



Post University

Annual Report to the CT General Assembly  
Higher Education Committee

Pursuant to Public Act 14-11

October 1, 2018

## Table of Contents

I. Introduction.....	2
II. Policy.....	3
III. Prevention and Awareness Programs.....	30
IV. Sexual Assault, Stalking and Intimate Partner Violence Incidents on Campus.....	33
V. Disciplinary Cases and Outcomes.....	33

# **I. Introduction**

Post University respectfully submits the following annual report to the Connecticut General Assembly Higher Education Committee in accordance with Public Act 14-11. The report includes Post University's 2017-2018 Sexual/Gender-Based Misconduct Policy, as well as all sexual assault prevention and awareness programs offered during the 2017 calendar year. In addition, the report lists the sexual assault, stalking and intimate partner violence incidents on campus in 2017, and the disciplinary cases and outcomes. Please note that the 2018-2019 policy is available at <https://post.edu/student-services/student-affairs/sexual-misconduct> and that all inquiries can be addressed to Title IX and Disability Coordinator Jennifer Labate at (203) 596-6027 or JLabate@Post.edu.

## II. Policy

# Sexual/Gender-Based Misconduct, Intimate Partner Violence, and Stalking

### Section One - Post University Statement of Sexual Values

Post University is committed to providing a learning, working and living environment that is open, supportive, and safe. As a community, this University will not tolerate sexual/gender-based misconduct of any kind. Post University expressly prohibits the sexual/gender-based misconduct noted below, and students found engaging in it will be subject to University disciplinary action, and may be subject to criminal charges and prosecution under Federal and State laws.

This policy informs the Post University community of our values and outlines violations of a sexual/gender-based nature. This policy identifies a student's rights, options, and resources, and describes actions individuals may take if they experience an incident of sexual misconduct, intimate partner violence, and stalking or are accused of those violations.

Post University recognizes that part of students' development at the University may include learning and understanding themselves as sexual individuals. Post University also respects and upholds the principle that not all students find it necessary to explore their sexual nature or sexuality. Post therefore aims to provide an environment that is comfortable and respectful of all students regarding sex and their sexuality. Understanding and applying this policy to the behavior and behavioral expectations of all members of the community helps to ensure Post's goal of being a safe, open community regarding sexuality. Failure to comply with this policy may result in a complaint of sexual/gender-based misconduct.

Post University strives to promote an environment where mutual respect, communication, cultural competency, understanding, and awareness are the foundation for any sexual behavior or activity. Mutual respect and communication are keys to maintaining each student's personal integrity when engaging in relational and sexual behavior.

Title IX Statement: Post University must comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University's educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. Post University has designated Title IX/Sexual Misconduct Coordinators to coordinate Post's compliance with and response to inquiries concerning Title IX.

***For more information about Title IX, please contact the University's Title IX and Disability Coordinator, Jennifer Labate, at (203) 596-6027, or the Deputy Title IX/Sexual Misconduct Response Coordinators, Karin Mann, at (203) 596-4669, or Crystal Vuole at (203) 596-4553. A person may also file a complaint with the***

**Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting [www2.ed.gov/about/offices/list/ocr/complaintintro.html](http://www2.ed.gov/about/offices/list/ocr/complaintintro.html) or calling (800) 421-3481.**

## **Section Two - Sexual/Gender-Based Misconduct Violation Definitions**

**Please see <https://www.federalregister.gov/documents/2014/10/20/2014-24284/violence-against-women-act> for definitions contained in the Violence Against Women Act amendments to the Clery Act.**

- 2.1 *Sexual Assault*: Any non-consensual sexual contact with the Reporting Party's intimate parts is a sexual assault. Physical resistance need not occur to fulfill the definition of sexual assault. Sexual assault includes, but is not limited to the following: rape (e.g. by a friend, classmate, peer, co- worker, partner, etc.), sexual assault with an object, forcible sodomy, forcible oral sex, and forcible fondling. Drug facilitated sexual assault will not be tolerated.
- 2.2 *Sexual Exploitation*: Sexual Exploitation is taking nonconsensual, unjust, or abusive advantage of another in a sexual or intimate context. Sexual exploitation includes, but it is not limited to: sexting, slandering or prostituting another person; engaging in permitting, reproducing, or facilitating nonconsensual viewing, videotaping, photographing, or audio taping of sexual or intimate activity; knowingly infecting another person with a sexually transmitted disease; or secretly giving another person or pushing another person to use drugs or alcohol for the purpose of making the person submit to sexual activity.
- 2.3 *Sexual Harassment*: Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, and any other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical or otherwise, when one or more of the following conditions are present:
  1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, evaluation of a student's academic performance, or term or condition of participation in student activities or in other events or activities sanctioned by the university;
  2. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions or other decisions about participation in student activities or other events or activities sanctioned by the university;
  3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or educational environment.
- 2.4 *Gender-Based Harassment*: *Gender-based harassment* includes harassment based on sex or gender, sexual orientation, gender identity, or gender expression, which may include acts of intimidation or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature. Gender-based harassment can occur if students are harassed either for exhibiting what is perceived as a stereotypical

characteristic of their sex or for failing to conform to stereotypical notions of masculinity or femininity. To constitute harassment, the conduct must unreasonably interfere with another person's education or participation in the educational programs or activities or create an intimidating, hostile, demeaning, or offensive academic or living environment.

