PUBLIC ACT 14-11: REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Naugatuck Community College

REPORTING OFFICE/DEPARTMENT: Title IX

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

YEAR: 2017

Narrative:

At Naugatuck Valley Community College, Student Services, Public Safety, the Women's Center, Affirmative Action, Human Resources and the Title IX Coordinator work together to insure a safe, comfortable and inclusive learning environment for students. We also strive for a safe, supportive and inclusive work environment for our employees. In 2017, there were no reported incidents of sexual violence, stalking or intimate partner violence.

We attempt to broadly communicate prevention and awareness in multiple formats, as well as to recognize students and employees on a personal level, should the need arise. We have a multitude of programs, campaigns, campus conversations, posters, and brochures to continuously improve and remind students, faculty and staff of all of the aspects of sexual violence, stalking or intimate partner violence. In 2017, the College instituted the Board of Regents preferred name policy for students. This assists with providing an educational environment where all are welcome and free to express the manner in which they choose to identify themselves. The policy allows individuals to be identified by a preferred first name or used name as well as understand procedures to change their legal names for the purposes of their education records. While the data provided is good, it does reflect upon the need for more Risk Reduction Stalking Programs. Going forward, that will be a goal.

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

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

YEAR: 2017

Narrative:

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

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

**See attached student profile

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

Naugatuck Valley Community College Credit Student Profile

Spring 2017

Unduplicated Headcount	6,019
FTE	3,367

Campus Headcount	Count	%
Waterbury campus	4,845	80.5%
Danbury campus	1,174	19.5%
Total	6,019	100.0%

FT/PT Status	Count	%	
Full-time	1,734	28.8%	
Part-time	4,285	71.2%	
Total	6,019	100.0%	

Student Type	Count	%	
New	348	5.8%	
Continuing	4,733	78.6%	
Transfer	444	7.4%	
Readmit	311	5.2%	
Secondary	183	3.0%	
Total	6,019	100.0%	

Degree Seeking Status	Count	%
Associate of Art	696	11.6%
Associate of Science	4,533	75.3%
Certificate	170	2.8%
Non-Degree	620	10.3%
Total	6,019	100.0%

Gender	Count	%
Female	3,469	57.6%
Male	2,550	42.4%
Total	6,019	100.0%

Age Distribution	Count	%
<18	167	2.8%
18-19	1,400	23.3%
20-21	1,206	20.0%
22-24	989	16.4%
25-29	913	15.2%
30-34	453	7.5%
35-39	318	5.3%
40-44	196	3.3%
45-49	138	2.3%
50-59	190	3.2%
60-64	22	0.4%
65+	27	0.4%
Total	6,019	100.0%
Average age	26	

Ethnicity/Race	Count		%
Hispanic	1,702		28.3%
American Indian or Alaska Native	15		0.2%
Asian	181		3.0%
Black or African-American	573		9.5%
Multiple Races	261		4.3%
Native Hawaiian or Pacific Islander	12		0.2%
White	3,011	it.	50.0%
Did not respond	264		4.4%
Total	6,019		100.0%

Source: SWRXF05 Frozen Extract

FTE	Count	% 45.4%	
Full Time FTE	1,529		
Part Time FTE	1,839	54.6%	
Total	3,368	100.0%	

Credit Accumulation	Count	%
<30 credits	3,476	57.8%
30-60 credits	1,725	28.7%
>60 credits	818	13.6%
Total	6,019	86.4%

Top 10 Enrolled Programs	Count	%
General Studies	1,945	32.3%
Liberal Arts and Sciences	412	6.8%
Business Management	262	4.4%
Computer Info Systems Tech	234	3.9%
Nursing	199	3.3%
Human Services/Pre Social	183	3.0%
Criminal Justice - Law Enforce	157	2.6%
Early Childhood Education	154	2.6%
Accounting	126	2.1%
Eng Tech - Mechanical	91	1.5%
Total, top 10 programs	3,763	62.5%
Non Degree	620	10.3%
Other Programs	1,636	27.2%
Total	6,019	100.0%

Top 10 Town Distribution	Count	%
Waterbury	1,755	29.2%
Danbury	845	14.0%
Naugatuck	446	7.4%
Watertown/Oakville	290	4.8%
New Milford	182	3.0%
Wolcott	167	2.8%
Newtown/Sandy Hook	147	2.4%
Bethel	127	2.1%
Southbury	127	2.1%
Brookfield	113	1.9%
Total, top 10 towns	4,199	69.8%
Other	1,820	30.2%
Total	6,019	100.0%

Top 10 Reported High Schools	Count	%
Danbury High School	541	9.0%
Crosby High School	335	5.6%
J.F. Kennedy High School	292	4.9%
Naugatuck High School	271	4.5%
Wilby High School	262	4.4%
W.F. Kaynor Reg Voc Tech	189	3.1%
Watertown	188	3.1%
Wolcott High School	128	2.1%
Pomperaug High School	127	2.1%
New Milford High School	123	2.0%
Total, top 10 high schools	2,456	40.8%
Gen. Educ. Dev. (GED Equiv.)	192	3.2%
Out Of State	317	5.3%
Out Of Country	438	7.3%
Other Schools	2,522	41.9%
Home Education	54	0.9%
Unknown	40	0.7%
Total	6,019	100.0%

Note: includes audit students

Naugatuck Valley Community College

Credit Student Profile Fall 2017

Unduplicated Headcount	6,378		FTE	Count	%
FTE	3,789		Full Time FTE	1,948	51.4%
	·		Part Time FTE	1,841	48.6%
Campus Headcount	Count	%	Total	3,789	100.0%
Waterbury campus	5,127	80.4%	8		
Danbury campus	1,251	19.6%	Credit Accumulation	Count	%
			<30 credits	4,077	63.9%
FT/PT Status	Count	%	30-60 credits	1,585	24.9%
Full-time	2,173	34.1%	>60 credits	716	11.2%
Part-time	4,205	65.9%	Total	6,378	100.0%
Total	6,378	100.0%			
			Top 10 Enrolled Programs	Count	%
Student Type	Count	%	General Studies	2,085	32.7%
New	1,390	21.8%	Liberal Arts and Sciences	340	5.3%
Continuing	3,798	59.5%	Business Management	263	4.1%
Transfer	653	10.2%	Nursing	235	3.7%
Readmit	366	5.7%	Computer Info Systems Tech	220	3.4%
Secondary (not TechPrep)	171	2.7%	Criminal Justice - Law Enforce	179	2.8%
Total	6,378	100.0%	Human Services/Pre Social	158	2.5%
		0.4	Early Childhood Education	155	2.4%
Degree Seeking Status	Count	%	Accounting	136	2.1%
Associate of Art	801	12.6%	Eng Tech - Mechanical	96	1.5%
Associate of Science	4,763	74.7%	Total, top 10 programs	3,867	60.6%
Certificate	189	3.0%	Non Degree	565	8.9%
Non-Degree	625	9.8%	Other Programs	1,946	30.5%
Total	6,378	100.0%	Total	6,378	100.0%
Candar	Count	0/	Ton 10 Town Distribution	Count	%
Gender	Count	% FC PW	Top 10 Town Distribution	1,935	30.3%
Female	3,624 2,754	56.8% 4 3.2%	Waterbury Danbury	942	14.8%
Male	6,378	100.0%	Naugatuck	477	7.5%
Total	0,3/6	100.0%	Watertown	288	4.5%
Age Distribution	Count	%	New Milford	186	2.9%
<18	331	5.2%	Wolcott	158	2.5%
18-19	1,612	25.3%	Bethel	1 49	2.3%
20-21	1,240	19.4%	Newtown	141	2.2%
22-24	996	15.6%	Southbury	130	2.0%
25-29	881	13.8%	Seymour	121	1.9%
30-34	488	7.7%	Total, top 10 towns	4,527	71.0%
35-39	311	4.9%	Other	1,851	29,0%
40-44	188	2.9%	Total	6,378	100.0%
45-49	134	2.1%	1000		
50-59	187	2.9%	Top 10 Reported High Schools	Count	%
60-64	25	0.4%	Danbury High School	623	9.8%
65+	25	0.4%	Crosby High School	345	5.4%
Total	6,378	100.6%	J.F. Kennedy High School	305	4.8%
Average age	25	2001010	Naugatuck High School	281	4.4%
111111111111111111111111111111111111111	70,201		Wilby High School	271	4.2%
Ethnicity/Race	Count	%	W.F. Kaynor Reg Voc Tech	208	3.3%
Hispanic	1,947	30.5%	Watertown	196	3.1%
American Indian or Alaska Native	13	0.2%	Pomperaug High School	147	2.3%
Asian	192	3.0%	New Milford	137	2.1%
Black or African-American	661	10.4%	Henry Abbott Tech	137	2.1%
Multiple Races	277	4.3%	Total, top 10 high schools	2,650	41.5%
Native Hawaiian or Pacific Islander	14	0.2%	Other CT Schools (Outside NVCC Region)	1,598	25.1%
Other	84	1.3%	NVCC Region Schools (Not listed above)	801	12.6%
White	3,013	47.2%	Out Of State	438	6.9%
Choose not to respond	177	2.8%	Out Of Country	425	6.7%
Total	6,378	100.0%	Gen. Educ. Dev. (GED Equiv.)	384	6.0%
A CONTRACTOR OF THE PARTY OF TH	212.13		Home Education	56	0.9%
			Unknown	26	
			Total	6 378	100.0%

Total

6.378

100.0%

5.2	Sexual Misconduct Reporting, Support Services and	16-067	2016-06-16
	Processes		

5.2 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

Sexual Misconduct Reporting
Support Services and Processes Policy

<u>Consent</u> 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.

<u>Report</u> 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.

<u>Disclosure</u> 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.

<u>Sexual misconduct</u> includes engaging in any of the following behaviors:

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

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

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

(b) <u>Sexual assault</u> 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) <u>Sexual exploitation</u> occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:
 - Prostituting another person;
 - Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
 - Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
 - Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
 - Engaging in non-consensual voyeurism;
 - Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
 - Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
 - Possessing, distributing, viewing or forcing others to view illegal pornography.

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

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

sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

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

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

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

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

Mandated Reporting by College and University Employees

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

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

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

Rights of Parties

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

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

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

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

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

Employee Conduct Procedures

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

Student Conduct Procedures

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

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

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

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

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

Dissemination of this Policy

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

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

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

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

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

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

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

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

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

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

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



BOR/CSCU STUDENT CODE OF CONDUCT

Contents		
I. STUDEN	Γ CODE OF CONDUCT	1
PREAMBLE		1
INTRODUCTION	ON	1
PART A:	DEFINITIONS	2
PART B: STUDENT (APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE CODE OF CONDUCT	4
PART C:	SCOPE OF AUTHORITY	
PART D:	PROHIBITED CONDUCT	6
PART E: PARTNER,	HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMA DOMESTIC VIOLENCE & STALKING REPORTS	ATE 11
PART F:	CONDUCT AND DISCIPLINARY RECORDS	13
PART G:	INTERPRETATION AND REVISION	13
II. CONDUCT UNIVERSITY	AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE STUDENTS	14
PART A:	DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT	14
PART B:	DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT	15
PART C:	INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS	20
PART D:	DISCIPLINARY SANCTIONS	21
1. San	ctions Which May Be Imposed for Violations of the Code:	21
2. Rev	ocation of Admission and/or Degree	23
3. Con	sequences of Failure to Comply with a Duly Assigned Sanction	23
4. San	ctions Which May Be Imposed on Student Organizations	24
	ICT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY UDENTS	25
PART A:	DISCIPLINARY PROCEDURES	25
PART B:	DISCIPLINARY SANCTIONS	27
IV. CONDUSTATE COLLI	ICT AND DISCIPLINARY PROCEDURES APPLICABLE TO CHARTER OAK EGE STUDENTS	ζ 29
PART A:	RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS	29
PART B:	DISCIPLINARY PROCEDURES	30
PART C:	INTERIM ADMINISTRATIVE ACTION	32
DART D.	DICCIDI IN A D.V. C.A.N.C.TIONIC	2.0

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.
 - "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.
 - "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.
- "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. <u>Distribution of the Student Code</u>: 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.

- 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::

- 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" 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.

¹The 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. <u>Instructor's Role:</u>

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. <u>Information from Person Other than Student's Instructor</u>: 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. <u>Hearing Process</u>: 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.
- 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. <u>Appeals</u>: 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.
- 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.

- 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.
 - The Disciplinary Officer or Conduct Administrator may conduct an investigation to b. 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.

Hearing Procedures:

a. <u>Notice of Hearing</u>: 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. <u>Hearing</u>: 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(e)s 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. <u>Presentation of Evidence</u>: 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. <u>Evidence of Prior Convictions or Disciplinary Actions</u>: 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. <u>Accommodation of Witnesses</u>: 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. <u>Status of Student Pending Review</u>: 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 indecision 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. <u>Warning</u>: 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. <u>Fine</u>: A sanction involving the imposition of a specified dollar amount due and payable by a specified date.
- Probation: Disciplinary probation is a designated period of time during which a C. 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. <u>Loss of Privileges</u>: Denial of specified privileges for a designated period.
- e. <u>Restitution</u>: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.
- f. <u>Discretionary Sanctions</u>: 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 noncollege professional may be required.
- g. <u>Residence Hall Warning</u>: 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. <u>Residence Hall Separation</u>: 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. <u>Residence Hall Expulsion</u>: 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.
- I. 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. <u>Sanctions</u>: 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
- 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
 - 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:
 - 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
 - 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;
 - to hear and to question the information presented;
 - to present information, to present witnesses, and to make a statement on his or her behalf; and
 - 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.

PARTA: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS

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

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

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

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

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

PART B: DISCIPLINARY PROCEDURES

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

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

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

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

On-site:

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

Via the Phone:

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

- the complainant at least seven (7) business days before the hearing. The Provost will arrange for the conference call.
- c. The procedures outlined in the "on-site" section will be followed, unless they specifically apply only to the on-site hearing.
- d. Within ten (10) business days of the conclusion of the formal hearing, a Student may appeal the decision, in writing, to the President. An appeal shall be limited to a consideration of the verbatim record of the hearing and supporting documents for one or more of the following: a.) the process set forth in the guidelines was not followed and resulted in prejudice to the Student; b.) the evidence presented was insufficient to justify the decision; and c.) sanction(s) imposed was/were disproportionate to the gravity of the offense. The President may accept the decision of the hearing panel, overturn their decision, return the matter to the original hearing panel, or appoint a new hearing panel. The decision of the original hearing panel or the new hearing panel or the President will be sent to the Student in writing by the President and will be final.
- e. During any appeal period, any sanctions will remain in place and the Student will not be allowed to participate in a graduation ceremony nor graduate until the review process has been completed and a final decision rendered.

PART C: INTERIM ADMINISTRATIVE ACTION

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

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

PART D: DISCIPLINARY SANCTIONS

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

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

- After the length of the term for expulsion has expired, the Student may request in writing directed to the Provost permission to re-matriculate. That permission must indicate why Charter Oak State College should allow the Student to return.
- 8. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of expulsion. A permanent notation of "Dismissed" shall be placed on the Student's transcript.

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



A Guide for Students: Sexual Misconduct & Interpersonal Violence

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

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

YOU HAVE THE RIGHT TO:

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

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

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

WAYS TO SEEK HELP:

- → Preserve any evidence and seek medical attention:
 - If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.
 - Campus Security: (203)- 575- 8112 / Waterbury Police Department: (203) 574-6920
- → DISCLOSURE Seek Advice & Support:
- You have a choice to DISCLOSE CONFIDENTIALLY to the resources listed below.
- <u>Safe Haven of Greater Waterbury</u>, 24/7 help line, Domestic Violence: **203-575-0036**, Sexual Assault: **203-753-3613**
- Connecticut Coalition Against Domestic Violence CCADV, 888-774-2900
- <u>Domestic Violence Services of Greater New Haven-CCADV</u>, The DVS hotline **203-789-8104** is available 24/7
 - Spanish speakers are also available
- <u>Connecticut Sexual Assault Crisis Services, Inc.</u>, Statewide 24 Hour Toll Free Hotline, **1-888-999-5545** English
 - 1-888-568-8332 Español
- Religious Leader or Mental Health Provider

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

- → REPORT File a REPORT on campus with the following individuals:
- Campus Security: (203) 575-8112 or : (203) 575-8113
- Title IX Coordinator: Jacquie Swanson 203-575-8043 jswanson@nv.edu
- Dean of Students: Sarah Gager 203-575-8086 sgager@nv.edu

Know Your Rights & Options

You have the right to...

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

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

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

Sexual Misconduct Definitions

Sexual Harassment: can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.

Sexual Assault: is compelling by force, or the threat of force, the following:
1) sexual penetration of the vagina or anus, including by finger or an object;
2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.

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, nonconsensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.

Interpersonal Violence Definitions

Intimate Partner Violence: 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

Domestic Violence is an act between family or household members that includes but is not limited to:

- 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.

Dating/Relationship Violence: Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.



Office of the President

Sexual Harassment Prevention Policy Naugatuck Valley Community College April 2017

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

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

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

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

Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College. Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room 705A, and the telephone number is (203) 575-8110. Kimberly

Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room 704B, and the telephone number is (203) 575-8056. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8044.

Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated. The Dean of Student Services is Sarah Gager. Her office is located at Kinney Hall, Room 509A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.

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

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

Sincerely,

Daisy Cocco De Filippis, Ph.D.

President

Naugatuck Valley Community College



Office of the President

Sexual Harassment Prevention Policy Implementing Statement Naugatuck Valley Community College April 2017

What is sexual harassment?

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

Any unwelcome sexual advance or request for sexual favors or any conduct of a sexual nature when

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

Examples of sexual harassment

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

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

Faculty, Employees, and Students covered by statement

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

Because of the power relationship between faculty and student, and between supervisor and subordinate employee, freedom of choice may be compromised in such relationships. Accordingly, this policy holds that where a faculty member or professional staff member has responsibility for a student

through teaching, advising, supervision or other obligation, romantic or sexual liaisons between such persons shall be deemed a violation of this policy. Romantic or sexual liaisons between supervisors and subordinate employees, while not prohibited, are strongly discouraged.

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

What to do if you are the victim of sexual harassment,

□□Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College. Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room K702A, and the telephone number is (203) 575-8110. Kimberly Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room K704B, and the telephone number is (203) 575-8056. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8044. □□Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated. The Dean of Student Services is Sarah Gager. Her office is located at Kinney Hall, Room K509A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee. □□A claim that an employee of a third party contractor has engaged in sexual harassment on College premises or in connection with the performance of the third party contract should be reported immediately to either the Provost and Senior Dean of Administration or to the President for appropriate follow-up action. The Provost and Senior Dean of Administration is James Troup. His office is located at Kinney Hall, Room K706B, and the telephone number is (203) 575-8220. □□ All complaints of sexual harassment may be filed with the Title IX Coordinator. The Title IX Coordinator is Jacquie Swanson, Associate Director of Human Resources. Her office is located at Kinney Hall, Room K704C, and the telephone number is 203-575-8043. □□ If complainant is under the age of eighteen (18) the BOR Policy Regarding Suspected Abuse or Neglect of a Child must be followed.

Complaint Process

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

All complaints of sexual harassment shall be taken seriously. It is expected that complaints will be made in good faith, however. Frivolous or vexatious complaints can cause irremediable damage to the reputation of an accused person, even though he or she is subsequently vindicated. Therefore, any person who files a false complaint of sexual harassment shall himself or herself be subject to

disciplinary action, up to and including termination if an employee, or expulsion of a student. The rights of complainants and alleged harassers will be respected and, to the extent possible, the confidentiality of all parties will be protected, however, complete anonymity cannot be assured. Complainants are protected from retaliation of any kind.

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

<u>Publication</u>

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

Daisy Cocco De Filippis, Ph.D.

