



**FOR CONN. GEN. STAT. 10a-55m(f)**  
**SEXUAL VIOLENCE REPORT**  
**HOUSATONIC COMMUNITY COLLEGE**  
**2018 SUBMISSION**



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**SEXUAL VIOLENCE REPORT**  
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**CSCU/BOARD OF REGENTS POLICIES**

**BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (Effective 6/16/2016)**

**BOR/CSCU Policy on Consensual Relationships (Effective 10/20/2016)**

**BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child (Effective 1/10/2015)**

**BOR/CSCU Student Code of Conduct (Effective 6/16/2016)**

**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:

***Terms, Usage and Standards***

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**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

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- 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.

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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.

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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.

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- 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.



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***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

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orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above.

4.3	Consensual Relationships Policy	16-114	2016-10-20
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### **4.3 Policy on Consensual Relationships**

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

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

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

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

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

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

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

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

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

**Between Employee and Employee**

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

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

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

**Sanctions**

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

5.6	Reporting Suspected Abuse or Neglect of a Child	15-010	2015-01-10
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## **5.6 Reporting Suspected Abuse or Neglect of a Child**

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.



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**WRITTEN NOTIFICATION**



## BOR/CSCU STUDENT CODE OF CONDUCT

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## I. STUDENT CODE OF CONDUCT

### PREAMBLE

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

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

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

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

### INTRODUCTION

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

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



**PART A: DEFINITIONS**

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

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

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

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

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

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

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

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

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

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

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

## PART C: SCOPE OF AUTHORITY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**PART B: DISCIPLINARY PROCEDURES**

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

1. A statement of possible violation must be filed in writing with the Provost within thirty (30) business days of the date of the alleged violation or within thirty (30) business days of the date the alleged violation was known. Said statement must specify the Student conduct in question and the part or parts of Section I.D.1 Prohibited Conduct, which it is alleged said conduct violates, if applicable.
2. If the Provost determines that the alleged conduct may violate the provisions of the Code or otherwise threatens the safety or order of the College, the Provost shall, within ten (10) business days of receiving a written statement, provide written notice to the Student of the statement of possible violation(s) and the fact that the allegations will be investigated. The investigation shall be conducted by the Provost and/or his or her designee(s), and may include but not be limited to interviews with witnesses, the complainant(s), and review of any pertinent materials and information, and shall include an interview with the Student suspected in engaging in misconduct 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.



## **Interpersonal Violence Information & Resources**

**Information Gathered by: Marilyn Albrecht, Equity & Inclusion Coordinator**

### **Understanding the Issues**

#### **What is Sexual Assault?**

Sexual assault is any type of sexual contact or behavior that occurs without the explicit consent of the recipient. This includes but is not limited to: attempted or completed rape, molestation, or fondling (justice.gov).

#### **What is Consent?**

**Consent** is active and cannot be coerced. It is necessary at every stage of sexual contact and cannot be assumed when moving to another level of intimacy. Consent is always an ongoing process regardless of relationship status.

Consent must be: voluntary, sober, informed, mutual, honest and affirmative.

**Consent is NOT** present if someone is incapacitated by substances, has only agreed to an earlier act, says nothing, is never asked for consent, has been made to feel that they must say yes, or if someone uses their position of power to coerce someone into saying yes.

**How do you know that someone has given consent?** The only way to know for sure is to ask.

#### **What is Stalking?**

Stalking is any patterned behaviors or actions that instill fear in the victim, threaten their safety and/or health. These behaviors/actions may include, but are not limited to:

- Any form of non-consensual communications.
- Threatening or obscene gestures.
- Surveillance or being present outside the victim's classroom or workplace.

#### **What is Relationship Violence?**

Relationship violence, sometimes called intimate partner or domestic/dating violence, is a pattern of behavior in which one partner uses fear and intimidation to establish power and control over another partner. Dating and domestic violence occurs in all kinds of relationships and impacts people of all ethnicities, races, classes, abilities and nationalities.

- An abuser may use isolation, violence or the threat of violence, intimidation, financial control, or other means to control their partner. The abuser's behaviors usually escalate, especially if the victim tries to resist or leave.

#### **What is Sexual Harassment?**

Sexual Harassment is a form of discrimination that is sexual in nature. It is verbal or physical conduct that is so severe, persistent, or pervasive that it interferes with someone's ability to participate in or benefit from HCC's educational opportunities. It may involve harassment of women by men, of men by women, or harassment between persons of the same sex. The unwelcome behavior may be based on power differentials, a hostile environment, or a fear of retaliation.

**Some examples of behaviors that may constitute sexual harassment include but are not limited to:**

- Sexual flirtation or propositions
- Verbal abuse of a sexual nature
- Quid Pro Quo Harassment
- Graphic or suggestive comments about dress, appearance, or gender

## How Can I Help?

### Bystander intervention is a great way to address interpersonal violence.

All of us can work together to address these issues on our campus. We can all intervene to prevent interpersonal violence. Always consider your safety and the safety of those around you when considering intervention.

- To be a **Proactive Bystander**, you can:
  - Consistently speak out against these issues to friends, family members and whenever you're comfortable.
  - Educate yourself further on the issues discussed in this handout.
  - Don't laugh at sexist jokes or comments.
  - Empower survivors.
- To be a **Reactive Bystander**, people can find ways to safely step in to prevent problematic situations from escalating.
  - Assume responsibility for intervening (Don't be afraid to get involved).
  - Get help from friends, campus safety or other college staff.
  - Ask the person in potential danger if they want to leave.
  - Call the authorities.

## How to get help and support on campus?

- Whenever someone at HCC experiences sexual misconduct, they are provided contact information for advocacy resources, counseling, and mental health services both on campus and in the community.
- If the misconduct was committed by an HCC community member we can investigate it as a violation of our student code of conduct.
- Housatonic Community College uses CSCU's policies and procedures which provide a consistent and fair process for all of our students, faculty, and staff.
- For more information about the sexual misconduct policy and reporting misconduct visit the links below:
  - <https://www.hcc.commnet.edu/resources/StudentHandbook/index.asp>
  - <http://www.housatonic.edu/resources/titleIX.asp>

## Resources

### Resources on Campus

HCC's Equity and Inclusion Coordinator (203) 332-8521  
HCC's Department of Public Safety (203) 332-5025  
HCC's Women's Center (203) 332-5268  
HCC's Counseling Center (203) 332-5097  
HCC's Dean of Students Office (203) 332-5184

### Resources in the Community

The Center for Family Justice, Bridgeport (203) 334-6154  
Women and Families Center, New Haven (203) 389-5010  
Center for Sexual Assault Crisis, Stamford (203) 348-9346  
CT Sexual Assault 24 hr. Hotline. 1-888-999-5545  
CT Domestic Violence 24 Hr. Hotline 1-888-774-2900  
Bridgeport Hospital 1-888-357-2396  
St. Vincent's Medical Center (203) 576-5171  
Connecticut State Police, Troop G (203) 696-2500  
Bridgeport Police Department (203) 576-7671

## Understanding the Issues

**Sexual Assault** is forcing by threat or physical force the following: penetration of the vagina or anus; oral sex; or contact with another person's genital area, groin, anus, inner thighs, buttocks or breast to exert power over the victim.

- ⇒ Anyone can be a victim or assailant regardless of sex or gender.
- ⇒ Examples include: rape, attempted rape, or intentional touching without consent.

**Consent is active and must be given freely, willingly, and knowingly of each participant.** Consent is indicated clearly by words or actions and can be revoked at any time by any involved person.

- ⇒ How do you know that someone has given consent?

*-if you are not sure, ask!*

**Stalking** is any pattern of behavior or action that would cause a reasonable person to fear for their safety or health. Such behaviors may include, but are not limited to:

- ⇒ Non-consensual communications face to face, telephone, email, etc.
- ⇒ Threatening or obscene gestures.
- ⇒ Surveillance or being present outside the victim's classroom or workplace.

**Relationship violence**, is a pattern of behavior in which one partner uses fear and intimidation to establish power and control over the other.

- ⇒ This violence impacts people of all ethnicities, races, classes, abilities and nationalities.
- ⇒ Also referred to intimate partner violence or domestic/dating violence.
- ⇒ Intimate partner violence impacts people of all ethnicities, races, classes, abilities and nationalities.

An *abuser* may use a variety of *tactics*, including but not limited to: isolation, violence or threat of violence, intimidation, and financial control. These behaviors usually escalate, especially if the victim resists or leaves the relationship.

**Sexual Harassment** is verbal and/or physical conduct that is sufficiently severe, persistent, or pervasive that it interferes with or limits someone's ability to participate in or benefit from HCC's programs or activities.

Some behaviors that may constitute sexual harassment include but are not limited to:

- ⇒ Verbal abuse of a sexual nature
- ⇒ Pressure to engage in sexual activity
- ⇒ Sexual jokes and comments
- ⇒ Suggestion that in order to avoid problems a person must tolerate sexual advances



**HOUSATONIC**  
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## HOW TO SUPPORT SOMEONE YOU CARE ABOUT A SURVIVOR OF SEXUAL ASSAULT

It's not always easy to know what to say when someone tells you they've been sexually assaulted, especially when that person is a family member, friend, or loved one.

Consider the following ways to show support:

- Listen. Be there. Communicate without judgment.
- If the survivor seeks medical attention or plans to report, offer to be there. Your presence can offer support.
- Share resources like the National Sexual Assault Hotline and [online.rainn.org](https://online.rainn.org), but realize that only they can make the decision to use them.
- Be patient. Remember, there is no timetable for recovering from trauma. Avoid putting pressure on them.

Some Dos and Don'ts include:

- **DO** respect them.
- **DON'T** pity them.
- **DON'T** assume anything, allow them to make their own choices.
  - They have had their control taken away; try to avoid doing that again.
- **DO** comfort them. Bring them a blanket or cup of tea, make the environment comfortable.
- **DO** offer to accompany them, if they would like support.
- **DON'T** demand to know every detail of rape or assault.
- **DO** allow them to tell you as much or as little as they need to.
- **DO** remind them that what happened was not their fault.
- **DO** understand that healing takes time and is a difficult process.
- **DON'T** expect their fear to instantly disappear because they are safe when talking to you.
- **DON'T** make excuses for the perpetrator.
- **DO** recognize that every trauma is different and so is a person's reaction to it.

National Sexual Assault Hotline: 1-800-656-4673; local resources: <https://centers.rainn.org/>

## HOW TO SUPPORT SOMEONE YOU CARE ABOUT A SURVIVOR OF DOMESTIC/DATING VIOLENCE

Some DOs and DON'Ts:

- **DON'T** judge.
- **DON'T** tell them that they need to leave the relationship. Only they know when it is safest to leave, and that may not be now. Instead try to discuss a way to be as safe as possible in the situation.
- **DON'T** put them in a position where they need to defend the abuser.
- **DO** listen to them. They are risking a lot to tell someone, show them you can be trusted.
- **DON'T** assume that you know what abuse looks and feels like. Abuse can take many forms.
- **DO** reassure them that this is not their fault, no one deserves abuse.
- **DO** tell your loved one they are not alone; you are there to help, or to help find others who can.
- **DO** use a code word with your loved one as a signal to call the police or any pre-determined need.
- **DO** tell your loved one that you are there for them no matter what.
- **DO** offer them a safe place, if this is realistic, or help them find one.
- **It is OKAY** for you to let your loved one know your feelings/concerns.

There are some trends relevant to abusive relationships that it may be helpful for you to know:

- Even if the abuser apologizes, it does not mean they will stop abusing.
- Alcohol or drug use does not cause abuse.
- **Abuse is cyclical** and tends to escalate.
- If it is safe for you and nobody in your household will tell the abuser, offer to let them store some emergency items in your home in case they need to leave quickly.
  - **Emergency items can include:**
    - Documentation of the abuse (medical treatment records, the dates of the abuse, document any destroyed property with pictures w/ date and description).
    - Information about the abuser's car and workplace (for a restraining order).
    - Proof of finances (personal & joint bank accounts, credit card statements, insurance).
    - Emergency contacts and important numbers.
    - An emergency supply of prescriptions/medications and health records (for children).
    - Any information about firearms the abuser has access to.
- If children are involved:
  - They should consider working with domestic violence advocate/lawyer if they plan to leave with the children.
  - Someone should tell the children that abuse is wrong and that they should never get in the middle when abuse is taking place—they should go somewhere safe, and call the police if they can and tell the police: their name, address, and what is happening.

