty and staff to practice good pedestrian safety skills by following the noted Pedestrian Safety Guidelines. This initiative educates our university community in the importance of using clearly marked and designated crosswalks while crossing on a daily basis the streets that traverse our campus. Pedestrian Safety Guidelines:

1. Cross the street only at intersections and do not jaywalk.
2. Use only marked crosswalks.

3. Do not cross in the middle of the street or between parked cars, as drivers are not expecting pedestrians to cross mid-block.
4. When crossing streets, before you enter the crosswalk, make eye contact with drivers approaching the crosswalk to ensure traffic has stopped.
5. Stop at the curb and look left, right and left again before you step into the street. Be sure to evaluate the distance and speed of on-coming traffic before you step out into the street to ensure that a vehicle has adequate distance in which to stop safely.
6. Remember, don't take those "NO RIGHT TURN ON RED" signs for granted and always check for turning vehicles before stepping off the curb.
7. Avoid walking in traffic where there are no sidewalks or crosswalks. If you have to walk on a road that does not have sidewalks, walk facing traffic.
8. At intersections, scan over your shoulder for turning vehicles to make sure that the driver knows you are there.
9. Wear bright colors or reflective clothing if you are walking near traffic at night and/or carry a flashlight.
10. Use extra caution when crossing multiple lanes for higher speeding vehicles, while paying attention to the on-coming lanes of traffic.
11. Always look for signs that a car is about to move (rear lights, exhaust smoke, sound or wheels turning) and never walk behind a vehicle that is backing up.
12. During inclement weather (rain or snow) allow extra time and distance for a vehicle to stop and do not let your umbrella or jacket hood block your view of approaching traffic.
13. If your view of approaching traffic is blocked by something, move to where you can see, stop and look left-right-left again.
14. Never run or dash into the street.
15. Watch out for entrances to parking lots, including sidewalks that cross driveways and entrances to them. Always check for cars entering or exiting the parking lot.
16. If the intersection has a pedestrian signal, press the button and wait for the pedestrian signal to display the "WALK" indicator, which indicates that it is safe to proceed into the crosswalk. You should continue to be alert for traffic at all times while in the roadway and always check for turning vehicles.
17. A flashing "DON'T WALK" signal means that a pedestrian should not start to cross the roadway and that

there is probably not enough time left in the cycle for you to cross the street safely. But any pedestrian who has partially completed their crossing should finish crossing the street or proceed to a safety island in the same direction in which they were headed.

18. A steadily illuminated "DON'T WALK" signal means it is not safe for a pedestrian to enter the roadway in the direction of the signal and you are to wait to cross for the next "WALK" signal to cross safely.

Rape Aggression Defense (RAD)

Sponsored by the SCSU Police Department, the Rape Aggression Defense system is a program of realistic self-defense tactics and techniques for women. It is a comprehensive, women-only course that begins with awareness, prevention, risk reduction and risk avoidance, progressing to the basics of hands-on defense training. The courses are taught by nationally certified RAD instructors. At SCSU, there are four certified instructors. The course is free and open to all female employees and students of the university. For information contact Officer Pantani at pantania1@SouthernCT.edu.

Silent Witness Program

The Silent Witness Program allows students, faculty and staff to report suspicious activity and crimes via the Internet while remaining anonymous. If anyone has witnessed a crime or knows of a crime that was committed or will be committed, simply fill out and submit the Web form. A member of the SCSU Police Department will investigate the information provided. The sender will not be contacted unless they provide contact information. All tips remain anonymous. Please keep in mind this program is intended to assist the SCSU Police Department and is not intended for crimes in progress or for emergencies. Dial 911 in those instances. SouthernCT.edu/silentwitness

Shuttle Bus Service

The Southern Police Department provides a shuttle bus service and all of the shuttles are handicapped accessible. Currently, there are 10 enclosed bus stops located throughout the campus in high pedestrian traffic areas. On-Campus service is available Monday–Thursday from 7:30 a.m.–11:00 p.m. and Fridays from 7:30 a.m. to 5 p.m. The shuttle can be easily accessed in front of Hickerson Hall or by calling First Transit at 203-281-5470 until 11:00 p.m. Shuttles will also go to Union Station, New Haven, on Friday from 7 a.m. until 5 p.m., and the



Rape Aggression Defense Class

Hamden Plaza, Westfield Shopping Mall (Milford), and downtown New Haven on Saturday and Sunday from 1 p.m. until 9 p.m., with the exception of major holidays. SouthernCT.edu/transportation

The Late Night OWL Watch

The Owl Watch is a walking safety escort that provides prompt, courteous walking escorts for Southern Connecticut State University residential students and staff. The Late Night Owl service is committed to the personal safety and awareness of our university community. The service is free, safe and easy to use and is available Sunday–Thursday 11:00 pm to 3:00 am. The service is centralized in Hickerson Hall, and is an initiative provided by University Police and the Office of Residence Life. Late Night Watch Attendants are equipped with university identification and are connected to university police and all residence halls through radios. SouthernCT.edu/go/latenightowlwatch

Safety Escort Service on Campus

The University Police Department also offers an on-campus walking escort service 24 hours a day. Members of the SCSU community can simply call the department at 203-392-5375 for assistance.

Controlled Access to Campus Facilities

During business hours, Southern (excluding housing facilities) will be open to students, parents, employees, contractors and guests. During non-business hours, access to all university facilities is by key or by admittance via the SCSU police. University facilities are open to the public during the day and evening hours when classes are in session. Access to classes and programs is restricted to those enrolled in them. When Southern is closed, university buildings are generally locked. Some university-sponsored programs are open to the general public while others are restricted to students and staff with a valid Southern ID. All residence halls have limited access, with some halls having all outside doors locked on a 24-hour basis and other halls having only main doors unlocked during daytime hours. The residence hall front desks are staffed on a 24-hour basis during the week. Student community coordinators and advisors make regular rounds throughout the buildings, checking to see that outside doors are locked and that floors are quiet. Southern reserves the right to enter rooms to assure proper maintenance and repair, to provide for the health and safety of residents and to investigate suspicion of a violation of university regulations or laws. During extended breaks, the doors of all halls will be secured 24 hours a day. Only those with prior approval will be admitted to facilities during extended breaks.

Individual Counseling and Referral

Students can talk to a licensed professional about personal issues concerning their own use of alcohol or other drugs or that of a friend or loved one. All services are free and confidential to registered students. Please call the University Counseling Services Department at 203-392-5475 to set up an appointment.

Alcohol and Other Drug Services

Counseling Services provides free and confidential screening, evaluation and brief counseling by a licensed Drug and Alcohol Counselor to those students concerned about their own substance use and those in violation of the university alcohol and drug policies. In partnership with the University Police Department and the Wellness Center, Counseling Services collaborates and assists with the sponsoring of alcohol and drunk driving prevention programs. There are many opportunities for students to get involved with the programs and prevention activities. Please call the Wellness Center at 203-392-6526 for more information about how to get involved. In addition, the Wellness Center serves as a storehouse of information on alcohol, tobacco and other drugs with pamphlets, books,

DVDs and other materials available to students, faculty and staff. For more information, visit the Wellness Center in Schwartz Hall or call 203-392-6526 or Counseling Services office B219F in Engleman Hall or call 203-392-5087.

Alcohol and Drug Education and Prevention Programs

In partnership with the University Police Department, the SCSU Alcohol and Other Drug Services sponsors numerous alcohol and drunk driving prevention programs. There are many opportunities for students to get involved with the programs and prevention activities. Please call 203-392-5074 for more information about how to get involved.

Drug and Alcohol Self-help Groups

Al-Anon, Alcoholics Anonymous and Narcotics Anonymous groups meet weekly throughout the New Haven area. For more information on meetings and schedules you may contact Counseling Services at 203-392-5074.

Metro Taxi Safe RIDES Program

R.I.D.E.S is a program designed to offer students a responsible mode of transportation when one is needed. R.I.D.E.S is available to any registered student 24 hours a day and can be used for any reason with "no questions asked." It is especially designed for circumstances when you might lack cash, but need a safe way to get out of an uncomfortable situation, such as being too intoxicated to drive or riding with an angry or intoxicated friend.

Students can register for free for a Metro Taxi RIDES card by contacting the Wellness Center and students will be given instructions on how to use and pay for cab fares. For more information you may contact Counseling Services at 203-392-5087.

Campus Security Authority

The Clery Act regulation "Campus Security Authority" is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution.

- A member of a campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g. an individual who is responsible for monitoring the entrance into the institutional property).

- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

For example, a dean of students who oversees student housing, a student center or student extracurricular activities has significant responsibility for student and campus activities. Similarly, a director of athletics, a team coach and a faculty advisor to a student group also have significant responsibility for these activities. Students may, in some cases, be considered campus security authorities (e.g., resident advisors/assistants, students who monitor access to dormitories). Examples of individuals who would not meet the criteria for being campus security authorities include a faculty member who does not have any responsibility for student and campus activity beyond the classroom, clerical staff and cafeteria staff. A physician in a campus health center or a counselor in a counseling center whose only responsibility is to provide care to students is unlikely to have significant responsibility for student and campus activity.

The function of a campus security authority is to report to the appropriate law enforcement personnel, either campus police or local police, or to an official or office designated by the institution, those allegations of Clery Act crimes that he or she concludes are made in good faith.

A campus security authority is not responsible for determining authoritatively whether a crime took place; that is the function of law enforcement personnel.

The campus security authorities play an important role in the Clery Act compliance.

Certain individuals who have significant responsibility for student and campus activities are exempt from disclosing information:

- **Pastoral counselor.** A person, who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- **Professional counselor.** A person whose official responsibilities include providing mental health

counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution.

Southern Connecticut State University has identified about 500 Campus Security Authorities. Designation as a campus security authority is determined by function within the university community, not position. All Southern Connecticut State University campus security authorities receive comprehensive training annually. The incidents reported to any campus security authority are included in the statistics represented in this annual security report unless determined to be unfounded by law enforcement personnel. In the rare event that a report is determined to be unfounded, that shall be disclosed in the annual security report as well.

Crimes that should be reported by CSA's are:

- Murder and non-negligent manslaughter
- Negligent manslaughter
- Forcible sex offenses
- Non-forcible sex offenses
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson

Over four hundred campus security authorities have been identified on the Southern Connecticut State University Campus. The Southern Connecticut State University Police department is responsible for the annual training of the CSA's. For those Campus Security Authorities that do not work for residence life, the incident reporting form can be found at: SouthernCT.edu/student-life/safety/campus-security-authorities.html. For any inquiries about the CSA training and reporting structure please call Southern Police, Detective Cynthia Torres, 203-392-6335.

IV. REPORTING A CRIME AND POLICE RESPONSE

Community members, students, faculty, staff and guests are encouraged to report all crimes and public safety-related incidents to the University Police Department in a timely manner. To report an emergency on or off campus, call 911. To report a non-emergency crime, or public safety-related matter on campus, call the SCSU Police Department at 203-392-5375. Dispatchers are available 24 hours a day.

SCSU police will respond as quickly and safely as possible to any request for assistance, whether it is an emergency or not. Response time is based on current activity and urgency of the call. Crimes in progress, alarms, traffic accidents with injuries, and medical assists have a higher priority than other types of calls. Police officers in vehicles, on foot, or on bicycles are eager to be of assistance and may be contacted directly. For off-campus offenses, we encourage prompt reporting to the proper local law enforcement agency.

We cannot overemphasize the importance of prompt and accurate reporting of crime. If a crime is not promptly reported, evidence can be destroyed or the potential to apprehend a suspect lost. If you witness a crime or emergency, promptly report it to the SCSU Police Department and be prepared to answer questions as accurately as you can. The subsequent investigation can only be as thorough as the information received. If you are the victim of a crime or you have seen or received information of criminal activity or other emergency, please contact the SCSU police immediately.



Confidential Reporting Procedures

If you are victimized by crime and do not want to pursue action within the university system or the criminal justice system, you may still want to consider making a confidential report. Campus security authorities are individuals who play a role in the security of students and include many faculty members, housing staff and other members of the University community. You may report the incident to any campus security authority who in turn can file a report without revealing your identity. The purpose of a confidential report is to comply with your desire to keep a matter confidential, while taking steps to ensure the future safety of yourself and others. This information allows the university to keep an accurate record of the number of incidents involving our community and determine if there is a pattern of crime with regard to a particular location, method or assailant so the campus community can be alerted to potential danger. Reports filed in this manner are counted and disclosed in the annual statistics for the institution. Pastoral and professional counselors also may encourage clients to make voluntary, confidential crime reports.

Reporting Sexual Assault, Domestic Violence, Dating Violence and Stalking

Rape, all forms of sexual assault and intimate partner violence are crimes under Connecticut General Statutes and also a violation of the institution's rules and regulations. SCSU provides educational programs on campus to promote awareness of rape, acquaintance rape and other sex offenses. These programs take place

regularly in the Student Center, in residence halls and elsewhere on campus. Requests for police participation in these programs are coordinated through the Violence Prevention, Victim Advocacy, and Support Center, Office of Residence Life, University Counseling Center, Department of Health Services, Social Work Department, Nursing Department, Women's Studies Program and others.

If you become a victim of or witness to a sex offense, domestic violence, dating violence, stalking, or any crime, report it immediately to the SCSU Police Department by calling 911 or 203-392-5375, 24-hours a day, seven days a week or contact any on-duty officer on campus. It is extremely important that incidents be reported immediately so that the crime scene and any evidence of the crime can be preserved and secured as soon as possible. It is also critical that you seek prompt medical attention so that a sexual assault evidence collection kit can be administered immediately and you can be screened for sexually transmitted diseases and pregnancy.

Support services are available for the victim through the SCSU Sexual Assault Resource Team (SART), the University Police Department at 203-392-5375 or the Violence Prevention, Victim Advocacy, and Support Center at 203-392-6946. Trained members are available to assist a victim 24 hours a day.

Victim Assistance

The dean of student affairs may change the victim's academic schedule if requested by the victim to avoid contact with the accused. If the victim lives on campus, the Office of Residence Life will, at the victim's request,



change the victim's living situation to whatever extent is possible and reasonable, to avoid an encounter with a student(s) accused of the crime. Other accommodations are available and may be provided as needed.

Judicial Action

The SCSU Office of Student Conduct and Civic Responsibility is responsible for ensuring a fair, just and impartial judicial process for students charged with violation of a law in connection with conduct that also violates the provisions of the Student Code of Conduct. The office also provides education and resources to foster respect and civility among all members of the university community. Call 203-392-6188 for information. SouthernCT.edu/offices/judicialaffairs/codeofconduct.html

University Disciplinary Procedures Regarding Sexual Assault

In cases of an alleged sexual offense, when the accused is a student, both the victim and the accused are entitled to have others present during a judicial disciplinary hearing. You may:

1. Be accompanied to any meeting or proceeding by an advisor or support person of your 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. Be informed in writing of the results of the disciplinary proceeding no later than one business day after it concludes and retain the right to appeal the decision in accordance with disciplinary procedures.
4. Have their identities kept confidential, except as necessary to carry out a disciplinary proceeding or as permitted by state or federal law.

You have the right to request that disciplinary proceedings begin promptly and know that the proceeding must be conducted by an official trained in issues relating to sexual assault and intimate partner violence. The judicial process will use the "preponderance of evidence standard" (i.e., whether it is more likely than not that the alleged incident occurred.)

Following a final determination of responsibility when the allegation involves a rape or other sexual offense, the university judicial officer may impose any sanction or combination of sanctions, including expulsion. Disciplinary proceedings under this Code may be carried out before, during or after civil or criminal court

proceedings against the accused student. SouthernCT.edu/offices/judicialaffairs/StudentCodeofConduct%20%2001-15-2015.pdf

Sexual Violence Education and Support

Beginning with New Student Orientation, Southern Connecticut State University takes an active continuous role in raising awareness and creating a safe space for open dialogue and action. All incoming students are required to take HAVEN: Understanding Sexual Assault, an online educational course, and they are mandated to attend a primary prevention program during the first weekend they arrive on campus. Awareness campaigns, such as *The Red Flag Campaign*, *It's On Us*, and *Where do You Stand?*, and primary prevention programs are provided throughout the academic year for students. Prevention programs include definitions of sexual misconduct (sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation) and its prohibition by the campus, definition of consent, safe bystander intervention (act of challenging the social norms that support, condone or permit sexual misconduct), risk education (options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims) and options for reporting and advocacy services.

These programs are coordinated by the Violence Prevention, Victim Advocacy and Support Center (VPAS), University Police, the Sexual Assault Resource Team (SART), the President's Commission on Campus Climate and Inclusion, the Office of Residence Life, Counseling Services and others.

The SCSU Violence Prevention, Victim Advocacy and Support Center (VPAS) provides victim advocacy, primary prevention and awareness programming, referrals, information and support services on issues related to sexual misconduct. The Center also maintains a resource room with information on sexual assault, stalking, domestic violence, dating violence, sexual harassment, sexual exploitation and drugs known to be used in facilitating assaults. The Violence Prevention, Victim Advocacy and Support Center is located in Schwartz Hall and is open Monday through Friday from 8:30 a.m. to 4:30 p.m. Victim Advocacy is available 24/7. Visit SouthernCT.edu/sart for further information.