President

Naugatuck Valley Community College



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Naugatuck Valley Community College

REPORTING OFFICE/DEPARTMENT: Title IX INSTITUTION CONTACT: Jacquie Swanson

YEAR: 2017

Program Category	Number of Programs:				
riogram category	Prevention:	Awareness:	Risk Reduction:		
Sexual Assault	3	7	2		
Stalking	3	3	0		
Intimate Partner Violence	5	4	2		

Program Types: (List and Describe Each Program Type)

Campus Conversation: Inclusive Campus 2/1/17

Internet Safety/Predator Danger 2/5/17

Breaking the Binary 2/28/17

Campus Conversation: Male Sexual Assault & Awareness 3/8/17

Campus Conversation: Self Esteem Views 3/8/17

Equal Pay Day 4/4/17

National Crime Victims Week 4/6/17 Campus Conversation: "Safe Zone" 4/12/17

Miss Representation (film) 4/12/17

Safe Haven@ New Student Orientation 8/26/17

Bringing in the Bystander 9/26/17

Healthy Interpersonal Relationships 10/5/17

The Laramie Project 10/26-29/17 LGBT speakers tell their stories 11/1/17

II. SEXUAL VIO	LENCE PREVENTION AND AWA	RENESS CAMPAIGNS:		
Campaign Category	Number of Campaigns:			
(A) (在) (E) (E) (E) (E) (E) (E) (E) (E) (E) (E	Prevention:	Awareness:		
Sexual Assault	26	30		
Stalking	25	28		
Intimate Partner Violence	26	28		

Campaign Types: (List and Describe Each Campaign Type)

Sexual Assault Awareness Day 4/11/17
LGBT History Month/President BOR

Sexual Assault Awareness Month Payroll Stuffer/State of CT
Student Alliance for Gender and Sexual Diversity
Continuing Notice of Non-Discrimination
Fresh Check Day
Not Anymore SA/DV Education Initiative
Safe Haven Student Outreach:
February 2,8,9,14,16,22,23,28
March 7,9,20,23,27,29
August 29,31
September 5,6,11,12,18,20,25
October 4,5,11,12,18,24,26

III. TOTAL REPORTED INCIDENCES OF SEXUAL VIOLENCE:						
Incident Category	Number of Incidents Reported:	Number of Incidents Disclosed:				
Sexual Assault	0	0				
Stalking	1	0				
Intimate Partner Violence	0	0				

		Final Outcome:							
Case Category	Total Number of Cases:	Warning:	Probation:	Suspension:	Expulsion:	Persona Non Grata (PNG):	Sanctions/ Sexual Violence Remediation:	Other:	
Sexual Assault	0	0	0	0	0	0	0	0	
Stalking	1	0	0	0	1	0	0	0	
Intimate Partner Violence	0	0	0	0	0	0	0	0	

	Total	(STUDENTS):	me of Appeal Decision:
Appeal Category	Number of Cases:	Upheld:	Overturned:
Sexual Assault	0	0	0
Stalking	0	0	0
Intimate Partner Violence	0	0	0

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

V.b. FINAL OUTCOMES OF AP	PEALS OF ORIGINAL OUTCOMES OF C (EMPLOYEES):	ASES RELATING TO SEXUAL VIOLENCE			
Appeal	Outcome of Appeal Decision:				
Category	Upheld:	Overturned:			
Sexual Assault	0	0			
Stalking	0	0			
Intimate Partner Violence	0	0			

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

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

STATUTORY REFERENCES AND DEFINITIONS

SEXUAL ASSAULT

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

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

- (2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.
- (3) Any person found guilty under this section shall be sentenced to a term of imprisonment of at least ten years, a portion of which may be suspended, except as provided in subdivisions (1) and (2) of this subsection, or a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years. Notwithstanding the provisions of subsection (a) of section 53a-29 and except as otherwise provided in this subsection, a court may suspend a portion of a sentence imposed under this subsection and impose a period of supervised probation pursuant to subsection (f) of section 53a-29.
- Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.
- (b) Sexual assault in the second degree is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which nine months of the sentence imposed may not be suspended or reduced by the court.
- Sec. 53a-72a. Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical

injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

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

Sec. 53a-73a. Sexual assault in the fourth degree: Class A misdemeanor or class D felony. (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person's consent; or (3) such person engages in sexual contact with an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE

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

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

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

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

STALKING

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

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

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

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

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

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

PROGRAMMING:

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

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

"Risk Reduction"

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

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

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

CONCERNING "REPORTS" vs. "DISCLOSURES" IN PART IV OF THE AFOREMENTIONED:

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

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

Please direct all inquiries concerning this handbook to Gregory F. Daniels, Assistant Counsel, Connecticut State Colleges and Universities, at 860-723-0018 or Daniels G@ct.edu.

Swanson, Jacqueline G

From:

D'Alusio, Jeffrey

Sent:

Thursday, September 14, 2017 1:59 PM

To:

NV-AllCampuswide

Subject:

2017 Campus Security Report

Naugatuck Valley Community College is committed to assisting all members of the NVCC community in providing for their own safety and security.

The annual security compliance document is available on the college website at: http://www.nv.edu/clery. You may print a copy directly from the website. If you would like to receive a copy of the "Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics-2016", which contains this information, you can stop by the Public Safety Department in room C122 of the Core building at the Waterbury campus. On the Danbury campus, you may obtain copies at the college administrative offices at 190 Main Street, Danbury.

The website and report contains information regarding campus security and personal safety and includes topics such as NVCC Public Safety law enforcement authority and crime statistics for the three (3) previous calendar years. It also contains information about college policies on such topics as sexual assault prevention and response, sex offender registration, drug and alcohol use, and crime reporting procedures.

Campus safety is everyone's responsibility! Please report unusual or suspicious items, incidents, or persons to the Public Safety Department (203-575-8113) or any college official.

This email was sent with the permission of Provost James Troup.

Jeffrey D'Alusio Interim Master Sergeant, Director of Public Safety Naugatuck Valley Community College Phone: 203-575-8126

Fax: 203-575-8298

jdalusio@nv.edu

sexually harassed. the party, not to be want to have fun at

SHOW ME RESPECT. SHOW ME LOVE,

Sexual Assault Hotline 203-753-3613 For more information, visit www.safehavengw.org

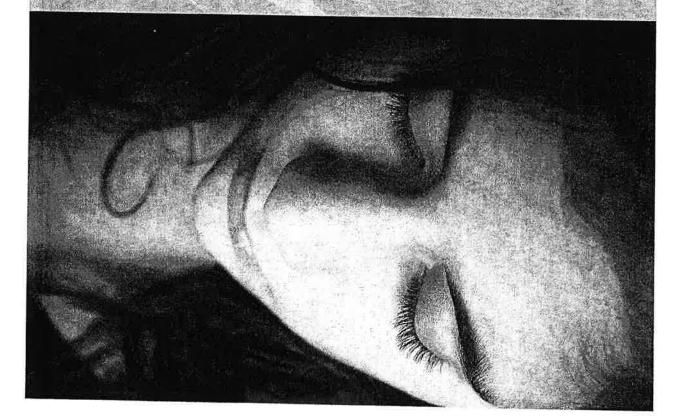
Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (Spanish) 888-568-8332





Naugatuck Valley Community College



When I say No, I mean No.

Don't harass me.

SHOW ME PATIENCE, SHOW ME RESPECT.

For more information, visit www.safehavengw.org Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (Spanish) 888-568-8332









Just because I like you doesn't mean I'm ready to have sex with you.

ASK ME FIRST, SHOW ME RESPECT

For more information, visit www.safehavengw.org Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036 Sexual Assault Hotline (Spanish) 888-568-8332



SAFE HAVES





gustes no significa que esté lista para tener sexo. El hecho de que me

Preguntame primero Muéstrame respeto

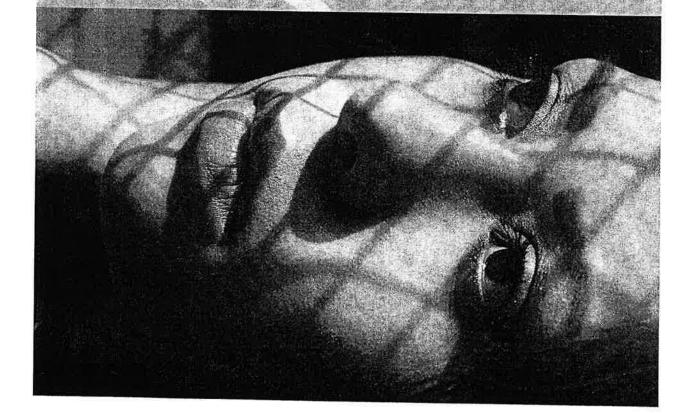
Línea de Violencia Domestica 203-575-0036 Para Mayor información visite www.safehavengw.org Línea de Asalto Sexual 203-753-3613

Línea de Asalto Sexual en Español 888-568-8332 Community College









SPEAK UP, be a **passive** bystander. women are weak. Don't I think men who harass

For more information, visit www.safehavengw.org Sexual Assault Hotline 203-753-3613

STOP SEXUAL ASSAULT.

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (Spanish) 888-568-8332



SAPPLE SA



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Pretrial: in a criminal case, a meeting with the prosecutor, defense attorney, and judge where they talk about what will happen next in the case.

Probation: when a convicted offender is released by the court under supervision of a probation officer. Probation may be ordered instead of or after prison.

Prosecute: to proceed against a person in a criminal case. **Prosecutor**: also called the state's attorney; an attorney who represents the state in a criminal case.

Protective order (PO): an order by the criminal court to protect a victim/survivor from threats, harassment, or violence and often any contact by a defendant who is or was a family or household member, parent of the victim's/survivor's child or dating the victim/survivor. The court can also issue a PO to protect a victim/survivor who has been stalked, harassed, or sexually assaulted by a person not known to her or him. A PO is requested by the prosecutor and usually ends when the case ends. Violation of a PO is an additional crime for which the defendant may be arrested.

Restraining order (RO): a civil court order that protects a victim/survivor from threats, harassment, or violence and often any contact by a defendant who is or was a family or household member, parent of the victim/survivor's child, or dating the victim/survivor. A RO after a hearing lasts for 6 months from the date of the order unless the judge orders a different length of time. Violation of a RO is a crime for which the defendant may

Secondary victims: family, loved ones, or friends of the victim/ survivor who have also been affected by the assault.

Sentence: the punishment ordered by the judge.

Sentence Review Division: a panel that decides if a criminal

This booklet has information for you and your loved ones about reactions to sexual assault, what to expect at the hospital, from support services, and the criminal justice system. Although you may not want to read the entire booklet now, you may find the information helpful in the future.

If you have any questions about the information in this booklet, you may call a sexual assault advocate in a town near you. (See pages 24-25 for contact information.)

This booklet was developed by the Office of Victim Services of the Connecticut Judicial Branch and the Connecticut Alliance to End Sexual Violence (formerly CONNSACS), with special thanks to Laura Cordes, the members of the Victim/Survivor Advisory Council, and the State of Connecticut Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigations.

Note: In the back of this booklet is a Glossary section that gives definitions to words that you may or may not know. Connecticut General Statutes section numbers are shown in brackets [].

sentence should be changed

Section One

VICTIME SURVIVORS OF SEXUAL ASSAULT

The trauma caused by sexual assault often results in emotional stress that may be long lasting. Each person reacts differently to stress.

There is no right or wrong way to act. It may be helpful for you to know some of the most common responses sexual assault victims/ survivors have experienced.

IMPACT AND REACTIONS TO A SEXUAL ASSAULT

During a sexual assault, a victim/survivor may feel powerless or terrified of being seriously injured or killed. Fears about personal safety are a very common response to a sexual assault.

The first reactions that many sexual assault victims/survivors experience are shock, disbelief, or fear. You may:

- Seem very upset or calm and in control.
- ళ Feel numb or dazed, withdrawn or distant from other people
- % Not be sure of who to tell or what to do.
- ≪ Not be sure of how you feel.
- Want to forget about what happened.

Many victims/survivors experience intense emotions. Some victims/survivors have physical symptoms. There may be times when your thoughts and feelings are focused on the assault. You may:

- ক Feel angry; other times you may feel anxious or depressed
- ⋄ Be unable to sleep or you may have unwanted memories, flashbacks, or nightmares.
- ాత Experience changes in your eating habits
- െ Be afraid to be left alone or you may want to be left alone

Misdemeanor: a crime that carries a maximum penalty of one year in prison with up to a \$2,000 fine.

No contact order (NCO): a court order that tells a defendant that he or she cannot contact a victim/survivor. An NCO can be ordered by a judge, a bail commissioner, a probation officer, or a parole officer. Violation of an NCO may result in an increase in bail or re-arrest.

No contest: a plea in a criminal case that allows the defendant to be convicted without admitting guilt for the crime charged (also called nolo contendere). Although a finding of guilty is entered on the criminal court record, the defendant can deny the charges in a civil action.

Nolle: also called nolle prosequi; a disposition in a criminal or motor vehicle case where the prosecutor agrees to drop the case against the defendant but keeps the right to reopen the case and prosecute at any time during the next 13 months. The nolle is entered on the court record and the defendant is released from custody. If the defendant stays out of trouble during the next 13 months, the case is removed from the official court records.

Offender: person who commits an offense

Parole: release from prison after serving part of a sentence. **Plea:** the defendant's response to the criminal charges (usually guilty, not guilty, or no contest).

Plea agreement: an agreement between the prosecutor and the defendant about the charges, plea, and sentence. If a plea agreement is reached and accepted by the court there is no trial. Pre-sentence investigation report (PSI): a background investigation completed by a probation officer on the person who has been convicted of a criminal offense. Victims/survivors may give information about the effects of the crime on her or his life, as well as feelings about the defendant and the sentence.

SELLION ONE CONTINUED

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TOUR SEASON ADDS VICTORS TO INVOVE

Children who are sexually abused may have the same feelings and emotional pain as adults. It's hard to predict how a child will react. Some children may seem very upset, while other children show very little reaction. Children may experience sudden or unexplained changes in behavior, such as:

- െ Bed or pant wetting;
- െ Problems in school;
- Sexual play with friends or toys;
- െ Low self-esteem;
- Inability to sleep;
- ≪ Change in bathroom habits;
- ৰূ Fussiness;
- െ Increased quietness;
- ৰূ Depression;
- ৰূ Anxiety;
- Risk taking or destructive behavior;
- ⋄ Obsessively good behavior;
- Anger or aggression;
- § Loss of appetite;
- Nightmares;
- So Development of new fears (for example, fear of going to bed, fear of dark, fear of being alone).

Contaminated: polluted by contact.

Conviction: to be found guilty of committing a crime.

Court-based victim services advocate: employee of the Office of Victim Services who help crime victims/survivors understand the court case, how to exercise her or his rights, and how to access resources.

Court clerk: the person who keeps the official court record of the case. The court clerk's office receives all court papers and schedules hearing dates.

Criminal court: the court that decides matters involving crimes All criminal violations, including sexual assaults, are legally considered crimes against the state, not the victim/survivor.

Defendant: in criminal cases, the person who is arrested and charged with a crime. In civil cases, the defendant or respondent is the person being sued.

Department of Correction (DOC): the statewide prison system. **Deposition**: an interview where the lawyer for the defendant can ask the victim questions before the trial.

Deteriorate: to worsen or decline in value or quality.

Discharge instructions: a form completed by a doctor or nurse and given to a victim/survivor after a sexual assault exam and evidence collection. It has contact information, what tests were done, and what medications and treatment were given.

Dismissal: when the criminal case against the defendant is dropped and removed from the official record.

Family violence victim advocate: a certified advocate specially trained to support and help victims/survivors of domestic violence and their families, generally employed by a domestic violence agency.

Felony: any criminal offense for which a person may be sentenced to a term of imprisonment of more than one year.

Section One (CONTINUED)

INFORMATION FOR FAMILIES AND FRIENDS OF ADULT AND CHILD VICTIMS/SURVIVORS OF SEXUAL ASSAULT

HOWCANIBLEMYCHIDZ

Comforting a child who has been sexually assaulted can be very difficult. Getting help is most important. Sexual assault crisis centers have sexual assault advocates specially trained to help children and non-offending parents. They can also help you work with the police, the hospital, and the legal system. Some other ways to help your child are to:

- ≪ Reassure your child that she or he is safe.
- Let your child know that what happened was not her or his fault.
- she or he did something wrong.
- ৰূ Give care and love.
- so Let your child talk about the assault if she or he wants. Ask a counselor how you can help your child talk about her or his worries, questions, or fears.
- Reassure your child that she or he is not permanently hurt.
- Avoid showing anger around your child. Your child may confuse your anger at the offender as anger at her or him.
- Help your child return to her or his normal routine as quickly as possible.
- Avoid using the phrase, "I can't believe this." Although this is a common parental response, children may think that their story is unbelievable.

NOTE: Many professionals must report child sexual abuse to the police and to the Department of Children and Families (DCF). The police or a DCF employee may also ask to talk to you and your child.

OFFICE OF THE VICTIM ADVOCATE

Statewide Toll-free: 1-888-771-3126

Office: 860-550-6632

www.ct.gov/ova

The Office of the Victim Advocate (OVA) is an independent state agency that works to protect and promote the constitutional rights of crime victims/survivors in Connecticut.

The OVA offers services to crime victims/survivors who believe their rights, as a crime victim/survivor, have been or are being violated or who believe that services available to crime victims/survivors in the state are being unfairly denied or not being provided.

The OVA also receives complaints from crime victims/survivors or others on behalf of crime victims/survivors and may investigate the complaints.

The identity of any person who files a complaint with the OVA is confidential and not disclosed without her or his permission.

Selion Tido (continued)

SHOULD HAVE IVIDENCE COLLECTED IF IVEN NOT

It's important to have evidence collected as soon as possible after a sexual assault, even if you have not decided to report the assault to the police. Evidence may be lost or destroyed as time passes. If you are not sure about reporting to the police, you may have the exam completed and the evidence collected will be submitted anonymously. The State of Connecticut will hold the evidence for 60 days to give you time to decide if you will report the crime to the police. If it has been more than 60 days you can still report to the police, but the evidence collected during the exam may not be usable in the investigation and trial.

POLICY OF A FORCAS CAR

At the hospital, you may be tested for STIs and pregnancy. These tests will only tell if you were pregnant or had an STI before the sexual assault. Even if you were given medication to treat possible STIs and pregnancy, it is very important that you be tested again in 2 weeks. This follow-up medical care can be done by your own doctor or at a clinic, such as Planned Parenthood.

The discharge instructions form given to you when you leave the hospital has important information. Bring that document with you to any follow-up medical appointments.

Child Abuse and Neglect Hotline

Statewide 24 hour Toll-free Hotline 1-800-842-2288

The Department of Children and Families Hotline is available 24 hours a day, 7 days a week to take calls from people with questions, concerns, and reports of child abuse and neglect. The Hotline also provides evening, weekend, and holiday investigation responses to immediate situations about child abuse and neglect.

TALES OF THE STAND SOLVE AND THE STANDS

Statewide 24 hour Toll-free Hotline 2-1-1 or 1-800-203-1234 www.infoline.org

United Way 2-1-1 is a free information and referral service. 2-1-1 is available 24 hours a day, every day of the year.

Office: 860-714-5052

www.childabuseservicesct.org

The Greater Hartford Children's Advocacy Center at St. Francis is dedicated to helping families and children affected by child abuse or child sexual abuse and offers support, advocacy, and education to child victims/survivors of sex abuse and their parents.

Section TWO (CONTINUED)

WHO PAYS FOR THE EXAM AND CVIDENCE

You do not have to pay for the exam and evidence collection. The Office of Victim Services (OVS) of the Connecticut Judicial Branch reimburses hospitals for the sexual assault exam and the cost of completing the evidence collection. It is against state law for a victim/survivor to receive a bill for the sexual assault exam and evidence collection. [Section 19a- 112a (e) of the Connecticut General Statutes]

The hospital may bill you or your insurance company for the costs of treatment for other injuries (for example, x-rays or stitches).

The OVS Compensation Program may be able to help pay treatment related bills. (See page 26 for contact information.)

If you receive a hospital bill for the sexual assault exam and evidence collection, please call OVS (1-888-286-7347 or 860-263-2761) or a sexual assault advocate (See pages 24-25 for contact information.)

ATTICE OF VICTOR SCRUOS

Victim Services Toll-Free Helpline: 1-800-822-8428 Compensation Toll-Free: 1-888-286-7347 Compensation: 860-263-2761

Administration: 860-263-2760 www.jud.ct.gov/crimevictim

The Office of Victim Services (OVS), Connecticut Judicial Branch, offers information, services, and financial help to victims/survivors of violent crime and their families including:

Financial help for eligible expenses because of the crime, such

- as medical, dental, counseling, and lost wages.

 * Court-based help that includes advocacy during court cases and telling victims/survivors about their rights.
- 6 Toll-free helpline for information on rights and referrals to resources.
- survivors and other eligible persons about an offender's status in the criminal justice system, changes in an inmate's status, requests made by a convicted sex offender for changes in status on his or her registration with the Sex Offender Registry, when protective orders end, and five weeks before a restraining order ends.

Section Tiree (CONTINUED) ROW MAN TO SCHOOL PROCES

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decide on the proper charges. prosecutor consider the strengths and weaknesses of the case to During the court hearings, your information will help the

- ళ Your participation in the criminal justice system helps inform all those working on the case
- জ The judge and the jury, if there is a jury, consider all the is crucial but only a part of all the information considered is guilty or not guilty. Whatever the decision, your information information and make the final decision whether the offender
- Your victim impact statement will tell the judge how the crime has affected you physically, emotionally, and financially.
- ৰু If the defendant is found guilty, you can give information to that the judge will use to decide on a sentence. the probation officer for the pre-sentence investigation report
- if the inmate should have any conditions with the release. and Paroles how you feel about the inmate's parole release or Your victim impact statement will tell the Board of Pardons
- When the offender is placed on probation, information you supervision plan. give to the probation officer will help in the development of a

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exercise your rights. OVS victim services advocate can also help you understand and the defendant. You may hire your own lawyer to represent case. They may need you as a witness for the state's case against your rights as a crime victim. A sexual assault advocate or an prosecutors, who represent the state and handle the criminal The State of Connecticut has lawyers called state's attorneys or

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The Center for Family Justice, Inc.

Rape Crisis Services

(Bridgeport)

Hotline: 203-333-2233

Office: 203-334-6154

Women's Center of Greater Danbury, Inc.

Sexual Assault Crisis Services

Hotline: 203-731-5204

Office: 203-731-5200

Women and Families Center

Sexual Assault Crisis Services

(Meriden/Middletown/New Haven)

Hotline: 203-235-4444

Office: 203-235-9297 (Meriden)

Office: 860-344-1474 (Middletown)

Office: 203-389-5010 (New Haven)

Rape Crisis Center of Milford

Hotline: 203-878-1212

Office: 203-874-8712

11

Section Three (CONTINUED) CRIMINAL JUSTICE PROCESS

The following information will help you better understand juvenile court:

- S Juvenile cases are handled in the court that serves the juvenile's town of residence, which may not be the same town where the assault happened.
- Certain serious cases involving juveniles over the age of 14 may be transferred to the criminal court, where the juvenile will be prosecuted and, if convicted, sentenced as an adult.
- so Juvenile cases are confidential. Court hearings and court records are closed to the public and the media (for example, newspapers, television).
- Nictims/survivors of juvenile defendants have certain rights, including the right to be at or be represented at the hearings involving the case, to learn the identity of the juvenile, the status, and the outcome of the case. (Note: you can't give this information to anyone else without permission from the judge.)
- so Juvenile defendants may be sentenced to a term in jail or prison. They may be required to live in a detention facility for juvenile defendants managed by the Department of Children and Families.
- They were a juvenile may petition the court to have their juvenile records erased after a period of time, if they don't commit more crimes.

