

**CHECKLIST FOR CONN. GEN. STAT. § 10a-55m(f)**  
**SEXUAL VIOLENCE REPORT**  
**2018 SUBMISSION**

**INSTITUTION INFORMATION**

**Name:** Middlesex Community College      **Contact:** Dr. Adrienne Maslin

**Reporting Office/Department:** Dean of Students      **Report Year:** 2017

**NARRATIVE**

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

**Note:**

**POLICIES**

- Institution's most recent policies regarding sexual assault, stalking, and intimate partner violence.\*
- ☒ BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (Effective 6/16/2016)
  - ☒ BOR/CSCU Policy on Consensual Relationships (Effective 10/20/2016)
  - ☒ BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child (Effective 1/10/2015)
  - ☒ BOR/CSCU Student Code of Conduct (Effective 6/16/2016)

**Note:** \* It is permissible to reference links to the above-listed policies in institution reports. BOR policies are listed on the following web page: <http://www.ct.edu/regents/policies>.

**WRITTEN NOTIFICATION**

- ☒ Institution's most recent concise written notification of the rights and options of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies. Contained in the brochure *What the MxCC Community Needs to Know About Sexual Harassment and Sexual Assault: Policy and Reporting Procedures*

## SEXUAL VIOLENCE STATISTICS AND DATA

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

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

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

## PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION

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

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

## OTHER SUPPLEMENTAL INFORMATION

Supplemental information submitted by institution:

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

## **Reported Sexual Violence Statistics and Data at Middlesex Community College**

Middlesex Community College was chartered by the State of Connecticut in 1966 to serve the 18 towns Middlesex County including Middletown, Meriden, and the Shoreline. We serve between 2,500 and 3,000 full- and part-time students who attend the College each semester enrolled in credit bearing classes. Approximately 1,200 take classes through our various Continuing Education programs each year. Since 1966 Middlesex Community College has graduated over 9,400 students with associate's degrees. Another 900 certificates have been awarded. All students and employees, whether enrolled in or teaching credit bearing courses or in our Continuing Education programs, whether studying in Middletown or at Platt H.S. in Meriden, whether taking on ground classes or studying online, are covered by the college's sexual harassment and assault policies.

As a publicly-supported institution of higher education, MxCC provides an array of educational services designed to meet the training, occupational, intellectual, and cultural needs of the people of its region. Middlesex is an integral part of the communities it serves in Middletown, Meriden, and the Shoreline, and, as our mission statement says, "Students are the center of Middlesex Community College." We keep students at the center by providing affordable, accessible, quality education and support services and by doing all we can to help our students succeed. We have a commitment to maintaining and improving the integrity of our environment and a deep concern for incorporating civic engagement into our courses and activities.

We attempt to keep our students and employees safe and aware of issues of sexual harassment and assault through awareness campaigns, presentations, video viewings, distribution of the sexual harassment brochure, class discussions, and use of the web-based Not Anymore program.

### **Discussion of Statistical Data**

The college is fortunate that incidents of sexual assault, stalking, and intimate partner violence on the MxCC campus have been relatively few. Because of our commuter population, such incidents, if any, tend to occur off campus. Sometimes our students share this information with a staff or faculty member as a disclosure and no action is needed to be taken by the college. Brochures are available for staff and faculty members to give to those reporting or disclosing an incident and all members of the college community can get the support they need. Since September 2014, all incidents reported or disclosed to a faculty or staff member have been tracked on a tracking form submitted to the Title IX Coordinator. Prior to this date, faculty/staff were not required to complete and submit a tracking to the Title IX Coordinator.

### **Reports:**

Students:

We received no reports of sexual harassment or assault on the part of students in 2017.

Employees:

We received one report of sexual harassment submitted by several students against a faculty member in Fall 2017. The report was investigated and the faculty member was issued a verbal "cease and desist" warning. The situation continued in Spring 2018 and the faculty member has since been removed from his position. The Spring 2018 situation will be more fully reflected in next year's report.

### **Disclosures:**

We received one domestic violence disclosure for the 2017 calendar year with a request for a class change. This request was accommodated.

We received a disclosure from a male student that his girlfriend, who attends a college out of state, might file a sexual harassment claim against him. He was referred to 2-1-1.