Response to Sexual Assault: SART

The SART members can assist you in applying for a civil protective order or temporary restraining order. The SCSU Sexual Assault Resource Team (SART) provides a collaborative victim-centered team response

to sexual assault that ensures a transition from victim to survivor for every individual whose life is affected by sexual violence. SART team members representing the Violence Prevention, Victim Advocacy, and Support Center, University Counseling Center, Health Services Department, Office of Student Affairs, Office of Student Life, Multicultural Center, Office of Student Conduct, and Civic Responsibility, Public Health Department and Office of Residence Life provide a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, referrals and general information regarding sexual assault. If a survivor chooses to file a police report, the University Police Department and the Violence Prevention, Victim Advocacy, and Support Center staff will assist that person with the reporting process, empowering the survivor to make their own decisions by providing on- and off-campus resources and offering support as needed. The SART members can assist you in obtaining an order of protection, applying for a temporary restraining order, or seeking enforcement of an existing order. Southern Connecticut State University shall not disclose the identity of victim or the accused, except as necessary or as permitted under state or federal law.

SouthernCT.edu/sexualassultresponse

Restraining Orders and Protective Orders

Orders for protection exist in many different forms. Restraining orders and civil protective orders can be issued without the accused being arrested. Protective

orders in a family violence situation are criminal and are issued after the accused has been convicted of a family violence crime. All of these orders must be issued by the court. **http://jud.ct.gov/forms/grouped/civil/civil_protect_order.htm**

The University Police Department will keep protective and restraining orders on file in accordance with State regulations. Any victim/survivor of a sexual assault or domestic violence is strongly encouraged to contact the University Police to verify that they have received from the court a copy of any protective or restraining order filed on their behalf. The University Police Department will accept copies of any protective/restraining orders that can be properly verified.

Victims are strongly advised to report any violations of these orders to the University Police at 203-392-5375. If the violation of a court order is an emergency situation, DIAL 911 IMMEDIATELY.

Information on filing an application for a restraining order can be found by visiting: **jud.ct.gov/forms/grouped/family/restraining_order.htm**

Sex Offender Registry

In accordance with Connecticut General Statutes, Chapter 969, Section 54-258, the SCSU Police Department keeps a record of all registration information transmitted from the state Department of Public Safety. There is also a direct link to the Sex Offender Registry through the SCSU Police Department Web page at: **SouthernCT.edu/go/campussexcrimes**



V. GENERAL SAFETY POLICIES

Policy on Pluralism

Southern's policy on pluralism forbids acts of harassment or violence reflecting bias or intolerance based on an individual's race, religious creed, gender, sexual orientation, disability, ethnicity or cultural origin. The university also has adopted procedures for investigating complaints of acts of intolerance brought by students and staff. Southern endorses the Connecticut State University Policy Regarding Racism and Acts of Intolerance.

That Policy is as follows:

The Connecticut State University declares:

Institutions within the Connecticut State University have a duty to foster tolerance;

The promotion of racial, religious creed and ethnic pluralism within the university is the responsibility of all individuals within the university community;

Every person within the university community should be treated with dignity and assured security and equality;

Individuals may not exercise personal freedom in ways that invade or violate the rights of others;

Acts of violence and harassment reflecting bias or intolerance of race, religious creed, gender, sexual orientation, disability, ethnicity or cultural origins are unacceptable; and

The university shall take appropriate corrective action if such acts of violence or harassment occur.

Anyone who has a complaint alleging an act of violence or harassment based on race, religious creed, gender, sexual orientation, disability, ethnicity or cultural origin should contact the Office of Diversity and Equity Programs, Buley Library, 203-392-5419.

A complaint against a university employee alleging a violation of this policy should be filed in either the Office of Diversity and Equity Programs in the Buley Library or the University Police Department in Granoff Hall, 203-392-5375.

Guest Policy for Residence Life

All residence hall, suite and apartment students are required to show an SCSU ID upon entry into each residence life building. All guests must be registered and show a valid photo ID. This includes, but is not limited to, parents, faculty, staff, SCSU students not assigned to live in the building and guests. At all times guests must be in the presence of their host. Valid ID for registration includes the university ID card or State/federal Issued photo identification card. All university staff and faculty must register with the front desk.

- Sunday–Thursday: Guests may be in the building between 8:30 a.m. and 2 a.m. and must be with the consent of all other students assigned to the room, suite or apartment.
- Friday–Saturday: Guests may be in the building between 8:30 a.m. and 2 a.m. and must be with the consent of all other students assigned to the room, suite or apartment.



- Guests may only enter and exit through the main lobby and must register upon entry and upon exit from the building.
- Guests waiting for their host may not leave the front lobby before being registered. Guests may not loiter in the main lobby for extended periods of time.
- Only a student assigned to the building may register a maximum of three guests at a time. Additional guests (limited to family members only) may be approved only at the discretion of the hall director and must be requested 24 hours in advance.
- Office of Residence Life staff reserves the right to request guests to leave the premises at any time. Guests who are disruptive to the community may be restricted from future access to the building or all residence halls, suites and apartments.
- Guests with vehicles must register them with University Police Department.

Guest Policy for Overnight Guests

A maximum of one overnight guest per student is permitted per night. Overnight guests may stay a maximum of two nights per week (Sunday through Saturday) and MUST have the consent of all other students assigned to the room.

- All guests must be a minimum age of 16 years old, and 24 hours in advance, have a signed Parental Consent Form approved by the Hall Director. Guests under the age of 16 will not be permitted in the building after 8:00 pm. A parental consent form is available at: SouthernCT.edu/residencelife.
- No overnight guests are permitted during the finals week period. Guest restrictions begin the Wednesday of the week preceding finals and remain in effect throughout finals week.

Policy on Alcohol and Drugs

The university recognizes that the misuse of alcohol or the use of illegal drugs represents a serious threat to the physical and mental well-being of its students and the entire community. Our common goal is to foster a university community where the intellectual development of students is free from the harmful effects of alcohol and drugs. Each person has a responsibility to help safeguard the community health by respecting university policy and intervening in situations of abuse. Addressing the drug and alcohol problem in our society and community requires caring, cooperation and support of every member of the university community. The SCSU Drug and Alcohol Resource Center provides education and support. Call 203-392-5087 for more information.

Policy Violation: Family Educational Rights and Privacy Act Parental Notification

The university reserves the right as permitted by the Family Educational Rights and Privacy Act (FERPA) to notify parents/guardians if their son or daughter, under 21 years of age, has been determined to have violated the university's Alcohol and Drug Policy.

Drug and Alcohol Prevention Program Review

The university will conduct a biennial review of these programs and policies to determine their effectiveness, make changes where necessary and ensure that sanctions and interventions are consistently enforced. The following is intended to provide clear guidelines for members of the university community:

ALCOHOL

Campus policy permits the legal possession and legal consumption of alcoholic beverages at Southern under controlled conditions at registered special events.

All students of the university shall observe the laws of the state of Connecticut concerning alcoholic beverages.

As adults, all students of the university are expected to take personal responsibility for their own conduct.

The possession and consumption of alcoholic beverages shall be restricted to those persons who have reached the legal drinking age. SCSU has designated several "dry" residence halls, effective with the start of the fall 2010 semester. The use or possession of alcohol by any individual—including those who are 21 years or older—is prohibited in these buildings. They include Neff, Hickerson, Chase, Wilkinson and Farnham halls, as well as the West Campus Residence Complex.

The university reserves the right to request proper proof of age or identification from any person. Those attending a function must be members of the SCSU community or their escorted guests. Students are expected to consider the rights of others and use mature and responsible judgment concerning the use of alcoholic beverages.

Alcoholic beverages may not be served at any time without the prior approval of the appropriate designated agent.

Student clubs and organizations are not permitted to sponsor an event, on or off campus, where alcoholic beverages are served or provided unless the event is registered and approved by the dean of student affairs.

University recognized student organizations are prohibited from sponsoring "bring your own" events (on or off campus) at which individuals carry their own alcoholic beverages into the facility. An exception may be made for Owl Family Day/Homecoming, which is the major university-sponsored event involving alumni, parents and students.

The possession and consumption of alcoholic beverages is prohibited in academic buildings, out-of-doors on any part of the campus and at any intercollegiate or intramural athletic activity unless the event is registered and approved by the dean of student affairs.

State law prohibits the unlicensed sale of alcoholic beverages on the campus. Therefore, no financial arrangements between the sponsor of an event and guests are permitted whenever alcohol is to be served (i.e., no admission fees can be charged, donations accepted or tickets sold.)

Food and non-alcoholic beverages must be available at all times during an approved special event involving the consumption of alcoholic beverages.

Any person or organization violating state law or these regulations will be subject to disciplinary action by the university and/or referral to the appropriate civil authorities.