For more information about juvenile court or about your rights as a victim/survivor of a juvenile defendant, contact the juvenile court prosecutor or the juvenile probation officer assigned to the case. For a listing of juvenile probation offices and juvenile courts go to www.jud.ct.gov/directories.htm.

counseling, to get services from a victim services provider, to relocate, or to take part in any civil or criminal hearings because of the sexual assault if you are a service worker and your employer has 50 or more employees. [Public Act 11-52, Section 3 (a)(3), effective January 1, 2012]

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You have the right:

investigation or prosecution of the crime. The property will be returned within 30 days of the request unless the court orders it held for a longer time. You have 6 months from the end of the criminal case to claim the property. After that, the property will be disposed of. [Sections 54-203(b) (7) (E) and 54-36a of the Connecticut General Statutes]

Roch to purple

You have the right:

To file a lawsuit seeking any profits the offender might receive from any book, movie, or dramatization of the crime if the offender is convicted. [Section 54-218 of the Connecticut General Statutes]

If you have any questions about your rights or need help with them, you may call a sexual assault advocate or the Office of Victim Services. (See pages 24-26 for agency contact information.)

Section Three (CONTINUED)

If the defendant is guilty, the judge will decide on a sentence based on many facts including information given by the victim/survivor in a victim impact statement and the pre-sentence investigation.

The defendant has a right to appeal the guilty verdict to the appellate court. The appellate court may agree with the sentence, order a new trial, or may not accept the case.

You may find the criminal justice system confusing. The following charts give an overview of the different phases of the process:

ARREST

- The accused is arrested (either by arrest warrant or without a warrant).
- The accused is told of the charges.
- Bail is set and a no contact order may be ordered.
- If bail is posted, the accused is released until the next court date.

ARRAIGNMENT

- Public defender is appointed or defendant is given time to hire an attorney.
- The amount of bail is reviewed by a judge and can be kept the same, lowered, or increased.
- The court may issue a protective order
- Depending on the charges, the case will stay in the Part B court (Geographical Area) or be transferred to the Part A court (Judicial District).

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- To be told of any court hearing (arrest, arraignment and release on bail, entry of a plea, trial or sentencing) by providing the prosecutor with a current mailing address and telephone number. [Section 51-286e of the Connecticut General Statutes]
- impact statement. You may talk to the judge in court or you may give written comments to the prosecutor or OVS courtbased victim services advocate who will give them to the judge. This statement can be made before the plea agreement is accepted and at a sentencing hearing. [Section 54-91c of the Connecticut General Statutes]
- To be told when the defendant applies for accelerated rehabilitation and an opportunity to tell the judge what you think about that. [Section 54-56e of the Connecticut General Statutes]
- an application for the name of the defendant(s) and other information from the erased records if you have filed or will file a civil action for losses or damages because of the crime.

 Your request must be made to the court within 2 years of the dismissal. [Section 54-142c of the Connecticut General Statutes]
- & To be told when the inmate has applied to the Board of Pardons and Paroles, Department of Correction (DOC), sentencing judge or Sentence Review Division. You must file a request with OVS or DOC. [Sections 54-228, 54-230 of the Connecticut General Statutes]

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Section Three (CONTINUED)

SENTENCING

- If the defendant is found guilty, sentencing will take place at a later date.
- ~ The judge decides the sentence based on many factors, including the victim impact statement and information given by the victim/survivor in the pre-sentence investigation (PSI).

APPEAL

- \sim The defendant can appeal the guilty verdict.
- The appellate court may agree with the sentence, order a new trial, or not accept the case.

HOW CAN I BE NOTIFIED OF COURT INTES AND

Connecticut Statewide Automated Victim Information and Notification (CT SAVIN) is a free, confidential service that notifies registered crime victims/survivors about a defendant's status in the criminal justice system. To register for notification with CT SAVIN, go to www.jud.ct.gov/crimevictim or call 1-877-846-3428.

Section Four

Victims/survivors of crime in Connecticut have rights that are protected by state law. A summary of these rights are in this section.

TREATS OF CRIME VICTIMS

Connectical Constitution Article First Section 8(b)

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

You have the right to:

- ⋄ Be treated with fairness and respect throughout the criminal justice process.
- Get information about the arrest, conviction, sentence, imprisonment, and release of the offender.
- so Be reasonably protected from the accused throughout the criminal justice process.
- െ Be told of court dates.
- s Talk to the prosecutor about the case.
- Have the chance to agree or disagree with any plea agreement between the offender and the prosecutor and to make a statement to the court before the court decides if it will approve the agreement.
- Attend the trial and all other court proceedings (arraignment, pre-trial, and sentencing) unless you are testifying, in which case the court may decide that you should not be allowed to attend the trial.
- Make a statement to the court at sentencing.
- & Restitution for expenses or property lost because of the crime.
- ళ Have the case completed in a fair and timely manner.

Serion FOWY (CONTINUED)

You have the right:

- ☆ To have your conversations with a sexual assault advocate stay
 confidential and not be used in court without your permission.
 [Section 52-146k of the Connecticut General Statutes]
- when Not to have your present or prior sexual conduct brought up during the trial unless the court, after a hearing, decides that it is necessary for the trial. You may wish to speak with the prosecutor about this. [Section 54-86f of the Connecticut General Statutes]
- in the courtroom during any hearing in the prosecution of cases involving sexual assault, injury or risk of injury to a child, or impairing the morals of a child, unless the judge finds that they are important to the case. [Section 54-86d of the Connecticut General Statutes]
- To have your name and address in the court records stay confidential from people not involved in the case and released only by an order of the court. [Section 54-86e of the Connecticut General Statutes] The accused will have access to this information through his or her attorney.

PRE-TRIAL HEARINGS

- There will probably be several hearings over a period of time (could be one year or longer).
- The hearings involve conversations between the attorneys and sometimes the judge.
- $^{\sim}\,$ The defendant enters a plea, usually not guilty
- ~ A plea bargain may be negotiated

IRIAL

- Trials are usually in front of a jury. The selection of the jury could take several days.
- The prosecutor and defense attorney present witnesses and evidence and have the opportunity to question the witnesses from each side.
- The victim/survivor may testify as a witness for the prosecution.
- $\sim\,$ The judge gives the jury instructions on the law.
- The jury deliberates and decides on a verdict. All jurors must agree on a verdict of guilty or not guilty.
- There is a mistrial if all of the jurors don't agree on a verdict.
- In a mistrial, the prosecutor may decide to have another trial or drop the charges.

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Section Four (Continued)

Rights to notification and to have part in the country occurs it as street

- To tell the Board of Pardons and Paroles in person or in writing if the inmate should be released on parole or if the inmate should have any conditions with the release. [Section 54-126a of the Connecticut General Statutes]
- & To be told when the inmate is released from DOC. A request must be given to OVS or DOC. [Sections 18-81e, 54-228 and 54-230 of the Connecticut General Statutes]

To file a notification request with OVS or DOC, please fill out a Confidential Request for Notification of Status of Inmate (JD-VS-5) form. The form can be found online at www.jud.ct.gov/crimevictim or by calling OVS (1-800-822-8428) or DOC (888-869-7057).

Rights to parteeth or

You have the right:

- for a criminal case in which you are the crime victim/survivor or an immediate family member or guardian of a minor or physically disabled crime victim/survivor without being fired, harassed, or retaliated against by your employer. [Section 54-85b of the Connecticut General Statutes]
- To ask that special considerations be taken during your child's testimony, in or out of court, if you are the parent of a sexual assault or abuse victim/survivor and your child was 12 years of age or younger at the time of the offense. [Section 54-86g of the Connecticut General Statutes]
- order from the court, and to apply for a restraining order from the court, and to apply for a restraining order from the court to prevent further injury. A sexual assault advocate or an OVS court-based victim services advocate can explain these orders. [Sections 46b-15, 46b-38c of the Connecticut General Statutes]

WHAT HAPTENS IN THE CRIMINAL JUSTICE PROCESS?

You always have the right to ask questions about the case. If the offender is arrested, someone from the state's attorney's office (a prosecutor or an investigator) may contact you. You may also be contacted by an OVS court-based victim services advocate who is there to help you during the criminal case. A sexual assault advocate can also support and help you through the criminal case.

If the offender is arrested, he or she may be released on bail. If you are afraid, you can contact a sexual assault advocate to discuss your fears and the options available to you. You may ask the prosecutor to request that the court issue a protective order to prohibit the defendant from contacting you or your family directly or indirectly, while the case is pending.

If the defendant contacts you in any way you can tell the police and the prosecutor. As a result of the contact, the defendant's bail may be increased, the defendant's release on bail may be revoked, or new charges may be brought against the defendant. You may ask the prosecutor, sexual assault advocate, or an OVS court-based victim services advocate to explain any changes to you.

The defendant must plead guilty or not guilty. In most cases the plea is not guilty. This will protect the defendant's right to a trial, even if there is a plea agreement reached at a later time.

If the case goes to trial, you may be called as a witness for the prosecution. After all of the evidence and testimony is given, the judge will give the jury instructions on the law. The jury will decide if the defendant is guilty or not guilty based on the evidence presented.

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Statewide 24 hour Toll-free Hotlines

1-888-999-5545 English

Office: 860-282-9881 1-888-568-8332 Spanish

endsexualviolencect.org

victims of sexual assault and their loved ones, including: community-based center offers free, confidential services to has 9 member programs located throughout the state. Each The Connecticut Alliance to End Sexual Violence (CT Alliance)

- \$ 24-hour hotline with immediate access to certified sexual assault advocates in English or Spanish.
- \$ Crisis intervention and short-term counseling for victims/ survivors and secondary victims.
- S, Someone to be with you and to help you at the hospital and with the police.
- \$ Someone to be with you and help you through the criminal or civil court systems.
- 8 Information and referral for other needs and counseling
- S, Male counselors to work with victims/survivors, family members, friends, and loved ones.
- \$ Sexual assault advocates trained to work with child victims/
- ŝ Support groups for sexual assault victims/survivors of all ages Support groups for friends, family members, and loved ones.

survivors in civil cases against the offender in civil court. A sexual assault advocate can help you find a lawyer who specializes in helping victims/ You will want to hire a lawyer if you decide to file a lawsuit

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the deposition. only required to talk about the assault in court or at ask you questions before the trial. If you are subpoenaed, you are deposition is an interview where the lawyer for the defendant can have been subpoenaed to go to court or go to a deposition. A You do not have to talk to anyone about the assault unless you

court-based victim services advocate. can contact the prosecutor, a sexual assault advocate, or an OVS decide to talk to that person. If you have any questions, you wants to talk to you and who they are working for before you do not want to talk with them or, if it is a criminal case, that you get information to help the defendant. You may decide that you want the prosecutor to be there. You can always find out who Keep in mind that anyone working for the defendant is trying to

CHRISTIAN STONE OF THE STATE OF

age of 17 and as of July 1, 2012, someone under the age of 18) is like adult cases, there are also many differences the cases of adult defendants are heard. While juvenile cases are usually heard in the juvenile court, not in the criminal court where A case that involves a juvenile defendant (someone under the

Section Fide (CONTINUED)

YWCA of New Britain

Sexual Assault Crisis Services

(New Britain/Hartford)

Hotline: 860-223-1787 (New Britain)

Office: 860-225-4681

Hotline: 860-547-1022 (Hartford)

Office: 860-241-9217

The Center for Sexual Assault Crisis Counseling and Education

(Stamford)

Hotline: 203-329-2929

Office: 203-348-9346

Susan B. Anthony Project

(Torrington)

Hotline: 860-482-7133

Office: 860-489-3798

Safe Haven of Greater Waterbury, Inc.

Hotline: 203-753-3613

Office: 203-575-0388

Sexual Assault Crisis Center of Eastern Connecticut

(Willimantic/New London)

Hotline: 860-456-2789 (M

Hotline: 860-456-2789 (Willimantic)

Office: 860-456-3595

Hotline: 860-437-7766 (New London)

Office: 860-442-0604

Section Three

Many victims/survivors of sexual assault choose to report the crime to the police and take part in the criminal justice process. The hearings are difficult for many victims/survivors, but support is available.

KEORENG TO THE POICE

Connecticut state law doesn't require an adult sexual assault victim/survivor to report the sexual assault to the police. If you choose to report, it's helpful to report the sexual assault to the police as soon as possible. In many cases, the ability to arrest and prosecute the offender depends on prompt reporting. The hospital staff or a sexual assault advocate can call the police for you or you may call the police yourself.

During your meeting with the police, you will be asked to tell them in your own words what happened to you, including a description of the offender, where the sexual assault happened, and any other information about the crime.

Tell the police about any things that might have been touched during the assault (for example, clothing, sheets) because they may be taken as evidence. If you had a sexual assault exam and evidence collected at a hospital, give the police the control number listed on the discharge instruction sheet the hospital gave you.

Sometimes arrests do not happen quickly or at all because the police do not have enough information or evidence to make an arrest. If you remember other information later, it is important to call the police to update your statement.

A victim/survivor who reports the sexual assault to the police cannot be asked or required to take a lie detector test by a police officer, prosecutor, or investigator. [Section 54-86] of the Connecticut General Statutes]

Section Fide (Continued)

Toll-Free: 1-877-846-3428

www.jud.ct.gov/crimevictim/

CT SAVIN is a free, confidential service that offers crime victims/ survivors and the public access to current information and notification about an offender's status in the criminal justice system. Registration and notifications are available in English or Spanish.

Office: 888-869-7057 www.ct.gov/doc

Victims/survivors and other eligible persons may register with the DOC Victim Services Unit to request notification when an inmate is released, escapes, or scheduled for a sentence review or parole hearing. Registrations and notifications are confidential.

Many victims/survivors who have been sexually assaulted are concerned about getting HIV (human immunodeficiency virus). HIV is the virus that causes AIDS (acquired immune deficiency syndrome).

Statistics show that the risk of being infected with HIV from a one-time sexual assault is low.

At the hospital, a medical provider should give you information on HIV risks, testing, and treatment choices. HIV testing is not part of a sexual assault exam and you do not have to be tested at the hospital. A test given shortly after the assault will only tell if you were infected before the assault. It may take up to 6 months to know if you have been infected by the offender.

Whether the sexual assault happened recently or in the past, you should talk to a knowledgeable person for advice on testing choices. An HIV counselor or sexual assault advocate can offer support, information, and direct you to testing sites where you can get free (or very low cost) anonymous HIV testing and counseling.

Connecticut state law gives you the right, in some cases, to ask the court for the defendant to be tested for HIV. [Sections 54-102a (b) to 102c of the Connecticut General Statutes] A sexual assault advocate or an OVS victim services advocate can give you more information.

Section Five (CONTINUED)

PLANTIO MARNITHODOD OF CONNECTIVE

Statewide Toll-free: 1-800-230-PLAN

Administrative Office: 203-865-5158

www.plannedparenthood.org

Planned Parenthood of Connecticut has 19 health centers across the state that offer affordable, high quality health care for women and men.

TOWNER CONTROL SAND

Statewide 24 hour Toll-free Hotline: 1-888-774-2900

Office: 860-282-7899

www.ctcadv.org

Connecticut Coalition Against Domestic Violence, Inc. (CCADV) has 18 member programs located throughout the state. Each community-based center offers free, confidential services for victims/survivors of domestic violence, including:

- 24-hour Hotline with immediate access to certified domestic violence counselors.
- ন্ধ Referrals.
- S Family violence victim advocates.
- ৰু Shelter.

Section Two

Because of the violent and invasive nature of sexual assault, it is important for you to receive medical treatment, even if you are not sure about reporting the assault to the police.

CMILESCAPE, OLO PERSINACIONE POSSILVE

You will be examined and treated for injuries and given antibiotics for sexually transmitted infections (STIs). Women and adolescent girls, who are concerned about becoming pregnant, will be offered emergency contraception (EC).

With your permission, a sexual assault exam and evidence collection may be done by a nurse or doctor. Because the evidence on a victim's body may deteriorate or become contaminated, evidence must be collected soon after the assault. In Connecticut, exams and evidence collection can be done up to 120 hours (5 days) after the assault. If you consent to the exam and evidence collection, the nurse or doctor will collect samples from your body (for example, hair, semen) which might help the investigation of the crime and the state's criminal case against the accused. The samples may be used as evidence in court. The presence or absence of evidence does not prove whether a person has been sexually assaulted.

Section Six

Accelerated rehabilitation (AR): a program for certain persons charged for the first time with a crime or motor vehicle violation. The person is put on probation for up to 2 years. If probation is completed successfully, the charges are dismissed.

Accused: person who has been arrested for or formally charged with a crime: the defendant in a criminal case.

Advocate: someone who offers victims/survivors the information and help they need to be able to act for themselves, and, if necessary, who acts on the victim's/survivor's behalf.

Anonymously: without a name.

Arraignment: the first court appearance of a person accused of a crime. The person is told of his or her rights by a judge and may respond to the criminal charges by entering a plea. Usually this happens the morning after a person is arrested.

Arrest: when a person is taken into custody by a police officer and charged with a crime.

Board of Pardons and Paroles: a panel that decides if a convicted offender should be released from prison on parole with or without conditions or given an absolute pardon that erases the conviction from the offender's criminal record.

Bail: also called bond; money or property given to the court for the temporary release of a defendant to make sure that the defendant will return to court.

Case: lawsuit or action in a court.

Charge: formal accusation of a crime.

Civil court: the court that decides matters involving the rights of individuals. Lawsuits, such as those seeking money damages, are decided in civil court. Victims/survivors may file a lawsuit in civil court for the violation of her or his individual rights.

Complaint: a formal report made to police about a crime

Often family, friends, and co-workers want to help but aren't sure how. It's okay to tell them what you need or do not need. You may also want to share the information in this booklet with them.

AT A CAMABIE AT LOVE ONE FRIED.

Although there is no "right" way to respond to a victim/survivor, if you are a loved one, friend, or co-worker you can:

- Remind the victim/survivor that the assault was not her or his fault.
- s Be supportive without overreacting. Victims/survivors may be sensitive to the reaction of others.
- s Be aware that some sexual assault victims/survivors do not want to be touched (for example, hugged, patted).
- is Try not to be awkward or to show pity. The sexual assault is only one part of a person's life; it should not overshadow everything else.
- If asked, help the victim/survivor to make decisions (for example, who to tell, whether to report the assault to the police, where to stay), without making decisions for the victim/survivor. It is important for the victim/survivor to have control over her or his life.
- Support the victim's/survivor's decisions even if they may be different from what you would choose.
- & Show interest but do not pry.
- se Be helpful and supportive without being overly protective or attentive. Victims/survivors often want to be near others to feel safe and to keep busy, but they may not want to be the center of attention.
- ♣ Be understanding. Sometimes victims/survivors may be angry and take out their feelings on loved ones.

Section Six (CONTINUED)

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Geographical Area (GA): the court location where most criminal and motor vehicle cases are heard. The court location where all arraignments happen.

Hearing: a legal proceeding held before a judge.

HIV counselor: a counselor specially trained about HIV and AIDS, who gives information about the disease, testing options and limitations of the tests. Counselors work at testing treatment sites throughout the state.

Investigator: someone who investigates the facts of a case for a lawyer. Prosecutors and defense attorneys use investigators. Prosecutors also use investigators who are called inspectors. **Inmate**: person kept in a correctional institution or prison.

Judge: a person who hears and decides cases and proper punishments for the courts.

Judicial District (JD): the court where the more serious criminal cases and most civil and family matters are heard.

Juvenile offender: a person under the age of 17 who commits a crime . Effective July 1, 2012, a person under the age of 18 will be tried as a juvenile.

Lawsuit (to sue): a case filed in civil court by a person suing for money because of the actions of another person or by a person asking the court to order someone to do something or to stop doing something.

Marshal: a judicial marshal is a person responsible for courthouse security, including the metal detectors at the entrance of each courthouse and keeping order in each courtroom. A state marshal is a person who gives copies of legal papers to a person named in a lawsuit.

- Avoid other people or situations that remind you of the assault.

 Have trouble concentrating or making decisions.
- 6 Have trouble concentrating or making decisions.
- 5 Experience a change in your relationship with your partner.
- Feel the need to change your job, where you live, or daily routine to attempt to gain a sense of control and safety.

Many victims/survivors know the person who assaulted them. A victim/survivor may feel vulnerable long after the assault, even if the offender is charged and prosecuted.

Because of myths about sexual assault, many victims/survivors feel shame, self-blame, and guilt. Many victims/survivors also feel devalued or humiliated. Sometimes these feelings are a reaction to being forced by the offender to take part in the crime. These feelings may also be reinforced by the reactions of others, who may criticize a victim's/survivor's behavior. The offender is always responsible for the sexual assault. It is never the victim's/survivor's fault.

MENDING & RECOVERY

Healing from a sexual assault is a process that is different for each victim/survivor. It may help to talk to a sexual assault advocate who has experience in helping victims/survivors.

A sexual assault advocate can offer a safe and private place to talk about your feelings, your concerns about the assault, and offer information and support. A sexual assault advocate will not judge you or make decisions for you.

Section One

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Section Two

Section Three

Section Four

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Section Five

Section Six

Sexual assault advocate: a certified advocate employed by a sexual assault crisis service, who is specially trained to support and help victims/survivors of sexual assault and their families. **Statement**: a written or verbal statement of facts by a witness about a crime.

State's attorney: also called the prosecutor; an attorney who represents the state in criminal cases.

Subpoena: a written order by a judge or lawyer requiring that a specific person appear in court on a specific date. Documents can also be subpoenaed.