National Domestic Violence Hotline (1-800-799-7233); local program: [Domesticshelters.org]

## Community Resources

### **The Center for Family Justice**

753 Fairfield Ave., Bridgeport, CT, 06604

Phone: 203-334-6154

SA Hotline: 203-333-2233

DV Hotline: 203-384-9559

#### **Satellite Locations:**

- Fairfield
- Monroe
- Trumbull
- Stratford

### **Rape Crisis Center of Milford, inc.**

70 West River Street, Milford, CT 06460

Phone: 203-874-8712

24/7 crisis hotline: 203-878-1212

### **Women's Center of Greater Danbury**

2 West Street, Danbury, CT, 06810

Phone: 203-731-5200

SA Hotline: 203-731-5204

DV Hotline: 203-731-5206

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

29 Central Ave., Waterbury, CT, 06702

Phone: 203-575-0388

SA Hotline: 203-753-3613

DV Hotline: 203-575-0036

### **Women and Families Center**

**Meriden Office:** 169 Colony Street

Phone: 203-235-9297

**Middletown Office:** 100 Riverview Center,  
Suite 150

Phone: 860-344-1474

**New Haven Office:** 1440 Whalley Ave.

Phone: 203-389-5010

### **YWCA New Britain**

19 Franklin Square, New Britain, CT, 06051

Phone: 860-225-4681

### **The Center for Sexual Assault Crisis Counseling and Education**

733 Summer St., Suite 503

Stamford, CT, 06901

Phone: 203-348-9346

Hotline: 203-329-2929

### **Susan B. Anthony Project**

179 Water Street

Torrington, CT, 06790

Phone: 860-489-3798

Hotline: 860-482-7133

### **Statewide 24/7 Toll-Free Hotlines:**

Sexual Assault: 1-888-999-5545 (English); 1-888-568-8332 (Español)

Domestic Violence: 1-888-774-2900 (English); 1-844-831-9200 (Español)



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**FOR CONN. GEN. STAT. 10a-55m(f)**  
**SEXUAL VIOLENCE REPORT**  
**HOUSATONIC COMMUNITY COLLEGE**  
**2018 SUBMISSION**

**SEXUAL VIOLENCE STATISTICS & DATA**



## **SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA**

**CSCU INSTITUTION:** Housatonic Community College

**REPORTING OFFICE/DEPARTMENT:** Title IX Coordinator's Office

**INSTITUTION CONTACT:** Marilyn Albrecht

**YEAR:** 2017

<b>I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:</b>			
<b>Program Category</b>	<b>Number of Programs:</b>		
	<b>Prevention:</b>	<b>Awareness:</b>	<b>Risk Reduction:</b>
<b><i>Sexual Assault</i></b>	4	8	3
<b><i>Stalking</i></b>	4	8	3
<b><i>Intimate Partner Violence</i></b>	4	8	3
<b>Program Types: (List and Describe Each Program Type)</b>			
<p><b>New Student Orientation (1/11/2017):</b> Incoming students were given information about a multitude of subjects relevant to starting college. The students were given information about the Title IX process on campus, what rights are protected by Title IX, bystander intervention and definitions of crimes and examples of conduct that violates the student code. The students also received information from other individuals and offices on campus.</p>			
<p><b>Family Economic Security Program In-service (1/12/2017):</b> The Title IX investigator presented on Title IX, sexual violence, stalking, interpersonal violence, and Housatonic Community College's process to the staff and students in the FESP program.</p>			
<p><b>Not Anymore (Ongoing throughout the semester):</b> Not Anymore is an online interpersonal violence prevention program from Student Success™. This video-based program will provide critical information about Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking, and much more. <i>Not Anymore</i> helps students better understand how vitally important these issues are and what they can do to help make the campus safer. A link was emailed to all of our new students. The Title IX Coordinator's office sent an email with information to faculty and staff about the program offering some insight so they would be aware of it in case students had questions or comments.</p>			
<p><b>Women of Wisdom-Prudence Crandall and Sarah Harris (2/27/2017):</b> Our Women's Center has an ongoing series that highlights the contributions women have made to society. During February of 2017 one of these events focused on Prudence Crandall and Sarah Harris. It included messages about supporting women and survivors of interpersonal violence.</p>			



**Gender and Media Literacy (3/21/2017):** As part of a digital diversity all day event, the Title IX Coordinator's office provided a presentation on Media literacy and the differences in representation for men and women. They also discussed how the media can influence the way our culture views women, interpersonal violence and all under or misrepresented groups.

**Bringing in the Bystander Training for Orientation Leaders (8/16/2017):** The session is interactive and uses the community of responsibility approach. It shows participants how to safely intervene before, during and after an incident of sexual abuse, relationship violence and stalking. The program uses discussions, activities and role plays to help participants come to understand how they play a part in proactively preventing sexual and relationship violence, how they can help survivors get the help and support they need, and how they contribute to the creation of a campus climate that reflects a commitment to safety for all. The program was presented in a 90-minute session for the student leaders who help with new student orientation.

**Part-Time Lecturer Orientation (8/24/2017):** Before each fall semester all of the adjunct professors are oriented in an evening session where multiple departments present information about their operations and services. Marilyn Albrecht presented on the Title IX process on campus and the procedure they should follow if a student discusses or reports an incident to them. Albrecht also reviewed the disclosure form and the consensual relationship board policy.

**New Student Orientation (8/26/2017):** Incoming students were given information about a multitude of subjects relevant to starting college. The students were given information about the Title IX process on campus, what rights are protected by Title IX, bystander intervention and definitions of crimes and examples of conduct that violates the student code. The students also received information from other individuals and offices on campus. This information was provided to both the new HCC students and their loved ones/family members.

**Clothesline Project @ Fresh Check Day (10/27/2017):** The Clothesline Project is a visual display of t-shirts that have been designed by survivors of violence or by someone who loves someone who has been a victim of violence. The purpose of the Project is to increase awareness of the impact of interpersonal violence and break the silence around the issue. Survivors are given the opportunity to tell their story, make a t-shirt and hang it on the line, as well as make connections with other survivors. The line is a visual representation that they are not alone and the line is a tribute to survivors. It shows the magnitude of the problem. This project happens all over the United States and Housatonic is joining the movement. HCC students will be given the opportunity to make shirts for the clothesline, the shirts will be collected and then be displayed on campus. We have held this event on campus for multiple years and 2017's Clothesline was presented as part of the Fresh Check Day event on our campus. The Fresh Check Day is a national movement that occurs at more than 100 colleges and universities. The event featured interactive expo booths, free food, and some prizes with the goal of "reducing the stigma and misconceptions that often surround mental health issues and deter individuals from seeking help."

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:		
Campaign Category	Number of Campaigns:	
	Prevention:	Awareness:
<i>Sexual Assault</i>		3
<i>Stalking</i>		3
<i>Intimate Partner Violence</i>		3
<b>Campaign Types:</b> <b>(List and Describe Each Campaign Type)</b>		
<p><b>The Empty Chair Campaign (4/24/2017-5/5/2017):</b> The Empty Chair campaign is a two-week-long event held at Housatonic Community College. The campaign raises awareness and seeks to prevent incidents of domestic violence, sexual assault, stalking, and other forms of interpersonal violence on campus. During the event nine purple folding chairs will be situated in different spots around the campus, each with accounts of interpersonal violence under the banner "I am not on campus today because..." as well as other information that highlights the ways victims and survivors of violence can be impacted in multiple aspects of their lives and how it can impede their participation in various activities including their attempts to pursue an education.</p> <p><b>Silent Witness (4/24/2017-5/5/2017):</b> During the Silent Witness Exhibit there will be silhouettes with facts, statistics, common myths and stories about domestic and sexual violence all around the Housatonic Community College Campus. Students will be encouraged to read the information and learn from the stories. Silent Witness is a multi-day event, taking place in both Housatonic Community College buildings. There will be nine silhouettes in various locations around the campus.</p> <p><b>Title IX Webpage Updates (9/2017):</b> In September of 2017 the Title IX Coordinator's office worked with the webmaster to update the Title IX page of the website. An FAQs section was added along with links to relevant CSCU policies and a synopsis of our programming efforts on campus.</p>		

III. TOTAL REPORTED INCIDENTS OF SEXUAL VIOLENCE:		
Incident Category	Number of Incidents Reported:	Number of Incidents Disclosed:
<i>Sexual Assault</i>	2	2
<i>Stalking</i>	1	1
<i>Intimate Partner Violence</i>	1	3

IV.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):								
Case 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					1		1
<i>Stalking</i>	1					1		
<i>Intimate Partner Violence</i>	1					1		

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:	
		Upheld:	Overturned:
<i>Sexual Assault</i>	n/a	n/a	n/a
<i>Stalking</i>	n/a	n/a	n/a
<i>Intimate Partner Violence</i>	n/a	n/a	n/a

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>	N/A	N/A	N/A	N/A	N/A	N/A
<i>Stalking</i>	N/A	N/A	N/A	N/A	N/A	N/A
<i>Intimate Partner Violence</i>	N/A	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:	Overtured:
<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>			1	
<i>Stalking</i>				
<i>Intimate Partner Violence</i>				

## STATUTORY REFERENCES AND DEFINITIONS

### SEXUAL ASSAULT

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

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

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

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

**Sec. 53a-71. Sexual assault in the second degree: Class C or B felony.** (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or

disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

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

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

**Sec. 53a-73a. Sexual assault in the fourth degree: Class A misdemeanor or class D felony.** (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the

general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person's consent; or (3) such person engages in sexual contact with an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

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

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

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

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



(1) "Sexual intercourse" means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed by an object manipulated by the actor into the genital or anal opening of the victim's body; and (2) "Use of force" means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim. (b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury. (c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

### **STALKING**

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

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

**Sec. 53a-181d. *Stalking in the second degree: Class A misdemeanor.*** (a) For the purposes of this section, "course of conduct" means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any action, method, device or means, including, but not limited to, electronic or social media, (1) follows, lies in wait for, monitors, observes, surveils, threatens, harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person's property, and "emotional distress" means significant mental or psychological suffering or distress that may or may not require medical or other professional treatment or counseling.

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

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

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



**Sec. 53a-181e. Stalking in the third degree: Class B misdemeanor.** (a) A person is guilty of stalking in the third degree when such person recklessly causes another person to reasonably (1) fear for his or her physical safety, or (2) suffer emotional distress, as defined in section 53a-181d, as amended by this act, by willfully and repeatedly following or lying in wait for such other person.

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

#### **PROGRAMMING:**

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

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

#### **"Risk Reduction"**

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

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

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

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

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

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



**FOR CONN. GEN. STAT. 10a-55m(f)**  
**SEXUAL VIOLENCE REPORT**  
**HOUSATONIC COMMUNITY COLLEGE**  
**2018 SUBMISSION**

**NARRATIVE**



**HOUSATONIC COMMUNITY COLLEGE**  
**SEXUAL VIOLENCE REPORT**  
**REPORTING YEAR 2017**

**NARRATIVE DESCRIPTION OF STATISTICS AND PROGRAMMING**

**Introduction to Housatonic Community College**

Housatonic Community College is located in Bridgeport, Connecticut's largest city, and serves an eleven-town area in Southwestern Connecticut. A member of Connecticut State Colleges & Universities, the college opened its doors in 1966 as a branch of Norwalk Community College and became independent in 1967. The Housatonic Museum of Art and Sculpture Garden are part of the teaching mission of the college. With nearly 4000 works in the collection, and over 1700 displayed throughout the campus.

The college expanded Lafayette Hall adding 46,000 sq. ft. to the building. The space and subsequent renovation created a new Welcome Center enabling students to more efficiently complete the registration and enrollment process. The addition also allows most of the student service departments to be located within the same area maximizing the convenience and accessibility for the students seeking assistance and information. Additionally, the college library will be enlarged and new science labs, art studios, and student services offices will be added. The addition was completed in 2017.

Housatonic is accredited by the New England Association of Schools and Colleges and the Connecticut Board of Regents for Higher Education.

In response to community and student needs, Housatonic offers associate degree programs in preparation for transfer to four-year institutions, as well as occupationally-oriented associate degree and certificate programs. Short-term, non-credit courses, seminars and workshops, as well as targeted student services help meet community and personal enrichment needs. These programs prepare students for employment and advancement in business, industry, manufacturing, health services, fine arts, theater, digital media, early childhood education, natural sciences, computer arts and information systems, and human services. The college also assists local businesses and institutions to train and update the skills of their workers.

Housatonic is a student-centered institution and is a national Achieving the Dream leader college and an Aspen Institute Aspen Prize for Community College Excellence Top 150 institution. The college strives to provide high quality, accessible instructional and student services within an

environment of mutual respect among faculty, staff, and students. These services are provided through an open-door admissions policy at affordable cost in a variety of settings and through a variety of teaching methods and approaches.

Special support services include accessibility services, career and transfer counseling, academic support and tutoring, library facilities and instruction, English as a Second Language programming, and an array of more than thirty student clubs and activities focusing on academic subjects, social interests, and career fields.

The student body reflects the diversity of the service region. Changes in student and educational goals, economic diversity, and industry needs are responded to with flexibility and responsible adjustment in programs and services. Outreach to the local community is part of the mission of the college. Non-credit courses, seminars, cultural events, and forums focus on the changing requirements of the workplace as well as personal enrichment.

### **Housatonic's Mission**

Housatonic Community College, though a collaborative, learner-centered, technology-rich and stimulating educational environment, empowers all individuals to develop to their full potential as lifelong learners. As a knowledgeable and dedicated faculty and staff, we inspire students to contribute responsibly to our dynamic regional and global society.

### **Housatonic's Vision**

By 2021, Housatonic Community College, empowered by resources and public support, will be a regional leader in higher education, workforce development, and community engagement with cutting-edge programs in science, technology, engineering, arts, mathematics and other disciplines that address the ever-changing needs of students, employers, and society.

Based on the requirements from Public Act 14-11 we have gathered and categorized information about the sexual assault, stalking and intimate partner violence incidence on campus, as well as the programs and campaigns we have held to educate our student body and campus community.