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

**CSCU INSTITUTION: Middlesex Community College**

**REPORTING OFFICE/DEPARTMENT: Dean of Students/Title IX Coordinator**

**INSTITUTION CONTACT: Dr. Adrienne Maslin**

**YEAR: 2017 data for submission in 2018**

<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>	2	3	2
<b><i>Stalking</i></b>	0	0	0
<b><i>Intimate Partner Violence</i></b>	1	2	
<b>Program Types: (List and Describe Each Program Type)</b>			
<b><u>Awareness:</u></b>			
<ol style="list-style-type: none"> <li><b>1) Information and sexual assault policy published in Installation:</b> The In-stall-ation is published once a month and hung in all toilet stalls at the college. The September and January publications each year contain our nondiscrimination statement and Title IX/sexual assault information.</li> <li><b>2) Brochure: What The MxCC Community Needs to Know About Sexual Harassment and Sexual Assault: Policy &amp; Reporting Procedures</b> distributed throughout the college: This brochure was developed in 2015 to supplant our previous brochure and updated in 2016 and 2017. It is meant to inform students about the issue of sexual assault, our policies, the concept of affirmative consent, how to stay safe, and how to report a sexual assault.</li> <li><b>3) Resources Information:</b> All bathrooms contain information on resources available in Middletown and Meriden in the case of a sexual assault. Each poster has tear off slips with agency phone numbers.</li> <li><b>4) Presentation on Intimate Partner Violence</b> on made to the Middlesex Community College community on April 12, 2017.</li> <li><b>5) Resources Information:</b> All bathrooms contain information on resources available in Middletown and Meriden in the case of domestic violence. Each poster has tear off slips with agency phone numbers.</li> </ol>			
<b><u>Risk Reduction:</u></b>			
<ol style="list-style-type: none"> <li><b>6) Brochure: What The MxCC Community Needs to Know About Sexual Harassment and Sexual Assault: Policy &amp; Reporting Procedures</b> distributed throughout the college: As described above, this brochure was developed in 2015 to supplant our previous brochure and updated in 2016. It is meant to inform students about the issue of sexual assault, our policies, the concept of affirmative consent, <u>how to stay safe</u>, and how to report a sexual assault. It is listed under the category of "Risk Reduction" because it also includes information on staying safe.</li> <li><b>7) Video Viewing:</b> Asking For It: The Ethics and Erotics of Sexual Consent: Showed video to faculty, staff, and student groups followed by Q&amp;A and discussion. The video looks at the concept of</li> </ol>			

affirmative consent from a philosophical perspective. The faculty and staff presentations also included a PowerPoint on the BOR's Consensual Relationship Policy and reporting of the suspected abuse of a child. **Presented five times.**

**Prevention:**

- 8) **Implementation of Not Anymore Training:** Not Anymore training on sexual assault was offered to students via email blasts. Participation was voluntary.
- 9) Middlesex Community College sponsored a presentation on Intimate Partner Violence on April 12, 2017
- 10) The college's Sexual Assault Community Resource Team met one time in 2017. An additional meeting had been scheduled but had to be cancelled due to inclement weather.

**II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:**

Campaign Category	Number of Campaigns:	
	<i>Prevention:</i>	<i>Awareness:</i>
<i>Sexual Assault</i>	2	2
<i>Stalking</i>		
<i>Intimate Partner Violence</i>		1

**Campaign Types:**  
(List and Describe Each Campaign Type)

**Prevention:**

- 1) Sexual assault prevention tips for men and women distributed throughout Middletown campus and Meriden locations.
- 2) TV Monitor Series: A series of five slides related to sexual assault was posted on the college's internal TV monitors. The topics of the first three slides in the series, which was implemented in November 2015 included "What is Sexual Assault," "What is Affirmative Consent," and "What is Sexual Harassment." New slides added in 2016 include "What is Stalking" and "Can I Help Stop Sexual Assault?"

**Awareness:**

- 1) Poster campaign throughout all campus buildings and Meriden locations;
- 2) Sexual assault brochures distributed campus wide and in all new student orientation packets;
- 3) TV Monitor Series: A series of five slides related to sexual assault was posted on the college's internal TV monitors. The topics of the first three slides in the series, which was implemented in November 2015 included "What is Sexual Assault," "What is Affirmative Consent," and "What is Sexual Harassment." New slides added in 2016 include "What is Stalking" and "Can I Help Stop Sexual Assault?"

**III. TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE:**

Incident Category	Number of Incidents Reported:	Number of Incidents Disclosed:
<i>Sexual Assault</i>	0	1
<i>Stalking</i>	0	0
<i>Intimate Partner Violence</i>	0	1

**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>	0	0						
<i>Stalking</i>	0	0						
<i>Intimate Partner Violence</i>	0	0						

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

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

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>		
<i>Stalking</i>	No appeals	No appeals
<i>Intimate Partner Violence</i>		

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

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

**Welcome and Welcome Back!!** It's been a short summer; I'm sure you'd agree. There never seems to be as much time as we'd like in the summer to spend with our families, go to the beach, travel, read that pile of books on the nightstand, or take care of all those home fix-up projects. But here we are, back at MxCC. The faculty and staff are excited to see you, we're ready to get down to work, and we'll do our best to help you achieve your goals. Look for this publication, **The In-stall-ation**, posted once a month in this convenient location. It contains **News You Can Use**, and some that you probably can't, and it can make for fun reading when there's nothing else handy. Best wishes for a wonderful Fall semester.