Testimony: statements made under oath by a witness or persons involved with the case.

Trial: examination and hearing of evidence before a court to decide on the charges or claims.

Victim Impact Statement (VIS): a written or verbal statement by the victim/survivor or family members that explains how the crime affected her or his life. This statement will be considered by the judge when deciding if to accept a plea agreement and a proper sentence and by the Board of Pardons and Paroles when deciding if a convicted offender should be released from prison on parole with or without conditions.

Witness: a person who testifies to what they saw, heard, or did.

Youthful offender: some offenders who have been arrested for a crime committed at the age of 17 and who meet other eligibility requirements are prosecuted as a youthful offender instead of as a juvenile or as an adult. The court file and proceedings are confidential and youthful offender sentences are not considered convictions. Effective July 1, 2012, persons under the age of 18 will be prosecuted as juvenile offenders.

For immediate assistance call our toll-free crisis line at 888-774-2900.

Center for Domestic Violence Services at BHcare Ansonia, CT | (203) 736-9944

The Center for Women & Families Bridgeport, CT | (203) 384-9559

Women's Center of Greater Danbury Danbury, CT | (203) 731-5206

Domestic Violence Program
United Services, Inc.

Dayville, CT | (860) 774-8648

Network Against Dontestic Abuse Enfield, CT | (860) 763-4542

Damestic Abuse Services
Greenwich YWCA
Greenwich, CT | (203) 622-0003

Interval House Hartford, CT | (860) 527-0550

Meriden-Wallingford Chrysalis Meriden, CT | (203) 238-1501

New Horizons

Middletown, CT | (860) 347-3044

Prudence Crandell Center

New Britain, CT | (860) 225-6357

Center for Domestic Violence Services at BHcare

New Haven, CT | (203) 789-8104

vate includes

New London, CT | (860) 701-6000

Domestic Violence Crisis Center Norwalk, CT | (203) 852-1980

Women's Support Services
Sharon, CT | (860) 364-1900

Domestic Violence Crisis Center Stamford, CT | (203) 588-9096

Susan B. Anthony Project Torrington, CT | (860) 482-7133

Safe Haven

Waterbury, CT | (203) 575-0036

Domestic Violence Program
United Services, inc.

Willimantic, CT | (860) 456-9476

CADV

912 Silas Deane Highway, Lower Level Wethersfield, CT 06109 (860) 282-7899 | www.ctcadv.org

CCADV is funded in part by the CT Department of Social Services; CT Office of Policy & Management; CT Judicial Branch, Office of Victim Services; U.S. Department of Health & Human Services; U.S. Department of Justice, Office on Violence Against Women.

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WHEN AN INCIDENT
HAPPENS, KNOW THE
SIGNS AND HOW TO
GET HELP

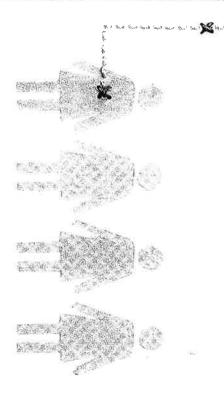
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Between 2002 and 2011, there was an average of 16 intimate partner homicides per year in Connecticut. Research demonstrates that certain factors present in an abusive relationship often lead to greater risk for increased violence that could turn fatal. Some of these risk factors include:

- \cdot The physical violence has increased in frequency or severity in the past 6 months
- Your abuser has used or has threatened to use a weapon against you
 Your abuser has threatened to kill you or your children
- You believe your abuser might try to kill you
- · Your abuser has a gun or can get one easily
- You abuser has tried to choke you
- · Your abuser is violently and constantly jealous
- · Your abuser controls most of your daily activities
- You have left, separated from or divorced your abuser



1 in 4 women have experienced severe physical violence by an intimate partner at some point in their life.

Domestic violence defined

DOMESTIC VIOLENCE IS A PATTERN OF COERCIVE, CONTROLLING BEHAVIOR THAT CAN INCLUDE PHYSICAL ABUSE, EMOTIONAL OR PSYCHOLOGICAL ABUSE, SEXUAL ABUSE OR FINANCIAL ABUSE.

It is a pervasive, life-threatening crime that affects thousands of individuals in Connecticut regardless of age, economic status, race, ethnicity, religion, sexual orientation or education. Victims are left feeling scared, confused, dependent and insecure about their ability to survive on their own, financially or otherwise. The children of a battered parent must contend with these same fears and realities.

Status of an absolve relationship.

Abusers use a variety of methods to control, intimidate and isolate victims including:

- Stalking and harassment, such as following you or coming to your home or work uninvited
- · Physical violence, such as pushing, slapping or hitting
- · Economic control, such as refusing to give you money or preventing you from working
- Being overly jealous about your relationships with others
- \cdot Disrespecting your family and friends, and keeping you from seeing or talking to them
- Controlling means of communication, such as your phone or computer

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Things you det on

While having experienced any of the listed risk factors does not guarantee that your situation will become fatal, extensive research by Dr. Jacquelyn C. Campbell, et. al. shows that these factors are often present prior to intimate partner homicide. There are steps you can take to increase your safety:

- Call 911 if you are in immediate danger
- Always trust your gut.
- · Don't minimize your abuser's behavior or the level of danger present.
- Call the statewide, toll-free crisis hotline at 1.888.774.2900 to speak with a certified domestic violence counselor.
- Work with your local domestic violence agency to develop a safety plan
- Speak with an advocate about the legal options that are available, such as restraining orders.

ALMOST TWO-TH-RDS

ARE KILLED BY AN

MATE PARTNER.



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ACCESS TO IMMEDIATE HELP
If you or someone you know needs help,

call the statewide, toll-free crisis line.

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 24-hour, toll-free They provide the following confidential services free of charge: ON ANY GIVEN DAY IN CONNECTICUT, OVER 750 VICTIMS SEEK ASSISTANCE INCLUDING EMERGENCY & TRANSITIONAL HOUSING OUR 18 MEMBER AGENCIES SERVE OVER 57,000 VICTIMS PER YEAR. crisis line with Safety planning Counseling Community education Information & referrals

and inclusive manner to all victims. We strive to provide services in a thoughtful, culturally-specific

counselors access to certified

Support groups

Emergency shelter

Court advocacy

CONNSACS' projects and services are made possible through funding from: Office of Victims Services, Superior Court Operations, State of Connecticut Judicial Branch, Victims of Crime Act Victims Assistance Act Crant Program: U.S. Department of Jublic Health, Department of Correction and Office of Policy and Management, U.S. Department of Public Health, Department of Office of Policy and Management, U.S. Department of Public Health and Human services, Centers for Disease Control sand Prevention; and private grants and donations. Points of View in this document are those of Control and Management, U.S. Department of Health and Human services. Centers for Disease Control and Prevention; and private grants and donation or policies of funders.

WE TALK ABOUT SEXUAL ASSAULT

YOU CAN TELL US ABOUT IT



Connecticut Sexual Assault Crisis Services, Inc. 96 Pitkin Street East Hartford, CT 06108 860-282-9881

www.connsacs.org

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

You had sex before...
You knew the person...
You trusted the person...
You didn't fight back...
It happened a long time ago...
You never told anyone...

SEX WITHOUT YOUR CONSENT IS RAPE.

It is illegal and it is wrong.

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

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

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

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

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

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

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

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

FOR HELP OR MORE INFORMATION

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

1-888-999-5545 (English) 1-888-568-8332 (Español)

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

Sexual Assault Crisis Centers Provide:

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

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



Jonesia C

lt's closer than you think.

Help yourself or someone you know

888-774-2900 stopdomesticviolence.info



Whether you know it or not, some of the people in your life may be facing violence at home-maybe a friend, a co-worker, or even a family member. For many reasons, it is often hard for taking their money: taking their

This list identifies a series of behaviors typically demonstrated by batterers and abusive people. All of these forms of abuse – psychological, economic, and physical – come from the batterer's desire for power and control. The list can help you recognize if you or someone you know is in a violent relationship.

by the persons who are supposed to love them.

victims to acknowledge they are being abused

Abusing Authority

Always claiming to be right (insisting statements are "the truth"); telling them what to do: making big decisions; using "logic".

Disrespect

Interrupting: changing topics: not listening or responding: twisting their words: putting them down in front of other people: saying bad things about their friends or family.

Abusing Trust

Lying, withholding information; cheating on them; being overly jealous.

Breaking Fromises

Not following through on agreements; not taking a fair share of responsibility: refusing to help with childcare or housework.

Interfering with their work or not letting them work: refusing to give them money or taking their money: taking their car keys or otherwise preventing them from using the car: threatening to report them to welfare or other social service agencies.

Minimizing, Denying & Blaming Making light of abusive behavior and not taking the victims' concerns about it seriously; saying the abuse didn't happen; shifting responsibility for abusive behavior.

Emotional Withholding

Not expressing feelings; not giving support, attention, or compliments; not respecting feelings, rights, or opinions.

Seli-Destructive Behavior

Abusing drugs or alcohol: threatening suicide or other forms of self-harm: deliberately saying or doing things that will have negative consequences (e.g., telling off the boss).

isolation

Preventing or making it difficult for them to see friends or relatives; monitoring phone calls; telling them where they can and cannot go.

Harassment

Making uninvited visits or calls; following them; checking up on them; embarrassing them in public; refusing to leave when asked.

Adapted with permission from the "Take Action Kit" from the Family Violence Prevention Fund, and from "Domestic Violence: The Facts" from Peace at Home.

- * A.S.k direct questions about their situation. gently. Give them time to talk. Ask again a few days later. Don't rush into providing a solution.
- * Listen without judging. Your friend, relative or co-worker may believe the abuser's negative messages. They may feel ashamed, inadequate, and afraid they will be judged by you.
- * Let them know that you care about them and that it's not their fault. Explain that there's never an excuse for physical violence in a relationship not alcohol or drugs. not financial pressure, not depression, not jealousy... not anything.
- * If they remain in the relationship, continue to be their friend while firmly expressing your CONCERN for their Salety, Remember that for many victims, leaving an abusive relationship can take time and may not happen right away.

Explain that domestic violence is a crime - as much of a crime as robbery or rape - and that they can seek Protection from the police or courts.



Domestic Violence

o help victims?

* Emphasize that When they are ready, they can make a choice to leave the relationship, and that help is available. Also emphasize that domestic violence tends to get worse and becomes more frequent with time,

and that it does not go away on its own.

- * If they have an order of protection, let them know that by contacting them in any way the abuser has broken the law. If they choose, they can ask the police to arrest the abuser for doing so, especially if they have evidence. Encourage them to save letters or e-mail sent from the abuser, or messages left on their answering machine or voice mail, along with the date the contact was made.
- CVIOLONG think.

 yourself or someone you know
 38-17452300

Many battered immigrant or have been convicted conditions of their visa documents, violated U.S. on fraudulent they have entered the deported unless have a valid visa, they cannot be permanent residents, or U.S. citizens, lawful ımmıgrant victims are should know that if that status away. You batterer cannot take not know that their victims who have legal ımmıgratıon status do

early on that violence in a relationship is never acceptable, under any circumstances. Make sure they know that if anyone they date ever hits or hurts them, there are places they can go for help.

* Invite community leaders to SPEAK OUT against domestic violence at school assemblies. Boy and Girl Scout meetings, and other places where youth gather.

• Take domestic violence SCTIOUSly at all times, and demand that

your friends do the same. If you hear a friend joke about domestic violence, take a stand. Doing this sends the powerful message that domestic violence is not a laughing matter.

* Encourage your workplace, faith community,
and local schools to contact the local domestic
violence agency for speakers, educational materials,
and VOLUNTCET
opportunities.

domestic violence whether it is with a friend you suspect is either a victim or perpetrator of abuse, or with co-workers who might be enlisted to get involved too.

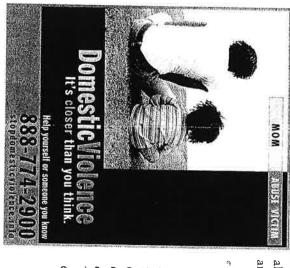
Make a personal commitment to talk about

Support your local domestic violence agency by becoming a VOIUNTEET or financial supporter.

* Make sure that the places in your community gyms, supermarkets, laundromats, businesses, post offices, libraries etc. -

have INFORMATION
about domestic violence
and where to go for help.

* Remember that domestic violence happens in lesbian, gay, bisexual. transgender, and straight communities regardless of age, race, ethnicity, religion, education, income or physical ability. There's never an excuse for abuse.



stordomesticviolence.

's Aser than you think.

of certain crimes.

rep is available.

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

The Coalition's member agencies are:

Interval House Hartford	Domestic Abuse Service Greenwich YWCA Greenwich (203) 622-0003	Network Against Domestic Abuse Enfield (860) 763-4542	United Services Dayville (860)774-8648	Women's Center of Greater Danbury Danbury (203) 731-5206	The Center for Women & Families Bridgeport (203) 384-9559	The Umbrella Ansonia (203)736-9944
Susan B. Anthony Project Torrington	Domestic Violence Crisis Center Stamford (203) 357-8162	Women's Support Services Sharon (860) 364-1900	Domestic Violence Crisis Center Norwalk (203) 852-1980	The Women's Center of SECT New London (860)701-6000	Domestic Violence Services of Greater New Haven New Haven (203)789-8104	Prudence Crandall Center New Britain (860) 225-6357

Meriden-Wallingford Chrysalis Meriden (203) 238-1501

> Safe Haven Waterbury (203) 575-0036

(860) 527-0550

(860) 482-7133

Middletown (860) 347-3044

New Horizons

Domestic Violence Program United Services Willimantic (860) 456-9476

- confiding in and call the sexual assault Talk to a friend that you feel comfortable
- you don't have to give your name. you want to talk. It's free, confidential and the hoffine is available and time, day or night,
- Remember that you can't control another person's behavior. It's not your fault
- Consider getting medical assistance
- that 61.6% of all victims of sexual assault You are not alone. A national study estimates

of all lensity mounted when hes For a budy & friend, enteron THE SECTION OF STREET

- Believe your friend.
- Tell your friend that she/he is not to blame for the assault.
- Don't gossip about the assault.
- Urge your friend to get medical assistance.
- help the victim to deal with the trauma of the Remember: your supportive response will
- Ask before touching the victim.
- Don't pressure your friend to give details; allow the victim to falk at her/his own pace.
- Call the sexual assault hotline if you have questions or need support for yourself.
- Deal with your anger another titne.

toll free sexual assault hotline

2772-949-5545 (Ingle) KS 25682932 [Supation]

assault crisis service. Each center provides: You will be connected to the nearest sexual

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

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Some bankle question if what heppened can really be

- you were dafing for a long time...
- gou had sex before...
- gou were kissing, etc...
- the date cost a lot of money...
- 🤏 you knew the person...
- you trusted the person...
- there was no fighting back...
- it happened a long time ago...
- you never told anyone...

Sex without consons

It is illegal and it is wrong,

is rape.

be referred to as child sexual abuse, incest, statutory rape, sexual assault, date rape, & acquaintance rape. Below are some definitions.

- teen under the age of 18 is forced, tricked, intimidated, or pressured into any kind of sexual activity. When the offender is a family member, this is called incost.
- RAPE: a crime of power and centrol in which one person forces, coerces, or manipulates another person into sexual intercourse.
- STATUTORY RAPE: defined by the law as sex between a person who is 13-15 years old and a person who is 3 or more years older.
- DATE/ACQUAINTANCE RAPE: Date rape means that the rape was committed on a date. Acquaintance rape means that the rapist knew the victim.
- SEXUAL ASSAULT is a general term that includes rape as well as incest, sexual harassment and other unwanted sexual behavior occurring on a continuum from lewd comments to rape.



Did you know that ...

1 out of 4 girls and 1 out of 6 boys will be sexually assaulted before they are 18?

1 out of 4 women reported being the victim of rape or attempted rape during their college years?

62% of pregnant adolescents have experienced sexual assault; 11-20% were pregnant as a direct result of rape?

75% of men and 55% of women involved in acquaintance rapes reported using alcohol or other drugs before the rape?

medical concerns. Men are capable of controlling themselves sexually. Sexual assault is not about sexual desire.

by someone the victim knows. This could be anyone including a girl/boyfriend, classmate, neighbor or family member. More than 50% of all rapes occur in the victim's home.

or taking drugs. If you are unable to consont to sex, that is rape.

FACTS During a rape, most victims are in feat for their lives. Victims make the best decisions they can in order to survive.

0 00

A W

their victim wore or looked like.

Remember: The ability to prevent sexual assault lies with the potential offender.

- Find out as much as possible about the person before going out on a date.
- Consider going out with a group of friends the first time you date a new person.
- Let soineane know where you are going on your dates.
- Decide what you are willing and unwilling to do sexually.
- When going on a date, decide how far you want the date to progress before going out.
- Ask what your partner is willing and unwilling to do sexually.

- Clearly state what you do or do not want.
- Accept others' limits without getting hostile, trying to make them feel guilty, or manipulating them into doing what you want.



- Say" no" if someone is trying to intimidate or pressure you into something you don't want to do. Be firm and direct.
- Remember that" no" does not mean" yes," and a person can say" no" at any time.

- Trust your feelings. If you feel uncomfortable with a situation, follow your instincts and get out of the situation. Be aware of your surroundings so that if you need to leave a situation, you know where to go. Be sure to carry money for a phone call, your own dinner, or a cab home.
- People somefines but drugs in drinks in order to rape a person. Pour your own drink or watch the person pour it. Don't take an open container drink from someone, and don't take drinks from a punch bowl. Don't leave your drink unattended.
- Think carefully about leaving a party with someone you just met.
- Walk with a group of friends when going out at night.

Remember to:

Know the limits. Be assertive.
Respect yourself and others.
Pay attention to what's going on around you.
Watch out for each other.
Encourage and support healthy behaviors
in the people you know.



2.89



Ayúdese o ayude alguien que usted conozca

parelaviolenciadomestica.info 888-774-2900



la víctimas aceptar que están siendo abusadas (os) de su familia. Por muchas razones, es difícil para una compañera (o) de trabajo, o hasta un miembro vida pueden estar experimentando situaciones violentas en sus hogares - puede ser una amiga (o), Aunque usted no lo sepa, algunas personas en su 17 1.3 TES. HOLD OLD HOLD Control Económico COLOR COLOR

ayudarle a reconocer si usted 6 alguien que usted y control sobre otra persona. Esta lista puede del deseo que tiene el abusador de tener poder conoce está en una relación violenta. y abusivas. Estas son todas formas de abuso psicológico, económico, y físico - éstos vienen típicos que demuestran las personas violentas Esta lista identifica una serie de comportamientos

por las personas que supuestamente los ama

Abuso de Autoridad

que usted piensa.

todas la décisiones importantes usando la "lógica" hace: dice a otros lo que tienen que hacer: toma Insiste en que tiene la razón en todo lo que dice y

Falta de Respeto

o no responder; cambiar las palabras; humillación delante de otras personas; habla mal de su familia Interrumpir, cambiar el tema, no prestar atención

Abuso de Contianida

extremadamente celoso(a). Mentir: ocultar información; engaño; ser

Rompimiento de Fromesas

del hogar (ej: cuidado de los niños y quehaceres acuerdos. Se reusa a compartir las responsabilidades niños y quehaceres del hogar). No cumple con sus las responsabilidades del hogar (ej: cuidado de los No cumple con sus acuerdos. Se reúsa a compartir

> Servicios Sociales. informarle a Beneficiencia o a otras agencias de dinero: impidiéndole el uso del auto: amenazas de la victima trabaje: negándole dinero; cogiendo su Interfiriendo con su trabajo o no permitiendo que

el maltrato haciendola(o) responsable. de la víctima: niega el abuso: culpa a la víctima por Reduce al mínimo la gravedad de los hechos: no toma en serio ni en consideración la preocupación Culpando, Minimizando y Negando el Abuso

Retención Emocional

sentimientos, derechos u opiniones. atención, ni complementos; no respeta sus No expresa sus sentimientos, no le da apoyo,

o hacerse daño; deliberadamente dice o hace cosas con consecuencias negativas lej: falta de respeto al jete). Abuso de drogas o alcohol: amenazas de suicidio Comportamiento auto-destructivo

le ordena a donde puede o no puede salir. amistades: escucha sus conversaciones telefónicas Evita o le hace dificil el contacto con familiares o

público: y se reúsa a irse cuando se le pide. constantemente: persigue; averguenza en Llega a visitar sin ser invitado: llama

Violence Prevention Fund y de "Violencia Doméstica: Adaptado con el permiso de Take Action Kit del Family Los Hechos del libro Peace at Home

disponible. Hay

red de emergencia y servicios de apoyo para los afectados por la violencia doméstica. Los servicios educación y conciencia pública. programas infantiles y prevención a través de la 24 horas, consejeros, grupos de soporte, apoyo, refugios de emergencia, intervención de crisis las proporcionados incluyen planeación de seguridad. Las organizaciones miembros proveen una fuerte

Las agencias miembros de la Coalición: Prudence Grandall Center

The Center for Women & Families Bridgeport (203) 384-9559	The Umbrella Ansonia (203) 736-9944
Domestic Violence Services of Greater New Haven New Haven (203) 789-8104	Prudence Grandall Center New Britain (860) 225-6357

Women's Center of Greater Danbury Danbury (203) 731-5206 New London (860) 701-6000 The Women's Center of SE CT

Natural Against Domestic	Domestic Walence Program United Services Dayville (860) 774-8648	
Mamen's Sunnart Service	Domestic Violence Crisis Center Norwalk (203) 852-1980	

Enfield	Abuse	Network Against Domestic	
(860) 364-1900	Sharon	Women's Support Services	

Domestic Violence Program	(203) 238-1501
	Meriden
(203) 575-0036	Chrysalis
Waterbury	Meriden-Wallingford
Safe Haven	
	(860) 527-0550
(860) 482-7133	Hartford
Torrington	Interval House
Susan B. Anthony Project	
	(203) 622-0003
(203) 357-8162	Greenwich
Stamford	Greenwich YWCA
Center	Domestic Abuse Service
Domestic Violence Crisis	
	(860) 763-4542
(860) 364-1900	Enfield
Sharon	Abuse
Monten a appoint actives	WELWOIN Alfantst Donnesuc

Middletown (860) 347-3044

New Horizons

United Services Willimantic (860) 456-9476

6 Como e Tirre a Las victimas?

Gentilmente, haga preguntas directas sobre la situación. Déle tiempo a la víctima para que hable. Pregunte otra vez varios días después. No se apure en dar una solución.