- 2.5 *Stalking*: Stalking is repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.

Stalking can include:

1. Repeated, unwanted, intrusive, and frightening communications by phone, mail, email, text, social media, etc.
2. Following or laying in wait at places such as home, school, work, or recreation place.
3. Repeatedly leaving or sending unwanted items or presents.
4. Making direct or indirect threats of harm against the Reporting Party, the Reporting Party's children, relatives, friends, or pets.
5. Damaging or threatening to damage the Reporting Party's property.
6. Harassing the Reporting Party through the Internet.
7. Posting information or spreading rumors about the Reporting Party on the Internet, in a public place, or by word of mouth.
8. Obtaining personal information about the Reporting Party by accessing public records, using Internet search services, hiring private investigators, going through the Reporting Party's garbage, following the Reporting Party, contacting the Reporting Party's friends, family, work, or neighbors, etc.

To an outsider, stalking behavior can appear friendly and unthreatening, such as showering the Reporting Party with gifts or flattering messages. The Reporting Party may find themselves needing to explain to others just how intrusive and frightening unwanted attention can be. Stalking is sometimes dismissed when it is done via technology (cell phones, computers, networking sites, surveillance equipment, and so on), but the medium is not what matters—it is the pattern of repeated, unwanted communication.

- 2.6 *Intimate Partner Violence*: Intimate partner violence means any abusive behavior against an individual by a current or former person in a dating/romantic relationship. Intimate partner violence can be physical, sexual, emotional, economic, or psychological actions or threats that influence another person. Intimate partner violence is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate

partner.

Forms of intimate partner violence include:

- Emotional abuse includes words and/or actions, which manipulate or hurt an individual emotionally and psychologically.
- Physical abuse refers to actions that threaten or harm an intimate or romantic partner's physical safety.
- Resource abuse includes words and/or actions, which manipulate the financial or legal situation of an intimate or romantic partner.
- Sexual abuse (see sexual assault).
- Spiritual abuse refers to the utilization of a partner's spiritual or religious beliefs to manipulate and/or hurt a partner. It may also include forcing or preventing a partner to practice certain beliefs.
- Verbal abuse is the use of words or the withholding of conversation to manipulate and/or hurt a romantic or intimate partner.

Examples of intimate partner violence may include, but not be limited to, the following:

- Leaving their partner somewhere with no way to get home.
- Pulling hair or pinching skin as a form of punishment.
- Blocking a partner's exit when they try to leave the room.
- Throwing, smashing, or breaking objects.
- Hitting, punching, grabbing, choking or pushing their partner.
- Saying their partner is crazy, ugly, stupid, etc.
- Constantly calling or texting their partner when they are not together.
- Threatening to "out" the partner if in a same-sex relationship.
- Insisting on always knowing the location of their partner.
- Refusing to acknowledge a problem that their partner feels is important.
- Persuading partner from doing something they want to do.
- Insisting how their partner should dress.
- Calling someone degrading names.
- Withholding sex and/or affection as a form of punishment.
- Forcing another faith practice on their partner.
- Mocking, ridiculing, or insulting their partner's religious or spiritual beliefs.
- Excessively criticizing how their partner spends their money.

2.7 *Attempted Act:* Any attempts to commit sexual/gender-based misconduct are also prohibited under this policy, as is aiding in the acts of sexual/gender-based misconduct as an accomplice.

2.8 *Retaliation:* Retaliation against the individual who initiates a sexual/gender-based misconduct complaint, participates in an investigation, or pursues legal action, is prohibited. Independent action may be taken against anyone engaging in

retaliation. This includes any witnesses, advisors, or any Sexual Misconduct Board Members.

### Section Three - Affirmative Consent and Related Definitions

- 3.1 *Affirmative Consent:* Affirmative consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision, indicated clearly by words or actions to engage in mutually accepted sexual contact. A person forced to engage in sexual contact by force, threat of force, or coercion has not consented to contact. Lack of mutual affirmative consent is the crucial factor in any sexual assault. If there is confusion or ambiguity, participants in sexual activity need to stop and verbally clarify each person's willingness to continue.

Consent CANNOT be given if a person's ability to consent is substantially impaired because of a mental or physical condition. Examples of such mental or physical conditions include, but are not limited to: unconsciousness, physical force, substantial impairment because of a psychological health condition, substantial impairment because of voluntary intoxication; or substantial impairment because of the deceptive administration of any drug, intoxicant or controlled substance. Mutual intoxication or substance impairment does not exonerate any individual nor lessen the consequences. Consent can NEVER be given by anyone under the age of sixteen.

- 3.2 *Coercion:* Unlike seduction, coercion involves unreasonable and unwanted pressure to engage in sexual activity. Engaging in sexual activity should be the result of a freely given choice. Persons should engage in sexual activity because they want to do so, and not because someone has pressured them into it. Threatening and pressuring someone until they finally say "Okay, just get it over with" does not mean an individual has obtained consent.