The University Police Department has the discretion of issuing infractions for the illegal possession of alcohol and for providing alcohol to individuals under the age of 21.

DRUGS

The possession, distribution and consumption of illicit drugs and the abuse of prescription and over-the-counter drugs and anabolic steroids are prohibited.

The university recognizes that drug problems are complex, and it will make every effort to assist students who have a problem. However, students must understand that, apart from the professional resources of the university, drug problems revealed or uncovered in the normal course of administrative operations will be treated as disciplinary matters in accordance with the Student Code of Conduct.

Students found guilty of violations of this policy shall be subject to university disciplinary action that may include suspension or expulsion. In addition to the penalties that may be imposed by campus authorities, criminal prosecution may also be initiated.

POLICY ON FIREARMS/FIREWORKS

The university prohibits employees and students or their guests from possessing or storing firearms on campus. For purposes of this policy, definitions contained in the Connecticut General Statutes pertaining to firearms will apply. Firearms, explosives, fireworks, flammable substances and other weapons of any kind are not allowed on university property. This includes, but is not limited to rifles, shotguns, pistols, BB guns, pellet guns, paint ball guns, bows and arrows, stun guns, knives and martial arts weapons. Possession of any firearm or other weapon on university property, including in an employee's automobile, is cause for corrective action up to and including termination. University police are the only persons who are authorized to carry firearms on campus.

Employees or others who have a concern about personal safety are encouraged to contact the SCSU Police Department at 203-392-5375 or the Human Resources Office at 203-392-8810.

VI. DEFINITIONS OF REPORTABLE CRIMES

Definitions and Codes from the Uniform Crime Reporting Handbook, as Required by the Clery Act

AGGRAVATED ASSAULT: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used that could or probably would result in a serious potential injury if the crime were successfully completed. *(UCR code 13A)*

ARSON: The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind. *(UCR code 200)*

BURGLARY: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking and all attempts to commit any of the aforementioned. *(UCR code 220)*

DATING VIOLENCE: The term “dating violence” means violence committed by a person

1) who is or has been in a social relationship of a romantic or intimate nature with the victim.

2) The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

(i) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(ii) Dating violence does not include acts covered under the definition of domestic violence.

DOMESTIC VIOLENCE: The term “domestic violence” means felony or misdemeanor crimes of violence committed—

(i) By a current or former spouse or intimate partner of the victim;

(ii) By a person with whom the victim shares a child in common;

(iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;

(iv) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or

(v) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

DRUG ABUSE VIOLATIONS: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (e.g., morphine, heroin, codeine), marijuana, synthetic narcotics (e.g., Demerol, methadone) and dangerous non-narcotic drugs (e.g., barbiturates, Benzedrine). **(UCR code 35A)**

HATE CRIME: A hate crime is a criminal offense committed against persons, property or society that is motivated, in whole or in part, by an offender's bias against an individual or a group's perceived race, religion, ethnic/national origin, gender, age, disability or sexual orientation.

LIQUOR LAW VIOLATIONS: The violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places, bootlegging, operating a still, furnishing liquor to minor or intemperate person, using a vehicle for illegal transportation of liquor, drinking on a train or public conveyance, all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.) **(UCR code 90G)**

MURDER (NON-NEGLIGENT HOMICIDE): The willful (non-negligent) killing of one human being by another. **(UCR code 09A)**

MANSLAUGHTER (NEGLIGENT): The killing of another person through gross negligence. **(UCR code 09B)**

MOTOR VEHICLE THEFT: The theft or attempted theft of a motor vehicle. (Classified as motor vehicle theft are all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned—including joy riding.) **(UCR code 240)**

ROBBERY: The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence and/or putting the victim in fear. **(UCR code 120)**

STALKING: The term "stalking" means 1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—(i) fear for the person's safety or the safety of others; OR (ii) Suffer substantial emotional distress.

2) For the purposes of this definition—

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

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

(iii) Reasonable persons means a reasonable person under similar circumstances and with similar identities to the victim.

WEAPON LAW VIOLATIONS: The violation of laws or ordinance dealing with weapon offenses, regulatory in nature, such as: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapon to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned. **(UCR code 520)**

Sex Offense Definitions and Codes from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

SEX OFFENSES—FORCIBLE: Any sexual act directed against another person, forcibly and/or against that person's will, or not forcibly or against the person's will where the victim is incapable of giving consent.

(a) **FORCIBLE RAPE (UCR code 11A)** The carnal knowledge of a person, forcible and/or against the person's will, or not forcibly or against that person's will where the victim is incapable of giving consent because of his/her temporary or permanent or physical incapacity (or because of his/her youth).

(b) **FORCIBLE SODOMY (UCR code 11B)** Oral or anal intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

(c) **SEXUAL ASSAULT WITH AN OBJECT (UCR code 11C)** The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly

and/or against that person's will, or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity.

(d) **FORCIBLE FONDLING (UCR code 11D)** The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will, or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

SEX OFFENSES—NON-FORCIBLE: Unlawful, non-forcible sexual intercourse.

(a) **INCEST (UCR code 36A)** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

(b) **STATUTORY RAPE (UCR code 36B)** Non-forcible sexual intercourse with a person who is under the statutory age of consent.



Students observe the consequences of drinking and driving during the Mock Crash demonstration.

SOUTHERN CONNECTICUT STATE UNIVERSITY CLERY ACT CRIME STATISTICS

Please see Page 29 for location definitions

	2015	2014	2013
MURDER/NON-NEGLIGENT HOMICIDE			
On Campus	0	0	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	0	0	0
TOTAL	0	0	0
MANSLAUGHTER BY NEGLIGENCE			
On Campus	0	0	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	0	0	0
TOTAL	0	0	0
ROBBERY			
On Campus	0	0	0
Non-Campus Property	0	0	0
Public Property	1	2	4
Residential Facility	0	0	0
TOTAL	1	2	4
AGGRAVATED ASSAULT			
On Campus	1	0	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	1	0	0
TOTAL	1	0	0
MOTOR VEHICLE THEFT			
On Campus	0	0	1
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	0	0	0
TOTAL	0	0	1

Note: **Residential Facility**—numbers are a subset of statistics reported under **On Campus**.

There were no unfounded reports in the 2013, 2014 and 2015 reporting period.

	2015	2014	2013
ARSON			
On Campus	0	0	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	0	0	0
TOTAL	0	0	0
BURGLARY			
On Campus	8	1	14
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	8	0	0
TOTAL	8	1	14
SEX OFFENSES (RAPE, FONDLING, INCEST AND STATUTORY RAPE)			
On Campus	3	9	6
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	3	9	6
TOTAL	3	9	6
DATING VIOLENCE			
On Campus	4	6	1
Non-Campus Property	0	0	0
Public Property	0	0	1
Residential Facility	3	0	0
TOTAL	4	6	1
DOMESTIC VIOLENCE			
On Campus	4	1	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	4	1	0
TOTAL	4	1	0

	2015	2014	2013
STALKING			
On Campus	3	7	3
Non-Campus Property	0	0	0
Public Property	1	0	0
Residential Facility	0	7	3
TOTAL	4	7	3
LIQUOR LAW ARRESTS			
On Campus	43	49	55
Non-Campus Property	0	0	0
Public Property	0	0	3
Residential Facility	43	47	55
TOTAL	43	49	58
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION			
On Campus	383	317	308
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	383	317	308
TOTAL	383	317	308
DRUG ABUSE ARRESTS			
On Campus	30	37	29
Non-Campus Property	0	0	0
Public Property	2	0	6
Residential Facility	30	27	14
TOTAL	32	37	35
DRUG ABUSE VIOLATIONS REFERRED FOR DISCIPLINARY ACTION			
On Campus	92	73	83
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	92	73	83
TOTAL	92	73	83

	2015	2014	2013
WEAPON LAW VIOLATION ARRESTS			
On Campus	0	0	0
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	0	0	0
TOTAL	0	0	0
WEAPON LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION			
On Campus	0	0	2
Non-Campus Property	0	0	0
Public Property	0	0	0
Residential Facility	0	0	2
TOTAL	0	0	2

HATE CRIMES

Federal law also requires that all hate crimes in the mandated categories be reported. Those crimes are further broken down by the nature of the bias; for example, race, gender, religion, sexual orientation, actual or perceived gender identity, ethnicity and disability.

2013: No hate crimes reported

2014: No hate crimes reported

2015: No hate crimes reported

Hate Crimes reporting under the Clery Act may be divided into three general categories:

- 1) Any reportable crime that law enforcement determines has a biased motive. "Bias" means a bias based on race, gender, religion, disability, sexual orientation, or ethnicity/national origin.
- 2) Crimes that result in bodily injury and that law enforcement determines has a biased motive.
- 3) Any of the (below) non-required crimes, where it was determined by Law Enforcement that the motive was bias:
 - a) LARCENY/THEFT—
 - 1) Pocket Picking— theft of articles from another person's physical possessions by stealth where the complainant-victim usually does not become immediately aware of theft. (If use of force or threat of force is present, this will be counted as a strong arm robbery.