HSCUChe a la víctima sin juzgarla(o). Su amiga(o), familiar o compañera(o) de trabajo

Déjele saber que se preocupa por ella (él) y que no tienen la cul pa. Explique que nunca hay una excusa para la violencia fisica en una relación – ni el alcohol, ni las drogas, ni los problemas financieros, ni la depresión, ni los celos... nada.

juzgada(o) por usted.

se puede sentir inadecuada(o) y miedo de ser

abusador. La víctima puede sentir vergüenza

puede creer los mensajes negativos del

Si ella (él) permanece en la relación, continúe siendo su amiga(o)

mientras firmemente expresa su preocupación por su Seguridad. Recuerde, para muchas víctimas, dejar una relación abusiva puede ser difícil y tomar tiempo.

Explique que la violencia doméstica es un crimen - tanto como el robo o la violación - y que ella ó él pueden buscar DIOCECCIÓN de la Policia o del Juzgado.

Está más cerca de lo que usted piensa

Domestica

888-774-2900

Enfatize que cuando se sientan listos, pueden y tienen opciones para

dejar la relación y que hay ayuda disponible. También, enfatize que la Violencia Doméstica no es pasajera, sino que tiende a empeorar y ser más frequente con el tiempo.

Si tienen una orden de protección, déjele saber que si es contactada(o) de cualquier forma por el abusador, entonces él ha roto la ley. Si la víctima desea puede pedir que la Policía arreste al abusador por esto, especialmente si tiene pruebas. All IME a la víctima a que guarde todas las cartas o correos electrónicos, mensajes dejados en su contestadora, junto con la fecha en que el contacto fue hecho por el abusador.

Muchas víctimas inmigrantes que son

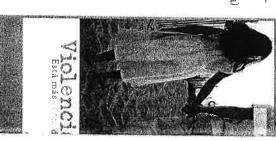
sido convictos de ciertos de su visa, o que hayan a los Estados Unidos con documentos fraudulentos. ellos no pueden a menos que hayan entrado o tiene una visa válida ciudadana(o), legalmente una víctima inmigrante es tienen un estado legal violado condiciones ser deportados un residente permanente que su abusador no les de imigración, no saben Usted debe saber que si puede quitar este estado. abusadas, y las cuales

¿Como ayudo er

- Deje que los jóvenes aprendan a temprana edad que la VIOLENCIA en una relación NUNCA eS ACEPTABLE, bajo ninguna circunstancia. Asegúrese de que ellos sepan que si en citas amorosas alguien le pega o le lastima, hay lugares donde pueden buscar ayuda.
- « Invite a LOS LÍCETES en su comunidad a hablar en contra de la Violencia Doméstica en las asambleas escolares, reuniones de los niños y niñas del los Scouts, y otros lugares donde los jovenes se reúnen.
- Tome la Violencia Doméstica CT1 SCT10 a todo momento y

demande que sus amistades hagan lo mismo. Si escucha a un amigo(a) hacer chistes sobre la Violencia Doméstica, tome acción. Al hacer ésto, usted envía el fuerte mensaje de que la Violencia Doméstica no es motivo de risa.

Anime a su lugar de empleo, iglesias o escuelas locales a que contacten a su agencia local de Violencia Doméstica para que envien a un



888-77

parelaviolencia

Viclemeta Domestica Esta mas cerca de la pue a de la presenta del la presenta de la presenta del la presenta de la presenta del la presenta de la presenta de la presenta de la presenta de la presenta del la pres

n mi combasidad?

representante, materiales educativos ó para oportunidades voluntarias.

- » Haga un compromiso personal de hablar sobre la Violencia Doméstica, sea con un amigo(a) el cual usted sospecha que es una víctima o un abusador, o con un compañero de trabajo que muestre interés en tomar acción tambien.
- Ofrezca apoyo a su agencia local de Violencia Doméstica, ya sea como VOLUTTATIO o con ayuda monetaria.
- Asegúrese que todos los lugares en su comunidad como gimnasios, supermercados.

lavanderías, negocios, correos, librerías etc. - tengan información sobre la Violencia Doméstica y a dónde ir para buscar ayuda.

Recuerde que la violencia doméstica les sucede a todas las personas, ya sean lesbianas, homosexuales, bisexuales, transexuales, intersexuales, transexuales, intersexuales, y a cualquier comunidad, sin importar la edad, raza, la pertenencia étnica, religión, educación, ingresos, o capacidad física. Nunca hay excusa para el



4-2900 iadomestica.info

WHAT PARENTS SHOULD KNOW

- Every child is vulnerable to sexual abuse, regardless of cultural background or income level.
- Children need to feel loved, valued and protected.
- Children are best protected by giving them the knowledge and skills necessary for their safety and well-being.
- Often, there are no physical signs of sexual abuse.
- Many cases of child sexual abuse go unreported because the child is afraid or ashamed to tell anyone what has happened
- The offender may have threatened to hurt a family member, or the child may feel that she/ he is to blame for the abuse.
- It is important to show interest in your child's activities. Let her/him know that you are available to talk and listen. Allow your child to share thoughts and feelings with you.
- The child is NEVER to blame for the abuse.
 Children cannot prevent abuse-only the offender can.
- Studies suggest that personal safety rules can be taught and understood by children age 3 and up.
- There is little evidence that children make false allegations of abuse. It is more common for children to deny that abuse has happened when it has.

FOR HELP OR TO LEARN MORE:

24-hour, Toll-free Confidential Hotline 888-999-5545 (English) 888-568-8332 (Español)

You will be connected to the sexual assault crisis member program nearest you.

Each program provides:

- 24-hour crisis hotline
- Advocacy for children and non-abusing parent with police and court
- Short-term counseling
- Support groups
- Information & referral

All services are free and confidential

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



Sexual Abuse?

A guide for parents to raise safe, healthy children







Connecticut Sexual Assault Crisis Services, Inc. 96 Pitkin Street East Hartford, CT 06108 860-282-9881 www.connsacs.org



SEXUAL ABUSE INCLUDES:

- fondling or touching the child's private parts or forcing the child to touch another's private parts
- exposing children to adult sexual activity or pornographic materials
- having children perform in pornographic movies or pose for pornographic materials
- sexual intercourse

SIGNS OF POSSIBLE ABUSE INCLUDE:

- excessive clinging or crying
- sleep disturbances and/or nightmares
- fear of particular adults or places
- bedwetting
- problems with school (refusal to attend or a drop in grades)
- depression; withdrawal from family and friends
- alcohol or drug use
- change in eating habits
- frequent touching of private parts

THESE SIGNS ARE POSSIBLE INDICATORS AND DO NOT NECESSARILY MEAN SEXUAL ABUSE HAS OCCURRED.

PROMOTE YOUR CHILD'S SAFETY AND HEALTH

Facts: Approximately 90% of child sexual abuse is committed by relatives, close family friends, or someone else the child knows and trusts. Almost 50% of child sexual abuse is committed by children/youth engaged in sexually harmful behaviors.

- Pay attention to the behavior of adults and older children around younger children.
- Trust your feelings.
- If a person's behavior makes you feel uncomfortable, talk to that person.
- Be sure that person gets help if needed.

Facts: One in four girls and one in six boys is sexually assaulted before age 18. In Connecticut, 24% of victims seen at sexual assault crisis services in 2009-2010 were under the age of 18.

- Remember that how you respond to your child is critical to her/his ability to deal with the trauma of abuse.
- Allow your child to talk at her/his own pace about the abuse.
- Believe your child. Reassure your child that her/his safety is important. Assure your child that she/he is not to blame for the abuse.
- Explain to your child what you need to do to help him/her. Get medical attention for your child. Call your local sexual assault crisis service for assistance for yourself and your child.

TEACH YOUR CHILD EARLY:

- the difference between safe and unsafe touches; what is appropriate physical affection.
- the proper names for all private parts
- their bodies belong to them; it is not okay for another person to touch their private parts and it is not okay for them to touch others' private parts.
- it is okay to say no if someone tries to touch their body or do things that make them feel uncomfortable-no matter who the person is.
- they should not keep secrets about touchingno matter what the person says.

TEACH BY CONSISTENT EXAMPLE:

- Use touch in appropriate, respectful ways with your child and others (i.e., no slapping, pushing, punching, etc.). Expect the same from your child and the other people in your life.
- Speak openly and matter-of-factly about the human body and human development. Call private parts by their proper names.
- Respect your child's right to refuse to give or receive a kiss or hug to/from a family member or friend; do not use coercion, disappointment, or other tactics to change the child's mind.
- Listen to your child's concerns and respond in supportive ways.



people regardless of gender, age, race, religion, a spouse, partner or family member. It affects educational background or economic status. is controlling, threatening or violent, against emotional, financial or sexual behavior that Domestic abuse is any verbal, physical,

Warning Signs at home and in public.

- Frequent injuries or emergency room visits Partner controls all activities and finances
 - Victim is agitated, exhausted or fearful

 - · Messy appearance or dirty clothing
 - · Public humiliation and belittlement Excessive crying and depression

Isolation from friends and family

Warning Signs at Work:

- Frequent and sudden tardiness or absences
 - Harassing phone calls on the job
- · Distracted, anxious, fearful or unproductive
- Excessive excuses, crying, messy appearance

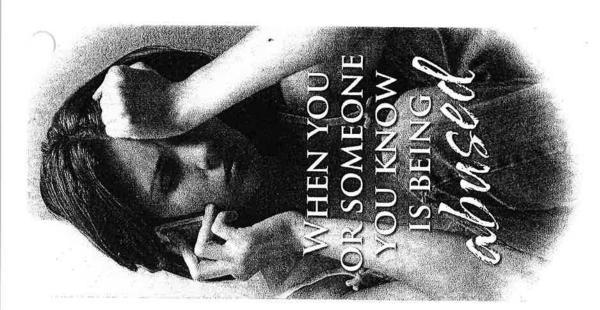
If You Think Someone is Being Abused

- Communicate Your Concerns Express your suspicions and that you are there for them, to confidentially listen, offer support and help.
- Share Information Give them numbers for local shelters, outreach centers and professionals specializing in domestic abuse.
- Help Them Develop a Safety Plan This might include hiding a suitcase of clothing, personal items, money and important documents.
- Provide a Support Bridge Let them know that help is available for transportation, child care, financial assistance, counseling, etc.
- Call 911 or law enforcement if you suspect someone is in physical danger.

Raising Community Awareness:

- Learn and help educate your community about abuse awareness, prevention and intervention.
- Donate to or volunteer at a local shelter.
- Encourage businesses, agencies, schools and religious institutions to promote awareness.
- Help distribute awareness materials.
- Support Healthy Marriage education programs.
- Observe "Domestic Violence Awareness Month" and wear a Purple Ribbon.
- Promote the National Domestic Violence Hotline: 800-799-SAFE (7233) www.ndvh.org





- Recognize that abuse can be verbal, emotional, physical or sexual.
- Find a person you can confide in about the abuse.
- Find a counselor, mentor or support group that you or your loved one feels comfortable talking with about the abuse and the future.
- Call your local domestic violence organization for guidance or shelter.
- Call the National Domestic Violence Hotline 1-800-799-SAFE (7233) or www.ndvh.org
- Find a shelter or a safe place.
- If appropriate, report the abuse to the police.
- Talk to authorities or the local domestic violence services about legal aid, personal protection orders, etc.
- Remain involved in domestic abuse awareness and prevention activities: Attend fundraisers, wear a purple ribbon, become a mentor, speak out.



Tos for a Better Disclosure

- Use "I" statements
- Try not to get defensive. Stay open.
- Be prepared.
- Be truthful.
- Encourage children to ask questions
- Acknowledge the child's feelings.
- Reassure the child that they are safe.
 - Be aware of non-verbal messages the child may be giving you.
 - Help the child identify people they feel safe talking to.
 - Help the child to identify activities that might make them feel better.
- Reassure the child about things in their life that will remain unchanged
 Address the child's possible
 - Address the child's possible anxiety about being separated from the parent.
- Reassure the child that the offense did not occur because of them.
- Be honest about answers you do not have.
 Remember that NO child should be given specific information about the offense behaviors.

There is support for youl Feel free to contact the Victim Advocate in your area Your Victim Advocate is:

Member Sexual Assault Crisis Programs

Center for Women and Families (Bridgeport) 203-334-6154 Office 203-333-2233 Hotline

Women's Center of Greater Danbury 203-731-5200 Office 203-731-5204 Hotline

Women and Families Center (Meriden, Middletown, New Haven) 203-235-9297 Office 203-235-4444 Hotline

Rape Crisis Center of Milford 203-874-8712 Office 203-878-1212 Hotline

New Britain YWCA (New Britain and Hartford) 860-225-4681 Office 860-223-1787 Hotline The Center for Sexual Assault Crisis Counseling and Education (Stamford) 203-348-9346 Office 203-329-2929 Hotline Susan B. Anthony Project (Torrington) 860-489-3798 Office 860-482-7133 Hotline

Safe Haven of Greater Waterbury 203-753-3613 Office 203-753-3613 Hotline

Sexual Assault Crisis Center of Eastern CT (Willimantic, New London) 860-456-3595 Office 860-456-2789 Hotline

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

Making Discosules to Children

How to talk to children about a sexual assault.



CT Sexual Assault Crisis Services 96 Pitkin Street, East Hartford, CT 06108 (860) 282-9881 www.connsacs.org

The Disclosure Process

Talking to kids about sexual assault can be difficult. It can get even more complicated when the person who committed the offense is someone the child loves.

It is extremely important to talk to children about the sexual offense. They generally know that something has happened and the sooner they are given an explanation, the better.

A planned disclosure is the best kind. The child is validated for what they already know. It also gives a chance for the offense to be explained clearly before the child hears whispers from others. It is important to be prepared and honest during the disclosure. Blurting out information in an emotional way is not helpful.

Remember that disclosure is a process. Children will need time to digest the information and there will need to be more conversations. It is okay not to have all of the answers. Let them guide the discussion. Watch for signs that the child may be overwhelmed, like becoming restless or avoiding eye contact.

When choosing a place to do the disclosure, choose somewhere the child will feel safe. It is most beneficial if both parents are involved and in agreement about what the child should be told. Consider including a supportive person or therapist. Victim Advocates are available to answer any questions you may have and can assist you in the disclosure process.

Remember to give the child accurate information without discussing details of the

offense. Use examples that a child will understand when discussing consequences. Be sure that the person who committed the offense takes full responsibility and does not blame others. Tell the child that it is not their fault that the offense occurred and it is not their responsibility to make sure another offense does not happen.

The disclosure of a sexual assault can be an opportunity to discuss sexual abuse with the child. Spend time giving the child information regarding appropriate touch, and help them to identify the people that they will tell if someone were hurting them.

Sibling Issues

When the victim is a sibling or other family member, there may be additional issues. Siblings may blame the victim for disruptions in the family life and may be resentful due to the grooming process that the offender employed. This issue should be discussed openly, because the secrecy and manipulation used with the victim has hurt the entire family. Being honest and open can work to lessen the resentment and blaming of the victim.

How Much to Tell a Child

Preschool Children:

- Discuss appropriate touching.
- does the parent love them, is the child in trouble, or is the parent leaving or dying.

 Be sure to talk with the child about the
- Be sure to talk with the child about the differences between punishments for adults and children.

Elementary School:

- Be prepared for the child to think that the family fighting is their fault.
 - The child may worry that the parents, if married, will divorce or that the child will be separated from the family.
- Parents should talk with their children about the changes that may occur in the family.

Upper Elementary School:

- The child may have a greater understanding of what the behaviors were due to their own increased understanding of sexuality. The child may have questions regarding their own ability to offend sexually.
- Provide safety for the child by discussing things that will remain the same in their life

Teenagers:

- Be prepared to discuss issues of empathy.
- The teen may react strongly to trust having been broken or feelings of abandonment.
- Sex offender registry needs to be discussed, as they may receive this information from others.
- Reassure the teen that sexuality is a normal part of life.
- Teenagers will have a strong awareness of disruptions to family life. Be prepared to address this issue.
- It is important to have face to face contact.

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24-Hour Statewide Sexual Assault Hotline

1-888-999-5545 1-888-568-8332 English Spanish/Español

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

ALL SERVICES ARE FREE AND CONFIDENTIAL

CONN

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

Your Privacy Is Worth Protecting

A Guide for Survivors of Sexual Assault

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

A Sexual Assault Survivor

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

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Your Rights (cont.)

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

What Are My Rights?

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

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

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

What If I Have More Questions?

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



As a Survivor of Sexual Assault, You Have Certain Rights under Connecticut State Law:

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

Who Can Help Me Protect My Privacy?

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



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

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

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

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

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

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

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

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

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

Are My Conversations Confidential?

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

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

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

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



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In this section:

Campus Safety & Support Resources

Naugatuck Valley Community College is committed to providing a safe and encouraging intellectual environment for students and community members, with a focus on prevention and education that extends beyond the classroom.

The College offers a range of holistic services for special groups of students like those returning to college after military service, those with learning and/or physical disabilities, those from low-income households and first generation college students. We also host a number of clubs and associations whose members **self-identify** based on special interests, areas of study, religion, race and gender.

Campus safety

In order to facilitate a culture of openness and shared diversity, the College relies on a well-staffed Public Safety Department to monitor the campus environment and respond to potentially harmful activities. The Department supplies an annual campus crime report and provides one of multiple venues for students to report incidents on campus.

TITLE IX/SECTION 504 CONTINUING NOTICE OF NONDISCRIMINATION

Naugatuck Valley Community College will take steps to assure that the lack of English language skills will not be a barrier to admission and participation in the College's Career and Technical Education (CTE) programs.

Annual Public Notice of Nondiscrimination

Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. NVCC offers associate in art and associate in science degrees in more than 50 disciplines, including: accounting, aviation, business, computer information systems, computer science and technology, engineering and technology, fine arts, dance, music, theater and digital arts, health careers, hospitality management, and human services as well as general studies, humanities, and liberal arts and sciences. In addition, credit and non-credit certificate programs focusing on developing occupational skills are offered. Admission to the college is open to high school graduates upon submission of a completed college admissions application accompanied by official high school diploma or equivalency or college transcripts or diploma, payment of the application fee and proof of immunization. Courses are generally open to anyone with an interest in a subject area. Some programs of study have additional admissions requirements. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Diviak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following

individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

Anuncio Público Anual Antidiscriminatorio

Naugatuck Valley Community College prohíbe toda discriminación por razones de raza, color, creencias religiosas, edad, género, identidad o expresión sexual, nacionalidad, estado civil, ascendencia, historia presente o pasada de incapacidad mental o física, problemas de aprendizaje, preferencia sexual, información genética, en sus programas o actividades. Adicionalmente el colegio no discrimina individuos por razones pertinentes a la categoría de veteranos o historia criminal.NVCC ofrece programas de asociados en artes y ciencias en más de 50 disciplinas incluyendo: contabilidad, aviación, administración de empresas, ciencias en computadores y sistemas, tecnología en computadores, ingeniería y tecnología, artes, danza, música, teatro y artes digitales, carreras en el área de la salud, administración en hotelería y turismo, servicios sociales, como también estudios generales, humanidades y artes. Adicionalmente, programas de certificado con y sin créditos que se enfocan en áreas ocupacionales. La admisión al college está disponible para estudiantes de escuela secundaria después de que hayan completado y pagado una solicitud de admisiones y entregado copia del diploma o de las transcripciones demostrando que han finalizado todos los estudios de escuela secundaria. Adicionalmente se requiere prueba de inmunización. Todas las clases están generalmente disponibles para cualquier persona que esté interesada en un área específica. Algunos programas académicos tienen requisitos adicionales de admisión. Las siguientes personas han sido designadas a manejar la política antidiscriminatoria pertinente a políticas de impedimentos: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750

Chase Parkway, Waterbury, CT 06708; 203-575-8235. Las siguientes personas han sido designadas a manejar la política pertinente a discriminación sexual y otras formas de discriminación prohibida. Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

Human Diversity

We value diversity at Naugatuck Valley Community College among our students, employees and community partners, knowing how differences in perspectives, experiences and abilities contribute to the rich fabric of our college and the ability to achieve its mission. Contact our Multicultural Coordinator through the Women's Center.