- 3.3 *Incapacitation:* Incapacitation means being in a state where a person lacks the capacity to appreciate the fact that the situation is sexual, or cannot appreciate (rationally and reasonably) the nature and/or extent of the situation. A person who knows or should reasonably have known that another person is incapacitated may not engage in sexual activity with that person.

A person's state of incapacity is a subjective determination that will be made after the incident in light of all of the facts available because people reach incapacitation at different points and as a result of different stimuli. They exhibit incapacity in different ways. The following factors bear on incapacity:

- Body weight, height and size
- Tolerance for alcohol and other drugs
- Amount and type of alcohol or other drugs consumed, and the mixture taken
- Amount of food intake prior to consumption
- Voluntariness of consumption
- Vomiting
- Propensity for blacking out (mentally or physically)

- Genetics

Alcohol related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. It is less severe than alcohol poisoning or overdose, which may lead to coma or death. Evidence of incapacity may be detected from context clues, such as:

- Slurred speech
- Bloodshot eyes
- The smell of alcohol on their breath
- Shaky equilibrium
- Vomiting
- Outrageous or unusual behavior
- Unconsciousness

None of these facts, except for unconsciousness, will constitute – in and of itself – incapacitation.

Indications of consent are irrelevant if the initiator knows or should reasonably have known of the incapacity of another person.

#### **Section Four – If You Believe That An Incident Has Occurred**

Post University is committed to providing support and services in order to help you through this process. A student who has experienced an incident of sexual/gender-based misconduct, intimate partner violence, or stalking should seek help, support, and information. There are many sources for information, assistance and support. If you have experienced such an incident, you should consider the following immediate actions:

- Remember, you are not alone and this is not your fault.
- Try to get to a safe place.
- Consider notifying a member of Residence Life, Campus Security, the Counseling Center, Health Services or the Title IX/Sexual Misconduct Response Coordinators. Many of these resources have after-hours and emergency contacts (see chart in the Student Handbook for contact information).
- You have the right to notify law enforcement, file a report, or obtain a court-issued restraining order. You may also have a campus authority make a notification for you.
- If you have been assaulted, try to avoid showering, bathing, douching, urinating, or cleaning up in any way. This will prevent the loss of valuable evidence, though evidence can still be collected even if you do. Do not wash any clothes, towels, or sheets that may contain evidence. Evidence can be preserved and collected for up to five days.
- Preserve all physical evidence in a paper bag (not plastic) or deliver directly to law enforcement.

- Preserve all communications, pictures, texts, or other items that might be used in cases of sexual/gender-based misconduct, stalking or intimate partner violence.
- Utilize University and community resources for immediate and long-term assistance.
- Go to Health Services or an area hospital (Waterbury or Saint Mary's Hospital). Individuals are encouraged to seek medical attention as soon as possible after an act of sexual assault or intimate partner violence. Medical care is important to address any injuries you may have and to protect against sexually transmitted diseases and pregnancy.
- Counseling Services are available to all Post University main campus students. Students may call (203) 596-4585 to schedule an appointment. These services are free and confidential.
- Post University's Crisis Hotline Available 24/7: (203) 228-8706. This is a limited-confidential resource.

### **Section Five - Reporting Sources**

Post University is committed to creating an environment in which students who have experienced an incident of sexual/gender-based misconduct are encouraged to come forward and make a report. Members of the Post community are strongly encouraged to seek support and information from available reporting sources. Reporting may help you to gain some control over the situation and make informed decisions using information provided by the reporting source. Your prompt reporting will not only benefit and support you, but it will also help the University in maintaining a safe community. Ultimately, this is your decision. All sources will provide the Reporting Party with information about obtaining support, resources, and the process associated with making a report or a formal complaint with the University or with a law enforcement agency.

Post employees are "responsible employees", meaning they are required by law to share your disclosure with the Title IX/Sexual Misconduct Coordinator. This includes professors, staff members, administrators, and Resident Assistants (RAs). The only employees who can keep your disclosure confidential are employees at the Counseling Center and Health Services. The Counseling Center and Health Services are fully confidential reporting sources. They do not file reports with the Title IX/Sexual Misconduct Response Coordinator. They will keep your information and name confidential unless it is determined that you and/or the campus are in imminent danger. They will provide free, confidential support, crisis intervention, community outreach and referrals, as well as help you explore your options to address the incident.

### **Section Six - Interpersonal Violence Response Team**

Post University's Interpersonal Violence Response Team supports students by providing services and guidance in regards to sexual/gender-based misconduct incidents. The Interpersonal Violence Response Team consists of a diverse group of Post employees and community members that are well versed in the Post University Sexual/Gender-Based

Misconduct Policy and procedures. Interpersonal Violence Response Team professionals are able to explain what options are available to the student and will guide them in accessing these resources. The Post University Interpersonal Violence Response Team is committed to supporting individual's rights and needs, and respects that all choices are left up to the Reporting Party.