As an institution of higher education, Southern Connecticut State University is covered by Title IX of the Education Amendments of 1972, which protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance.

This coverage also protects faculty, staff and students against all forms of sexual misconduct. Complaints and allegations of violation of Title IX may be filed with the campus Title IX Coordinator, Paula Rice, at (203) 392-5568 or ricept@SouthernCT.edu

- 2) **Purse Snatching**—grabbing or snatching of a purse, handbag, etc., from the physical possession of another person.
- 3) **Shoplifting**—theft from within a building which is either open to the general public or where the offender has legal access.
- 4) **Theft from Building**—theft from within a building which is either open to the general public or where the offender has legal access.
- 5) **Theft from Coin Operated Machine or Device**—theft from a machine or device which is operated or activated by the use of coins.
- 6) **Theft from a Motor Vehicle**—theft of articles from a motor vehicle, whether locked or unlocked.
- 7) **All Other Larceny**—all thefts which do not fit any of the definitions of the specific subcategories of Larceny/Theft listed above.

b) **SIMPLE ASSAULT**—an unlawful physical attack by one person upon another where neither the offender displays a weapon, but the complainant-victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

c) **INTIMIDATION**—to unlawfully place another person in reasonable fear of bodily harm through the use of threatening actions and/or other conduct but without displaying a weapon or subjecting the complainant-victim to actual physical attack.

d) **DESTRUCTION/DAMAGE/VANDALISM OF PROPERTY (Except Arson)**—to willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Definitions

ON CAMPUS: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes.

NON-CAMPUS PROPERTY: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

PUBLIC PROPERTY: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

RESIDENTIAL FACILITY: Dormitories or other residential facilities for students on campus is a subset of the on-campus category. Institutions must disclose the total number of on-campus crimes, including those in dorms or other residential facilities for students on campus, and must also make a separate disclosure limited to the number of crimes occurring in student dorms or residential facilities on campus.



Annual Jail 'n' Bail charity event

BOR/CSCU 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:

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

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

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

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

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

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;

- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

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

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

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

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt

one's family members or pets and humiliating another person.

- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a "dating relationship" existed is to be based upon the following factors: the reporting victim's statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

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

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

Confidentiality

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

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

by state statutes and professional ethics from disclosing information about reports without written releases.

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

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

Mandated Reporting by College and University Employees

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient (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:

- 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 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.

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.



FIRE SAFETY REPORT

DEFINITIONS AND FIRE STATISTICS

SOUTHERN CONNECTICUT STATE UNIVERSITY PUBLIC SAFETY HIGHER EDUCATION OPPORTUNITY ACT 2015 CAMPUS FIRE SAFETY ANNUAL COMPLIANCE REPORT

Overview: In August 2008, the Higher Education Opportunity Act (Public Law 110-315) became law. This act requires all U.S. academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire related on-campus statistics pertaining to on-campus residential buildings. Pursuant to this act, the following document is a report detailing the fire safety practices standards and statistics applicable to SCSU.

The Department of Facilities Management, Office of Environmental Health and Safety (OEHS), manages the university's fire safety programs, working in collaboration with the Office of the State Fire Marshal, SCSU police and the New Haven and Hamden Fire departments. Compliance with local, state and federal codes are monitored and enhanced through frequent building inspections, drills and training.

To contact the Office of Environmental Health and Safety during normal business hours, call 203-392-7073. In an emergency, contact the University Police Department at 203-392-5375 or dial 911 from any telephone, or use a blue emergency phone, which are located throughout the campus.

Definitions:

CAUSE OF FIRE: The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure or act of nature.

FIRE: Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

FIRE DRILL: A supervised practice of a mandatory evacuation of a building for a fire.

FIRE-RELATED INJURY: Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue or escaping

from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters or any other individuals.

FIRE-RELATED DEATH: Any instance in which a person — (1) is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue or escaping from the dangers of a fire; or (2) dies within one year of injuries sustained as a result of the fire.

FIRE SAFETY SYSTEM: Any mechanism or system related to the detection of a fire, the warning resulting from a fire or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

VALUE OF PROPERTY DAMAGE: The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water and overhaul; however, it does not include indirect loss, such as business interruption.

Fire Statistics

The University Police Department and the Office of Environmental Health and Safety maintain a fire log that records the nature, date, time, general location, injuries or deaths, and property damage values of a fire event.

2015 FIRE LOG
No Fires Reported
2014 FIRE LOG
No Fires Reported
2013 FIRE LOG
No Fires Reported



UNIVERSITY HOUSING REGULATIONS

All residence halls and apartments have smoke and/or heat detectors located in living spaces and mechanical rooms, as well as fire sprinkler systems and automatic fire alarm systems that operate in conjunction with the building's fire alarm panel and transmit their alarms to the University Police Department dispatch center.

Fire Drills

Residence halls are scheduled to have two fire drills per semester during the academic school year. Academic buildings receive fire drills periodically, based on hazard assessments and state and local fire marshal recommendations.

Fire Safety in University Housing

Failure to comply with these regulations may result in disciplinary actions, fines, penalties, liabilities and/or eviction. If you have questions or wish for further information on fire prevention or fire survival, please call the OEHS at 203-392-7073.

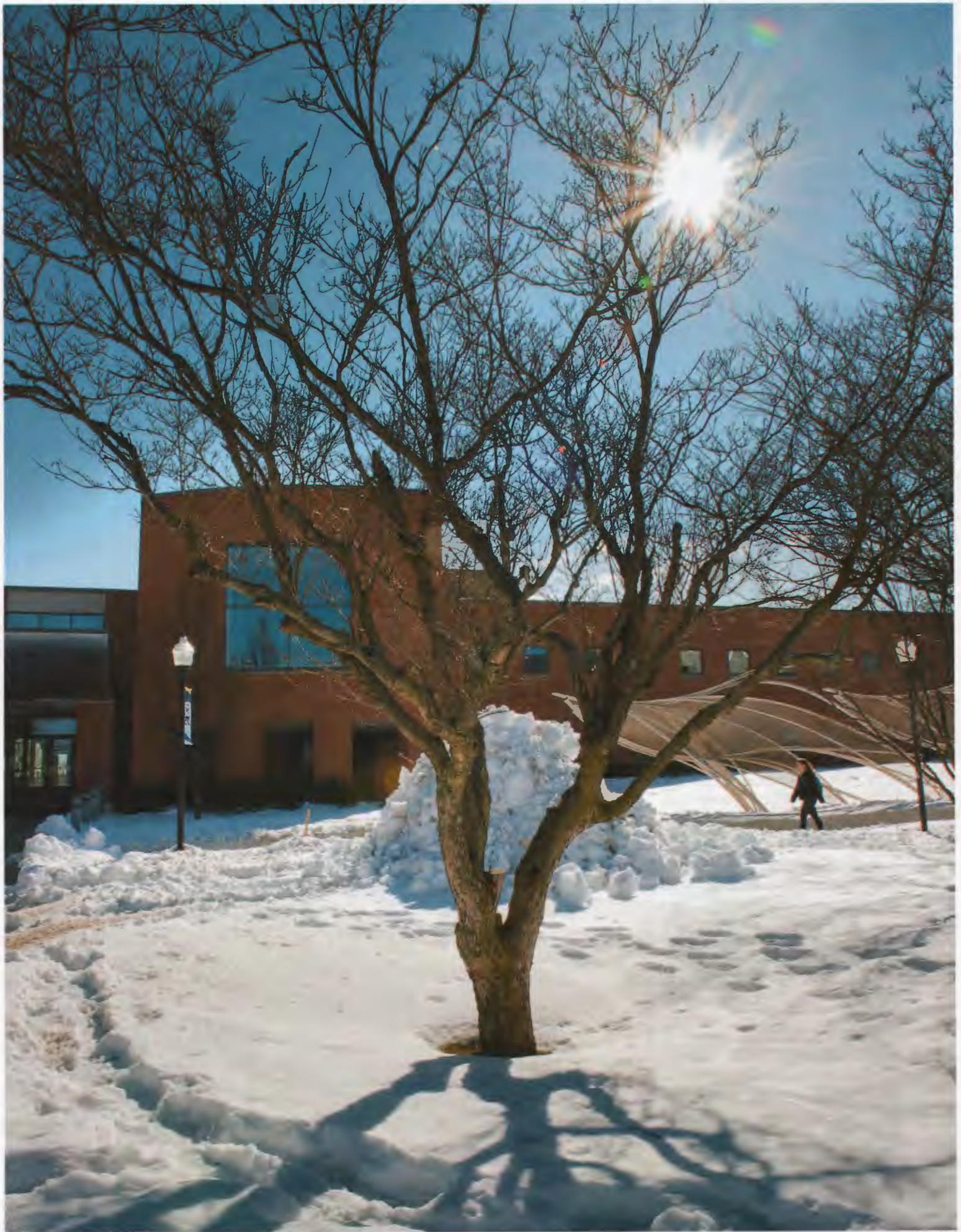
List of room regulations every resident must follow.