Sexual Assault Resources and Support

The College has zero tolerance for sexual misconduct. We urge you to report assaults against members of our community, and encourage those individuals dealing with trauma to seek the support and care they need. As we work to create a one-stop resource that will assist you in understanding and accessing the resources and support available to you and all members of our community, please contact Women's Center to start receiving support immediately. You can also view a list of Sarah Gager - 203-575-8086

- Counseling Services Office: Samuel Johnson 203-575-8192
- Faculty: Christine Cocchiola-Meyer 203-575-8284
- Senior- and mid-level staff: Eileen George 203-596-8659

Safe Haven of Greater Waterbury: Louisa Printz & Melissa Malagutti - 203-575-0388

NVCC has also established the College Resource Team (CRT) to support victims and survivors of sexual violence, dating violence, stalking and intimate partner violence. The College has partnered with Safe Haven of Greater Waterbury to provide educational resources and support to the campus community on these important issues:

- Title IX Coordinator: Jacqueline Swanson 203-575-8043
- Dean of Student Services: Sarah Gager 203-575-8086
- Administration and Public Safety: Officer Arian Gorishti 203-575-8112
- Counseling Services Office: Samuel Johnson 203-575-8192
- Faculty: Christine Cocchiola-Meyer 203-575 8284 & Kathleen Leblanc (alternate) 203-596-8616
- Senior and mid-level staff: Eileen George 203-596-8659
- Safe Haven of Greater Waterbury: Louisa Printz 203-575-0388
- Waterbury Police Department: Sergeant Renee Harvey 203-574-6915

Title IX

- What to Do When a Student Reports Sexual Violence, Relationship Violence, and Stalking
- A Guide for Faculty & Staff: Sexual Misconduct & Interpersonal Violence
- A Guide for Students: Sexual Misconduct & Interpersonal Violence

Community Resources

Food Assistance in CT:

CT Food Bank 203-469-5000

SNAP Program

1-800-842-1508

Food Stamps

1-860-560-2100

Soup Kitchen, Homeless Shelter

203-754-0000

Heath Care Insurance Assistance in CT

203-575-9799

Buying First Home Assistance

203-969-1830

Danbury Area Food Pantries

Interfaith Aids Ministry of Greater Danbury

39 Rose Street

Danbury, CT 06810

203-748-4077

Saint James Episcopal Church Daily Bread Ecumenical Food Pantry

25 West Street Danbury, CT

06810

203-748-3561

Salvation Army - Danbury Corps Community Center

15 Foster Street Danbury, CT 06810

203-792-7505

New Hope Baptist Church

10 Doctor Aaron B. Samuels Boulevard

Danbury, CT 06810

203-748-5461

Town of Bethel - Social Services/ Municipal Agent for Elderly

1 School Street Bethel, CT 06801

203-794-8537

Saint Thomas Episcopal Church Food Pantry 95 Greenwood Avenue Bethel, CT 06801 203-743-1494

Town of New Fairfield - Social Services 4 Brush Hill Road New Fairfield, CT 06812 203-312-5669

New Milford United Methodist Church 68 Danbury Road New Milford, CT 06776 860-354-4596

Town of New Milford - Social Services Contact information 40 Main Street New Milford, CT 06776 860-355-6079

Waterbury Area Food Pantries

Salvation Army - Waterbury Corps Community Center 74 Central Avenue Waterbury, CT - 06702 203-754-7056

Saint Vincent De Paul Mission of Waterbury - Soup Kitchen 327 Baldwin St.
Waterbury, CT - 06721
(203) 757-0411

Greater Waterbury Interfaith Ministries - St John's Episcopal 16 Church Street Waterbury, CT - 06702 203-756-2830

First Assembly of God Food Pantry 1333 Thomaston Ave, Unit 5 Waterbury, CT - 06704 203-753-8023 Evangelical Christian Church Food Pantry 1325 Watertown Avenue Waterbury, CT - 06708 203-756-1293

Community Tabernacle Outreach Center 12 Hewlett Street Waterbury, CT - 06710 (203) 756-5981

Christian Church John 3:16 Food Pantry 332 Baldwin Street Waterbury, CT - 06706 203-759-0869

The Rock of Waterbury Food Pantry 513 Meriden Rd.
Waterbury, CT - 06705
203-574-0515

Nea Zoe Food Pantry 242 Southmayd Road Waterbury, CT - 06705 (203) 437-7123

Housing Assistance in CT:

Emergency Housing

Danbury Area Shelters

DOROTHY DAY HOSPITALITY HOUSE 11 Spring St. Danbury, CT 06810 203-743-7988

Jericho Overflow Homeless Shelter 13 Maple Avenue Danbury, CT 06810 203-797-8606 City of Danbury Emergency Shelter 41 New Street Danbury, CT 06810 203-796-1661

New Street Homeless Shelter 41 New St. Danbury, CT 06810 (203) 796-1661

Harmony House Shelter 5 Harmony St Danbury, CT 06810 203-748-5689

NEW MILFORD SHELTER COALITION PO Box 1016 New Milford, CT 06776 860-354-5583

Waterbury Area Shelters

Legal Aid in CT:

CT Legal Aid Program 1-800-453-3320

Fuel and Utilities Assistance in CT:

Fuel Assistance By Town
Utilities Assistance
Call: 211 or on the web at: https://www.211ct.org/

Information and Resources for Individuals Arriving from Puerto Rico & U.S. Virgin Islands:

- Assistance and Information in CT
- Topics and resources from NVCC Campus Conversation, 11/2017

DACA Students - Update

- January 2018: The Immigration Detention and DACA (IDD) Clinic at UConn Law School is offering legal consultations for people who have lost, or will be losing, protection they previously had under the Deferred Action for Childhood Arrivals (DACA) or Temporary Protected Status (TPS) programs. The consultations will provide advice on possible immigration avenues, and assistance on DACA renewal for those who qualify, but the IDD Clinic is generally not equipped to provide further representation. The consultations will be performed by teams of law student interns under the supervision of an experienced attorney. Consultations and any other services will be free of charge (except for potential filing fees) and will likely require two or more meetings at the UConn Law School in Hartford. If you would like a consultation with the IDD Clinic, please contact Jon Bauer, at jon.bauer@uconn.edu or 860-570-5205, or Anna Cabot, at anna.cabot@uconn.edu or 860-570-5460. Please note that the scope of the immigration services offered by the clinic are limited.
- Delayed Action on Childhood Arrivals (DACA) For CSCU's position on DACA, legal and community resources, and a frequently asked questions area, please review the CSCU web page.

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Contact

Waterbury Campus

750 Chase Parkway Waterbury, CT 06708 Phone: 203.575.8000

DIRECTIONS

Danbury Campus

190 Main Street Danbury, CT 06810 Phone: 203.437.9699

DIRECTIONS

At NVCC, student success is our expectation!

- 1. At NVCC, students achieve their goals.
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- 5. NVCC is an effective, performance-based institution.

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Institutional Research & Effectiveness

Bid Notices

Inclement Weather Closings

LOGIN

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About the Women's Center

The Women's Center at NVCC helps students achieve their full potential in their education, careers, and personal life, as they face and overcome issues unique to women. The Women's Center supports the intellectual and academic growth, professional development, and personal empowerment of our students.

Hours & Location

Location:

Kinney Hall

Room 405

Hours:

Monday 8:30 am–4:30 pm
Tuesday 11:00 am–1:00 pm & 2:30 pm–5:00 pm
Wednesday 12:00 pm–5:00 pm
Thursday 11:00 am–2:00 pm
Friday 9:00am–12:00pm

*If the Center is not open, please visit the Dean of Student Services in K509.

Get in Touch

Rose-Mary Rodrigues
Associate Director, Academic Center for Excellence

rrodrigues@nv.edu 203-596-8680 (p) 750 Chase Parkway Waterbury, CT 06708





What We Offer

- An environment where all are welcome and diversity is embraced.
- Creation and support of a women's studies curriculum that enhances the College's course and program offerings.
- Development of leadership potential and fostering of leadership skills among female students.
- Development of programs, sponsor conferences, invite speakers and host events designed to educate students on campus and in the communities we serve about ways to overcome barriers of gender, race, sexual orientation, and or disability.
- A support network for women including academic mentoring, facilitation of work-related internships, career shadowing and referrals to outside agencies on personal and crisis management.
- Collaboration with Jane Doe No More, WBDC, and other community organizations on the writing of grant proposals to support all of the above.

Women's Center Page 4 of 7



Helpful Resources

Sexual Assault and Domestic Violence

Safe Haven of Greater Waterbury 24/7 help line

Domestic Violence: **203-575-0036** Sexual Assault: **203-753-3613**

Connecticut Coalition Against Domestic Violence CCADV 888-774-2900

- Domestic Violence Services of Greater New Haven-CCADV The DVS hotline 203-789-8104 is available 24/7 Spanish speakers are also available
- Connecticut Sexual Assault Crisis Services, Inc Statewide 24 Hour Toll Free Hotline

1-888-999-5545 English **1-888-568-8332** Español

All services are free and confidential

Pregnancy and Sexually Transmitted Diseases (STD)

- Department of Public Health
- Centers for Disease Control and Prevention (CDC)Sitio en español

800-232-4636

TTY: 888-232-634824 Hours/Every Day cdcinfo@cdc.gov

Emergency Contacts:

Confidential Counseling

Safe Haven

Safe Haven Waterbury Office: 203-575-0388 Safe Haven Southbury Office: 203-626-8700

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

Connecticut Toll-Free Hotlines

Domestic Violence Hotline: 888-774-2900

Sexual Assault Hotline (English): 888-999-5545 Sexual Assault Hotline (Spanish): 888-568-8332

NVCC Public Safety

203-575-8112

Local Police

Waterbury Police Department 255 East Main Street Waterbury, CT 06702

Office: 203-574-6920

Crimestoppers: 203-755-1234

Danbury Police Department

375 Main Street Danbury, CT 06810

Office: 203-797-4611

Confidential Tips Line: 203-790-TIPS

or

EMERGENCY: 911

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Public Safety Department

In this section:



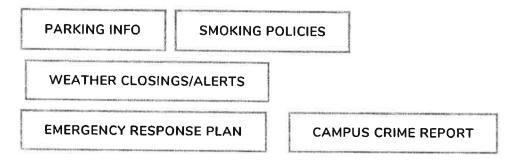
About

The Public Safety Department welcomes you to Naugatuck Valley Community College. We are a law enforcement/public safety agency responsible for the enforcement of campus rules and regulations and local, state and federal Laws. All NVCC Police Officers are trained at the Connecticut Police Academy and derive their powers of arrest from the Commissioner of Public Safety.

Our Mission

The Public Safety Department at NVCC provides the campus community with proactive, professional policing services. As an integral link in the learning environment the Department responds to the changing needs of the college by stressing prevention above response, planning above reaction and service to all.

Public Safety Quicklinks



Contacting Public Safety

Location:

NVCC Waterbury Campus S502--Directly across from Cafe West.

Hours of Operation:

The department is staffed 24 hours per day, 365 days per year.

Calling:

Off-campus dial:

- ROUTINE CALLS
 - (203) 575-8113
- **EMERGENCY LINE**

(203) 575-8112

On campus, utilize extensions **58113** or **58112**. Emergency phones direct dial Public Safety.

Responsibilities & Services

The Public Safety Department is responsible for the police and safety functions on all properties owned by NVCC.

This department will be the first responder to all your medical emergencies, motor vehicle accidents and criminal complaints on NVCC property.

In addition, we will conduct motor vehicle accident and criminal investigations which occur on campus and, when necessary, engage other local, state and federal agencies who will support and assist this department in order to assure complete and thorough investigative findings.

General services

- staff parking permits
- safety escort services
- lost and found
- information
- seminars and presentations

Emergency services

Public Safety is the first responder to all major incidents on campus,

including:

- medical/first aid emergencies
- fire fire
- motor vehicle accidents

The Public Safety Department will:

- in the case of family emergencies, make every effort to notify individuals on campus
- issue campus closings and cancellations
- activate myCommNet Alert for emergency situations

If you are on campus and need to contact our office, you may use one of the emergency phones to dial us directly.

Emergency Phone Locations

The following emergency phones are located throughout campus and direct dial to the Public Safety Department:

Building	Floo	orPhone Location
	4	next to elevators
Kinney Hall	5	next to elevators
Killiey Hall	6	next to elevators
	7	next to elevators
	P1	elevator lobby
Fine Arts (A)	P2	elevator lobby
	3	Mainstage lobby
	P1	elevator lobby
Cistulli Center (S	S) P2	elevator lobby
	5	Marigold's Cafe, across from vending machines
Traurig Center (L) ¹	elevator lobby

	2	elevator lobby
Core	1	Public Safety parking lot
	1	elevator lobby
	2	elevator lobby
Ekstrom Hall	3	next to elevators
LKSCIOIIIIIali	4	next to elevators
	5	next to elevators
	6	next to elevators
	4	next to elevator
Technology Hall	5	next to elevator
	6	next to elevator
	1	next to elevator
Founders Hall	2	next to elevator
	3	next to elevator
	1	next to restrooms
Founders Annex	1	outdoors, west side
	2	next to restrooms

Parking Information

Specific parking areas are designated for visitors, students, faculty and staff.

Students are **not** required to obtain parking decals or permits. Students may park on a first-come, first served basis in the East or West lots, except in those areas designated:

- reserved
- fire lanes
- grass areas
- faculty and staff
- visitors
- a handicapped.

Some parking areas may be restricted by a sign on special occasions. The speed limit in the parking areas and driveways is 15 mph.

The lack of parking space does not permit the violation of a parking regulation. Vehicles may be towed if they are in violation of the parking regulations without notice to the owner. The College does not assume responsibility for any motor vehicle, parked or in motion, or its contents.

Parking violations are as follows:

\$10.00 Penalty

- a parking beyond established time
- parking on sidewalk
- improper parking
- restricted parking (no permit/improper permit)
- parking in police space/state vehicle/reserved space

\$25.00 Penalty

- parking in fire lane/fire hydrant
- blocking crosswalk/driveway
- obstructing/double parking
- parking on grass

Failure to pay fines will result in further college action.

Smoking on Campus

Effective January 2018, NVCC is a smoke-free campus. Smoking will only be permitted inside vehicles. Please refer to the student handbook to see the details on NVCC's smoke-free campus policy.

Smoking on campus may result in a minimum \$20.00 fine.



Weather Closings

Naugatuck Valley Community College and the NVCC Danbury Campus may delay, close early or cancel all activities and classes when our region is impacted by inclement weather.

Depending on the weather event's start time, a decision will be announced by 6 am whether or not to delay or cancel. One decision will be made for both the Waterbury and Danbury campuses.

Once that decision is made, a text message will be sent to all subscribers of myCommNet Alert with instructions on when to return to campus. If you are not currently subscribed to myCommNet Alert, click the link above to sign up.

The College will also make every effort to post notices on the television, at CTWeather.com, and on the NVCC Information Line, which can be reached at 203-575-8000. **However, myCommNet Alert is the preferred and most accurate communications method.**

* During a delay, classes will resume their normal schedule beginning at the appointed opening time for that day. For example, if the College opens at 9:30 am, you should report to your 9:30 am class.

myCommNetAlert

Get emergency and weather-related delays and closings texted to your cell phone with myCommNetAlert.

Students and employees are automatically enrolled in myCommNet upon registration or hiring. To confirm and/or update your information and priorities, follow these steps:

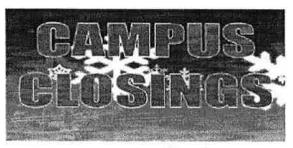
- 1. Log into your myCommNet account.
- 2. Once on the myCommNet home page, click on the "myCommNet Alert" icon in the middle of the page.
- 3. From here you will be able to update your contact information and preferences.

Don't have a cell phone?

The following television stations also carry updated cancellations:

TV Station (network) Channel City

WFSB (CBS)	3	HARTFORD
WVIT (NBC)	30	HARTFORD
WTNH (ABC)	8	NEW HAVEN



Get emergency notifications and weather-related delays and closings on your cell phone via text message!



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Contact

Waterbury Campus

750 Chase Parkway Waterbury, CT 06708 Phone: 203.575.8000

DIRECTIONS

Danbury Campus

190 Main Street Danbury, CT 06810 Phone: 203.437.9699

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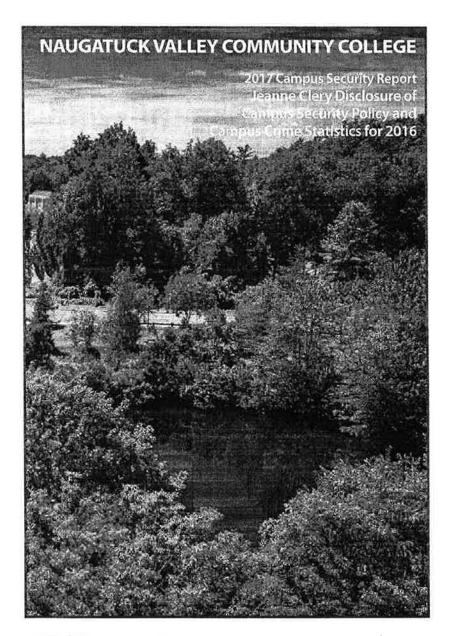
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nv.edu/clery 750 Chase Parkway • Waterbury, CT 190 Main Street • Danbury, CT

NAUGATUCK VALLEY COMMUNITY COLLEGE

INTRODUCTION

The publication of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics – 2017 is a 1998 amendment of Public Law 101-542 which requires all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information.

Naugatuck Valley Community College distributes this publication annually by October 1 to our campus community of students, prospective students, employees and prospective employees. This publication is available on the NVCC Web site at: nv.edu/clery. Printed copies are available throughout campus.

Questions regarding this publication can be directed to the Director of Public Safety, 203-575-8126.

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record.

The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

CAMPUS POLICE AUTHORITY AND JURISDICTION

Naugatuck Valley Community College has a full-service Public Safety Department that operates 24/7, 365 days a year. The department employs sworn police officers, non-sworn building and grounds patrol officers, and telecommunication operators. Police officers have complete police authority to apprehend and arrest within the campus jurisdictional boundaries. Non-criminal violations of college policy and regulations committed by a student will be referred to the Dean of Student Services for separate review and action.

All criminal offenses will be investigated by an officer to the fullest extent allowable by law and department resources. Some criminal investigations may be assisted by local and supporting police agencies, including the Connecticut State Police and the Waterbury Police Department. Criminal offenses occurring at the Danbury campus will be investigated by the Danbury Police Department.

The prosecution of all criminal offenses that occur on the NVCC campus, both felony and misdemeanor, are conducted at the designated Superior Court of Connecticut. By mutual agreement with state and federal agencies, the NVCC Public Safety Department maintains an NLETS terminal (National Law Enforcement Telecommunications Network). Through this system police personnel can access the National Crime Information Computer (NCIC) system as well as the Connecticut Online Law Enforcement Communications Teleprocessing (COLLECT) system. These databases are used for accessing criminal history data, nationwide police records, driver/vehicle identification information as well as other local, state and federal law enforcement information.

REPORTING CRIMES AND OTHER EMERGENCIES

To report a Crime on the Main NVCC Waterbury Campus:

To report a crime, you may call the NVCC Public Safety Department at 203-575-8113 if calling from a non-campus phone, or 58113 if calling from a campus phone. There are also direct-dial phones to Public Safety located throughout campus in several areas, including next to most elevators, in parking garages and near some buildings. You may also report a crime by reporting it in person at the NVCC Public Safety Department in the Core Building, first floor, C122. Any suspicious activity or person seen in the parking lots, loitering around vehicles, inside or around buildings on campus should be reported to Public Safety. In addition, you may report a crime to any college official or employee, who will, in turn, contact the Public Safety Department. The following is a list of some of the key NVCC officials who will receive your report and forward it to Public Safety:

Provost/Senior Dean of Administration	. 203-575-8220, K706
Dean of Student Services	.203-575-8086, K509
Dean of Academic Affairs	.203-575-8116, K719
Director of Human Resources	.203-575-8056, K704
Director of Student Activities	.203-575-8269, \$514
Title IX Coordinator	.203-575-8043, K704

For off-campus options you may refer to the current college catalog and student handbook. The NVCC Public Safety Department receives mutual aid assistance from both the Connecticut State Police and the Waterbury Police Department. Crimes may be reported to these law enforcement agencies and, when appropriate, will be referred to NVCC Public Safety Department for investigation.

To Report A Crime at the Danbury Campus:

To report a crime at the Danbury Campus, located at 190 Main Street, Danbury, CT, you may call the Director at 475-206-2137, the Administrative Offices at 475-206-2132 or you may contact the Danbury Police Department by dialing 9-1-1 in Danbury or 203-797-4611. You may also report a crime in person at the Danbury Campus.

CRIME REPORTING

Students, faculty, staff and guests of Naugatuck Valley Community College are encouraged to report all crimes and public safety related incidents to the NVCC Public Safety Department in a timely manner. Anyone who is a victim or witness to any crime should promptly report the incident to the police. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other NVCC campus security authorities.

To report a crime or an emergency on the campus, call the Public Safety Department at 203-575-8113 if calling from a non-campus phone, or 58113 if calling from within the college phone system. The Public Safety Office is staffed 24/7, 365 days a year and someone will be available to take your call. In response to a call for service, officers will usually report to the caller's location or, in some cases, the caller may be asked to report to the Public Safety Office, located in the Core Building, C122.

Some incident reports involving students are forwarded to the Dean of Student Services for review and possible action.

If assistance is required from another agency, such as the Connecticut State Police, Waterbury Police or Waterbury Fire Department, the Public Safety Department will contact the appropriate agency. If a sexual assault is reported, staff on the scene, including the Public Safety Department, will offer the victim available services and referral for further services.

All crimes or suspicious incidents should be reported to the NVCC Public Safety Department to ensure accurate investigation and, if required, inclusion in the annual crime statistics and to aid in providing timely warning notices to the campus and surrounding community, when appropriate.

CONFIDENTIAL REPORTING PROCEDURES

If you are the victim of a crime and do not want to pursue action within the college or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Director or a designee of the NVCC Public Safety Department or any campus security authority can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to ensure the future safety of yourself and others. With such information, NVCC can keep an accurate record of the number of incidents involving members of the campus community to determine if there is a pattern of crime with regard to a particular location, method or suspect and alert the campus community to any potential danger. Reports filed in this manner are included and disclosed in the annual crime report published by NVCC.