Professionals on campus with a Sexual Misconduct Safe Place sticker (see below) in their office are trained in the University's Sexual/Gender-Based Misconduct Policy. These faculty and staff members are able to support students who have been involved in a sexual/gender-based misconduct situation. If you have concerns about a friend, roommate, fellow student, or employee in regards to sexual/gender-based misconduct these people are also here to help you. Please seek out these professionals if you need their support. These individuals and Interpersonal Violence Response Team members are required to report the incident of sexual/gender-based misconduct to the Title IX/Sexual Misconduct Response Coordinator.

### **Sexual Misconduct Safe Place Sticker**



### **Section Seven - Confidentiality and Communication Types**

With respect to any report or complaint of sexual/gender-based misconduct, Post University will endeavor to maintain the confidentiality of the matter and all individuals involved to the extent permitted by law. Post University will balance the needs of individuals involved with its obligation to protect the safety and well-being of the community at large. In all cases, Post University will respect the privacy and dignity of all individuals involved. According to state and federal laws, if an individual under the age of sixteen is involved in an act of sexual/gender-based misconduct, the informed party must report the incident to the local police and the Department of Children and Families.

Limited Confidential: Limited confidential sources must notify the Title IX/Sexual Misconduct Response Coordinator. Any other report sharing will be limited, based on your safety and the safety of the community. The source will call the police only at the request of the student.

Confidential: Confidential sources are prohibited from breaking confidentiality unless (i) given permission by the person who disclosed the information; (ii) there is an imminent threat of harm to self or others; (iii) the conduct involves the suspected abuse of a minor under the age of 16; or (iv) as otherwise required or permitted by law or court order.

Anonymous: If you wish to file an anonymous complaint, you may do so online at <http://go.post.edu/misconductreporting/Default.aspx>. This complaint will be sent to the Title IX/Sexual Misconduct Response Coordinators.

## Section Eight – Important Phone Numbers and Resources

### FOR ALL EMERGENCIES — DIAL 9-1-1

Resource	Location	Hours	Type of Communication	Services Provided
Sexual Misconduct Board Chair: Sandra Wilson	Library- Lower Level	9:00am-5:00pm	Limited Confidential	Hearing board official. Provides students with guidance on procedures and trained advisors. (203) 596-4664
Campus Safety *	Security Kiosk	24/7	Limited Confidential	Special confidentiality rules apply regarding sexual assaults. (203) 596-4502
Counseling Center * Lisa Antel George Hayes	Leever- First Floor	9:00am-5:00pm	Confidential	Licensed counselors available for students and staff. Services are free. (203) 596-4585
Dean of Students: Erica Peryga *	East Annex	9:00am-5:00pm	Limited Confidential	Provides support, referrals for students, and guidance with procedures and protocol. (203) 596-8527
Health Services *  Kellie Brown	East Annex	M-TR: 10:00am-4:00pm F: 10:00am-2:00pm	Confidential	Medical assistance and referral for students. (203) 596-4503
Title IX/Sexual Misconduct Response Coordinators * Jennifer Labate Karin Mann, Deputy Crystal Vuole	Leever Drubner Traurig Lower Level	9:00am-5:00pm	Limited Confidential	Informs a student of their rights, as well as support services.  (203) 596-6027 (203) 596-4669 (203) 596-4553
National 24 hour Sexual Assault hotline	Off campus	24/7	Confidential	Rape, Abuse and Incest National Network hotline 1 (800) 656-HOPE (4673)
Post's Crisis Hotline	On campus	24/7	Limited Confidential	Connects directly to the Resident Director On duty (203) 228-8706
Residence Life Staff*	Lower Level Leever	M-F: 9:00am-5:00pm	Limited Confidential	Will provide support and resources, and assist the Reporting Party at residence halls. (203) 596-4540
Safe Haven's Sexual Assault Program *	29 Central Ave. Waterbury, CT	24/7	Confidential	Provides support services, including medical and legal advocacy, for the Reporting Party and survivors of sexual assault and domestic violence. (203) 753-3613
St. Mary's Hospital	43 Cole St. Waterbury, CT	24/7	Confidential	Emergency care, including sexual trauma care. (203) 709-6004
Statewide 24 hour toll free hotline	Off campus	24/7	Confidential	Connecticut Sexual Assault Crisis Services hotline 1 (888) 999-5545
Waterbury Hospital	64 Robbins St. Waterbury, CT	24/7	Confidential	Emergency care, including sexual trauma care. (203) 573-6500
Waterbury Police *	255 E Main St. Waterbury, CT	24/7	Limited Confidential	Emergency- Call 9-1-1. Non-emergency call (203) 574-6911
Anonymous Reporting Form	<a href="http://go.post.edu/misconductreporting/Default.aspx">http://go.post.edu/misconductreporting/Default.aspx</a>	24/7	Anonymous	Your anonymous report will be sent to the Sexual Misconduct Response Coordinator

\* Interpersonal Violence Response Team Members

## **Section Nine - Significant Threat to the Community**

In cases where the Responding Party poses a significant risk to the general safety of the campus community, the Title IX/Sexual Misconduct Response Coordinator will contact the Sexual/Gender-Based Misconduct Review Team. If this Team concludes that a significant threat exists, they will take necessary action to protect the community while preserving the Reporting Party's privacy, which includes, but is not limited to issuing a temporary ban to the Responding Party from Post University's campus.