**Continuing Notice of Nondiscrimination:** Middlesex Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following people have been designated to handle inquiries or complaints regarding non-discrimination policies and practices: **Dr. Adrienne Maslin; Dean of Students/Primary Title IX Coordinator and Section 504/ADA Coordinator, Founders Hall, rm. 123, [amaslin@mxcc.edu](mailto:amaslin@mxcc.edu); Ms. Anastasia Pych, Human Resources Director, Founders Hall, rm. 116, [apych@mxcc.edu](mailto:apych@mxcc.edu).**

## **The In-stall-ation**

News You Can Use From MxCC's Dean of Students

Middlesex Community College prides itself on being a welcoming and engaging academic community that embraces each person with dignity and respect. We are a place where the rich diversity of our community is celebrated, and where acts of discrimination and hate are not accepted.

The MxCC administration stands firm in supporting the college's mission to put students in the center of all we do and help them achieve their individual goals. Therefore, in addition to the formal and required statement above, it is our wish to reaffirm our commitment to nondiscrimination and to making Middlesex Community College a safe place where all students, staff, and faculty can learn, work, create, and grow. **Please join us on Wednesday, August 30 at 12:15 PM on the steps of Chapman Hall—Pavilion if raining—for a Moment of CommUnity, a brief celebration of who we are as a college and what we stand for.**



**Title IX and other Sexual Assault Legislation:** As you probably know, the state of Connecticut has legislation regarding sexual violence. In 2013, the United States government passed the Campus SaVE Act, which follows earlier pieces of legislation such as Title IX of the Education Amendments of 1972, the Clery Act, and the Violence Against Women Act (VAWA), and revised sexual harassment guidelines. Middlesex Community College provides programming and guidance for students and employees who believe they are victims of sexual harassment (which includes sexual assault). If you are a victim of sexual harassment, assault, intimate partner violence, or stalking, whether on or off campus, you have several avenues for reporting it. The following staff have been designated to handle reports of sexual assault: Dr. Adrienne Maslin, Dean of Students, Founders Hall Rm. 123 or [amaslin@mxcc.edu](mailto:amaslin@mxcc.edu); Ms. Anastasia Pych, Human Resources Director, Founders Hall, rm. 116, or [apych@mxcc.edu](mailto:apych@mxcc.edu).



believe they are assault). If you violence, or avenues for handle reports of

### **Important Dates to Keep in Mind**

**Monday, August 28: Last day to drop classes and receive a 100% tuition refund**  
**Monday, September 11: Last day to add/drop classes. Last day to receive a 50% tuition refund**  
**Friday, November 3: Last day to make up Incompletes from Spring 2017**  
**Friday, November 10: Last day to withdraw from class**

### **WELCOME WEEK @ MxCC**

**August 29:** Welcome Back Coffee and Donuts; Meet your Student Senate officers and members. Student Lounge, 9-11 AM  
**August 30:** Airbrush Tattoos; Cafeteria. 11 AM-1 PM  
**August 31:** Make your own Tie Dye T-shirts; Outside Patio of Founders Hall. 11 AM-1 PM  
**September 5:** Tie Dye Tuesday; Wear your tie dye t-shirt.  
**September 6:** Open Coffee House; Pavilion. 11:30 AM-1:30 PM  
**September 7:** School Supply Bingo; Pavilion. 11 AM-1 PM  
 More events in the planning stages. Keep your eyes out for other fun events!



flyers for

Have you ever bothered to read the know that Thomas Jefferson did not know who signed it from Connecticut? section of the U.S. Constitution?



United States Constitution? Do you sign the U.S. Constitution? Do you What would you think about copying a Please join us **on Monday, September**

**18, from 12-1:30 PM in the Pavilion** for a Constitution-writing party. You will be asked to copy a short selection from the Constitution onto a piece of paper and write a reflection—very short—on the selection you've copied. Is the selection you copied still relevant for us today? Does it make sense to you? Let's all learn more about this great document.

**Friday, November 10: Fall Graduation Applications are due in the Enrollment Services Office**

## 10 Things You Need To Know About **SEXUAL ASSAULT** For Men

1. Know that the definition of sexual assault includes any unwanted sexual contact, from touching to rape.
2. Be aware that alcohol and drugs can impair your ability to make clear decisions as well as lower sexual inhibitions.
3. Don't assume that your date wants to have sex even if you have before.
4. Be sure you and your potential partner clearly communicate your intentions to each other.
5. Know that "consent" means agreeing to an action freely, voluntarily, and with knowledge of the nature of the act.
6. Realize that consent to one form of sexual activity is not permission to partake in every type of sexual activity.
7. Understand that "No" means "No" no matter what.
8. Stop what you're doing if you're receiving unclear or conflicting messages.
9. Remember that date rape is a crime that has serious consequences.
10. Be aware that men can be victims of sexual assault. If you are, seek help immediately.