CLERY REPORT 2017 3

TIMELY WARNINGS

In the event that a situation arises, either on or off campus, that is judged by the Director of Public Safety (or his/her designee) to constitute an ongoing or continuing threat, a campus-wide "timely warning" will be issued. The warning will be issued through any/all of the college's notification systems, depending on the threat and circumstances. These notification systems include, but may not be limited to: myCommNet Alert messaging system, campus wide e-mail, VoIP broadcast service, video bulletin boards, internal/external speakers, and face-to-face notifications. Anyone with information warranting a timely warning should report the circumstances to the NVCC Public Safety Department by telephone to 203-575-8113 (58113 from an internal campus phone) or in person at the Public Safety Office located in the Core building, C122.

SEXUAL ASSAULT PREVENTION AND RESPONSE

Naugatuck Valley Community College periodically offers sexual assault education and information programs to students and employees. In addition, literature on date rape education and risk reduction is posted throughout campus and information is also included in the Student Handbook. Information may also be available through Student Services.

If you are a victim of a sexual assault at Naugatuck Valley Community College, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. The Public Safety Department strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to an NVCC Public Safety Officer. Filing a report with a college Public Safety Officer will not subject the reported victim to scrutiny or judgmental opinions from college officials. Filing a report will enable the college to refer a person who reports being a victim of a sexual assault,

- · as appropriate for necessary medical treatment and tests
- to those who may assist in the proper collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet or change clothing prior to a medical/ legal exam)
- to confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention

When a person contacts the NVCC Public Safety Department and reports that she/he has been the victim of a sexual assault, the report will be thoroughly investigated and, if necessary, other law enforcement agencies may assist in the investigation. The investigating officer will guide the victim through the available options and support the victim in his/her decisions. Various counseling options and support services are available in the community and will be provided to the victim. In addition, the Dean of Student Services and the Title IX Coordinator will be notified to supplement services to the victim and, if the accused is a student, to initiate an independent investigation into the incident. They will also assist the victim in ensuring that her/his academic needs continue to be met throughout the process.

College student conduct proceedings, as well as the Board of Regents' guidelines for cases involving sexual misconduct, are detailed in the student handbook. The handbook provides, in part, that the accused student and the reported victim will each be allowed to choose a person who has had no formal legal training to accompany them throughout the hearing. Both the reported victim and accused student will be informed of the outcome of the hearing. A student found to have violated a policy or rule regarding sexual misconduct may be suspended or expelled from the college for the first offense in addition to possible criminal prosecution in the courts. Victims of a sexual assault have the option to request a change in their academic situations after a reported sexual assault, if such changes are reasonably available.

SEX OFFENDER REGISTRATION

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders who are already required to register in a state to provide notice of each institution of higher education in that state, at which the person is employed, carries on a vocation or is a student.

In the state of Connecticut, convicted sex offenders must register with the Sex Offender Registry maintained by the Connecticut Department of Emergency Services and Public Protection, Division of State Police, Sex Offender Registry Unit, pursuant to Connecticut General Statutes 54-250. The Sex Offender Registry information provided under this law is intended to be used for such purposes as the administration of criminal justice, screening of current or prospective employees and volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and a willful violation shall be punishable as provided by law.

The Connecticut Sex Offender Registry may be accessed on the Connecticut State Police website through the following: http://www.communitynotification.com. Registry information is also available at all law enforcement agencies, including the NVCC Public Safety Department, located in Room C122 of the Core building.

OFF-CAMPUS CRIMINAL ACTIVITY

The Public Safety Department of Naugatuck Valley Community College does not provide law enforcement services off-campus. Criminal activity off campus is monitored and recorded by the local law enforcement agency. In Danbury, that includes the Danbury Police Department or the Connecticut State Police. NVCC Public Safety Department enjoys a close working relationship with the Connecticut State Police and the Waterbury Police Department when violations of federal, state or local laws are reported. This cooperative team approach addresses situations as they arise as well as future concerns.

CLERY REPORT 2017 5

CAMPUS SAFETY AND CRIME PREVENTION PROGRAMS

Naugatuck Valley Community College addresses campus safety and crime prevention programs and issues with the campus community through a variety of venues:

- Employee campus-wide announcements
- Employee Policy & Procedures Manual
- Information sessions
- Posters
- Student handbook
- Student orientation
- Women's Center, located in Kinney 405

DRUGS AND ALCOHOL IN THE COMMUNITY COLLEGES

The Board of Regents endorses the statement of the network of colleges and universities committed to the elimination of drug and alcohol abuse, which is based on the following premise:

American society is harmed in many ways by the abuse of alcohol and other drugs—decreased productivity, serious health problems, breakdown of the family structure, and strained social resources. Problems of illicit use and abuse of substances have a pervasive effect upon many segments of society—all socio-economic groups, all age levels and even the unborn. Education and learning are especially impaired by alcohol abuse and illicit drug use. (Statement of the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse)

The Board recognizes that education regarding alcohol and substance abuse is an appropriate and even necessary part of contemporary college life. Since the unauthorized use of controlled substances, in addition to the potential harmful effect it may have on students and employees, is contrary to state and federal law and regulation, it must be prohibited in any college activity, on or off the college campus.

Although the conditions of alcohol and drug dependency may be considered disabilities or handicaps under state and federal law and regulation and Board of Regents' policy, and employees and students will not be discriminated against because they have these disabilities, all students and employees are considered to be responsible for their actions and their conduct.

These provisions shall apply to all colleges, including Naugatuck Valley Community College, under the jurisdiction of the Board:

- No student or employee shall knowingly possess, use, distribute, transmit, sell
 or be under the influence of any controlled substance on the college campus or
 off the college campus at a college-sponsored activity, function, or event. Use
 or possession of a drug authorized by a medical prescription from a registered
 physician shall not be a violation of this provision.
- 2. All colleges shall develop and enforce policies regarding the sale, distribution, possession or consumption of alcoholic beverages on campus, subject to state and federal law. Consistent with previous Board policy, the consumption of alcoholic beverages on campus may be authorized by the president subject to the following conditions, as appropriate:
 - a. when a temporary permit for the sale of alcoholic beverages has been obtained and dram shop act insurance has been purchased;
 - b. when a college permit has been obtained
 - c. when students bring their own beverages
 - d. when alcoholic beverages are provided by a student organization and no fee is charged for attendance or for said beverages
- 3. All colleges shall provide educational programs on the abuse of alcohol and other drugs and referral for assistance for students and employees who seek it. Colleges are encouraged to establish campus wide committees to assist in development of these programs in response to particular campus needs and identification of referral resources in their respective service planning regions.
- This policy shall be published in all college catalogs, faculty and staff manuals and other appropriate literature.
- Failure to comply with this policy will result in invocation of the appropriate disciplinary procedure and may result in separation from the college and referral to the appropriate authorities for prosecution. (Adopted November 20, 1989)

The policy of Naugatuck Valley Community College regarding the serving of alcoholic beverages on campus is as follows:

The use of alcohol at any college activity on or off campus is prohibited unless the College president approves prior authorization. The president has established the following procedure regarding requests for the serving of alcoholic beverages at college functions:

- Any request to serve alcoholic beverages must be consistent with the Board of Trustees for Community-Technical Colleges' Policy 4.15, "Drugs & Alcohol Policy in the Community Colleges".
- 2. The request must be submitted in writing to the Provost/Senior Dean of Administration at least four (4) weeks in advance of the event.
- If the sale of alcohol is being solicited, the request must demonstrate that a temporary permit for the sale of alcoholic beverages will be obtained and dram shop act insurance will be purchased.
- 4. A paragraph in the request must describe how alcohol will be made available only to legal age students and/or guests. This includes students bringing in their own alcoholic beverages, or beverages being provided free when purchased by a student organization or other group.

- The request must include a plan for a visible educational program display or presentation urging responsible drinking of alcoholic beverages during the event.
- 6. Once the Provost/Senior Dean of Administration has reviewed the request for all necessary compliance, the request will be forwarded to the College President for final decision. Final approval can be granted only by the College President. Note: Under no conditions will alcoholic beverages be purchased for consumption with monies from the General or Operating funds of this College.

(Updated and clarified by the College President, July 1, 1998)

Drug and Alcohol Education

Naugatuck Valley Community College has a student recovery group (Recovery Society) that meets under the direction of the Coordinator of the Drug and Alcohol Recovery Counselor (DARC) program. Educational materials are provided at the annual student expo. Past events include a drug and alcohol awareness day and providing education on substance abuse for community organizations.

A "Drug Free Workplace" policy is distributed by e-mail annually in the Weekly Bulletin, a publication for college employees. In addition, the college Employee Assistance Program (EAP) is a professional, free and confidential service for employees that is equipped to handle drug and alcohol issues that employees may experience.

Security and Access to NVCC

During business hours, NVCC will be open to students, employees, parents, contractors and guests. When the college is closed, employee access to all college facilities is by key, if issued, or by admittance by Public Safety Department staff. Students will not be permitted access to the buildings when the college is closed unless prior written permission has been received by the Public Safety Department from the academic division providing permission and then, only when a defined academic need exists. College facilities such as the Library, Bookstore, computer labs and study areas are not available for student use when the college is closed. Security and access concerns are addressed by the Director of Public Safety, Director of Facilities, Provost/Senior Dean of Administration, Public Safety Officers and Maintenance personnel, in addition to other appropriate college personnel when necessary.

Counselors and Voluntary Confidential Reporting of Crime Statistics

The College does not employ pastoral or professional counselors to provide therapeutic services. Therefore, voluntary confidential reporting to these individuals is not an issue for consideration at NVCC.

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750 Chase Parkway • Waterbury, CT 190 Main Street • Danbury, CT **nv.edu**

What to Do When a Student Reports Sexual Violence, Relationship Violence, and Stalking

1. LISTEN

Listen without judgment and offer your support. "I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"

Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a Responsible Employee. Explain that the College takes these matters very seriously and after your conversation, you will be calling the Title IX Coordinator who can help and provide further assistance if required.

Ask about their Safety.

Do not ask questions or try to make a judgement about the incidents. You are not the investigator.

2. PROVIDE

Ensure the student's safety and wellbeing by providing the student with resources on and off campus, as well as their reporting options. Inform of the importance

persevering any evidence and seek medical attention.

If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.

Campus Security: (203) 575-8112 Waterbury Police Department: (203) 574-6920

Provide a copy of the "Guide for Students Misconduct & Interpersonal Violence"

3. ALERT

To continue to ensure the student's safety, you are required to report the disclosure to NVCC's Title IX Coordinator:

Jacquie Swanson 203-575-8043 jswanson@nv.edu

Title IX requires you to provide all the information you were given about the incident, including identifying information of any students involved. If the student has requested confidentiality, you may include that in your report.



Confidential Support & Resources:

Safe Haven of Greater Waterbury, 24/7 help line, Domestic Violence: 203-575-0036, Sexual Assault: 203-753-3613

Connecticut Coalition Against Domestic Violence CCADV, 888-774-2900

<u>Domestic Violence Services of Greater New Haven-CCADV</u>, The DVS hotline **203-789-8104** is available 24/7. Spanish speakers are also available

Connecticut Sexual Assault Crisis Services, Inc, Statewide 24 Hour Toll Free Hotline, 1-888-999-5545 English

1-888-568-8332 Español



A Guide for Faculty & Staff: Sexual Misconduct & Interpersonal Violence

Naugatuck Valley is committed to maintaining a safe environment for all students and employees. All faculty and staff are considered "responsible employees" and are mandated reporters under Board Policy. Faculty and staff must share any *disclosed* or *reported** instance of sexual misconduct or interpersonal violence to the Title IX Coordinator.

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

What do I do if someone discloses or reports...

Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence,
Domestic Violence, or Dating/Relationship Violence?

Take 3 Steps:

- 1) SHOW CONCERN:
 - Ask if the person is safe
 - Listen and provide non-judgmental concern and support
- 2) SHARE RESOURCES:
 - Resources are available on the website:

www.nv.edu

- 3) SEND FORM (on reverse side) to the Title IX Coordinator:
 - Explain you are a mandated reporter, meaning that you must share the disclosure or report to the Title
 IX Coordinator (using the form on the reverse side)
 - Further action will be taken at the person's request or if the safety of the person or others is at risk
 - Fill out the Title IX Reporting Form (on reverse side) and send to the Title IX Coordinator (see below)
 - Contact the Title IX Coordinator with any questions:
 Jacquie Swanson Title IX Coordinator 203-575-8043 jswanson@nv.edu

Sexual Misconduct Definitions

Sexual Harassment: can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.

Sexual Assault: is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.

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.

Interpersonal Violence Definitions

Intimate Partner Violence: 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

Domestic Violence is an act between family or household members that includes but is not limited to:

- 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.

Dating/Relationship Violence: Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.



Notification for Reporting Sexual Assault, Stalking, or Intimate Partner Violence Disclosure

Date:				
From				
Faculty/Staff Member		_ Department	E-m	ail:
Student:				
Complainant				
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Please deliver, marked confidential via e-mail or hand delivered to:

Jacquie Swanson
Title IX Coordinator-Room K704
(203) 575-8043, jswanson@nv.edu



A Guide for Students: Sexual Misconduct & Interpersonal Violence

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

What do I do if I have experienced...?

Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence,

Domestic Violence, or Dating Violence? (Detailed Definitions are on the reverse)

YOU HAVE THE RIGHT TO:

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

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

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

WAYS TO SEEK HELP:

- → Preserve any evidence and seek medical attention:
 - If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.
 - Campus Security: (203)- 575- 8112 / Waterbury Police Department: (203) 574-6920
- → DISCLOSURE Seek Advice & Support:
- You have a choice to DISCLOSE CONFIDENTIALLY to the resources listed below.
- <u>Safe Haven of Greater Waterbury</u>, 24/7 help line, Domestic Violence: **203-575-0036**, Sexual Assault: **203-753-3613**
- Connecticut Coalition Against Domestic Violence CCADV, 888-774-2900
- <u>Domestic Violence Services of Greater New Haven-CCADV</u>, The DVS hotline 203-789-8104 is available 24/7
 - Spanish speakers are also available
- Connecticut Sexual Assault Crisis Services, Inc., Statewide 24 Hour Toll Free Hotline, 1-888-999-5545
 English
 - 1-888-568-8332 Español
- Religious Leader or Mental Health Provider

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

- REPORT File a REPORT on campus with the following individuals:
- Campus Security: (203) 575-8112 or : (203) 575-8113
- Title IX Coordinator: Jacquie Swanson 203-575-8043 jswanson@nv.edu
- Dean of Students: Sarah Gager 203-575-8086 sgager@nv.edu

Know Your Rights & Options

You have the right to...

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

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

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

Sexual Misconduct Definitions

Sexual Harassment: can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.

Sexual Assault: is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.

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, nonconsensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.

Interpersonal Violence Definitions

Intimate Partner Violence: 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

Domestic Violence is an act between family or household members that includes but is not limited to:

- 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.

Dating/Relationship Violence: Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.



October 5 2017
Sent via certified



Academic institutions exist for the transmission of knowledge, the pursuit of truth, the development of students, and the general well-being of society. Further, CSSCU 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. 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.

As we shared with you during our September 22, 2017 meeting, the College received a Title IX complaint on September 11, 2017 from another student in which you were identified as a party to the incident. The incident involved you entering the women's restroom in Technology Hall, going into the stall next to that occupied by a female student, and reaching over the wall with a cell phone in an attempt to take a picture. There was subsequently another report of the same type of incident with a second student several days later.

The College has completed its investigation into the complaint and finds that you are in violation of the following prohibited behaviors under the Student Code of Conduct;

Part D. Prohibited Conduct:

Section 12: Behavior or activity which endangers the health, safety, or well-being of oneself or others.

Section 13: Offensive of 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 expressions.

Based on the nature of this incident, effective immediately, you are hereby suspended from attending the College for the remainder of this academic year.

Under the Student Code of Conduct, Part A: 5; you are hereby informed that you may request a hearing by notifying the College in writing, which must be received by 5 pm by the end of business on October 13, 2017. In addition, under Part. A: 6 of the Student Code of Conduct; If you request a hearing, you are entitled to the following;

- a. to be heard within five (5) days or as soon as reasonably possible, by an impartial party of 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 have an advisor who shall not 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.

Should you wish to schedule a hearing you may do so by contacting the Office of the Dean of Student Services at (203)-575-8012.

Sarah E. Gager

Dean of Student Services

CC: President Daisy Cocco DeFilippis, PhD
Ms. Jacquie Swanson, Title IX Coordinator
Lieutenant Jeff D'Alusio, Director of Public Safety



From:

Hammond, Jaime

Sent:

Thursday, November 30, 2017 2:32 PM NV-FacultyFT-DL-M; NV-FacultyAdj-DL-M

To: Cc:

Frechette, Elizabeth J; Leonetti, John C; Stebbins, Jenna E; Arnold, Tiara N

Subject:

Finding diverse voices for course readings

Good afternoon faculty,

Recently, I had the pleasure of attending a wonderful CFT brown bag lunch led by Steve Parlato on supporting transgender students in the classroom. During that conversation, I shared with the faculty present that the library seeks to provide a diverse collection of voices when selecting library materials, and one way to support students of many different backgrounds and identities is to diversify the readings used in class.

I want to invite you all to consider the librarians as a resource for you when expanding your syllabus and course readings to include voices outside of the "canon" and incorporating traditionally marginalized voices. Please let us know if we can assist you in this effort, particularly as you prepare for the spring semester. We're here throughout the winter break!

Thank you and have a wonderful day,

Jaime

Jaime Corris Hammond | Director of Library Services
Max R. Traurig Library | Naugatuck Valley Community College
p (203) 575-8199 | e jhammond@nv.edu

From: Shipman & Goodwin LLP <donotreply@webcasts.com>

Sent: Tuesday, July 25, 2017 1:56 PM

To: Swanson, Jacqueline G

Subject: Thank you for registering for: Mandated Reporting in Connecticut: Understanding Legal

Obligations and Best Practices



You have successfully registered for the presentation:

Title: Mandated Reporting in Connecticut: Understanding Legal Obligations and Best Practices

Date: 10/03/2017 Time: 04:00 PM EDT Duration: 1 hour

To view the webinar please visit: https://pgi.webcasts.com/starthere.jsp?ei=1144509&tp_key=fde8063e64



Please log in 15 minutes prior to the start of the webinar to ensure you are on line for the start by entering the same e-mail address you used to register for the webinar. Once the player has opened you should see the title screen and hear music until the start of the event. The webinar is available 30 minutes before the start of the event.

Audio: The audio portion of this event is listen-only and will be provided via streaming audio from your computer.

System Test: The "System Test" button will provide a compatibility check of your computer for the webinar and list any issues of compatibility that could cause you not to be able to participate. <u>TEST YOUR SYSTEM NOW</u>

Help: The "Help" question mark in the upper right hand corner of the player screen provides a menu of items if you are having issues and need guidance. It will also provide a compatibility check of your computer.

Questions: Questions may be submitted at any time during the webinar by typing the question in the "ask a question" text field and clicking "submit". Questions will be answered live as time permits.

Archive: This webinar will be available for on-demand viewing two hours after the end of the live event via the same link. The link will expire one year from the date of the live event.

If you have any questions about this webinar, please email webinar@goodwin.com.

Unsubscribe

From:

D'Alusio, Jeffrey

Sent:

Thursday, November 16, 2017 12:21 PM

To:

Swanson, Jacqueline G

Cc:

Gager, Sarah

Subject:

RE: Law Enforcement/Campus Security Training

Hi Jackie,

I am already registered for this class and I will be attending. Thanks for sending this to me.

Jeff.

From: Swanson, Jacqueline G

Sent: Thursday, November 16, 2017 11:36 AM **To:** D'Alusio, Jeffrey <JDAlusio@nvcc.commnet.edu> **Cc:** Gager, Sarah <SGager@nvcc.commnet.edu>

Subject: FW: Law Enforcement/Campus Security Training

Importance: High

Hi Jeff, FYI. Jacquie

From: Kearney, Colleen

Sent: Thursday, November 16, 2017 11:01 AM

To: Zelinka, Yhara P; Albrecht, Marilyn; Maslin, Adrienne S; Byrum, Starsheemar (External Contact); Barrett, Gayle E; Baker, Victoria A; Languth, Christine; Cleary, Charles C; DeVonish, Cheryl C; Freund, Debra L; Desjardins, Karla E; Ree LeBlanc Gunter; Gonzalez, Ruth E; Hamilton, Lisa A. (Public Safety-Police); Waterhouse, Jessica; Wenderoth, Jennifer J; Swanson, Jacqueline G; Jesenia Minier-Delgado; Agnello-Veley, Josephine R; Kelley, Rita; Luna, Wilson; Martland, Paul; Dodd, Sarah J. (Diversity and Equity); Torres, Cynthia L.

Subject: Law Enforcement/Campus Security Training

Importance: High

Good Morning,

If you would please share this training information with you campus law enforcement/security, it would be greatly appreciated. The invitation has also gone out through the Presidents. Per our OVW/SAFE grant we are required to send one participant per campus. If you do not have campus police, whoever is responsible for campus security/safety would also be appropriate.

Please let me know if you have any questions or concerns. Thank you!

Colleen

Stalking and Strangulation for Campus Law Enforcement and Security

This training is only available to CSCU law enforcement/campus security personnel and domestic violence advocates.

Date: Wednesday, December 6, 2017

Time: 9:00 am- 12:00 pm

Location: CCADV

912 Silas Deane Highway Wethersfield, CT 06109

Description:

Stalking and strangulation are two of the most potentially lethal forms of intimate partner abuse. Abusers often use non-fatal strangulation and stalking as tactics to not only terrorize but control their partners. Research into domestic violence fatalities shows that an abuser's attempt to strangle or stalk their partner victim can be a dramatic predictor of future lethality in intimate partner violence cases. This training will review the laws currently in place to address the crimes of stalking and strangulation as well as the most recent legislative updates that will be in place as of October 1, 2017.