## **Section Ten - Reporting to Law Enforcement**

Because sexual misconduct, intimate partner violence, and stalking may constitute both a violation of University policy and criminal activity, the University encourages students to report alleged incidents promptly to local law enforcement agencies. However, it is your decision whether or not to file a criminal report. We encourage you to seek out the support system that feels most appropriate and helpful. Criminal investigations may be useful in gathering relevant evidence, particularly forensic evidence. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of University Policy, criminal investigations or reports are not determinative of whether sexual/gender-based misconduct, for purposes of this Policy, has occurred. In other words, conduct may constitute sexual/gender-based misconduct under this Policy even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to prosecute.

The filing of a complaint of sexual/gender-based misconduct under this Policy is independent of any criminal investigation or proceeding, and the University will not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation and provide interim measures to protect the Reporting Party and the University community, if necessary.

### **10a. Law Enforcement Process:**

When the police arrive, they will take a statement and ensure that you are physically safe. The police will also interview you about what happened. This may be difficult, but it is very important in order to complete a police report. The interview is conducted in private, but you can request to have a friend or another supportive person accompany you if you wish. The police will get as much information as possible about the incident and investigate the case further.

Once an investigation is completed, the police refer the case to the District Attorney's office. The District Attorney's office decides whether or not your case will be prosecuted by considering factors such as the amount of evidence available to prove the charge(s) in court.

## **Section Eleven – Student Conduct Process for Sexual/Gender-Based Misconduct**

### **11a. Definitions of Participants:**

#### **A. Reporting Party:**

The person filing a complaint of a violation of the Sexual/Gender-Based Misconduct Policy by another student, employee, or civilian.

B, Responding Party:

The student accused of violating the Sexual/Gender-Based Misconduct Policy.

C. Trained Sexual/Gender-Based Misconduct Support Person for the Reporting Party (Support Person):

The Support Person is a Post Community staff or faculty member appointed by the Sexual Misconduct Board Chair who is trained to support the Reporting Party and to provide information regarding the University's Sexual Misconduct Policy and the Campus Conduct process.

- Support Persons are available at the request of the Reporting Party.
- Reporting Parties may choose from a diverse list of potential Support Persons and may switch at any point should they choose.
- While students can elect not to use a Support Person, students are strongly encouraged to choose and to work with a Support Person.
- The Support Person may assist the Reporting Party throughout the Campus Conduct Process, including being present at the conduct hearing. Support Persons may not speak at the conduct hearing.
- In consultation with other University officials or faculty members where appropriate, a Support Person may assist in arranging accommodations which may include:
  - Change of on-campus student housing to different on-campus location
  - Exam (paper, assignment) rescheduling
  - Taking an incomplete in a class
  - Transferring of sections
  - Alternative course completion options
  - Change of work arrangements
  - Change of campus transportation options
  - No contact orders

Trained Sexual/Gender-Based Misconduct Support Person for the Responding Party (Support Person):

The Support Person is a Post Community staff or faculty member appointed by the Sexual/Gender-Based Misconduct Board Chair who is trained to support the Responding Party and to provide information regarding the University's Sexual/Gender-Based Misconduct Policy and the Campus Conduct process.

- Support Persons are available at the request of the Responding Party.
- The Responding Party may choose from a diverse list of potential Support Persons and may switch Support Persons at any point should they choose.
- While students can elect not to use a Support Person, students are strongly encouraged to choose and to work with a Support Person.
- The Support Person is trained to help the student understand the nature of the formal complaint and to discuss the Policy and all processes involved.
- The Support Person assists the Responding Party to understand the alleged violation of the Policy, the severity of the accusations against them, the process, and all possible sanctions.
- The Support Person may assist the Responding Party throughout the Campus Conduct Process, including being present at the conduct hearing. Support Persons may not speak at the conduct hearing.
- In consultation with other University officials or faculty members where appropriate, a Support Person may assist in arranging accommodations which may include:
  - Change of on-campus student housing to different on-campus location
  - Exam (paper, assignment) rescheduling
  - Taking an incomplete in a class
  - Transferring of sections
  - Alternative course completion options
  - Change of work arrangements
  - Change of campus transportation options
  - No contact orders

Advisor:

The Reporting Party and the Responding Party may each bring an Advisor to the Hearing. The Advisor is an ally who provides comfort and helps the Reporting Party or Responding Party. The Advisor may be any member of the Post University community (student, faculty, or staff) or an outside party. The Advisor may be an attorney. The selected Advisor must meet with the Sexual/Gender-Based Misconduct Board Chair prior to the Hearing. The selected Advisor may attend any informal or formal meeting; however, they may not participate in the Hearing.

Sexual/Gender-Based Misconduct Board:

The Sexual/Gender-Based Misconduct Board (herein Board) consists of five trained Post University faculty and/or staff members in addition to the Board Chair. All Board Members receive annual training regarding the dynamics of sexual misconduct, stalking and interpersonal violence, the factors relevant to a determination of credibility, the appropriate manner in which to receive and evaluate sensitive information, the manner of deliberation, and the application of the preponderance of the evidence standard, as well as the University's policies and procedures.