# 10 Things You Need To Know About SEXUAL ASSAULT For Women

1. Go with a group of friends or to a public place if on a first or blind date.
2. Make sure your cell phone is charged and you have money for a taxi.
3. Understand that alcohol and drugs can impair your ability to make clear decisions as well as lower sexual inhibitions.
4. Keep your drink with you at all times at a bar or party.
5. Don't accept drinks from people you don't know well or trust.
6. Be aware of your sexual limits. Communicate them firmly and directly.
7. Know that you have a right to say "No" no matter what.
8. Leave immediately and go to a safe place if a situation seems suspicious or dangerous.
9. Let friends know if you plan on going somewhere with someone, where you're going, and when you'll be back.
10. If you're sexually assaulted, report it right away. If you've been raped, don't clean up, change clothes, or tamper with evidence. Call 911 and go to the emergency room immediately.

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**MxCC**  
MIDLAND COMMUNITY COLLEGE  
The College of Our Community  
To report a sexual assault:  
Adrianne Martin, 940-343-5199  
Mary Lou Padgett, 940-343-5151  
Queen Verdine, 940-343-5051



**What is Affirmative Consent?** **Consent to a sexual act must be informed, freely and actively given, involving an understandable exchange of affirmative words or actions which indicates a willingness to participate in sexual activity.** Information on sexual harassment and sexual assault is available in Founders Hall, Rm. 123 or MxCC@Platt Media Center. Reports of sexual assault should be made to Dean Adrienne Maslin (Founders 123), Ms. Anastasia Pych (Founders 116), Ms. Carolyn Innocenzi, (MxCC@Platt) or Mr. Ricardo Barrett (Founders 121).



**What is Sexual Assault?**

**Sexual assault is any sexual act with a person who did not or cannot give consent.**

Information on sexual harassment and sexual assault is available in Founders Hall, Rm. 123 or MxCC@Platt Media Center. Reports of sexual assault should be made to Dean Adrienne Maslin (Founders 123), Ms. Anastasia Pych (Founders 116), Ms. Carolyn Innocenzi, (MxCC@Platt) or Mr. Ricardo Barrett (Founders 121).



**What is Sexual Harassment?**

**Sexual harassment includes any unwelcome sexual advance or request for sexual favors or any conduct of a sexual nature when submission is made explicitly or implicitly a term or condition of one's education or employment.**



Information on sexual harassment and sexual assault is available in Founders Hall, Rm. 123 or MxCC@Platt Media Center. Reports of sexual assault should be made to Dean Adrienne Maslin (Founders 123), Ms. Anastasia Pych (Founders 116), Ms. Carolyn Innocenzi, (MxCC@Platt) or Mr. Ricardo Barrett (Founders 121).



### **Can I Help Stop Sexual Assault?**

**If you believe a situation might result in a sexual assault, you can help:**

- Get**
  -  **Don't be afraid to get involved**
  -  **help from friends, campus security, college staff, or police**
-  **Divert the perpetrator's attention**
-  **Ask the potential victim if she or he wants to leave**

Information on sexual harassment and sexual assault is available in Founders Hall, Rm. 123 or MxCC@Platt Media Center. Reports of sexual assault should be made to Dean Adrienne Maslin (Founders 123), Ms. Anastasia Pych (Founders 116), Ms. Carolyn Innocenzi, (MxCC@Platt) or Mr. Ricardo Barrett (Founders 121).



### **What is Stalking?**

**Stalking is any behavior that occurs on more than one occasion that collectively instills fear in the victim or threatens her or his safety, mental health, or physical health.**

**Such activities may include non-consensual communications, threatening or obscene gestures, or being present outside the victim's classroom, home, or workplace.**

Information on sexual harassment and sexual assault is available in Founders Hall, Rm. 123 or MxCC@Platt Media Center. Reports of sexual assault should be made to Dean Adrienne Maslin (Founders 123), Ms. Anastasia Pych (Founders 116), Ms. Carolyn Innocenzi, (MxCC@Platt) or Mr. Ricardo Barrett (Founders 121).