- Smoking is prohibited in all buildings on the campus.
- Decorations may not obstruct doorways, windows, lights or sprinklers.

Prohibited Items

- Extension cords
- Multiple-outlet devices such as cube taps/power taps
- Refrigerators and microwaves not provided by the university
- Cooking is not permitted in a residence hall room that does not have a kitchen available.
- Small cooking appliances, including coffee makers, may only be used in apartments with kitchens or floor utility room community kitchens.
- All appliances must be unplugged when not in use
- Electric, propane, and open flame grills.
- Halogen lamps and floor lamps with plastic lampshades not provided by the university
- Air conditioners or dehumidifiers
- Candles, incense, fireworks, flammable liquids, candle tarts and wax warmers
- Portable space heaters
- Wicker furniture or personal items such as wicker waste laundry baskets or wicker lampshades

For a complete list of prohibited items, please go to:
SouthernCT.edu/residencelife/



FIRE SAFETY SYSTEMS

At SCSU, all residence halls and apartments are covered by an integrated automatic sprinkler and fire alarm system, which is monitored 24 hours a day, seven days a week. The buildings are also equipped with emergency

generator power that is designed to activate when there is a power loss. This generator power will operate life safety equipment, such as the fire alarm panel, emergency lighting and exit signs.



RESIDENCE HALL/ APARTMENT	FIRE SAFETY CONTROL SYSTEM	LOCATION OF SPRINKLER SYSTEMS & DETECTION DEVICES	ALARM TYPES
BROWNELL	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
CHASE	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
FARNHAM	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
HICKERSON	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
NEFF	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
NORTH CAMPUS (MID-RISE)	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, kitchens, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
NORTH CAMPUS (TOWNHOUSES)	Simplex Grinnell 4200 Fire Alarm Panel	Common areas, bedrooms, kitchens, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
SCHWARTZ	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, kitchens, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
WEST CAMPUS	Simplex Grinnell 4100U Addressable Fire Alarm Panel	Common areas, bedrooms, kitchens, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms
WILKINSON	Simplex Grinnell 4100 Addressable Fire Alarm Panel	Common areas, bedrooms, kitchens, mechanical rooms	Heat and smoke activated, pull stations, audio alarms, visual alarms

IN CASE OF FIRE

USE CARE

- **CONTAIN** the fire by closing all doors as you leave.
- **ACTIVATE** the nearest fire alarm pull station. Pull stations are located near all exits out of the building.
- **REPORT** the fire by dialing 911.
- **EVACUATE** or extinguish. **Our policy is to evacuate.** In most cases, it is best to leave the building using the nearest fire exit. **Persons not trained in the use of a fire extinguisher must not attempt to use one.**

Training and Drills

Basic fire safety instruction is provided to all students living in residence halls who attend the orientation program at the beginning of each academic year, as well as to all new employees during the New Employee Orientation program. All existing employees are provided periodic training, coordinated by the Office of Environmental Health and Safety and by request from individual departments and groups of employees.

Residence hall staff receive additional fire safety training at the beginning of each semester. In addition, a program that covers emergency and evacuation procedures is reviewed regularly with the occupants and staff of each respective residence hall. Each resident is given a copy of the Orientation Handbook, which includes information on fire safety and what actions to take during a fire alarm or other emergency.

Each student room has an emergency evacuation map installed on the inside of the front door to direct occupants to primary and secondary exits. Fire exit drills are conducted at least once a semester. Occasionally, fire drills are done in coordination with the local fire department.

Student Housing Reporting and Evacuation Procedures

If a fire is detected or the fire alarm sounds, residents are required by law and university policy to evacuate immediately. Evacuation procedures are as follows:

- 1) Feel your room door with the back of your hand. If it is hot, stay in your room and call 911 or signal for help from your window. Put a wet towel on the bottom edge of the door. If your door is not hot, leave the room. Isolate the fire by closing doors as you leave. **LEAVE IN AN ORDERLY FASHION.** Do not use elevators. Use the stairs. If safe, and if time permits, take your room or apartment key.
- 2) Do not attempt to extinguish fires unless you have been trained on the proper use of portable fire extinguishers.
- 3) On your way out of the building, activate the nearest fire alarm if it has not already been activated. Be prepared to identify what is burning, and be sure to report the building, floor, and your name.

4) Once outside the building, stay out and move away from the building to clear access for the fire department and other emergency responders. **Alert a police officer or firefighter of any occupants that you know are still in the building who may not be able to exit without assistance.** Move a minimum of 300 feet from the building. Police will direct you to a safe area.

5) Do not re-enter the building until advised that it is safe to do so by a firefighter or university police officer. Any fires that were quickly extinguished or any evidence of recent fires must be reported immediately to a residence hall director or university police at 203-392-5375. The incident will be documented as required. The Office of Environmental Health and Safety will coordinate with the University Police Department and the Office of the State Fire Marshal in the investigation of each fire incident.

Know Your Evacuation Route!

Accessible Means of Egress

According to the 2007 National Fire Protection Association, more than 43 million Americans are disabled. This would include those who have mobility impairments, the hearing impaired, the blind or partially sighted, the elderly, those who have cognitive or emotional impairments and others. As a result, SCSU

has taken measures to ensure their safety in the event of an emergency. This includes providing adequate refuge space and means of communication, where required, alternative means and routes of evacuation other than elevators and clearly illustrating available accessible evacuation routes on emergency evacuation plans.

Emergency Exits

- Do not prop open, hold open or obstruct designated fire doors.
- Do not lock or otherwise close a fire door or exit door to prevent or impede exit.
- Remove all obstruction from emergency exits and corridors.
- Report blocked or locked fire exits to the hall director, who will then inform the OEHS.
- Do not obstruct fire alarm boxes, fire standpipes, fire extinguishers, fire sprinkler heads, smoke or heat detectors or any other fire protection equipment.

NOTE: Each sprinkler head must have a minimum of 18 inches of clearance.



Corridors and Exits

- It is essential for corridor separations and stairwell doors to be closed at all times, unless the door is equipped with an approved electromagnetic door closer. Fire doors retard the travel of smoke, heat, toxic gases and fire.
- All stairwell doors must be closed at all times.
- Do not place any combustible material on these doors. Nothing can be installed in exit corridors or stairwells.
- Building fire equipment such as sprinkler heads, smoke detectors, heat detectors, fire hoses, extinguishers, standpipes and alarm boxes must remain in good working condition and must not be obstructed. Unauthorized use or tampering with this equipment is illegal and will result in disciplinary and/or legal action.

Flammable Materials and Chemicals

Use or storage of flammable fluids, flammable chemicals and/or potentially dangerous chemicals is prohibited in all residence halls.

Fire Inspections

SCSU buildings are inspected at least once per year by the Office of the State Fire Marshal.

Be Prepared For a Fire

- Learn and participate in your building's evacuation plan.
- If you hear an alarm, leave immediately. Close doors behind you as you go. If possible, take your room keys; if you can't escape you may have to return to your room.
- If you have a disability, make sure you are included in the escape planning for your classroom area and housing.
- Learn the location of all building exits. You may have to find your way out in the dark.
- Do not tamper with fire protection equipment.



- Do not hang anything from fire sprinkler pipes or nozzles.
- Keep a flashlight handy.

Escape Tips

- If you have to escape through smoke, get low and crawl beneath the smoke to your exit.
- Before opening a door, feel the door with the back of your hand. If it's hot, stay in place and call for help. Seal door with towels and signal for help from your window.
- Use the stairs; never use an elevator during a fire.
- If you have a disability, alert others of the type of assistance you need to leave the building.