Sexual/Gender-Based Misconduct Review Team: This Review Team is comprised of three trained Board members. This Team may institute an interim suspension, elevate the level of resolution, or take other remedies if a situation poses a significant threat to the campus community.

Title IX/Sexual/Gender-Based Misconduct Response Coordinator (or Deputy):

The Title IX/Sexual Misconduct Response Coordinator (herein Coordinator) manages the day-to-day responsibilities associated with the University's Title IX compliance, the Violence Against Women Act, and Connecticut State Statutes regarding gender-based misconduct. The Coordinator ensures that students are aware of their rights as well as support services in regard to gender-based misconduct. The Coordinator also collects the relevant facts related to the reported incident, and assesses whether a further review or investigation is necessary in order to ensure the safety of the impacted student and the community. If the Reporting Party decides to file a formal complaint, the Coordinator, as a neutral party, will investigate the incident; notify and interview the Reporting Party, the Responding Party, and witnesses; obtain and review relevant documents; and present the Investigation Summary at the Sexual Misconduct Board Hearing. The Investigation Summary will make no findings, conclusions or recommendations.

The Coordinator also receives annual training regarding the dynamics of sexual misconduct, stalking and interpersonal violence, the factors relevant to a determination of credibility, the appropriate manner in which to receive and evaluate sensitive information, the manner of deliberation, and the application of the preponderance of the evidence standard, as well as the University's policies and procedures.

**11b. Time Frame for Reporting**

There is no time limit on reporting or filing complaints of policy violations, although the University's ability to respond fully may be limited with the passage of time.

If the Responding Party is no longer affiliated with the University (e.g., the report is made after the student has left or graduated), the University will provide reasonably available remedial measures to assist the Reporting Party in identifying external reporting options, and may take other appropriate action.

Upon receipt of a report, the University will impose reasonable and appropriate interim measures designed to eliminate the hostile environment and protect the parties involved. The University will make reasonable efforts to communicate with the parties to ensure that all safety and emotional and physical well-being concerns are being addressed. Interim measures may be imposed regardless of whether formal disciplinary action is sought by the Reporting Party or the University.

A Reporting Party or Responding Party may request a No Contact Order or other protective measure, or the University may choose to impose interim measures at its discretion to ensure the safety of all parties, the safety of the broader community, and/or the integrity of the process.

All individuals are encouraged to report concerns about failure of another individual to abide by any restrictions imposed by an interim measure. The University will take immediate and responsive action to enforce a previously implemented measure. Interim measures will be kept private, to the extent that maintaining the confidentiality would not impair the ability of the University to provide the interim measures.

### **11c. Range of Interim Measures**

Interim measures will be implemented at the discretion of the University. Potential remedies, which may be applied to the Reporting Party and/or the Responding Party, include:

- Providing access to counseling services and assistance in setting up an initial appointment, both on and off campus.
- Imposing a No Contact Order between parties.
- Rescheduling of exams and assignments (in conjunction with appropriate faculty).
- Providing alternative course completion options (with the agreement of the appropriate faculty).
- Changing a class schedule, including the ability to take deferral, drop a course without penalty or transfer sections (with the agreement of the appropriate faculty).
- Changing a work schedule or job assignment.
- Changing an on-campus housing assignment.
- Providing assistance from University support staff in completing housing relocation.
- Limiting an individual or organization's access to certain University facilities or activities pending resolution of the matter.
- Providing a voluntary leave of absence.
- Providing an escort to ensure safe movement between classes and activities.
- Providing access to medical services.
- Providing academic support services, such as tutoring.
- Assisting with transportation needs.
- Imposing interim suspension or leave.

- Any other remedy that can be tailored to the involved individuals to achieve the goals of this policy.

#### **11d. Interim Suspension or Leave**

Where the report of sexual harassment, sexual violence, stalking, or intimate partner violence poses a substantial and immediate threat of harm to the safety or well-being of an individual or members of the campus community, or to the performance of normal University functions, the University may place a student on interim suspension. Pending resolution of the case, the individual may be denied access to campus, campus facilities and/or all other University activities or privileges for which the individual might otherwise be eligible. When interim suspension or a leave is imposed, the University will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

Students may be placed on interim suspension at the discretion of the Sexual/Gender-Based Misconduct Review Team.

### **Section Twelve - Sexual/Gender-Based Misconduct Reporting and Resolution**

#### **12a. Meeting with Title IX/Sexual Misconduct Coordinator**

Upon receipt of any allegation of sexual/gender-based misconduct, the Title IX/Sexual Misconduct Coordinator (herein Coordinator) will schedule a meeting with the Reporting Party. At the meeting, the Coordinator will provide the Reporting Party with a general understanding of this Policy and identify forms of support or immediate interventions available to the Reporting Party. This may involve accommodations regarding the Reporting Party's housing, academic schedule, University employment or transportation options, and other protective remedies outlined in the Interim Measures section above. This also includes No-Contact orders.