### **Programs and Campaigns: Prevention & Awareness**

Housatonic Community College has worked to address the issues of sexual violence and other forms of interpersonal violence on its campus, by providing programming through partnerships with multiple offices and community partners, hosting both annual and new programming. The transient nature of the community college population can make programming complicated. The initiatives need to take a variety of forms and be timed when the most students can take advantage of them. They are developed to both educate our students and raise their awareness level in these areas so they can feel more comfortable disclosing issues and reporting misconduct.

The Housatonic Community College Women's Center provides some of the school's annual programming initiatives including the Women of Wisdom Series: Prudence Crandall and Sarah

Harris and they partnered with the Title IX Coordinator's Office including the Silent Witness and Empty Chair campaigns. The Women's Center staff is partially made up of work-study students who provide a student perspective when planning events. The majority of the Center's programming is based on discussions and conversations rather than lectures to the student body.

The Title IX Coordinator's Office implemented some new initiatives and continued past successful programs initiatives during 2017. The events included the New Student Orientation presentations, The Clothesline Project (for 2017 this was part of the Fresh Check Day), Human Trafficking Awareness, Gender and Media Literacy, and Title IX in-services for department staffs. The new student orientation presentation was developed to educate students about campus policies and resources. The Clothesline Project provided both opportunities for education and student engagement.

The Title IX Investigator and the Assistant Director of Student Activities received facilitator training in the Bringing in the Bystander Curriculum and so they co-facilitated the training provided to the New Student Orientation student leaders. Two other staff members were trained in the program curriculum which will help Housatonic Community College facilitate even more training sessions in 2018.

During the 2017 reporting year Housatonic Community College made significant changes to their website and that included the Title IX information page. This hopefully provides students with easier access to information and hopefully answers questions for students to lessen any concerns by providing an instant response to some general FAQs. The institution also rolled out a general Title IX email address, [titleix@housatonic.edu](mailto:titleix@housatonic.edu), allowing a simple address for students to receive information or express any concerns they may have.

In February of 2017 the Title IX Coordinator's office partnered with the Human Resources Department to host International Institute of Connecticut and Project Rescue. They are a community resource which works to raise awareness around Human Trafficking and provide resources and support to survivors. The presenter was going to come to campus and educate the HCC community on how trafficking is relevant to our community, what red flags they can look out for, signs and symptoms of a victim, and the resources/services available in the Bridgeport area. Unfortunately, this event had to be cancelled due to snow and so we are planning to reschedule the event for 2018.

When examining our programming efforts, we can see some areas for improvement including risk reduction efforts, prevention efforts and passive campaigns. These areas can be addressed through increased passive programming focused on prevention and risk reduction. We are continuing to evolve our programming initiative on campus and we look forward to increasing our initiatives and creating programming in more areas of the campus. We realize that there was a decrease in programming during the Fall 2017 semester. Going forward we will review past strategies to see where our efforts can be improved. We are glad that we could partner with community and campus agencies to provide a variety of programs on campus.

### Statistics, Data & Context

This report shows an increase in both reports and disclosures when comparing 2017 to 2016. We believe this increase in disclosures and reports is mostly due to a continued effort to increase in awareness programming and an intentional effort to formalize campus procedures and a reporting structure. We plan to continue to support our student population and ensure they know the resources available to them by continuing to ratchet up of programming efforts and campaigns. We take pride in knowing that our students know who to reach out to when they experience interpersonal violence. The programming will also provide an understanding of how they can reduce their risk of victimization, work to prevent interpersonal violence and be aware of the prevalence of these crimes.

#### Disclosures

During this reporting year Housatonic Community College had six disclosures; two concerned a sexual assault, one involved stalking, and three concerned intimate partner violence. All but one of the disclosures involved incidents where the offending party was an unaffiliated person(s) or unknown. One incident involved another student but that disclosing student did not reveal the name of the offending student and so the case was not able to be fully investigated. The Title IX investigator and the Public Safety office attempted to investigate the conduct but the information provided was limited and so they were not able to make a determination as to the responsible party. The student in this case was provided resources and information about services both on and off campus. They continued to work with our counseling department to be sure all their needs were met.

Resources outlining options as well as contact information for services providers in the area were provided to the disclosing students in each case. In three out of the six cases the student was also referred to the campus public safety director for assistance with the legal process and/or an overview of safety & security measures in place on our campus. The anonymous disclosure of sexual assault concerned an incident that occurred off campus and the student was pursuing legal action/criminal charges.

All of the disclosing students were provided resources and information about community resources available to them; they were informed of their right to take legal action if they chose to do so at that point or at any point in the future; in cases where it was relevant, they were reminded that they could also choose to report the conduct to HCC in the future as well.

#### Reports

During 2017 Housatonic Community College had two reports of sexual assault. In the first, a student reported to the Housatonic Community College Public Safety Office that she was sexually assaulted off campus by another student. She also reported to the relevant local police department for where the assault occurred. The complainant requested an administrative conference and the respondent agreed. They agreed to a change of class schedule so they did not need to interact in class and based on the agreement the case was closed. The second

incident was reported to Housatonic Community College's Public Safety office. A student reported that a man she did not know had approached her in the hallway, asked her personal questions, and then proceeded to kiss her. Public Safety was able to determine that the unknown man was a former student, and was not enrolled at Housatonic Community College. He was issued a "Trespass Warning" letter; it was explained to him that he was no longer permitted on our campus since he was not there for official business and he had abused the privilege of our open campus.

Housatonic did have two reports of sexual harassment and one report of sexual misconduct. We realize this report does not ask us to include these incidents but in the interest of transparency we wanted to explain these as well. One of our students, a tutor in our tutoring center, reported that she was offered sexual favors in exchange for writing a paper for another student. An investigation into the complaint was launched. The respondent, complainant and witnesses were interviewed, sign-in sheets were reviewed. It was determined that there was not enough evidence to support claims by either side of the report. The parties involved agreed to a continued no contact order. The respondent agreed to schedule any tutoring needs through another office. The tutor center coordinator met with the investigator to discuss ways to reduce risk to student workers, such as scheduling staff in a way where no one staffs the office alone.

Our final report involved both intimate partner violence and stalking. A student reported to Housatonic Community College Public Safety that her ex-boyfriend came to campus demanding to see her. He was not an HCC student and she was not sure how he knew her whereabouts. When the public safety officers were talking to the ex-boyfriend, he became agitated and physically violent with the two officers. The unaffiliated person was arrested by the Connecticut state police and a "Trespass Warning" letter was issued.

#### Conclusion and Next Steps

In 2017 Housatonic Community College saw an increase in reports of sexual assault, intimate partner violence and stalking. The number of disclosures remained the same as in 2016 but the breakdown by type of violence varied slightly from 2016. The report for the 2016 year showed an increase in disclosures and we credited that increase to our increased attempts to publicize not only community resources but also the places on campus that a student could seek assistance. Housatonic Community College has made a continued effort to be transparent with the students, staff and faculty about the availability of resources and the on-campus process. This effort, coupled with the intentional programming, has hopefully made it easier for our students to report concerns whenever they arise. Multiple departments have become involved in awareness and prevention programming, including, but not limited to: The Office of Student Activities, The Title IX Coordinator's Office, the Human Resources Department, and The Women's Center.

We plan to continue this increased awareness by instituting poster campaigns and additional active programs to show students their options and resources. We also noticed that unaffiliated individuals are becoming involved in more incidents so the Title IX Coordinator's office will work

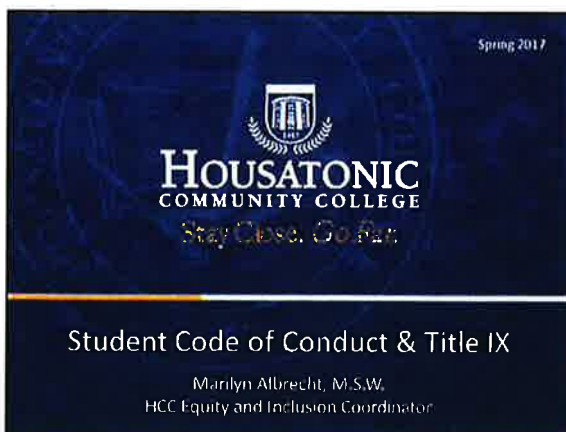



with security to find creative ways to maintain our open/community campus while also protecting our students, faculty and staff. We had seen in 2016 that technology had played a role in reports so we will continue to address that phenomena as technology is only becoming increasingly relevant in our students' lives.



**FOR CONN. GEN. STAT. 10a-55m(f)**  
**SEXUAL VIOLENCE REPORT**  
**HOUSATONIC COMMUNITY COLLEGE**  
**2018 SUBMISSION**

**AWARENESS, PREVENTION, & RISK REDUCTION INFORMATION**




 *Stay Close. Go Far.*

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### Session Agenda


- Introductions
- Policy & Title IX Overview
- How does HCC handle title ix?
- Consent
- Bystander Intervention
- Housatonic's Policy
- Community and Campus Resources

 *Stay Close. Go Far.*

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### Introduction

- Marilyn A. Albrecht, M.S.W.  
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 *Stay Close. Go Far.*


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### Student Conduct Overview

This Student Code of Conduct is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education.

The Student Code describes the types of acts that are not acceptable in an academic community.

- Appendix I: Section I. Student Code of Conduct  
Part D: Prohibited Conduct

 Stay Close. Go Far.

### HCC's policies


- Housatonic is a community that takes many forms.
- It is the policy of HCC to foster a campus environment that is free from intimidation and one where students can reach their fullest potential.
- HCC is committed to providing an environment free of personal offenses.

 Stay Close. Go Far.

### What is Title IX?

- "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."
- It allows all students to attend school in an environment free of harassment and gender based violence.




 Stay Close. Go Far.


### Consent

- **Consent** [is]:
  - Active and cannot be coerced,
  - It must be freely given.
  - Necessary at every stage of sexual contact
  - Cannot be assumed when moving to another level of intimacy.

\*\* If you want it you have to ask for it and respect the answer.

- **Consent is NOT** if someone is incapacitated by substances, has only agreed to an earlier act, says nothing, is never asked for consent, or has been made to feel that they must say yes.




 Stay Close. Go Far.

### How does Title IX apply at HCC?

Here at HCC we take the responsibility of Title IX very seriously.


- Students have many options for handling incidents of sexual misconduct.
  - They can inform any faculty or staff members
- If they are seeking help based on an incident in the past or that happened off campus we will provide services and support based on their individual needs.
- If the conduct is related to a person affiliated with HCC will still provide those resources and investigate the conduct as a violation of our code of conduct.
- We use policies and procedures directed by CSCU and that provides a consistent and fair process for all of our students, faculty, and staff.

 Stay Close. Go Far.

## Bystander intervention

Bystander intervention is a great way to address interpersonal violence.


- Proactive Bystander Intervention
- Reactive Bystander Intervention

 Stay Close. Go Far.

## Where do you Stand?

Deciding where you stand and when you will intervene is a personal choice.


- Always consider your safety and the safety of those around you before you intervene in a situation.
- Both Proactive Bystander Intervention - Intervening before something happens (speaking out against violence); and Reactive Bystander Intervention - Intervening in situations as something happened (addressing situations of interpersonal violence)
- This can mean not laughing at jokes or informing campus security when you see something. No action you can take is too small.

 Stay Close. Go Far.

## Campus Resources

There are non-confidential resources on campus that can support and assist students and employees going through the process of reporting an incident of sexual misconduct

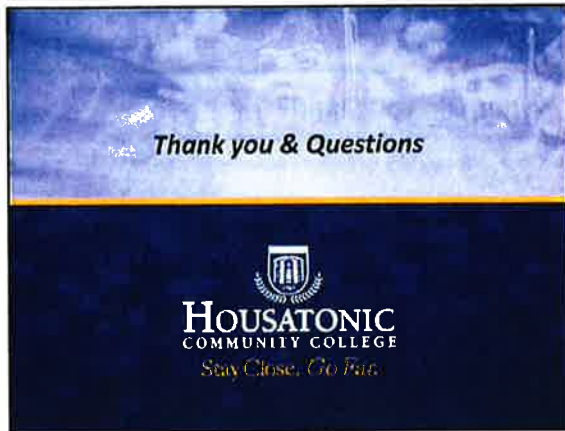
- Housatonic Equity and Inclusion Coordinator's office: (203) 332-8521
- Housatonic Public Safety: (203) 332-5025
- Housatonic's Women's Center: (203) 332-5268
- Housatonic's Counseling Center: (203) 332-5097
- Dean of Students office: (203) 332-5184