Smoke-free and Vape-free Campus

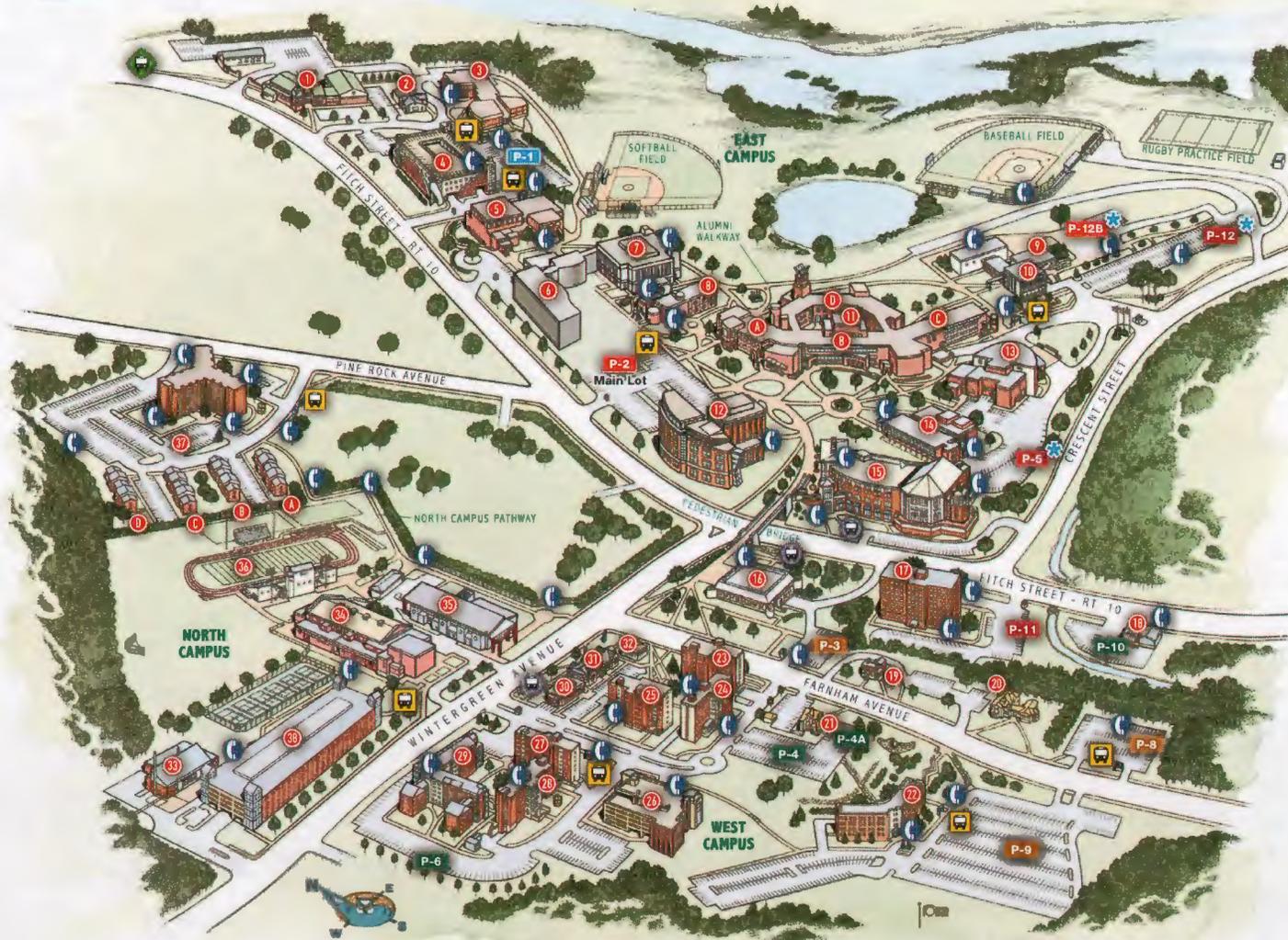
Southern Connecticut State University is a smoke-free and vape-free campus. Smoking is prohibited inside all buildings including State and University owned vehicles. This restriction applies to all indoor space, including private faculty and administrative offices and dining facilities. Smoking is banned in all classrooms, offices, building entrances, hallways, stairwells, reception areas, restrooms, work and eating areas, elevators, meeting rooms, lounges, and all common areas (CGS 31-40q). This policy applies equally to employees and visitors. The thoughtfulness, consideration, and cooperation of all members of the University community are needed.

Cooking

- Cook only where it's permitted.
- Keep cooking areas clean and uncluttered.
- Never leave cooking unattended.
- If a fire starts in a microwave oven, keep the door closed and unplug the unit.
- Gas and charcoal BBQ grills must only be used outdoors.
- Wear short or tight-fitting sleeves. (Long loose sleeves are more likely to catch on fire or get caught on pot handles.)

Electrical

- Check your school's rules before using electrical appliances in your room.
- Follow the manufacturer's instructions for plugging an appliance into a receptacle outlet.
- Do not overload circuits.
- Do not pinch cords against walls or furniture or run them under carpets. Never tack or nail cords.
- Buy only appliances that have the label of an independent testing lab.



East Campus

- 1 Facilities Operations (FO)
- 2 Nursing Classroom Building (NU)
- 3 Davis Hall (DA)
- 4 Fitch Street Garage (FSG)
(Faculty, Staff, Commuter Students, Graduate Students, Visitors)
- 5 Pelz Gymnasium (PE)
- 6 Academic Science and Laboratory Building (ASL)
- 7 Jennings Hall (JE)
- 8 Morrill Hall (MO)
- 9 Classroom Building B (TEB)
- 10 School of Business (SB)
- 11 Engleman Hall (EN)
- 12 Buley Library (BU)
- 13 Lyman Center (LY)
- 14 Earl Hall (EA)
- 15 Adanti Student Center (ASC)

West Campus

- 16 Connecticut Hall (CO) - Food Service
- 17 Schwartz Hall (SZ) - Residence Hall and Housing Office
- 18 Ethnic Heritage Center (ST)
- 19 Alumni House (AH)
- 20 Lang House (LA) - Department of Social Work
- 21 Orlando House (OR) - Department of Public Health
- 22 Brownell Hall (BR) - Residence Hall
- 23 Farnham Hall (FH) - Residence Hall
- 24 Wilkinson Hall (WI) - Residence Hall
- 25 Chase Hall (CH) - Residence Hall
- 26 West Campus Garage (WCG)
(Commuter, Residence Hall, and Graduate Students)
- 27 Hickerson Hall (HI) - Residence Hall
- 28 Neff Hall (NE) - Residence Hall
- 29 West Campus Residence Complex (WC)
- 30 University Police and Granoff Student Health Center (GR)
- 31 Office Building 1 (OB1)
- 32 Temporary Building 6 (TE6)

North Campus

- 33 Energy Center (EC)
- 34 Moore Field House (MFH)
- 35 Wintergreen Building (WT)
- 36 Jess Dow Field (JDF)
- 37 North Campus Residence Complex (NC)
- 38 Wintergreen Avenue Garage (WTG)
(Faculty, Staff, Residence Hall and Commuter Students, Graduate Students, Visitors)

Parking Information:

Cars regularly parked on campus must display a current SCSU Parking Permit. Visitors to the campus must obtain a visitor pass at the University Police Department prior to parking. Specific instructions are contained in the Campus Parking and Traffic Regulations.

- Faculty and Staff Parking
- Commuter Students Parking
- Residence Hall Students Parking
- Graduate Student Parking
- Graduate Student Parking after 4:30 p.m.
- Shuttle Bus Stop
- Municipal Bus Stop
- Emergency Phone

EMERGENCY NUMBERS

EMERGENCY – 911

University Police	203-392-5375
Counseling Services	203-392-5475
Health Services	203-392-6300
TITLE IX Coordinator	203-392-5568

RESOURCE AND REFERRAL LISTING

Dean of Students	203-392-5556
Disability Resource Center	203-392-6828
Discipline, Student	203-392-5870
Alcohol and Other Drug Services	203-392-5087
Interfaith Office	203-392-5331
Lost and Found	203-392-5375
Residence Life	203-392-5870
Walking Escort Program	203-392-5375
Wellness Center	203-392-6526
Violence Prevention, Victim Advocacy, and Support Center	203-392-6946
Hamden Police	203-230-4000
New Haven Police	203-946-6316
St. Raphael's Hospital	203-789-3464
Yale-New Haven Hospital	203-688-2222
Sexual Assault Hotline	888-999-5545
Domestic Violence Hotline	888-774-2900



Southern Connecticut
State University

501 Crescent Street
New Haven, CT 06515



RESPONSE PROTOCOL/PROCEDURES FOR REPORTS OR DISCLOSURES OF SEXUAL MISCONDUCT

Statement of Policy

The Board of Regents for Higher Education (BOR) and each of its member colleges and universities are committed to ensuring that each member of the community has the opportunity to fully participate in the process of education and development. Southern Connecticut State University strives to maintain a safe and welcoming environment free from acts of sexual misconduct (see definitions on pages 5-7). It is also Southern's goal to provide safety, privacy and support to survivors of sexual misconduct.

The BOR has established a policy concerning Sexual Misconduct Reporting, Support Services and Processes. The policy strongly encourages and supports the reporting of sexual misconduct including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence. The BOR policy requires all CSCU employees to immediately communicate to the Institutions designated recipient (University's Title IX coordinator) any report or disclosure of sexual misconduct received from a student as well as disclosures or report of sexual misconduct received from another employee when misconduct is related to the business of the institution.