The Reporting Party has the right to choose how to proceed after the report has been made. There are internal options within the University as well as options with local law enforcement. The Reporting Party has the right to decide upon the course of action to be taken after the report has been filed. The Reporting Party may seek a Formal or Alternative resolution or request confidentiality and/or no resolution.

The University will endeavor to honor the resolution choice of the Reporting Party to the extent permitted by law. Post will balance the needs of individuals involved with its obligation to protect the safety and well-being of the community at large. In exceptional cases, such as cases threatening community safety, the University may make a determination that further action is required even if the Reporting Party desires no action or an informal, remedies-based resolution. As set forth in the Sexual Misconduct and Harassment Policy, reports of sexual misconduct undergo a Title IX Review to determine the appropriate response in such cases. In such circumstances, the reasons and the steps the University will take will be explained to the Reporting Party.

In making this determination, the University may consider:

- The seriousness of the alleged conduct.
- The respective ages and roles of the Reporting Party and Responding Party,
- Whether there have been other complaints or reports of harassment or misconduct against the Responding Party.
- The rights of the Responding Party to receive notice and relevant information before disciplinary action is sought.
- If circumstances suggest there is an increased risk of the Responding Party committing additional acts of sexual misconduct or other violence.
- Whether the Responding Party has a history of arrests or records from a prior school indicating a history of violence.
- Whether the alleged perpetrator threatened further sexual violence or other violence against the student or others.
- Whether the sexual misconduct was committed by multiple perpetrators.
- If the circumstances suggest there is an increased risk of future acts of sexual misconduct under similar circumstances.
- Whether the sexual violence was perpetrated with a weapon.
- Whether the school possesses other means to obtain relevant evidence.

The Title IX/Sexual Misconduct Coordinator in consultation with the Sexual/Gender-Based Misconduct Review Team will balance the Reporting Party's request with its obligation to provide a safe and non-hostile environment for the campus community.

The University will respond to the report in a prompt, impartial, procedurally fair, and effective manner. Upon receipt of a report, the University will strive to complete the investigation and adjudication processes (excluding the appeal process) within sixty (60) calendar days.

### **12b. Alternative or Remedies-Based Resolution**

The Alternative Resolution is a remedies-based, non-judicial approach designed to eliminate a hostile environment without taking formal disciplinary action against a Responding Party. The Reporting Party may request an Alternative Resolution and Formal Resolution. Where the Title IX Coordinator concludes that an Alternative Resolution may be appropriate, the University will take immediate and corrective action by applying individual and community measures designed to maximize the Reporting Party's access to educational, extracurricular, and/or University employment activities and to eliminate a hostile environment. Examples of such remedies are detailed in the Interim Measures section outlined above. (Link back to Interim Measures) Other potential remedies include targeted or broad-based educational programming or training, direct confrontation of the Responding Party and/or indirect action taken by the Title IX Coordinator, Deputies, or University. Depending upon the form of the Alternative Resolution used, it may be possible to maintain the Reporting Party's anonymity.

The University will not compel a Reporting Party to engage in mediation or a restorative justice process, to directly confront the Responding Party, or to participate in any particular form of an Alternative Resolution. Mediation, even if voluntary, **may not** be used in cases involving sexual violence or assault. The decision to pursue an Alternative Resolution will be made when the University has sufficient information about the nature and scope of the conduct, which may occur at any time. Participation in an Alternative Resolution is voluntary, and a Reporting Party may request to end the Alternative Resolution at any time.

The Title IX Officer will maintain records of all reports and conduct referred for an Alternative Resolution. An Alternative Resolution will typically be completed within thirty (30) business days of the initial report.

## **Section Thirteen - Appeal Procedure for Interim Measures or Alternative/Remedies-Based Resolution**

### **13a. Basis and Process for Appeal**

The written appeal will be submitted to the Dean of Students or designee within 48 hours of notice of a decision and must include specific grounds the student considers appropriate to support his/her challenge of the interim suspension. The appeal must establish that:

- a) There was a material and prejudicial departure from the procedures set forth in these guidelines, and/or
- b) The evidence presented clearly does not support the decision, and/or
- c) The sanction imposed is not consistent with the gravity of the offense

The person reviewing the written appeal must render a decision within one (1) week of receiving the written request. The status from the initial decision remains in effect until the review and final decision are rendered. However, the Dean of Students may, in special circumstances where he/she believes the student's academic standing or well-being may be jeopardized, suspend the sanctions until the decision about the appeal is rendered and

communicated to the student.

### **13b. Formal Resolution**

If the Responding Party is a currently enrolled student, any person who has experienced an incident of sexual/gender-based misconduct may file a formal complaint with the Title IX and Disability Coordinator, Jennifer Labate (203-596-6027) or Deputies Karin Mann (203-596-4669) or Crystal Vuole (203-596-4553). Incident Reports can be found in Human Resources, Residence Life, the Counseling Center, Health Services, Academic Affairs, and in the Drubner Center. The complaint shall contain a concise statement of the alleged violations of the Sexual Misconduct Policy and a detailed statement of the facts supporting the alleged violations. Although there is no time limit on the filing of a formal complaint with the University, the University strongly encourages a prompt filing so that a more satisfactory and complete investigation can be conducted.