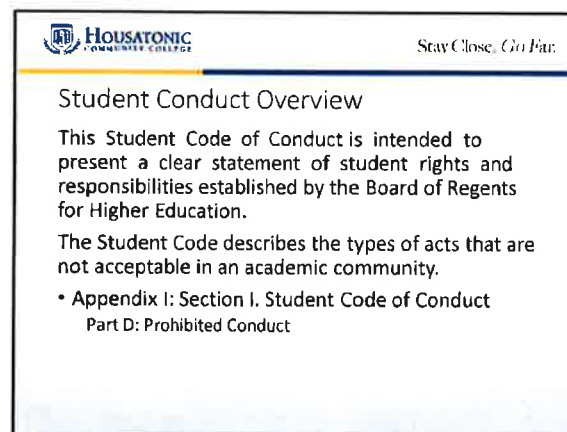
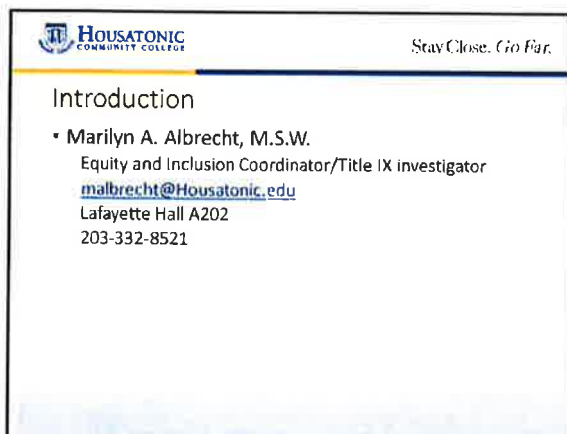
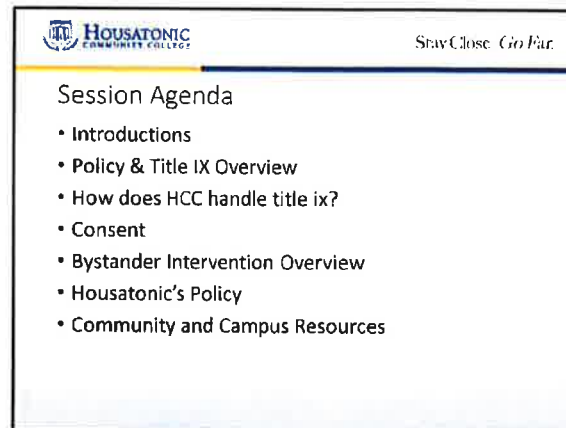
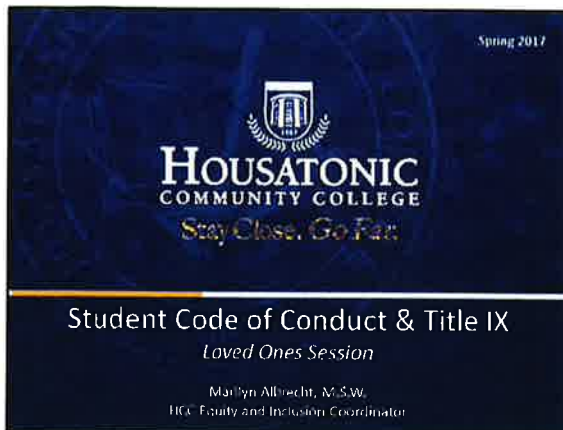
 Stay Close. Go Far.


## Community Resources

- The Center for Family Justice
  - Main Office: 203-334-6254
  - DV Hotline: 203-344-9699
  - SA Hotline: 203-333-2255
  - DV En Español: 800-831-9200
  - SV En Español: 844-831-9200
- Rape Crisis Center of Milford, Inc.
  - Phone: 203-874-8712
  - En Español: 1-888-568-8312
- Women's Center of Greater Danbury
  - Office: 203-731-5200
  - Hotline: 203-732-5204
- Safe Haven of Greater Waterbury
  - Office: 203-753-3613
  - Hotline: 203-753-3613
- Women And Families Center
  - Meriden office: 203-235-9297
  - Ansonia Office: 860-344-1417
  - New Haven Office: 203-389-5030
- YWCA New Britain Sexual Assault Crisis Services
  - New Britain office: 860-225-4681, Hotline: 860-221-1287
  - Hartford Office: 860-241-9217
  - Hotline: 860-547-1012
- The Center for Sexual Assault Crisis Counseling and Education
  - Office: 203-348-9346
  - Hotline: 203-329-2929
- Susan B. Anthony Project
  - Office: 860-489-3798
  - Hotline: 860-483-7111

6/18/2018







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### HCC's policies


- Housatonic is a community that takes many forms.
- It is the policy of HCC to foster a campus environment that is free from intimidation and one where students can reach their fullest potential.
- HCC is committed to providing an environment free of personal offenses.


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### What is Title IX?


- "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."
- It allows all students to attend school in an environment free of harassment and gender based violence.


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### Consent

- **Consent** [is]:
  - Active and cannot be coerced,
  - It must be freely given.
  - Necessary at every stage of sexual contact
  - Cannot be assumed when moving to another level of intimacy.
- **Consent is NOT** if someone is incapacitated by substances, has only agreed to an earlier act, says nothing, is never asked for consent, or has been made to feel that they must say yes.


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### How does Title IX apply at HCC?

Here at HCC we take the responsibility of Title IX very seriously.

- Students have many options for handling incidents of sexual misconduct.
  - They can inform any faculty or staff members
- If they are seeking help based on an incident in the past or that happened off campus we will provide services and support based on their individual needs.
- If the conduct is related to a person affiliated with HCC will still provide those resources and investigate the conduct as a violation of our code of conduct.
- We use policies and procedures directed by CSCU and that provides a consistent and fair process for all of our students, faculty, and staff.




 *Stay Close. Go Far.*

## Bystander intervention

Bystander intervention is a great way to address interpersonal violence  
HCC's approach to prevention and awareness programming


- Proactive Bystander Intervention
- Reactive Bystander Intervention

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## Campus Resources

There are non-confidential resources on campus that can support and assist students and employees going through the process of reporting an incident of sexual misconduct


- Housatonic Equity and Inclusion Coordinator's office: (203) 332-8521
- Housatonic Public Safety: (203) 332-5025
- Housatonic's Women's Center: (203) 332-5268
- Housatonic's Counseling Center: (203) 332-5097
- Dean of Students office: (203) 332-5184

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## Community Resources

- The Center For Family Justice
  - Main Office: 203 334 6154
  - DV Hotline: 203 388-1559
  - SA Hotline: 203-333-4233
  - DV En Español: 860-831-9458
  - SV En Español: 844 831 9200
- Rape Crisis Center of Milford, Inc.
  - Phone: 203 874 6712
  - En Español: 1 888 568 8132
- Women's Center of Greater Danbury
  - Office: 203-731-5200
  - Hotline: 203-731-5204
- Safe Haven of Greater Waterbury
  - Office: 203-753-3613
  - Hotline: 203-753-3613
- Women And Families Center
  - Meriden office: 203 735-9297
  - Middletown Office: 860 344-147
  - New Haven Office: 203 389-5030
- YWCA New Britain Sexual Assault Crisis Services
  - New Britain office: 860-225-4441, hotline: 860-231-1787
  - Hartford Office: 860-241-9217
  - Hotline: 860-547-1022
- The Center for Sexual Assault Crisis Counseling and Education
  - Office: 203-348-9346
  - Hotline: 203-329-2929
- Susan B. Anthony Project
  - Office: 860-489-3798
  - Hotline: 860-482-7133

*Thank you & Questions*

  
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## **Title IX FESP In-service Style**

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

(<https://www.justice.gov/crt/title-ix-education-amendments-1972>)

Under Title IX, federally funded schools must ensure that students of all ages are not denied or limited in their ability to participate in or benefit from the school's educational programs or activities on the basis of sex (OCR guidance).

- Schools have a responsibility to protect students against hostile educational environment and be sure that once we are put on notice we take swift action to prevent the recurrence and remedy its effects.

### **Title IX protects all students.**

- All levels of the education
- Male and female students
- Straight and LGBTQ students
- Part-time and full-time students
- Students with and without disabilities
- Students of different races and national origins

### **Protections for pregnant and parenting students**

- Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.
- The Title IX regulation also prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex.
- Under Title IX, it is illegal for schools to exclude a pregnant student from participating in any part of an educational program.
- For more information: <https://www.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

### **When Conduct Occurs On Campus Vs. Off-Campus**

Even though a school's ability to take direct action addressing perpetrators may be limited, the school must still take steps to provide appropriate remedies for the student and the broader population.

### **How to get help and support on campus?**

- Whenever someone at HCC experiences sexual misconduct, they are provided contact information for advocacy resources, counseling, and mental health services both on campus and in the community.
- If the misconduct was committed by an HCC community member we can investigate it as a violation of our student code of conduct.
- Housatonic Community College uses CSCU's policies and procedures which provide a consistent and fair process for all of our students, faculty, and staff.
- For more information about the sexual misconduct policy and reporting misconduct visit the links below:
  - o <https://www.hcc.commnet.edu/resources/StudentHandbook/index.asp>
  - o <http://www.housatonic.edu/resources/titleIX.asp>



## Not Anymore

OVERVIEW

UNDERGRADUATE

GRADUATE

COMMUNITY COLLEGE

RETURNING STUDENTS

NON-TRADITIONAL STUDENTS

ALCOHOL & OTHER DRUGS

GREEKS, ATHLETES & ORGANIZATIONS

SORORITIES

EMPLOYEES

CHECK OUT

## Community College Campus Safety Program

*Not Anymore for Community College Students* is a reality-based suite of nine modules designed specifically for community college students. Featuring peer presenters of various ages as well as select scenarios that are more age-appropriate, *Not Anymore for Community College* works to reduce interpersonal violence on your campus, while helping you meet VAWA requirements and Title IX education mandates. Student testimonials throughout the program foster viewer empathy to help prevent interpersonal violence.



### Features

#### Comprehensive content.

*Not Anymore for Community College* provides a 30 minute experience that covers these key topics: Consent, Bystander Intervention, Verbal Defense, Dating/Domestic Violence, Sexual Harassment and Stalking. You can then eliminate, alter or add to the pre-and post tests, as well as add your campus policies, definitions



SUCCESS

ALCOHOL & OTHER DRUGS

GREEKS, ATHLETES & ORGANIZATIONS

SORORITIES

EMPLOYEES

CHECK OUT

CHOICE

## Features



## Comprehensive content.

*Not Anymore for Community College* provides a 360-degree education that covers these key topics: Consent (by gender), Intervention, Verbal Defense, Bystander/Defensible, Violence, Sexual Harassment and Stalking. You can then eliminate, alter or add to the pre and post tests, as well as add your campus policies, definitions and procedures, and require students to acknowledge having read them. You can customize the program's resources page and your logo and campus branding, and even add a customized video introduction. No other online campus safety program offers the flexibility of *Not Anymore*.

## Real-time feedback.

At key points of *Not Anymore for Community College*, viewers are reminded of their pretest answers, either confirming their knowledge or confronting their misconceptions. Then, peer's answers are also presented to leverage social learning. These interactive elements help defeat rape myths and improve learning outcomes.



Want to learn more about Not Any more?

PROGRAM OVERVIEW

## Student Reactions

"Not Any more" is a program that helps students with their academic and social skills. It is a program that is designed to help students who are struggling in school. It is a program that is designed to help students who are struggling in school.

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"Not Any more" is a program that helps students with their academic and social skills. It is a program that is designed to help students who are struggling in school. It is a program that is designed to help students who are struggling in school.

Experience our programs for yourself.

REQUEST A DEMO

## Albrecht, Marilyn

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**From:** Albrecht, Marilyn  
**Sent:** Tuesday, October 03, 2017 9:13 AM  
**To:** HO-Community  
**Subject:** Educational Program for our Students

Hello Faculty and Staff Members:

As you are probably aware, HCC is required by state and federal law to provide all students with training and education in the prevention of sexual harassment and sexual assault. HCC is using a web-based program to provide some of that education. *Not Anymore* is an engaging curriculum that takes approximately 20 to 30 minutes to complete. While failure to complete the program will not result in a hold being placed on their account or create problems for graduating students we do strongly recommend that the students complete the program. *Not Anymore* is an especially great program for our students because it is specific for the community college setting and has resources specific to our campus and community. All of our students who did not complete the program last year (including both new students and returning students who did not complete it) were emailed the link on Monday, October 3<sup>rd</sup>. This program, or something similar, is being used at all the community colleges in our system. I would appreciate it if you would encourage students to complete the program.

To learn more about the Not Anymore program please feel free to contact me and/or visit the website at: <http://not-anymore.com/community-college/home>

Thank you for your time and attention.

Marilyn A. Albrecht, M.S.W. ☺  
Academic Advisor (Equity & Inclusion)/Title IX Investigator  
Counseling & Advising - Lafayette Hall L112  
Housatonic Community College  
900 Lafayette Blvd.  
Bridgeport, CT 06604

**Confidentiality Notice:**

This e-mail transmission (and/or attachments accompanying it) may contain confidential information. This information is only for the use of the intended recipient and may be confidential. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution of any information in this transmission is strictly prohibited. If you received this transmission in error, please promptly notify the sender by reply e-mail, and then destroy all copies of this transmission.

\*Not Anymore – Student Notification Letter

Dear **[Incoming Student]**,

At **[Housatonic Community College]** we pride ourselves on providing an enlightening college experience, which demands a safe and healthy student environment. To that end, we are **[requiring]** that you view *Not Anymore*, an online interpersonal violence prevention program from Student Success™. This video-based program will provide critical information about Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking, and much more. *Not Anymore* will help you better understand how vitally important these issues are and what you can do to help make your campus safer.

**Program Instructions**

The online program will be available to take as of **[enter date]**. You are **required** to complete the program by **[May 26, 2017]**. You are required to earn at least an **[70%]** on the program, which will prompt you to retake the post-test until you achieve this score. The program also will allow you to review the program videos before you retake the post-test.