As a Southern Connecticut State University employee, you may find yourself responding to a student or other employee's report or disclosure of sexual misconduct. This protocol is designed to assist employees to respond effectively to such reports or disclosures. Other than those employees with confidentiality (health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community), all university employees are responsible employees and are mandated to report. **In the case of an emergency contact University Police at (203)392-5375 or 911 immediately.**

Responsible Employee Requirements & Rights of Those Who Report or Disclose

In an effort to be in compliance with the University's obligation under Title IX, Connecticut Public Act No. 14-11, and the Board of Regents Policy on Sexual Misconduct, Reporting, Support Services and Processes all faculty, staff, and administrators, with the exception of health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community are mandated to report all disclosures and reports of incidents of sexual misconduct regardless of the age of the survivor. This mandate is a result of the University's obligation to stop the conduct, prevent its reoccurrence, remedy its effects, provide care and support for the reporting or disclosing person, and ensure the safety and security of our community.

In addition, the University is required to inform in a timely manner those who report or disclose any type of sexual misconduct of all of their rights and options, including the necessary steps and potential outcomes of each option.

In an effort to support members of our community and our obligations, the following steps must be followed by all faculty, staff and administrators (with the exception of those listed earlier in this section) whenever someone discloses or reports sexual misconduct. To assist, specifically, with working with students or employees, please consider the sample script on page 3 when dealing with these situations.

Report of Disclosure Reporting Procedures

If a student/employee discloses an incident of sexual misconduct, **do not ask for any details** other than those pertaining to an emergency situation. If the student/employee shares any details of the incident you are mandated to report them Paula Rice, Title IX Coordinator. Kindly inform the student/employee that, while you are a responsible employee and mandated to report any information regarding sexual misconduct, you do want to help. Your role is to compassionately and professionally assist in helping the student/employee get the support and resources they need.

Student Disclosure or Report

1. While with the student, contact Catherine Christy, Violence Prevention, Victim Advocacy and Support Center (VPAS), University Victim Advocate and S.A.R.T. Coordinator, at (203)392-6946 (o) or (203)814-6957(c). Ms. Christy will offer guidance and review information and procedures that can assist the student in getting the help they may need, and will offer to speak and/or meet with the student. Ms. Christy will also provide written, concise information to the student regarding rights, options and possible outcomes of each option.
2. Once the student has been connected with Cathy Christy, University Advocate, the administrator, faculty or staff member must submit the sexual misconduct notification form to Paula Rice, Title IX Coordinator. The questions on the form are NOT to be asked of the person disclosing or reporting the situation, therefore, areas will remain blank. Please make sure to provide all information that was reported or disclosed to you. If you are a Campus Security Authority, please make sure to indicate this on the form. Remember that if you know information, the University is also considered to know. The University's obligation to respond begins the moment the University is on notice that a member of our community has experienced sexual misconduct, sexual assault, or intimate partner violence.

Employee Disclosure or Report

1. While with the employee, contact Diane Mazza, Office of Human Resources at (203) 392-5405. Ms. Mazza will offer guidance and review information and procedures that can assist the employee in getting the help they may need, and will offer to speak and/or meet with the employee. Ms. Mazza will also provide, concise information to the employee regarding rights, options and possible outcomes of each option.
2. Once an employee has been connected with Diane Mazza, Office of Human Resources, the administrator, faculty or staff member must submit the sexual misconduct notification form to Paula Rice, Title IX Coordinator. The questions on the form are NOT to be asked of the person disclosing or reporting the situation, therefore, areas will remain blank. Please make sure to provide all information that was reported or disclosed to you. If you are a Campus Security Authority, please make sure to indicate this on the form. Remember that if you know information, the University is also considered to know. The University's obligation to respond begins the moment the University is on notice that a member of our community has experienced sexual misconduct, sexual assault, or intimate partner violence.

Employee Self-Report

University employees wishing to report personal incidents of sexual misconduct should contact Paula Rice, Title IX Coordinator at (203) 392-5568. If an employee wishes to receive information about University and community support and advocacy services he/she should contact Diane Mazza, Office of Human Resources at (203)392-5405. To make a criminal report the employee should contact University Police at (203)392-5375 or 911 in an emergency.

What Happens After You Notify Title IX Coordinator?

1. The Title IX Coordinator or her/his designee begins an investigation. It is important to note, that while the institution must make every effort to reach out to the survivor as part of the investigation, the survivor has the option to speak with the investigator or not. This will be explained by the Human Resources/ Victim Advocacy and Support Center (VPAS) directly to the survivor. Her or his privacy will be respected; identities and details will be shared only with those who need to know to support the reporting or disclosing person and to address the situation through the University's processes.
2. If the reporting or disclosing person is under the age of eighteen (18), the Title IX Coordinator will contact the Connecticut Department of Children and Families to inform them of the alleged situation involving sexual misconduct
3. If you, as a responsible employee, also serve as a Campus Security Authority under the Jeanne Clery Act, the Title IX Coordinator will contact University Policy to report the possible sexual assault regardless of the age of the survivor. Employees identified as CSAs will be contacted by University Police and training will be provided.

Sample Script When Dealing With Student Disclosure or Report

"Excuse me for interrupting. It sounds like you are going to tell me about a situation involving sexual misconduct (sexual harassment, sexual assault, sexual exploitation, intimate partner violence or stalking) Please know that I want to help. However, if you want to continue this conversation with me, you need to know that I am a responsible employee and I have a duty to report this conversation to the university's Title IX Coordinator. The university has professionals who you can speak with about this and I can give you their information. I also have information about resources for counseling, health, advocacy and reporting options. I want you know that you do not need to share any information on the incident with anyone to receive support and advocacy. Also, while you are here I am going to contact the University Advocate who will help to ensure that you are getting the information and support that can best help you at this time. You do not have to speak to the advocate unless you choose to. Is there anything else I can do for you now?"

Confidential Resources & Confidentiality

When SCSU or any of its employees receives a report of sexual misconduct, all reasonable steps will be taken by the appropriate University officials to preserve the privacy of the reported survivor while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act the institution also must fulfill its duty to protect the campus community.

As a responsible employee you are mandated to report and can no longer have confidential conversations with students or employees reporting or disclosing information about their

experiences with sexual misconduct. The University recognizes the significant trust relationship and the difficult situation you are placed in when a student/employee requests confidentiality. To help mitigate this challenges students/employees have been informed that all faculty, staff and administrators must share information with the University and that they have options for confidential reporting.

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

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

Information on University Reporting Options and Support/Advocacy Services

REPORTING OPTIONS

- University Police (Criminal complaints) @ (203) 392-5375 or 911
- Title IX Coordinator – Paula Rice (Student & Employee complaints)
@ (203) 392-5568
- Office of Student Conduct & Civic Responsibility – Christopher Piscitelli
(Student complaints) @ (203) 392-6188

EMPLOYEE RESOURCES

- Human Resources – Diane Mazza @ (203) 392-5405
- Employee Assistance Program (EAP) The Lexington Group Inc. 1 (800) 676-4357
Available 24/7 Confidential Service

ADVOCACY & SUPPORT SERVICES

- Violence Prevention, Victim Advocacy and Support Center (VPAS) (203) 392-6946
- University Victim Advocate- Catherine Christy -Available: 24/7
Office (203) 392-6946 Cell: (203) 687-1252
- **Confidential-** SCSU Counseling Services @ (203) 392-5475
- **Confidential-** SCSU Health Services @ (203) 392-6300
- **Confidential-** Women & Families Center 1-(888) 999-5545, 24/7
- **Confidential-** The Umbrella Center for Domestic Violence Services (203) 789-8104, 24/7

Visit <https://www.southernct.edu/student-life/health/vpas/sart.html> for further information including reporting options, students' rights, restraining and protective orders, advocacy and medical attention.

Definitions:

- (1) **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.
- (2) **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.
- (3) **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.

- (4) **Sexual misconduct** includes engaging in any of the following behaviors:
 - a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
 - sexual flirtation, touching, advances or propositions
 - verbal abuse of a sexual nature
 - pressure to engage in sexual activity
 - graphic or suggestive comments about an individual's dress or appearance
 - use of sexually degrading words to describe an individual
 - display of sexually suggestive objects, pictures or photographs
 - sexual jokes
 - stereotypic comments based upon gender
 - threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

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

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

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

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

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

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

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

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

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or

other forms of verbal threat.

- Emotional abuse includes but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a "dating relationship" existed is to be based upon the following factors: the reporting victim's statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

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

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

**Definitions taken from the Board of Regents Sexual Misconduct Reporting, Support Services and Processes Policy revised 6/16/16*