Presenter: Daniel Cargill, CCADV

REGISTER HERE!

Colleen Kearney, MPA
Project Director, CSCU SAFE Project
Asnuntuck Community College
170 Elm Street
Enfield, CT 06082
860.253.3095
ckearney@acc.commnet.edu

Professional Development Log 2017

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Seminar	Mental Health First Aid Training	Transforming Minority Student Success from the Top-			g a Better CT	SAFE Grant - Bystander Training	Speed of Trust	SAFE Grant - Bystander Training	Campus Hearing Board Training (Part 1)	2017 Sexual Harassment Prevention Training	Addiction in CT	Intervention Strategies for Professionals Working	w/Victims & Survivors	Campus Hearing Board Training (Part 2)	Intersection of Stalking, Intimate Partner Violence &			Trauma and Sexual Violence Interventions Strategies																		
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From:

Gager, Sarah

Sent:

Thursday, November 02, 2017 8:26 AM

To:

DeFilippis, Daisy C; Swanson, Jacqueline G

Cc:

Monchun, Beth A

Subject:

NVCC - Not Any More - SA/DV education initiative

Categories:

Yellow Category

Madam President and Jacquie,

The Not Any More SA/DV education initiative for all credit enrolled students during the fall 2017 semester that has been accessible to them from October 1, 2017 through October 31, 2017 is now closed. This concludes this education initiative for AY '17/'18. Our final number of participants is 433 students with an average pre-test of 65% and an average post-test of 90%. This participation number is more than 10 times greater than last year.

We will continue with other student education initiatives throughout the remainder of the AY '17/'18 which include campus conversations, flyers, information tables in the Prism Lounge and 5th floor (outside of K522) area and at student events (Fresh Check, Spring Fling, etc.).

Respectfully,

Sarah

Sarah E. Gager
Dean of Student Services
Naugatuck Valley Community College

Main Campus:

Kinney Hall, Rm. 509 750 Chase Parkway Waterbury, CT. 06708 (203)-575-8086 Direct (203)-596-2189 Fax sgager@nv.edu

Danbury Campus:

190 Main St. Danbury, CT. 06810 (203)-437-9699 Office

CO - INCLUSIVE CAMPUS CONVERSATION"

e CAPSS. Office & Student Activities as they host

sity workshop for all students to attend.

te: February 1, 2017

som: L501

12:45-1:45

ill be provided by the SGA - sign up in S514

ACTIVITIES

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TO LOUVELLY WILLYS IN VIEW

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

Date: February 15, 2017

Room: L501

Time: 12:45-1:45

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

Open to all students!

From:

McGary, Nikki K

Sent:

Thursday, February 16, 2017 8:23 PM

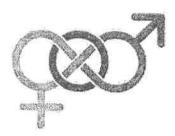
To:

NV-AllCampuswide

Subject:

Breaking the Binary - February 28th at 12:45pm in L501

Greetings All! Please help spread the word about this event. This message was sent with approval from Dean Gager.



Breaking the Binary

Last semester, Nikki McGary deconstructed gender stereotypes in "You Throw Like a Girl." In Part II, "Breaking the Binary," we will look at gender as a social construction and examine the existence and complexity of gender and sexual diversity.

Please join us in this respectful discussion, dedicated to preserving a safe and welcoming environment where we can speak with open minds. All are welcome. (If you didn't attend the first discussion, don't worry! Still come!).

Tuesday 2/28 @ 12:45pm in L501

Contact Nikki McGary: nmcgary@nv.edu

Sponsored by The Women's Center and Student Club E14E

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran

status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

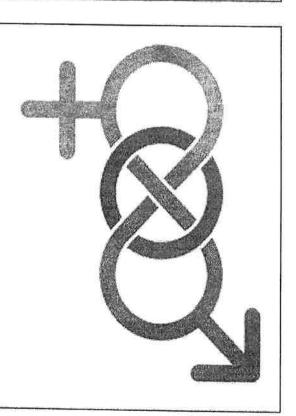
Breaking the Binary

Come join us in this respectful conversation as we look at gender as a social construction and examine the existence and complexity of gender and sexual diversity.

All are welcome.

Tuesday 2/28 @ 12:45pm in L501

Contact Nikki McGary: nmcgary@nv.edu



Sponsored by the Women's Center and club E14E



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TIME OF THE PART O

MALESEXUALASSAULTAWARENESS

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

Date: March 8, 2017 Room: L501 Time: 12:45-1:45

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

students! Open to all



Sponsored by
the Women's Center and the
Center for Job Placement and Career Opportunities

the U.S. labor force, the gender wage gap, and as Dr. Karla Equist-Lechner, Nikki McGary and the law concerning equal pay. Kathy Taylor discuss the history of women in

All are welcome.
Tuesday 4th of April, 2017
11:30am - 12:30pm
Room L501

Contact NikkiMcGary: nmcgary@nv.edu

NATIONAL CRIME VICTIMS' RIGHTS WEEK

The Melanie Ilene Rieger Memorial Victims' Rights Symposium & Discussion

Are you a victim/survivor of a violent crime? Have questions? Need support?

The public is encouraged to attend this free event! Ask questions and join the discussion regarding Victims Rights and Services in Connecticut.

Thursday, April 6, 2017
Naugatuck Valley Community College
750 Chase Parkway
Waterbury, CT



Co-Sponsor

Founders Hall Center for Health Sciences, Room 101
Please use East Entrance

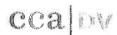
7 p.m. - 9 p.m.

Light refreshments will be provided. Free parking onsite.

For further information, please e-mail Dr. Samuel L. Rieger at srieger243@att.net

The MIR Memorial Foundation was founded in memory of Melanie Rieger who was murdered by her boyfriend on May 24, 1994. It was created to support the needs of crime victims and survivors while working to educate the public and work together with other organizations to reduce violence in our communities.





















APRIL 2-8 × 2017

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

Campus Conversation "Safe Zone"

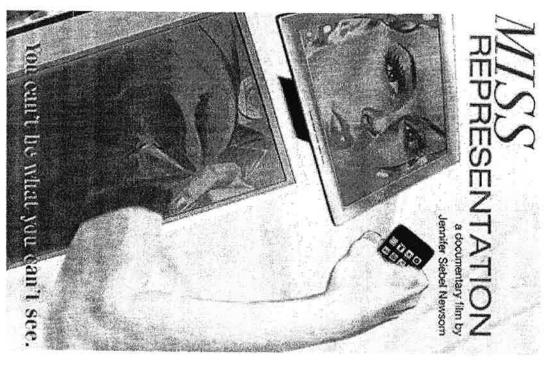
Sponsored by CAPSS



Join Luisa Printz From Save Haven for an Open Mic Conversation about "Safe Zone"

> Wednesday, April 12, 2017 Room L501 2:45 PM - 1:45 PM

Lunch provided for students who sign up in \$514



WEDNESDAY, APRIL 12 12:30 PM-3:00 PM K715 FILM SCREENING AND DISCUSSION

SPONSORED BY THE NVCC WOMEN'S CENTER

women's experience in the United States while presenting facts and statistics about entertainers the film examines this issue journalists, activists, academics and interviews with girls, politicians make it difficult for women to achieve general, to reach their full potential. In positions of leadership and power and, in and sexuality. These powerful messages physically but rather in her beauty, youth value lies not in her capacity as a leader, or her ability to excel intellectually or generation with the ideal that a woman's The media enculturates generation after

For more information contact Dr. Karla Ekquist-Lechner kekquist-lechner@nv.edu 203-596-2012



New Student Orientation August 26, 2017 • 9:30AM – 12:00PM Leever Atrium/Mainstage and the Cistulli Student Center



9:30 - 10:00

Student Registration (Continental Breakfast for students and parents)

9:30 - 9:55

Open Forum and Information Tables - Leever Atrium

- Academic Center for Excellence- Tutoring
- Academic Division Leaders-Allied Health, Business, Liberal Arts/Behavior & Social Science, (LABSS), & Science, Technology, Engineering and Manufacturing (STEM)
- Bookstore-Follett
- Bridge to College & M.E.N. Group
- Bursars
- Center for Academic Planning and Student Success Counseling/Advising/Mentoring
- Center for Job Placement and College Opportunities
- Continuing Education
- CREAR Futuros
- CT Rides
- Danbury Campus
- Disabilities Services
- Financial Aid
- First Year Experience (FYE)
- Library Services
- Marketing
- /
 - Public Safety
 - Safe Haven
 - Student Government Association and Student Activities Office
 - Tamarack Newspaper
 - Veterans Affairs

10:00-10:30

Students & Parents please proceed to the Mainstage - Program Begins

- Opening Remarks Sarah Gager, Dean of Student Services
- Welcoming Remarks Daisy Cocco De Filippis, Ph.D., NVCC President
- Faculty Outlook Professor William Foster
- 🕌 Irene Rios Knauf, Ed.D. Dean of Academic Affairs
- Public Safety Jeffrey D'Alusio, Interim Lieutenant
- Break-out Sessions for Students/Parents- Sarah Gager, Dean of Student Services

10:35-11:30

Student Program-Mainstage

- Student Perspective Emily Verdosci, NVCC Student Government President
- Giveaways to students Student Government Association Officers
- Safe Connections 101 Louisa Printz, Community Educator, Safe Haven
- Campus tour Sarah Gager, Dean of Student Services & Student Ambassadors (Students to proceed to the Plaza)

10:35-11:30

Parent Program-Playbox

- Parent Boot Camp Terry Latella, Counselor of Disabilities
- Financial Aid Cathy Hardy, Director of Financial Aid
- Disability Services Terry Latella, Counselor of Disabilities
- Veterans Affairs Cathy Hardy, Director of Financial Aid (Veterans' Oasis -4th floor)

11:30-12:00

Open Forum and Information Tables are still open - Leever Atrium

Don't forget to register for classes in K500 - Admissions Office

From:

Blake, Karen A

Sent:

Tuesday, August 29, 2017 11:21 AM

To:

Swanson, Jacqueline G

Subject:

More programs for your report

Attachments:

Fall 2017 New Student Orientation Agenda.docx

Jackie-

Attached you will find an agenda that shows we ran a program over 320 incoming Freshman or transfer students. Also they set up an information table.

Karen Blake

Karen Blake, MBA Director of Student Activities Naugatuck Valley Community College 750 Chase Parkway Waterbury, CT 06708

Phone: 203-575-8269 Fax: 203-596-8736

For Student Activities Events go to: www.nv.edu/studentcalendar



Waterbury State Technical College * Mattatuck Community College

Bringing in the Bystander®

Come Join the Conversation

September 76th
September 76th
September 76th

Understanding tools one



Prevention Workshop for Establishing a Community of Responsibility

Make a Difference

Sign up in 5514-Student Activities - Free snacks provided













Healthy Interpersonal Relations





 $12:45 - 2:00 \text{ pm} \sim \text{Room L}501$ Thursday, October 5th

relationships including Intimate Partner Relationships. Learn the tools help you identify the difference between healthy and unhealth Come join us for the opportunity to talk openly about all types how to help someone, the warning signs and so much more Do you know what they are? We will discuss red liags This workshop is for everyone and

Sign up in S514-Student Activities -Free lunch provided.

anyone!

From:

Cocchiola-Meyer, Christine

Sent:

Thursday, October 12, 2017 8:36 AM

To:

NV-AllCampuswide

Subject:

A friendly reminder for your students! Pizza will be served. :)

Healthy Relationships



Join us in honor of Domestic Violence Month as we discuss healthy relationships, healthy communication, and "fair fighting" with

Nikki McGary & Christine Cocchiola-Meyer

Thursday October 12th, 2017 @ 11:10 – 12:15 PM Location L501

Sponsored by the NVCC Human Services Club & The Women's Center

Christine

Christine M. Cocchiola-Meyer, MSW, LCSW
Naugatuck Valley Community College
Professor of Human Services & Social Work Studies
Chairperson of Psychology, Sociology, & Social Sciences
203-575-8284
Kinney Hall 600D

From:

Betancourt, Nancy P

Sent:

Monday, October 23, 2017 2:01 PM

To:

NV-AllCampuswide

Subject:

The Laramie Project this weekend -- a moving, deeply relevant play by our own Theater

Department

Importance:

High

The following is sent on behalf of Dr. Dresdner.

Dear colleagues,

*Stories and storytelling: They are what make us human, and how we *tell* them and how we *use* them can lead to social change. The Laramie Project tells the story of Matthew Shepard, a gay college student who was discovered in October 1998 bound to a fence outside Laramie, WY, savagely beaten and left to die. But to understand Matthew's story, we also need to hear the stories of the investigators, the killers, the policewoman called to the crime scene, ranchers, clergymen, and Shephard's friends. Five weeks after Matthew was killed, Moises Kaufman and the Tectonic Theater Project conducted over 200 interviews that led to The Laramie Project – a breathtaking dramatic collage of voices that explores the depths of humanity and the heights of compassion. Produced by the NVCC Theater Department, this nearly 20-year old play is more relevant now than ever before.

Reserve your tickets now by calling 203-575-8193. Oct. 26-29, Thursday through Saturday, at 7:30 PM and Sunday, Oct. 29, at 2:00 PM in the Playbox.

Tickets are \$10 and for mature audiences.

^{*}Sent with permission of Dean Rios-Knauf.

STONEWALL SPEAKERS

LGBT SPEAKERS TELL THEIR STORIES

SPONSORED BY THE SAFE SPACE STUDENT CLUB
IN COLLABORATION WITH
ONE BOOK, ONE COLLEGE

WEDNESDAY, NOVEMBER 1ST

9:30 TO 11:00 AM CAFE WEST

CONTACT NIKKI MCGARY AT NMCGARY@NV.EDU
FOR INFORMATION AND TO JOIN THE
SAFE SPACE STUDENT CLUB

Permission to send campuswide granted by Dean Rios-Knauf

From:

Hammond, Jaime

Sent:

Tuesday, October 31, 2017 10:12 AM

To:

NV-AllCampuswide; NV-SGA

Subject:

Stonewall Speakers- TOMORROW 9:30 to 11:00!

Categories:

Yellow Category

REMINDER: TOMORROW, November 1st!

Please join the Safe Space Student Club and One Book, One College for a fantastic program!

The <u>Stonewall Speakers</u> have been guests at NYU, UCONN, and the Connecticut Women's Consortium, and now they will be at NVCC!

Please RSVP to <u>Nikki McGary</u> or <u>Jaime Hammond</u> if you plan to bring your class (which is encouraged!) Coffee and light breakfast will be served.

NVCC's <u>Human Services Club & Safe Haven of</u> <u>Greater Waterbury</u>

is sponsoring

A Sexual Assault Awareness Day



When: Tuesday April 11th from 9 am to 2 pm Where: The Prism Lounge

Educational information, teal nail painting and \$1.00 donations for the purchase of new sweatpants for victims of sexual assault.

The sweatpants will be hung on a clothes line to show our support.



From:

Cocchiola-Meyer, Christine

Sent:

Wednesday, April 12, 2017 1:17 PM

To:

Swanson, Jacqueline G

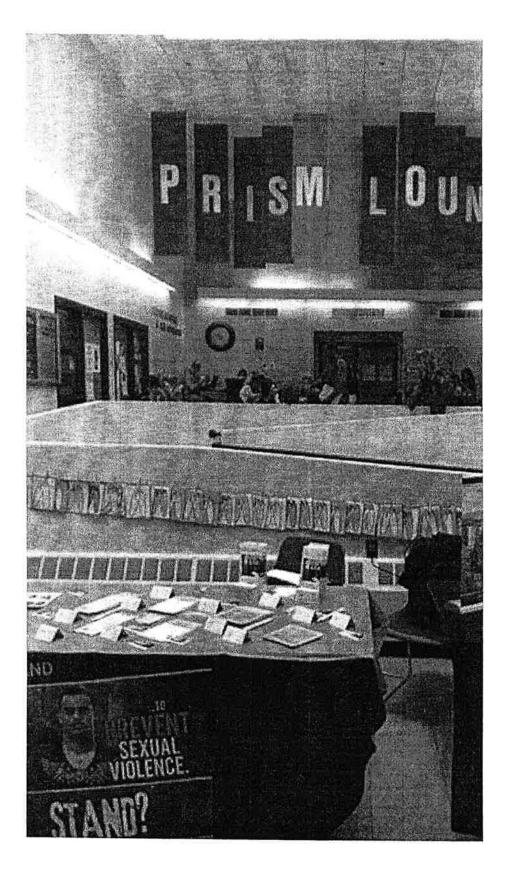
Cc:

Parlato, Steven J

Subject:

sexual assault

Hi Jackie and Steve ~ I've included you both in this email since I think the Tamarack might like a picture and Jackie for Title IX compliance too - here is a picture of our "sweat pants" sponsorship for victims of sexual assault. People paid \$1.00 to donate towards sweatpants for Safe Haven. We raised over \$389.00 this semester for this cause. ⁽³⁾



Christine M. Cocchiola-Meyer, MSW, LCSW Naugatuck Valley Community College

From: Swanson, Jacqueline G

Sent: Wednesday, April 12, 2017 9:58 AM

To: Waterhouse, Jessica

Subject: Sexual Assault Awareness Day 04-11-17 @ NVCC

Attachments: __RET2569_WEB.jpg; _RET2576_WEB.jpg; _RET2580_WEB.jpg; _RET2589_WEB.jpg;

_RET2601_WEB.jpg; Sexual Assault Awarness 2017.docx

Hi Jessica,

Please find attached photos from NVCCs sexual assault awareness event. The significance of the nails is to create awareness. If someone asks you "why do you have your pinky painted teal," you can start a dialogue about sexual assault. The teal ribbon is the symbol of sexual violence prevention.

The flyer is attached as well. Thanks!

Jacquie Swanson
Associate Director of Human Resources/Title IX Coordinator
Naugatuck Valley Community College
Room K704

750 Chase Parkway Waterbury, CT 06708

(203) 575-8043 (203) 575-8102

jswanson@nv.edu

nv.edu

From:

CSCU-President

Sent:

Monday, October 16, 2017 11:18 AM

To:

CSCU-President

Subject:

Message From President Ojakian on LGBT Month

Dear CSCU Community,

October is LGBT History Month, and a number of our campuses held events from community dialogues and awareness campaigns, to award ceremonies recognizing the hard work of those who serve our community. I was fortunate enough to join in on a number of these events, and listen first hand to students, staff, and other community members, share their stories and their perspectives. This is a good moment to reflect as individuals and as a community.

Last Wednesday was National Coming Out Day. For those of us among the LGBTQ+ community, coming out is a deeply personal, emotional and often frightening part of our lives. It is also not something that everyone has the safety, security, and support to do. For those in my generation, it is truly moving to see how much has changed since we came out to our friends and families. When coming out meant you could be fired from your job, lose your housing, or be denied services, to now where we have legal protections against discrimination and a society which is more and more accepting of our community.

This is also a time to remember to never be complacent. We need only look back to this July and the barring of transgender individuals from serving in the armed forces as an example of how quickly one's rights can be taken away. Let this month be a reminder of how far we have come, but also of how much more we have left to fight for.

Thanks, Mark

Mark E. Ojakian, President Connecticut State Colleges and Universities (CSCU)

April is Sexual Assault Awareness Month

Sexual violence is not inevitable. It is preventable and everyone has a role in ending it. In Connecticut alone, nearly 1 in 5 residents are victims of sexual violence

Ways You Can Get Involved

You can help by believing victims and survivors and connecting them with local member centers. To make a donation, become a volunteer at your local sexual assault crisis member center, or to schedule a prevention education program in your community, go to:

www.EndSexualViolenceCT.org

TO END SEXUAL VIOLENCE

Support. Advocate. Prevent.









Follow us on social media!

We Believe You - We Can Help

include the use of coercion, manipulation, threats, intimidation, force, or abuse of power. Sexual contact without your consent is wrong and it's a crime. Sexual violence can No matter what the circumstances were, help is available.

All Services Provided by Sexual Assault Crisis Member Centers are FREE and CONFIDENTIAL

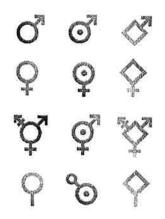
- Certified sexual assault victim advocates
- Short-term counseling and support groups
- Referrals to other social and legal services
- 24/7 hotline services in English and Spanish
- Community education programs and special events
- Support in hospitals, courts and police departments

TO END SEXUAL VIOLENCE Support. Advocate. Prevent. ENDS

ENDSEXUALVIOLENCECT.ORG

Statewide 24/7 Hotlines

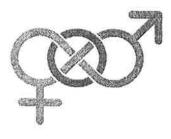
- English: 1-888-999-5545
- Español: 1-888-568-8332



The Student Alliance for Gender and Sexual Diversity



Club Advisor: Nikki McGary nmcgary@nv.edu





Continuing Notice of Nondiscrimination

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

Naugatuck Valley

Comminunity

Entrance

West

Continuing Notice of Nondiscrimination

In addition, the College does not discriminate in employment on the and expression or genetic information in its programs and activities. status, ancestry, present or past history of mental disorder, learning Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital disability or physical disability, sexual orientation, gender identity additional basis of veteran status or criminal record.

Waterbury, CT 06708; 203-575-8235. The following individual has Jacquie Swanson, Associate Director of Human Resources/Title IX Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, been designated to handle nondiscrimination policies regarding sex Coordinator, Room K704, Naugatuck Valley Community College, discrimination as well as other forms of prohibited discrimination: nondiscrimination policies regarding disability policies: Robert 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043 The following individual has been designated to handle