Step 1: Log on to Not Anymore at: **School specific link**

Step 2: Enter your access code: **school specific code**

Step 3: You will be taken to the *Not Anymore* Account Setup Page. Follow the instructions provided. Remember the email and password you enter, as they will allow you to leave and re-enter the program to complete the program in several sittings if you choose without having to start over. If you run into problems taking or reentering the program, do not start over. Contact us through the HELP button and we will assist you.

You will retain access to the programs until at least May 31, 2017 for reference purposes.

If at any time you have general questions or concerns regarding the program requirements, please contact your school at **[malbrecht@housatonic.edu]**. If you have any technical difficulties with the program, please contact Student Success™ through the program HELP button or at [terrylynn.pearlman@studentsuccess.org](mailto:terrylynn.pearlman@studentsuccess.org).

**Disclosure**

The training contains sensitive material involving sexual and interpersonal violence. While trigger warnings and resources are provided throughout the program, we understand such programming may be problematic for some viewers. Please contact **[the Counseling Center]** for support and/or to discuss alternatives.

We thank you in advance for your diligent participation in this critical program. Through the Student Success™ programs and our other campus efforts and resources, we are becoming a nationwide model for a safer campus.

Sincerely,

**[Marilyn Albrecht]**

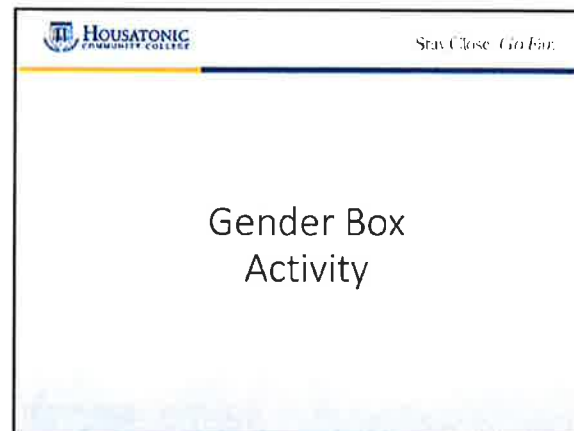
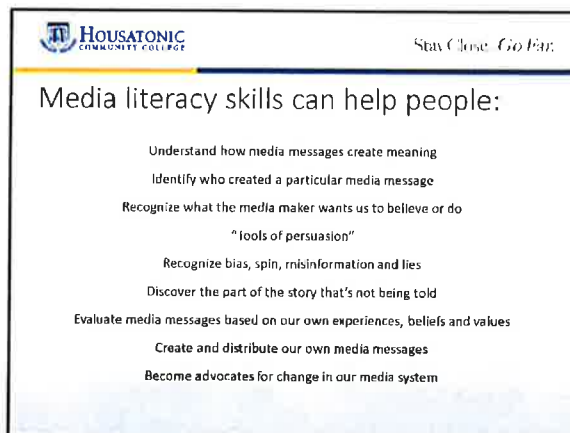
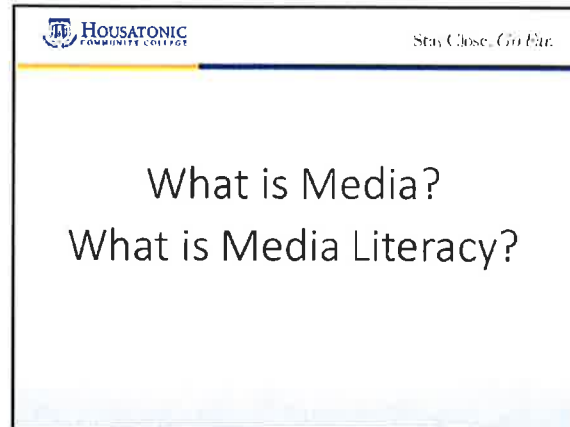
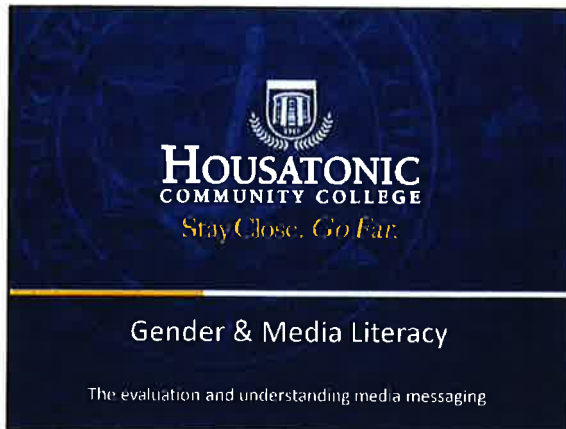
Representative student comments about Not Anymore:

**"Extremely informative, touching, inspiring, and helpful."**

**"It kept me involved the entire time. I liked how the people were all college students, as opposed to adults lecturing about the subject."**

**"I was a bit mad that I had to take the time to watch it at first, but it really is worth it."**






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### Gender Roles and Stereotypes

- What are gender roles?
- What is gender role socialization?
- When does it begin?
- What are the messages?
- How do they change overtime
- How are they reinforced?



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### Gender Roles and Stereotypes



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### A Fall Costume



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### Examples of media



## Media literacy Concepts 101

- Media construct our culture.
- Media use "the language of persuasion."
- Media messages reflect the values and view points of media makers
- We process time-based media differently than static media
- Media effects are subtle (and complex).
- Our media system reflects power dynamics in our society.
- Changing the media system is a justice issue.

## Text vs. Subtext

## Text

- Any piece of the media that you actually see and/or hear.
- Includes written and/or spoken words, pictures, graphics, moving images, sounds, etc.
- For most of us the text of media is the same.

## Subtext

- Viewer's interpretation of the piece of media.
- Not actually heard or seen.
- The meaning we create from the text in our own minds.
- Varies depending on the person seeing it.

## Text &amp; Subtext Example



If you drink like a man  
you might end up looking like one.

- What is the text?
- What is the subtext?

## Persuasion Techniques


- |                   |                        |
|-------------------|------------------------|
| • Association     | • Humor                |
| • Bandwagon       | • Flattery             |
| • Celebrities     | • New                  |
| • Explicit claims | • Rhetorical questions |
| • Fear            | • Scapegoating         |


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Examples of media





The collage consists of seven small images arranged in two rows. The top row includes a bottle of Absolut Vodka, a cow, a person blowing, and a person in a suit. The bottom row includes a person in a bikini, a person in a suit, and a person in a suit.

 Stay Close. Go Far.





Commercial: Lego Build Together – Family Time

 Stay Close. Go Far.




Commercial: Call of Duty Black Ops III – Seize Glory

 Stay Close. Go Far.



Commercial: Old Spice – The Man Your Man Could Smell Like

 Stay Close. Go Far.


### Deconstructing media


- Always remember...source, audience, text/subtext, persuasion and point of view.
- Whose message is this? Who paid for it and why?
- Who is the target audience? What are the clues?
- What tools of persuasion are used?
- What positive messages are presented? Negative ones?
- What part of the story is not being told?

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### Examples of media




 Stay Close. Go Far.



Commercial: 2017 Kia Niro with Melissa McCarthy



  
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# HCC Women's Center

## Events for Spring 2017

*These events will take place in the Women's Center, room 371 Beacon Hall unless otherwise noted.*

### February 2<sup>nd</sup> Thursday

*Open House.* Please join us in the Women's Center between 11:00 am and 2:00 pm for food, relaxation, and conversation. Enjoy warm tasty food for a cold winter's day. Lots of goodies and raffles.

### February 2<sup>nd</sup> Thursday (EMPOWERMENT SERIES)

*Empowerment Series.* This is the second group being offered in our Empowerment Series. The group is facilitated by Professor Claudine Coba-Loh and is held in our Women's Center from 2:00 to 3:00 pm. Subsequent Thursday groups are: February 16, March 2<sup>nd</sup>, April 6<sup>th</sup>, April 20<sup>th</sup> and May 4<sup>th</sup> at 2:00 pm.

### February 13<sup>th</sup> Monday

*The WOW Series.* This is the first presentation for this spring in our Women of Wisdom Series. Professor Rebecca Adams will talk about Jane Austin and the ideals of romance. Event is at 2:00 pm in the Women's Center.

### February 15<sup>th</sup> Wednesday

Follow-up to the February 13<sup>th</sup> WOW. The Jane Austin movie starring Keira Knightly, *Sense and Sensibility*, will be shown. The movie will be in the Women's Center with pizza and popcorn at 2:00 pm.

### February 27<sup>th</sup> Monday

*The WOW Series.* Professor Rob Nelson will discuss Prudence Crandall, a Quaker abolitionist and teacher. The talk will take place in the Women's center at 12:30 pm

### March 6<sup>th</sup> Monday

*Black Lives Matter.* Yale professor, Robyn C. Spencer, will discuss Black power, gender, and the Black Panther Party. The Event Center, 12:30-1:50 pm. Co-sponsored by the Sociology Department and the Women's Center.

### March 9<sup>th</sup> Thursday

*The WOW Series.* Professor Ellie Bloom will talk about 'Transforming Impotent Anger into Potent Power'. A study of Louisa May Alcott's little known thrillers, *Blood and Thunder*, written under a pseudonym. This talk is given twice, 11:00 am and 5:00 pm in the Women's Center.

### April 1<sup>st</sup> Saturday

*Women's March Connecticut County Forum.* The forum connects civic minded individuals intent on fighting for progress on local, state and national level with organizations also fighting for the same causes. Keynote speaker, Nancy Wyman and special guest, Richard Blumenthal. Event Center 1:00 pm-4:00 pm.

### April 27<sup>th</sup> Thursday

*Women's March Panel Discussion.* Panelists will include; HCC Professor Steve Mark, HCC Professor Samantha Mannion and Lisa Boyne, organizer of the Women's March in Stamford, CT. The moderator is Desiree Swendsen, HCC Women's Center member. Event Center 12:30 pm – 1:50 pm

### May 11 Thursday

*Take a Break During Finals.* Lynn Mosher will be offering massages in the Atrium of Beacon Hall 11:30 am 2:30 pm

*Please join us for Women's Center meetings on Thursdays at 2:00 pm. Everyone is welcome!*

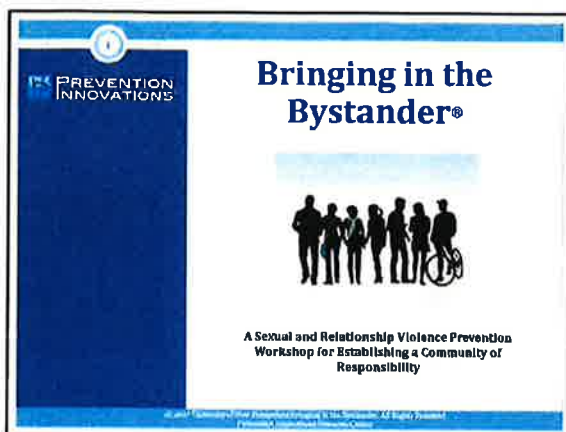
*\*There will be an on-going clothes and book swap. Keep a lookout for our fliers and boxes through out the school*

*\*There will be a weekly informal group, SOFA, taking place in the Women's Center. Tuesdays from 1:00 pm – 2:00 pm*

HCC NAACP events;

2/9/17 Open Mic, Performing Arts Center Time: TBA

2/24/17 "Unspoken Truth Fashion Show" Performing Arts Center Time: TBA



### Brainstorm on Bystander Responsibility


- What is a bystander?
- Are our ideas of bystanders positive or negative?
- Why?

### Definitions

- **Bystanders** are individuals who witness emergencies, criminal events or situations that could lead to criminal events and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.
- In the context of this program, **prosocial bystanders** are individuals whose behaviors intervene in ways that impact the outcome positively.

### Stoke Hall Gang Rape 1987

- Three men gang raped a woman in 1987 in Stoke Hall, a residence hall at UNH.
- The victim transferred to another University.
- Two of the three offenders plead guilty to misdemeanor sexual assault for which they would each spend 2 months in prison.





## Where Were the Bystanders?

### Stoke Hall Gang Rape 1987

- Witnesses had opportunities to intervene at every stage but did not do so until after 2 female witnesses learned that the victim was a friend, not a stranger.
- A Resident Assistant warned the perpetrators to get "the girl" out of their room. No one went to the victim's assistance or helped her to Health Services or to the police.<sup>1</sup>

PREVENTION INNOVATIONS

## Yeardley Love: 1988-2010



Credit: USA Today

In February 2012, George Huguey was convicted of Second degree murder of his former girlfriend, Yeardley Love.

They were students at the University of Virginia when he killed her.



Credit: UVA Media Relations

PREVENTION INNOVATIONS

## Where were the bystanders?



PREVENTION INNOVATIONS

## Where Did the Study Of Bystanders Begin?

### The Case of Kitty Genovese

- Kitty Genovese was stalked and stabbed outside her apartment in Queens, NY, in 1964.
- Despite the fact that there were many individuals who either saw or heard the attack, little was done in assisting her. She died as a result.
- This became a national story and prompted social scientists to start researching the bystander phenomenon.