***Sexual Assault, Stalking, or Intimate Partner Violence  
Report or Disclosure Form***

Today's Date \_\_\_\_/\_\_\_\_/\_\_\_\_ Date of Report/Disclosure \_\_\_\_/\_\_\_\_/\_\_\_\_

To: Title IX Coordinator

From \_\_\_\_\_  
(Check one) Full-time Staff Member \_\_\_\_\_ Part-time Staff Member \_\_\_\_\_  
Full-time Faculty \_\_\_\_\_ Part-time Faculty \_\_\_\_\_

Subject: Report/disclosure of Sexual Assault, Stalking, and/or Intimate Partner Violence

Name of student/employee \_\_\_\_\_ DOB or ID# \_\_\_\_\_

The information was shared with me as a:

\_\_\_\_\_ **Disclosure only:** The information was shared without a request for investigation and resolution. I provided resource materials including the contact information of a trained victim advocate and the College's Title IX coordinators.

\_\_\_\_\_ **Report:** An investigation and action by the College was requested. I provided resource materials including the contact information of a trained victim advocate and the College's Title IX coordinators.

**General Category of Report/Disclosure:**

- \_\_\_\_\_ **sexual harassment**
- \_\_\_\_\_ **sexual assault**
- \_\_\_\_\_ **stalking**
- \_\_\_\_\_ **intimate partner violence**
- \_\_\_\_\_ **domestic violence**
- \_\_\_\_\_ **dating violence**

*This report/disclosure should be returned to Dr. Adrienne Maslin, Dean of Students and Primary Title IX/Section 504 Coordinator, Founders Hall, Rm. 123, [amaslin@mxcc.edu](mailto:amaslin@mxcc.edu), or Anastasia Pych, Director of Human Resources, Founders Hall, Rm. 116, [apych@mxcc.edu](mailto:apych@mxcc.edu).*



**What the MxCC Community  
Needs to Know  
About Sexual Harassment  
and Sexual Assault  
Policy and Reporting Procedures**

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## Why This Pamphlet?

**A**t Middlesex Community College we

take sexual assault seriously. In the event that you are assaulted either on or off the campus we want to make sure that you have the information you need in a clear, easy-to-read guide that will assist you in handling what will most likely be a difficult situation.

### **Board of Regents and Middlesex Community College Sexual Misconduct and Relationship Violence Statement**

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

## **What is Sexual Assault?**

Sexual assault is any sexual act with a person who did not or cannot give consent. More specifically, sexual assault is defined as:

- ◊ Non-consensual sexual intercourse of any kind (anal, oral, or vaginal), however slight, with any body part or object, by a man or a woman.
- ◊ Non-consensual sexual contact which includes sexual touching, however slight, with any object, by a man or a woman.
- ◊ Sexual exploitation, which includes non-consensual, unjust, or abusive sexual advantage taken by a person of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. Examples of sexual exploitation include but are not limited to: prostitution, videotaping sexual activity of any sort without a partner's consent, posting video or audio recordings on social media sites without consent of the individuals on the video or in the audio recording, peeping tommy, and knowingly transmitting sexually transmitted infections without a partner's knowledge.



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

Relationship violence is physical abuse which can include but is not limited to slapping, pulling hair, or punching. Relationship violence can also include the threat of abuse. For example, when someone threatens to hit, harm, isolate, or use a weapon on a victim or an acquaintance, friend, or family member of the victim. Further, relationship violence may include emotional abuse such as driving recklessly to scare someone, name calling, threatening to hurt one's pets, and humiliating another person. This type of abuse occurs when one person believes he or she is entitled to control another.

### **What is Stalking?**

Stalking is any behavior that occurs on more than one occasion that collectively instills fear in the victim or threatens her or his safety, mental health, or physical health. Such activities may include non-consensual communications (face-to-face, telephone, email, text, social media, etc.), threatening or obscene gestures, surveillance, or being present outside the victim's classroom, home, or workplace.

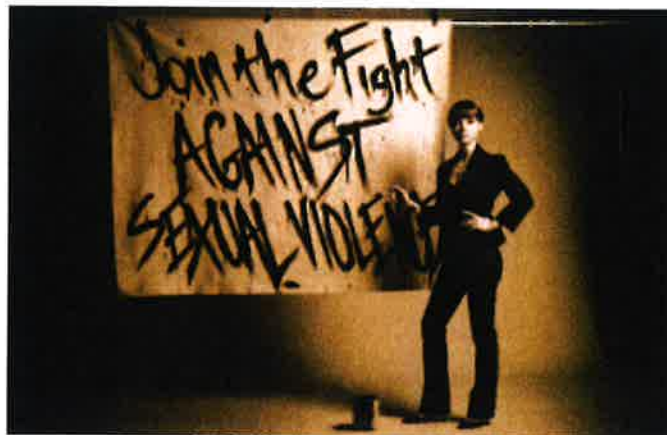
## **What is Sexual Harassment?**

Sexual harassment includes 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.