PREVENTION INNOVATIONS



## Bystander Research Confirms

### RECOGNIZE SITUATION

- You must be aware of the problem and recognize the negative impact on the victim.<sup>2</sup>

### BEING ASKED

- Those who are asked and agree to help, are far more likely to intervene than those who are not asked.<sup>1</sup>

### ROLE MODEL

- People who witness prosocial interventions are more likely to effectively intervene in the future.<sup>4</sup>

### GROUP SIZE

- The more people are present, the lesser the likelihood of a bystander effectively intervening.<sup>5</sup>



## Bystander Action: In Person



Credit: www.photographopen.com

### Samaritans Disrupt Alleged Rape in Progress

04/29/2007  
By DAVID SCHIETZ

The good Samaritans thwarted the alleged rape of a 20-year-old Oregon woman rushing down and talking the suspect until authorities arrived, police said.

Police in Salem, Ore., responded to a 911 call early Saturday morning from a young woman who reported that she and four friends had just confronted a man who appeared to be trying to sexually assault a woman along a busy road about three miles from the city's downtown.

When police arrived, they found a blooded 20-year-old Portland woman being detained by three men and two women, all about 19 years old. They also discovered a woman who allegedly had been raped and physically assaulted by the group.

"It appears to be a somewhat strange circumstance," Lt. Dave Chisholm said. "All three, adding that the alleged rape victim, already suffering from a leg injury that required that she use crutches, had been at a local tavern before being attacked on her way home."

Katie Porter, 20, was among the first people to arrive in a car that passed the crime scene and the suspected rapist. Both law enforcement and the woman's parents were pulled down. Porter said that she initially thought the man might just be "drunk love" but the group became suspicious and eventually decided to turn around for a closer look.



## Bystander Action: On Phone

### Tape tells how clerk set rescue in motion



### Tape tells how rescue triggered



## Bystander Action: Social Media



### Samantha Stendal:

### A Needed Response

<http://youtu.be/eZvsWCWVwM>

### Alexandria Goddard: The Steubenville Rape Case Blogger



### Scope of Sexual & Relationship Violence

What are examples of behaviors that are: unreciprocated, unwanted, or coercive?

What are elements of environments that are: intimidating, hostile, or discriminatory?

Low LEVEL OF RECOGNITION High

High FREQUENCY Low

PREVENTION INNOVATIONS

### Rape Culture<sup>6</sup>

Adapted from D. Tink's Rape Culture slide

Sexism

Calloused sexual attitudes

Hyper-masculinity

Denigration of women

PREVENTION INNOVATIONS

### Rape Culture

Adapted from D. Tink's Rape Culture slide

Core Offenders

Facilitators

Apathetic Bystanders

Sexism, Denigration of Women, Calloused Sexual Attitudes, Strict Gender Roles

PREVENTION INNOVATIONS

### Just the Facts: Swartout et al.

Adapted from D. Tink's Rape Culture slide

- More recent research from Swartout et al. (2015)<sup>7</sup> provides more information on single-act rapists.
- Rapists who perpetrated before college, often did not perpetrate when they got to college.
- Rapists who perpetrated in college, often had not perpetrated previously.
- This potentially points to the influence of the campus environment on perpetrator behavior.

PREVENTION INNOVATIONS

## Facts about Sexual Violence

- Rape is an act of violence, sex is the weapon.
- Sexual violence affects everyone.
- Rape can happen to anyone, anywhere at any time.
- Most men don't rape, but the few that do, commit multiple rapes as well as other assault.<sup>8</sup>
- Majority of perpetrators remain undetected in our community - they are not caught.<sup>9</sup>
- Most (73%) of sexual assaults are perpetrated by a non-stranger.<sup>10</sup>
- Most people tell the truth about rape. Only 2-10% are false reports. The higher range of this statistic also encompasses cases in which a victim recanted.<sup>11</sup>

PREVENTION INNOVATIONS

## Facts about Relationship Violence

- 1 in 4 women will be a victim of relationship abuse.<sup>12</sup>
- 85% of victims of physical relationship abuse are women.<sup>13</sup>
- Women ages 20-24 are at the greatest risk of nonfatal relationship abuse.<sup>14</sup>
- 20-30% of college dating couples experience at least one act of physical aggression.<sup>15</sup>
- 70-90% of college dating couples experience psychological aggression.<sup>16</sup>

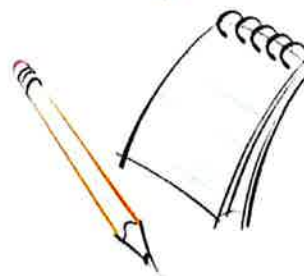
PREVENTION INNOVATIONS

## Consequences of Sexual & Relationship Violence

- Many victims develop post-traumatic stress disorder (PTSD).
- Other consequences include fear, suicidal feelings, interference with school and job, disrupted relationships, helplessness, shock and disbelief, guilt, humiliation, self blame, flashbacks, depression, nightmares, insomnia, impaired memory, drug and alcohol abuse.

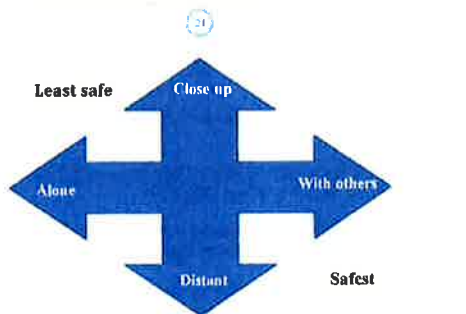
PREVENTION INNOVATIONS

## THE FOUR THINGS EXERCISE



PREVENTION INNOVATIONS

## Decision Making Process



PREVENTION INNOVATIONS

## Intervene

- "Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that had made it possible for evil to triumph."  
- Haile Selassie
- "The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it."  
- Albert Einstein


PREVENTION INNOVATIONS

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PREVENTION INNOVATIONS

Fall 2017




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COMMUNITY COLLEGE  
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**Student Code of Conduct & Title IX**

Marilyn Albrecht, M.S.W.  
Academic Advisor (Equity & Inclusion)/ Title IX Investigator


 **HOUSATONIC**  
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**Session Agenda**

- Introductions
- Policy & Title IX Overview
- How does HCC handle title ix?
- Consent
- Bystander Intervention
- Housatonic's Policy
- Community and Campus Resources


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---

**Introduction**

- Marilyn A. Albrecht, M.S.W.  
Academic Advisor (Equity & Inclusion)/Title IX Investigator  
[malbrecht@Housatonic.edu](mailto:malbrecht@Housatonic.edu)  
Lafayette Hall L112  
203-332-8521

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**Student Conduct Overview**

This Student Code of Conduct is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education.

The Student Code describes the types of acts that are not acceptable in an academic community.

- Appendix I: Section I. Student Code of Conduct  
Part D: Prohibited Conduct

 Stay Close. Go Far.

### HCC's policies


- Housatonic is a community that takes many forms.
- It is the policy of HCC to foster a campus environment that is free from intimidation and one where students can reach their fullest potential.
- HCC is committed to providing an environment free of personal offenses.

 Stay Close. Go Far.

### What is Title IX?

- "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."
- It allows all students to attend school in an environment free of harassment and gender based violence.




 Stay Close. Go Far.

### Consent

- **Consent** [is]:
  - Active and cannot be coerced.
  - It **must be freely given**.
  - Necessary at every stage of sexual contact
  - Cannot be assumed when moving to another level of intimacy.

\*\* If you want it you have to ask for it and respect the answer.


- **Consent is NOT** if someone is incapacitated by substances, has only agreed to an earlier act, says nothing, is never asked for consent, or has been made to feel that they must say yes.

 Stay Close. Go Far.

### How does Title IX apply at HCC?

Here at HCC we take the responsibility of Title IX very seriously.


- Students have many options for handling incidents of sexual misconduct.
  - They can inform any faculty or staff members
- If they are seeking help based on an incident in the past or that happened off campus we will provide services and support based on their individual needs.
- If the conduct is related to a person affiliated with HCC will still provide those resources and investigate the conduct as a violation of our code of conduct.
- We use policies and procedures directed by CSCU and that provides a consistent and fair process for all of our students, faculty, and staff.

 Stay Close. Go Far.

## Bystander intervention

Bystander intervention is a great way to address interpersonal violence.


- Proactive Bystander Intervention
- Reactive Bystander Intervention

 Stay Close. Go Far.

## Where do you Stand?

Deciding where you stand and when you will intervene is a personal choice.


- Always consider your safety and the safety of those around you before you intervene in a situation
- Both Proactive Bystander Intervention - Intervening before something happens (speaking out against violence); and Reactive Bystander Intervention - intervening in situations as something happened (addressing situations of interpersonal violence).
- This can mean not laughing at jokes or informing campus security when you see something. No action you can take is too small.

 Stay Close. Go Far.

## Campus Resources

There are non-confidential resources on campus that can support and assist students and employees going through the process of reporting an incident of sexual misconduct

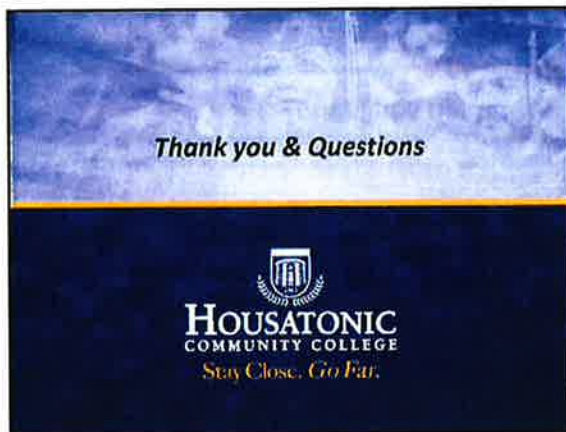
- Marilyn Albrecht's Office: (203) 332-8521
- Housatonic Public Safety: (203) 332-5025
- Housatonic's Women's Center: (203) 332-5268
- Housatonic's Counseling Center: (203) 332-5097
- Dean of Students office: (203) 332-5184
- Director of Human Resources: (203) 332-5013
- Title IX Coordinators: Dean of Students and Director of Human Resources

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## Community Resources


- The Center For Family Justice
  - Main Office: 203-334-6154
  - DV Hotline: 203-304-0556
  - SA Hotline: 203-333-2233
  - DV En Español: 800-831-9200
  - VLI En Español: 844-831-9200
- Women And Families Center
  - New Britain office: 203-235-9797
  - Middlesex Office: 860-388-8127
  - New Haven Office: 203-389-5033
- YWCA New Britain Sexual Assault Crisis Services
  - New Britain office: 860-225-4681, Hotline: 860-223-3787
  - Hartford Office: 860-343-9217
  - Hotline: 860-547-1127
- The Center for Sexual Assault Crisis Counseling and Education
  - Office: 201-348-9346
  - Hotline: 203-329-2929
- Susan B. Anthony Project
  - Office: 860-489-3799
  - Hotline: 860-482-7133
- Rape Crisis Center of Milford, Inc.
  - Phone: 203-874-8712
  - Emergency: 1-888-588-8332
- Women's Center of Greater Danbury
  - Office: 203-731-5200
  - Hotline: 203-731-5204
- Safe Haven of Greater Waterbury
  - Office: 203-753-3613
  - Hotline: 203-753-3613

6/18/2018





Fall 2017




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**Student Code of Conduct & Title IX**  
*Family Session*

Marilyn Albrecht, M.S.W.  
Academic Advisor (Equity & Inclusion)/Title IX Investigator




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Bystander intervention is a great way to address interpersonal violence.  
HCC's approach to prevention and awareness programming

- Proactive Bystander Intervention
- Reactive Bystander Intervention


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*Stay Close. Go Far.*

## Campus Resources

There are non-confidential resources on campus that can support and assist students and employees going through the process of reporting an incident of sexual misconduct

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- Housatonic Public Safety: (203) 332-5025
- Housatonic's Women's Center: (203) 332-5268
- Housatonic's Counseling Center: (203) 332-5097
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  - Hotline: 203-329-4929
- Susan B. Anthony Project
  - Office: 860-489-3798
  - Hotline: 860-487-7133

*Thank you & Questions*

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## HCC Women's Center Events for Fall 2017

*These events will take place in the Women's Center, room 371 Beacon Hall unless otherwise noted*

### September 14th Thursday

*Open House at the Women's Center.* Please join us in the Center between 11:00 a.m. and 2:00 p.m. for food, fun, and a free raffle. Make your own salad served with crusty bread and dessert.

### September 25 Monday

*Women and Science.* This is the first talk in our Women of Wisdom series with Professor Yarrow. The talk will take place in the Center from 12:30 pm - 1:50 pm.

### October 3<sup>rd</sup> and 4<sup>th</sup>

*Health Fair.* Panel discussion on health issues will be presented on Tuesday in the Event Center from 12:00-2:00pm. Health professionals will staff tables and hand out information on health and wellness. Free testing for blood pressure and HIV will be available. Free 15 minute massages will also be offered. Wednesday 11:00-2:00 pm. This fair is co-sponsored by the NAACP club and the Women's Center

### October 5<sup>th</sup> Thursday

*First Empowerment Workshop in the Series.* The series, facilitated by Professor Coba-Loh will take place in the Women's Center every other Thursday from 2:00-3:00 pm. The remaining workshops are: October 19<sup>th</sup>, November 2<sup>nd</sup>, November 16<sup>th</sup>, and December 7<sup>th</sup>

### October 23<sup>rd</sup> Monday

*Hannah Bruce Watson, publisher of the Hartford Courant.* Professor Boynton will discuss Hannah Bruce Watson who made the Hartford Courant the oldest, continuously operating newspaper in the United States. 3:30 pm in the Center

### October 30<sup>th</sup>, Monday

*Meet Michael Field.* Professor Mark Lamoureux will discuss the work of Katherine Harris Bradley and Edith Cooper. 2:00 pm in the Center

### November 30<sup>th</sup> Thursday

*The Two Elizabeths.* Professor Kathleen Toedt will discuss Elizabeth Blackwell, M.D. and Elizabeth Blackburn, Ph.D. 2:00 pm in the Center.

More to come.....

Women's Center Meeting are Mondays in the Center, Beacon Hall 371 at 2:00 pm.  
Become a member of the Women's Center..... we need YOU!

# freshcheckday

CHECKIN' IN WITH OUR STUDENTS

## *Mental Health and Wellness Event*

FREE FOOD **PRIZES**

FREE T-SHIRTS

INTERACTIVE BOOTHS

*Earn a certificate for volunteering!*

WED

OCT  
25

HCC COURTYARD  
11:00am - 2:00pm

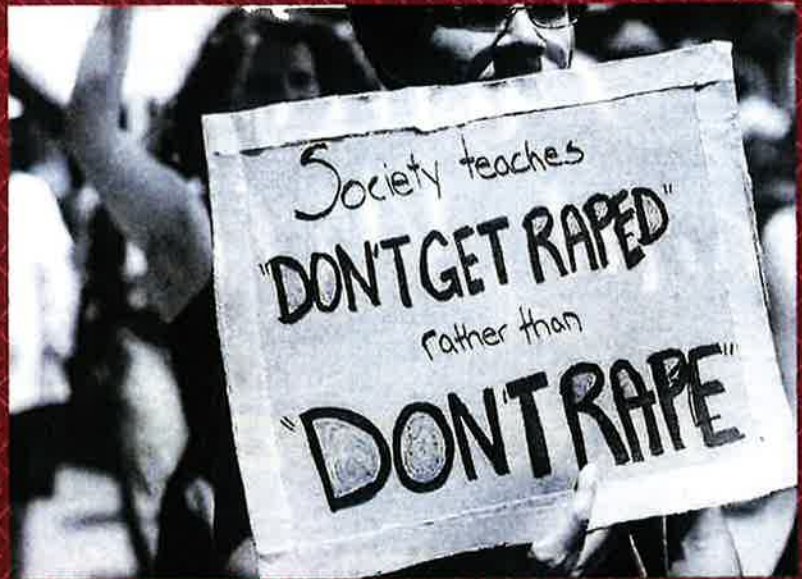


**HOUSATONIC**  
COMMUNITY COLLEGE

Advising & Counseling Center  
Lafayette Hall, Room A-112



Rape and sexual assault  
are far too common on  
college campuses and can  
have a serious impact on  
mental health.



HELP END  
RAPE  
CULTURE AND  
PREVENT  
SEXUAL  
VIOLENCE.

RISE  
Up

# RISE Up

 [freshcheckday.com](http://freshcheckday.com)



Inside the Booths: Rise Up



**Jed Model Fulfillment:**  
Develop life skills  
Increase help-seeking behavior



### What is the Message?

Here's the overall take away from *Rise Up*.

- ✓ Educate about the mental health effects of sexual assault and resources that can help
- ✓ Bring awareness to rape culture and the impact of victim blaming
- ✓ Empower all students to be active and informed bystanders

*Note: The issue of sexual assault is a deeply personal one for many. Booth messaging and activities should be handled with extreme sensitivity.*

### What Does it Look Like?

Check out some photos of *Rise Up* in action!







## Student Services

- Academic Support Center
- Admissions and Student Services Center
- Bursar's Office
- Campus Resources
- Career Services
- Continuing Education
- Community and Outreach
- Disability Support
- Distance Education
- Library
- Media Services
- Registrar
- Student Activities
- Student Health Center
- Student Government
- Transfer and Articulation
- Supplemental Instruction (SI) Program
- Technology Support
- Writing Services
- Title IX Information**
- Transfer Learning
- Workforce

## Title IX Information

Title IX of the Education Amendments of 1972 is a federal law that protects all students attending or accessing services at an educational institution that receives federal funding. It allows all students to attend school in an environment free of harassment, gender-based violence and discrimination. Violations of your rights under Title IX would be sexual assault, sexual harassment, sex discrimination or gender discrimination. Here at Housatonic Community College we take our responsibility to address and protect these rights very seriously. If you would like to report a Title IX violation or if you would like more information please do not hesitate to contact our Title IX Coordinator(s).

Stephanie M. Andrews, Title IX Coordinator for Students  
Office: Catherine Hall 400  
Phone: 781-342-4186  
Email: stephanie@housatonic.edu

Ennesa L. Senfisch, Director of Human Resources  
Title IX Coordinator for Faculty and Staff  
Office: Catherine Hall 429-4  
Phone: 781-342-4186  
Email: ennesa@housatonic.edu

Marilyn Albrecht, M.S.W., Faculty Advisor Coordinator, Title IX Investigator  
Office: Catherine Hall 400  
Phone: 781-342-4186  
Email: marilyn@housatonic.edu

## Statement Regarding Sexual Violence

>> [CSCU Student Code of Conduct Sexual Misconduct Policies and Procedures](#)

>> [Continuing Notice of Non-Discrimination](#)

>> [Frequently Asked Questions](#)

>> [Annual Events](#)

## Sexual Misconduct Policy

The Connecticut State Colleges and Universities (CSCU) is committed to ensuring that students in all of the colleges or universities have the opportunity to participate fully in the process of education and development. The CSCU strives to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. Each CSCU college or university strives to provide safety, privacy, and support to victims of sexual misconduct and to maintain a culture of respect.

The CSCU strongly encourages the reporting of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, as an effective means of taking action. By reporting these acts to the appropriate officials, the student can pursue criminal or disciplinary remedies. The only way that action can be taken against anyone who violates another in such a manner is through reporting. Each and every CSCU governed college or 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 assault. Each and every CSCU governed college or university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All CSCU employees, victim advocates or community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place.

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, including sexual harassment, sexual assault, sexual exploitation and intimate partner violence, against anyone is unacceptable and is neither a crime under state law nor a violation of any policies. Housatonic Community College is committed to providing an environment free of personal offenses. Consensual sexual relationships between staff, faculty, and students are discouraged pursuant to CSCU policy.

## Policy against Sexual Harassment

Sexual harassment is a form of sexual misconduct that involves a hostile or abusive environment. It is a form of sexual misconduct that is prohibited by the Connecticut State Colleges and Universities (CSCU) and is a violation of the CSCU Sexual Misconduct Policy.

Any unwelcome sexual advance or request for sexual favors or any conduct of a sexual nature when (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (b) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (c) such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment or educational environment.

For the complete description of conduct which may constitute sexual harassment see the CSCU Sexual Misconduct, Sexual Assault, and Intimate Partner Violence Policy and the Connecticut Board of Regents Student Code of Conduct.

If you find yourself in a situation and you suspect it may be a type of sexual misconduct, please contact the Title IX Coordinator.

Step By Step  
**Guide To Applying**

Applying for admission is easy!  
[Click here for more information](#)

LEARN MORE

**Veterans Services**

Veterans may be exempt from payment of tuition.  
[Click here for further information about eligibility requirements.](#)

LEARN MORE

Need Financial Aid?  
**Financial Aid Workshops**

Several workshops to choose from.  
[Click here for dates](#)





Received 10 June 2004; accepted 10 June 2004

Table 1A Information Signal

Example:  $h$  and  $h_0$  are both  $\mathcal{H}^1$

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**FOR CONN. GEN. STAT. 10a-55m(f)**  
**SEXUAL VIOLENCE REPORT**  
**HOUSATONIC COMMUNITY COLLEGE**  
**2018 SUBMISSION**

**SUPPLEMENTAL INFORMATION**

### **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.

**Housatonic Community College  
Sexual Misconduct Disclosure Form**

**Expectation of the Student:**

\_\_\_\_\_ **Disclosure only:** The student can share about their experience without launching an investigation based on the information. The student will be provided with information about resources and assistance available to them both on campus and in the community.

\_\_\_\_\_ **Filing a Report:** The student is sharing information with the faculty/staff member in order to have the college take action to address the issue. The student will be provided with information about resources and assistance available to them both on campus and in the community.

*\*\* This student should be brought to the Dean of Students office or the campus safety office to make a report.*

**Date of Disclosure:** \_\_\_\_\_ **Faculty/Staff Member:** \_\_\_\_\_ **Department:** \_\_\_\_\_

***Information provided by the student***

**Name of Student making the Disclosure:** \_\_\_\_\_ **Banner ID:** \_\_\_\_\_

*\*\* The student can choose to remain anonymous (use initials and leave the Banner ID blank). \*\**

*\*\* The information provided will only be used for data and reporting purposes. \*\**

**General category of misconduct:**

**Date of Incident:** \_\_\_\_\_

- \_\_\_\_\_ Sexual Harassment
- \_\_\_\_\_ Sexual Assault
- \_\_\_\_\_ Stalking
- \_\_\_\_\_ Intimate Partner Violence
- \_\_\_\_\_ Domestic Violence
- \_\_\_\_\_ Dating Violence

**Synopsis of information provided by the student:**

**Please list the resource materials provided to the Student:**

*Please submit this form to the Title IX investigator in LH-A202 within 48 hrs. of the disclosure.*

## Definitions from CSU Student Code of Conduct

**Sexual Misconduct** may include engaging in one or more of the following behaviors:

- **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; (2) submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or (3) 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.
- **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.
- **Consent**: 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.
  - Consent can be withdrawn at any time (that person will have not consented to any activity that took place after that point).
  - 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).
- **Intimate partner violence** is defined as 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: sexual assault, domestic violence, or sexual harassment. The violence can include, but is not limited to: physical abuse, verbal abuse, sexual abuse, emotional abuse, financial abuse, and threats of violence.
- **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, social media sites or any other internet communication) or remaining in the physical presence of the other person.

*Examples of behaviors which may constitute sexual misconduct are outlined on pages 129-131 of the HCC student handbook.*

## Investigative Report

Housatonic Community College  
Office of the Title IX Coordinator  
900 Lafayette Blvd.  
Bridgeport, CT 06604

**Investigator(s):**

**Date**

The report is the product of an investigation into the complaint made by COMPLAINANT NAME(S) against RESPONDENT NAME(S), specifically, to determine if it is more likely than not that the respondent violated Housatonic Community College's Sexual Misconduct Policy. This investigation was conducted by the Title IX Coordinator's office. This report summarizes the investigation's findings in order to assist in the determination of any sanctions.

**Reported Violation:**

Specific violation, page within the policy, Student Code of Conduct, Sexual Misconduct Policy, which reads:

This accusation pertains to the student conduct policies, List part, Section, and Sub-section. The policy is on page \_\_\_\_ of the 2015-2016 student handbook. The policy reads:

*Quote the policy from the Code of Conduct*

**Parties Interviewed:**

COMPLAINANT

RESPONDENT

Complainant Identified Witnesses:

Respondent Identified Witnesses:

Other relevant parties

**Background and Investigative Findings:**

On DATE, COMPLAINANT reported a code of conduct violation by RESPONDENT on DATE OF VIOLATION in LOCATION OF VIOLATION.

Does COMPLAINANT wish to pursue law enforcement of any kind? AND the party who received the initial report forwarded the report to the Title IX Coordinator's office.

COMPLAINANT met with Title IX Coordinator's office on DATE, the first available time that COMPLAINANT could meet to discuss the complaint and subsequently placed INTERIM MEASURES of no contact between the parties.

**Synopsis of event**

--

**List of supplemental evidence**

--

**Findings and Conclusion:**

In the above referenced matter, the investigation did/did not show that RESPONDENT more likely than not violated our Code of Conduct. It is the recommendation of the investigator that a charge letter be drafted and RESPONDENT can choose whether or not to take responsibility and receive their sanctions.



## Student Services

- [Academic Support Center](#)
- [Career & Professional Development Center](#)
- [Counseling](#)
- [Disability Resources](#)
- [Financial Services](#)
- [Health Services](#)
- [Library](#)
- [Public Safety](#)
- [Registrar](#)
- [Student Activities](#)
- [Student Government](#)
- [Transfer Services](#)
- [Title IX Information](#)
- [Transfer Services](#)
- [Workshops](#)

## Title IX Information

Title IX of the Education Amendments of 1972 is a federal law that protects all students attending or accessing services at an educational institution that receives federal funding. It allows all students to attend school in an environment free of harassment, gender based violence and discrimination. Violations of your rights under Title IX would be sexual assault, sexual harassment, sex discrimination or gender discrimination. Here at Housatonic Community College we take our responsibility to address and protect these rights very seriously. If you would like to report a Title IX violation or if you would like more information please do not hesitate to contact our Title IX Coordinator(s).

Acting Dean of Students / Title IX Coordinator

Title IX Coordinator for Students

Office: Lafayette Hall 1100

Phone: 203-342-1056

Email: [academic@housatonic.edu](mailto:academic@housatonic.edu)

Director of Financial Aid

Director of Human Resources

Title IX Coordinator for Faculty and Staff

Office: Lafayette Hall 1100

Phone: 203-342-1056

Email: [hr@housatonic.edu](mailto:hr@housatonic.edu)

Martha Alberici, M.S.W.