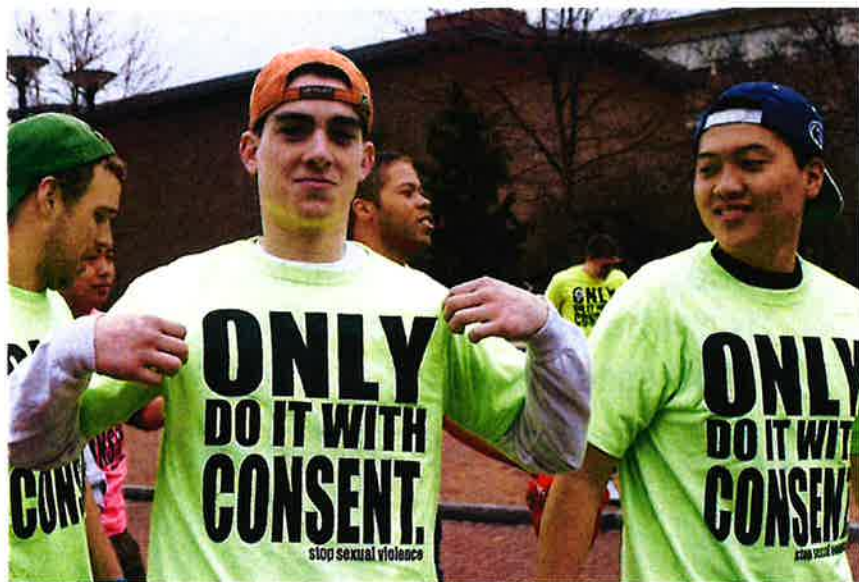
Submission to or rejection of the conduct by an individual is used as a basis for academic or employment decisions affecting the individual. Such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive 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 one's educational or employment status is contingent upon toleration of or acquiescence in sexual advances.



## What is Consent?

Consent must be informed, freely and actively given, involving an understandable exchange of affirmative words or actions, which indicates a willingness to participate in mutually agreed upon sexual activity. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement.



## What Consent is Not!!

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 or alcohol, or for any other reason. Past consent of sexual activities does not imply ongoing or



future consent. Someone who repeatedly says no and finally says yes is not giving consent. Someone who has been made to feel she or he must say yes is not giving consent. If an initiator uses a position of power or authority to coerce someone into saying yes, the initiator is not obtaining consent.



## Can I Help Stop Sexual Assault?

Everyone has a role to play in ending sexual violence. It is our hope that while you are at Middlesex Community College you will take advantage of training opportunities so that you can play an active part in ending sexual assault. If you believe a situation might result in a sexual assault there are ways you can help:

- ◊ Don't be afraid to get involved
- ◊ Get help from friends
- ◊ Get help from campus security and other college staff
- ◊ Divert the perpetrator's attention
- ◊ Ask the person who is in a potentially dangerous situation if he or she wants to leave
- ◊ Ask the victim if he or she is okay
- ◊ Provide options and a listening ear

# *Not Alone*

TOGETHER AGAINST SEXUAL ASSAULT

## What If a Friend Tells Me She or He Was Sexually Assaulted?

If a friend discloses to you that she or he has been assaulted, the first thing to do is believe your friend. Help your friend to a safe place and ask if she or he needs medical help. If so, take your friend to the nearest hospital that has a sexual assault nurse examiner present. If your friend does



not want to go to a hospital, do not insist unless it is a medical emergency. Listen to your friend without interrupting and don't press for details. Remind your friend that she or he is not at fault. Know the resources on your campus and help your friend connect with those resources. You will find campus and community resources identified on page 17 of this booklet.

## **Minimizing Your Risk of Sexual Assault**

### **Tips for Partying Smart**

1. Stick with your friends. Make a plan before you go out to make it easy for you and your friends to stay connected.
2. Hold on to your drink—even when you go to the bathroom. If your drink is out of your sight, even for a few seconds, get a new one. Spiking a drink with a date rape drug can happen quickly.
3. Don't accept a drink from anyone—unless you watch the bartender pour it.
4. Don't drink from punch bowls or open containers.
5. Avoid clubs or parties that charge men but let women enter and drink for free.
6. Always keep your cell phone charged and on you. You never know when you'll need it.
7. Make sure you always have a ride home or a plan to walk home with a friend.
8. Trust your instincts. If something doesn't feel right to you, leave and get to a safe place immediately.