Equity & Inclusion Coordinator / Title IX Investigator

Office: Lafayette Hall 1100

Phone: 203-342-1056

Email: [martha.alberici@housatonic.edu](mailto:martha.alberici@housatonic.edu)

## Statement Regarding Sexual Violence

>> [CSCU Student Code of Conduct Sexual Misconduct Policies and Procedures](#)

>> [Continuing Notice of Non-Discrimination](#)

>> [Frequently Asked Questions](#)

>> [Annual Events](#)

## Sexual Misconduct Policy

The Connecticut State Colleges and Universities (CSCU) is committed to ensuring that students at all of the colleges or universities have the opportunity to participate fully in the process of education and development. The CSCU strives to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. Each of the colleges or universities strives to provide safety, privacy and support to victims of sexual misconduct and relationship violence.

The CSCU strongly encourages the reporting of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, as an effective means of taking action. By reporting these acts to the appropriate officials, the student can pursue criminal or disciplinary remedies or both. The only way that action can be taken against anyone who violates another is such a manner is through reporting. Each and every CSCU governed college or 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 assault. Each and every CSCU governed college or university shall preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All CSCU employees, victim advocates or community victim advocates being consulted will make any units of confidentiality clear before any disclosure of facts takes place.

Sexual intimacy is permissible only if it is agreed to by all participants and all act are affirmatively consensual at all times. Sexual misconduct, including sexual harassment, sexual assault, sexual exploitation and intimate partner violence against anyone is unacceptable and is both a crime under state law and a violation of our policies. Housatonic Community College is committed to providing an environment free of personal offenses. Unconsensual sexual relationships between staff, faculty and students are discouraged pursuant to CSCU policy.

## Policy against Sexual Harassment

Sexual harassment is a form of sex discrimination and it is illegal under both state and federal law. Sexual harassment is also prohibited by the CSCU Non-Discrimination Policy. In accordance with the Board policy, sexual harassment may be described as:

Any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment or educational environment.

For the complete description of conduct which may constitute sexual harassment see the CSCU Sexual Misconduct, Sexual Assault, and Intimate Partner Violence Policy and the Connecticut Board of Regents Student Code of Conduct.



Current  
Students

Faculty  
& Staff

Museum  
of Art

Foundation  
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HCC is an Achieving the Dream Teacher College, Ranked by the Aspen  
Institute Among America's Top 100 Community Colleges in 2012.









## **Statement Regarding Sexual Violence**

### ***In General***

The College is committed to creating a community that is safe and supportive of people of all gender and sexual identities; this statement pertains to the entire campus community, whether on ground or virtual, students, faculty, and staff. Two of the College's primary concerns are the health and well-being of each individual and fostering healthy interpersonal relationships. The principles of the Board of Regents ***Policy on Student Conduct*** (integrity, equity, respect and responsibility) address elements necessary for healthy interpersonal relationships and these principles are especially important when relationships become intimate. Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, against anyone is unacceptable and is both a crime under State law and a violation of College policies, including but not limited to: ***Policy on Student Conduct, Violence Prevention and Response Statement, Statement Against Harassment***. The College is committed to providing an environment free of personal offenses.

### ***Reporting Encouraged***

The College strongly encourages the reporting of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedy, or both. The only way that action can be taken against anyone who violates another in such a manner is through reporting. The College can 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 assault. The College will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. College employees, victim advocates or community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place.

### ***Mandated Reporting***

Mandated reporting requirements of the Child Protection Law may require that a report be made to the Connecticut Department of Social Services whenever the College receives a report that a person under eighteen (18) years of age may have been sexually assaulted. In addition, those College employees who qualify as Campus Security Authorities under the Jeanne Clery Act have a duty to report information that comes to their attention of a possible sexual assault regardless of the age of the reported victim. The College also employs individuals who are members of professions that are mandated reporters under Connecticut law, such as early childhood professionals, nurses and others. In order to comply with the ethical requirements of their profession and the law, any such professional who receives a report of sexual violence may not be able to maintain the confidentiality of the reported violence.

### ***Privacy of Information Reported***

When the College receives a report of sexual assault and/or sexual misconduct, reasonable steps will be taken to preserve the privacy of the person reported to have been the victim while promptly investigating and responding to the report. While the College will strive to maintain the confidentiality of the information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the College also must fulfill its duty to protect the College community and to assure that the appropriate disciplinary processes are implemented. As such, complete confidentiality cannot always be guaranteed.

Confidential resources, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center are bound by state statutes and professional ethics from disclosing information about reports without written releases. Information that such persons receive from the reporter of a sexual assault or the person reported to have been assaulted 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, s/he must speak with a full confidential resource. The following is a partial list of such confidential resources in the College's service region:

The Center for Women and Families, Bridgeport (203) 384-9559  
Women's Center of Greater Danbury (203) 731-5204  
Women and Families Center, New haven (203) 235-4444  
Center for Sexual Assault Crisis, Stamford (203) 348-9346  
Adult Survivors of Child Abuse, Norwalk (203) 348-9346

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

#### ***Rights and Options of Those Who Report***

Those who report any type of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, to a College 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, including sexual harassment, sexual assault and intimate partner violence, will be treated seriously and with dignity by the College.
- Referrals to off-campus counseling and medical services that are available immediately and confidentially, whether or not those who report an assault feel ready to make any decisions about reporting the assault to police, the Dean of Students or the College's Title IX Coordinator.
- Those who have been assaulted have the right to take both legal action (criminal/civil action) and action in accordance with the ***Policy on Student Conduct*** and ***Policy Against Harassment*** against the individual allegedly responsible.
- Those who may wish that her/his report of an assault to be handled in a confidential manner may contact the **Center for Sexual Assault Crisis, Stamford (203) 348-9346** – bound by state statutes and professional ethics to maintain confidentiality without written releases.

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

Housatonic Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation or working situations as well as honoring lawful protective or temporary restraining orders.

- ***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;***

***Housatonic's Office of Public Safety (203) 332-5025***

***Connecticut State Police (203) 696-2500***

***Bridgeport Police Department (203) 576-7671***

#### ***Agency Contact Information***

It is the Practice of the College that whenever the College's Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, the College's Title IX Coordinator or other employee shall immediately provide student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using campus, local advocacy, counseling, health, and mental health services. The following list of services, including contact information, is provided for this purpose:

- ***The Center for Women and Families, Bridgeport (203) 384-9559***
- ***Women's Center of Greater Danbury (203) 731-5204***
- ***Women and Families Center, New haven (203) 235-4444***
- ***Center for Sexual Assault Crisis, Stamford (203) 348-9346***
- ***Adult Survivors of Child Abuse, Norwalk (203) 348-9346***
- ***Housatonic Department of Public Safety (203) 332-5025***
- ***Bridgeport Center for Women & Children (203) 333-2233***
- ***St. Vincent's Medical Center (203) 576-5171***
- ***Connecticut Sexual Assault Crisis Services 1-888-999-5545***
- ***Bridgeport Hospital 1-888-357-2396***
- ***Connecticut Office of Victim Services 1-800-822-8428***

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

Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, shall be provided written information about her/his right to:

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

Information pertaining to how to apply for a restraining is available at:

<http://jud.ct.gov/Publications/fm142.pdf> as well as through the Office for Victim Services.

In addition, the Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime. For further information, including contact information for the OVS, see: <http://jud.ct.gov/crimevictim/index.html> or call 1-800-822-8428.

Students should be aware that under Connecticut law (Public Act 12-114, entitled An Act Concerning Domestic Violence) that became effective on October 1, 2012, among other provisions, requires clerks of court, upon request of the protected person, to send notice of a protective order to the President and the special police force, if any, at the College or University at which the victim is enrolled. The full text of the statute can be found at:

<http://www.cga.ct.gov/2012/ACT/PA/2012PA-00114-R00HB-05548-PA.htm>

### ***Student Conduct Procedures***

The ***Board of Regents Policy on Student Conduct*** provides the procedures for the investigation and resolution of complaints regarding student conduct, including those involving sexual harassment, sexual assault and intimate partner violence.

The College's Dean of Students or Title IX Coordinator can assist in explaining the student conduct process. The Dean of Students, Title IX Coordinator or designee are the designated recipients of reports of violations of the ***Expectations for Student Conduct*** set forth in the ***Policy on Student Conduct***. The Dean of Students also administers the ***Policy on Student Conduct*** process regarding any such reports. The ***Policy on Student Conduct*** provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for complainants and accused students.

### ***Time to Report***

To summarize the procedures, normally reports must be received by the Dean of Students or other designee of the President Director of Public Safety, Master Sergeant Chris Gough ( 203) 332-5024 within thirty (30) days of the date of a possible violation or within thirty (30) days of the date the facts constituting a possible violation were known. However, the College recognizes that the decision to file a report of sexual misconduct or relationship violence is difficult and may take some time. Because memories may fade and witnesses may become inaccessible, the sooner information is gathered, the greater is the ability of the College to effectively investigate and resolve the matter fairly to all parties concerned.

### ***Danger to Persons, Property or Academic Process: Interim Suspension or Restriction***

Upon receipt of a report, the Dean must initially determine if, based upon the reported incident, the continued presence of the reported violator would constitute an unreasonable danger to the persons, property or academic process of the College. If the Dean so determines, the Dean is authorized to suspend or restrict the reported violator on an interim basis.

### ***Investigation***

The Dean is expected to conduct a thorough and impartial investigation into the report and, upon the conclusion of the investigation, the Dean must decide whether the information gathered leads to the conclusion that the reported student committed the reported violation.

### ***Range of Sanctions***

The ***Policy on Student Conduct*** provides sanctions for any violation of the Policy that range from a warning to separation from the College depending on the severity and the extent of the behavior,

among other factors. The purpose of sanctions includes, but is not limited to: changing student behavior, protecting the College community from further violations and fostering a campus environment that is conducive to learning, teaching and working.

Upon the conclusion of the investigation, the Dean must determine whether or not the sanction for the violation involves suspension or expulsion from the College.

- ***Violation Not Warranting Suspension or Expulsion***

If the Dean determines the violation does not warrant suspension or expulsion from the College, then the Dean is expected to conduct an Administrative Conference and decide, after informing the accused student of the results of the investigation and after providing the accused student with an opportunity to provide additional information, whether a violation has occurred and, if so, what sanction not involving suspension or expulsion is appropriate. There is no right of review from such a decision of the Dean.

- ***Violation Warranting Suspension or Expulsion: Resolution Options***

If upon the completion of the investigation the Dean determines that the reported student has violated the ***Expectations for Student Conduct*** and that suspension or expulsion is warranted, the Dean shall offer the accused student a statement of the results of the investigation, a proposed agreement in lieu of a hearing and a statement of the student's rights at a hearing should there be a hearing.

### ***Rights of Both the Reported Victim and the Accused***

Additionally, both the reported victim and the accused student are entitled to the following:

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

### ***Key Definitions***

Sexual assault is defined to mean first, second, third and fourth degree sexual assault as well as aggravated first degree sexual assault and third degree sexual assault with a firearm as more specifically defined in Connecticut State law.

Sexual Misconduct is defined as:

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

Consent is defined as informed, freely and actively given assent, involving an understandable exchange of affirmative words or actions, which indicates a willingness to participate in mutually agreed upon sexual activity. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. Consent may not be given by a minor or by any individual who is incapacitated, whether voluntarily or involuntarily, by drugs and/or alcohol. Past consent of sexual activities does not imply ongoing future consent.

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

Relationship 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; (2) sexual assault in a spousal or cohabiting relationship; and (3) domestic violence (which includes various crimes) and first, second, and third degree stalking as more specifically defined in Connecticut State law.
- 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.
- 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.

## **RESOURCES**

A variety of support resources are available on campus and in the community to assist in dealing with sexual violence. These resources are available whether or not the incident occurred on campus or off campus.

The College and community partners provide a range of services, resources, and mechanisms. In all cases, the choice may begin with an exploratory conversation. Making contact does not obligate anyone to utilize services or make any report.

For support and information on available options contacting any of the following is encouraged:

Housatonic's Office of Public Safety (203) 332-5025  
Housatonic's Women's Center (203) 332-5268  
Housatonic's Counseling Center (203) 332-5097  
Dean of Students Office (203) 332-5184

### ***Additional Resources (Available 24 hours a day, 7 days a week)***

- The Center for Women and Families, Bridgeport (203) 384-9559
- Women's Center of Greater Danbury (203) 731-5204
- Women and Families Center, New haven (203) 235-4444
- Center for Sexual Assault Crisis, Stamford (203) 348-9346
- Adult Survivors of Child Abuse, Norwalk (203) 348-9346
- Adult Survivors of Child Abuse, Norwalk (203) 348-9346



- Housatonic Department of Public Safety (203) 332-5025
- Bridgeport Center for Women & Children (203) 333-2233
- St. Vincent's Medical Center (203) 576-5171
- Connecticut Sexual Assault Crisis Services 1-888-999-5545
- Bridgeport Hospital 1-888-357-2396
- Connecticut Office of Victim Services 1-800-822-8428

### **SEXUAL ASSAULT AWARENESS & EDUCATION**

Training is planned for faculty, staff members, and administrators. Each entering student will be given an emergency sexual assault notification card that explains available services for victims of sexual assault, as well as the immediate response role of College personnel.

### **CONCLUSION**

All members of the College community share a responsibility for upholding this practice as we strive to attain our goal of creating a community that is safe and free of violence.