Material on this page taken from: <https://www.rainn.org/>

## **Minimizing Your Risk of Committing Sexual Assault**

1. Listen carefully. Take time to hear what the other person has to say. If you feel he or she is not being direct or is giving you a "mixed message," ask for clarification.
2. Don't fall for the cliché "if they say no, they really mean yes." If your partner says "no" to sexual contact, believe your partner and stop.
3. Remember that sexual assault is a crime. It is never acceptable to force sexual activity, no matter what the circumstances.
4. Don't make assumptions about a person's behavior. Don't assume that someone wants to have sex because of the way the person is dressed, drinks, or because she or he agrees to go to your room. Don't assume that if someone had sex with you before that person is willing to have sex with you again. Also don't assume that if your partner consents to kissing or other sexual activities, he or she is consenting to all sexual activities.
5. Having sex with someone who is mentally or physically incapable of giving consent is rape. If you have sex with someone who is drugged, intoxicated, passed out, or is otherwise incapable of saying no or knowing what is going on, you may be guilty of rape.
6. Resist pressure from others to participate in violent acts.

Information on this page courtesy of Cornell College (Iowa) Counseling Center.

### **When and How to Report**

It is always helpful to report an incident of sexual misconduct as soon as possible.

However, the college recognizes that the decision to file a report is difficult and may take 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.

### **Confidentiality**

While the college will treat reports of sexual misconduct and relationship violence seriously and sensitively for all concerned, the college cannot assure complete confidentiality, particularly when the safety of others may be involved. MxCC employees must share your report with the college's Title IX Coordinator. Reports that are completely confidential may be filed with the Sexual Assault Crisis Center (see p. 16).



## **Resources**

### **At Middlesex Community College**

All MxCC faculty and staff are available if you wish to disclose or report any form of sexual harassment. Whether you wish to have the college investigate is entirely up to you. Staff who have specific responsibility for overseeing issues of Title IX and sexual harassment and assault are:

**Dr. Adrienne Maslin, Dean of Students, Founders Hall Rm. 123 or [amaslin@mxcc.edu](mailto:amaslin@mxcc.edu), 860-343-5759**

**Ms. Anastasia Pych, Director of Human Resources, Founders Hall Rm. 116 or [apych@mxcc.edu](mailto:apych@mxcc.edu), 860-343-5751**

**Mr. Ricardo Barrett, Counselor, Founders Hall Rm. 121 or [rbarrett@mxcc.edu](mailto:rbarrett@mxcc.edu), 860-343-5823**

**Ms. Carolyn Innocenzi, MxCC@Platt Coordinator, Platt High School Media Center or [cinnocenzi@mxcc.edu](mailto:cinnocenzi@mxcc.edu), 203-235-0774**



## **If You Need Help**

**Emergency: 911**

**CT State Police: 1-800-256-5761 (Westbrook);  
1-203-630-5640 (Meriden)**

**Middletown Police Department: 860-638-4000**

**Meriden Police Department 203-630-6201**

**Sexual Assault Crisis Hotline: 1-888-999-5545;  
en Española, 1-888-568-8332**

**Middletown Office: 100 Riverview Center, Suite  
150, Middletown 860-344-1474**

**Meriden Office: 169 Colony St., Meriden  
203-235-9297**

**Middlesex Hospital, 28 Crescent Street, Middletown,  
CT 06457; 860-358-6000**

**Mid-State Hospital, 435 Lewis Avenue, Meriden, CT  
06451; 203-694-8200**

**New Horizons Domestic Violence Services:  
635 Main St., Middletown, CT 06457;  
860-344-9599; 24 Hr. Hotline 1-888-774-2900;  
en Española, 844-831-9200**

**Chrysalis Domestic Violence Services: 14 West Main  
St., #103, Meriden, CT 06451; 203-630-1638**

## **DOMESTIC VIOLENCE AFFECTS WOMEN and MEN!**

If you are a victim of domestic violence, you have several avenues for reporting it. The following staff have been designated to handle reports of domestic violence: Dr. Adrienne Maslin, Dean of Students, Founders Hall Rm. 123 or [amaslin@mxcc.edu](mailto:amaslin@mxcc.edu), 860-343-5759; Ms. Anastasia Pych, Director of Human Resources, Founders Hall Rm. 116 or [apych@mxcc.edu](mailto:apych@mxcc.edu), 860-343-5751; Mr. Ricardo Barrett, Counselor, Founders Hall Rm. 121 or [rbarrett@mxcc.edu](mailto:rbarrett@mxcc.edu), 860-343-5823, or Ms. Carolyn Innocenzi, MxCC@Platt, Media Center or [cinnocenzi@mxcc.edu](mailto:cinnocenzi@mxcc.edu), 860-203-0774. You may also report or disclose information to any trusted faculty or staff member who will get the information to Dean Maslin, Ms. Pych, Mr. Barrett, or Ms. Innocenzi. Or, you may wish to report the domestic violence/assault in confidence to our local domestic violence crisis services center. Just tear off the numbers below.



Middletown: New Horizons At Community Health  
Center: (860) 347-6971  
Meriden: Wallingford Chrysalis: (203) 630-1638  
CT Coalition Against Domestic Violence, Inc. (CCADV):  
24 Hour Toll Free 1-888-774-2900 and 1-888-774-2900  
(En Español) (860) 282-7899 [www.ctcadv.org](http://www.ctcadv.org)

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(En Español) (860) 282-7899 [www.ctcadv.org](http://www.ctcadv.org)



## **Sexual Assault Affects Women and Men!**

If you are a victim of sexual assault, whether on or off campus, you have several avenues for reporting it. The following staff have been designated to handle reports of sexual assault: Dr. Adrienne Maslin, Dean of Students, Founders Hall Rm. 123 or [amaslin@mxcc.edu](mailto:amaslin@mxcc.edu), 860-343-5759; Ms. Anastasia Pych, Director of Human Resources, Founders Hall Rm. 116 or [apych@mxcc.edu](mailto:apych@mxcc.edu), 860-343-5751; Mr. Ricardo Barrett, Counselor, Founders Hall Rm. 121 or [rbarrett@mxcc.edu](mailto:rbarrett@mxcc.edu), 860-343-5823, or Ms. Carolyn Innocenzi, MxCC@Platt, Media Center or [cinnocenzi@mxcc.edu](mailto:cinnocenzi@mxcc.edu), 860-203-0774. You may also report or disclose information to any trusted faculty or staff member who will get the information to Dean Maslin, Ms. Pych, Mr. Barrett, or Ms. Innocenzi. Or, you may wish to report the sexual assault in confidence to our local Women and Families Center. Just tear off the numbers below.

Women and Families Center  
Middletown: 860-344-1474  
Meriden: 203-235-9297  
24 Hour Hotline: 1-888-999-5545;  
or en Español, 1-888-568-8332

Women and Families Center  
Middletown: 860-344-1474  
Meriden: 203-235-9297  
24 Hour Hotline: 1-888-999-5545;  
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#### Report or Disclosure

- A report of sexual harassment, sexual misconduct, sexual assault, sexual exploitation, intimate partner or dating violence, and stalking always require an investigation.
- A disclosure may not always require an investigation; some people disclose in order to explain why some behavior occurred or to get something off their chest. Some disclosures may require investigating if failure to investigate might result in repeat occurrences.

#### Meeting Between Title IX Officer and Complainant

- The Title IX Officer will meet with the complainant to learn the nature of the complaint and to collect as much information as possible: what occurred, when it occurred, where it occurred, who the alleged perpetrator was if known, any injuries, any witnesses, any follow-up such as a visit to the hospital or rape crisis center, etc.
- The Title IX Officer will provide the complainant with information about the complainant's right to contact law enforcement and about resources for counseling and medical assistance.

#### Preliminary Investigation

- The Title IX Officer will meet with the alleged perpetrator to collect as much information about the incident as possible: what occurred, when it occurred, where it occurred, any injuries, any witnesses.
- The Title IX Officer will discuss the investigation process and possible sanctions

#### Preliminary Investigation Results Reported to Parties

- The Title IX Officer will meet with each party individually to discuss the results of the preliminary investigation and next steps to be taken if necessary. Results may suggest an obvious course of action or may suggest that a hearing would be appropriate and beneficial.

#### Hearing

- A hearing panel will be assembled and trained.
- Parties will be informed of date, time, location of the hearing, who they may bring for support or assistance, and how the hearing will be conducted.

#### Hearing Panel Deliberation

- The hearing panel will deliberate and report its findings to the Title IX Officer.

#### Sanctions

- Sanctions will be determined as appropriate to the situation.



Links to Board of Regents Policies can be accessed as follows:

- Sexual Misconduct Reporting, Support Services and Processes Policy:  
<http://www.ct.edu/files/policies/5.2%20Sexual%20misconduct%20reporting%20support%20and%20processes.pdf>
- Policy on Consensual Relationships:  
<http://www.ct.edu/files/policies/4.3%20Consensual%20Relationships%20Policy.pdf>
- Reporting Suspected Abuse or Neglect of a Child:  
<http://www.ct.edu/files/policies/5.6%20Reporting%20Suspected%20Abuse%20or%20Neglect%20of%20a%20Child.pdf>
- BOR/CSCU Student Code of Conduct:  
<http://www.ct.edu/files/policies/5.1%20StudentCodeofConduct.pdf>

MxCC Website Information:

Nondiscrimination at Middlesex Community College: <http://mxcc.edu/nondiscrimination/>

Sexual Assault Brochure: <http://mxcc.edu/wp-content/uploads/2013/10/Sexual-Assault-Brochure.pdf>