Filing a formal complaint launches an investigation into the sexual/gender-based misconduct violation. The Sexual Misconduct Board will hear the case and make a determination.

### **13c. Responding to a Formal Complaint**

The Responding Party shall receive written notification of the filing of a formal complaint, along with a copy of the formal complaint, after the Title IX/Sexual Misconduct Response Coordinator has received the complaint. The Responding Party must arrange and meet with the specified Sexual Misconduct Board Chair or designee within 3 business days after receiving the complaint in order to discuss the nature of the complaint, the rights and responsibilities of the Responding Party, and the Hearing process. The Responding Party shall receive a written copy of this policy at that time.

A Trained Sexual Misconduct Support Person and/or Advisor may accompany the Responding Party to the meeting with the Sexual Misconduct Board Chair. If the Responding Party fails to arrange and meet with the Sexual Misconduct Board Chair, the complaint will be determined by the Board for adjudication.

### **Prehearing Process:**

- The University reserves the right to extend any time periods identified in this policy in accordance with the law.
- Once the Responding Party has been notified of the formal written complaint, the Reporting Party and Responding Party will be kept informed of all developments and will be advised of the procedures that will guide the resolution of the complaint.
- All relevant reports and documents are to be made available to the Responding Party and Reporting Party once they are prepared and no later than 3 business days prior to the Hearing.
- The Responding Party and Reporting Party have the right to petition that any member of the Sexual Misconduct Board be removed on the basis of bias at least 3 days prior to the Hearing.

- Each Board Member must indicate to the Sexual Misconduct Board Chair within 3 days prior to the Hearing whether they have knowledge of the participants in the case that may impair – or may be perceived to impair – their ability to hear and determine a case impartially, and to recuse them if their participation might compromise the integrity of the Hearing process.
- One week prior to the Hearing, the Responding Party and Reporting Party will be informed in writing of the date and time of the Hearing.
- The Responding Party and Reporting Party shall have the opportunity to make a request to the Sexual Misconduct Board Chair for witnesses to testify on their behalf. The Sexual Misconduct Board Chair shall determine which witnesses shall testify based on the relevance of their testimony.
- The Responding Party and Reporting Party must notify the Sexual Misconduct Board Chair of any advisors, support people, and witnesses attending the Hearing 5 business days prior to the Hearing.
- Any additional scheduling requests must be directed to the Sexual Misconduct Board Chair to be determined.
- If a sexual misconduct case is also being heard by a civil or criminal court, the University retains the right to hear the case regardless of the timing of the civil or criminal case, and to implement appropriate actions (such as No Contact Orders, removal from campus residence facilities, removing a student from a class or classes or Interim Suspension, and changing campus transportation and/or working arrangements) to maintain the safety of the campus.
- The Campus Conduct Process shall be confidential to the extent possible and as allowed by law.
- The University will attempt to schedule a hearing within 15 business days after the Responding Party has received the formal complaint.

**Rights of the Reporting Party:**

- The right to request a No Contact Order against a student who presents a danger to the welfare of the Reporting Party or others.
- The right to be assisted by a Trained Sexual Misconduct Support Person and/or Advisor throughout the Campus Conduct Process.
- The Sexual Misconduct Board Chair is available to inform the Reporting Party of legal and other appropriate off-campus resources.

- The right to seek outside remedies, such as local law enforcement agencies and Safe Haven.
- The right to provide a written Impact Statement to be read by the Board at the conclusion of the Hearing provided the Responding Party was found to have violated the Sexual Misconduct Policy, and to have that statement considered by the Board in determining its sanctions.
- For the Reporting Party, alternative testimony options will be provided. Options include, placing a privacy screen in the Hearing room, digital conferencing, or other options that provide a safe space for participation while not depriving the Responding Party of their rights in the process.

**Rights of the Responding Party:**

- The right to be assisted by a Trained Sexual Misconduct Support and/or Advisor throughout the Campus Conduct Process.
- The Sexual Misconduct Board Chair is available to inform the Responding Party of legal and other appropriate off-campus resources.
- The right to provide a written Impact Statement to be read by the Board at the conclusion of the Hearing provided the Responding Party was found to have violated the Sexual Misconduct Policy, and to have that statement considered by the Board in determining its sanctions.

**Rights of Both the Reporting Party and Responding Party:**

- All parties involved in a sexual misconduct complaint process have the right to a prompt, fair, and impartial investigation and resolution of the complaint.
- The right to have a hearing.
- The right to have a Trained Support Person, Advisor or Attorney present during the Hearing, provided that these parties do not cause the meeting to be delayed or postponed. (The Reporting Party and Responding Party have the right to consult with an attorney at their own expense.) The Support Person, Advisor or Attorney can participate in the sexual misconduct campus conduct process, in an advisory capacity, but may not take part directly in the Hearing itself, though the student may request reasonable breaks to confer with their respective Support Person, Advisor or Attorney.
- The right to request that disciplinary procedures begin promptly and are conducted by a University Official trained in issues related to sexual/gender-based misconduct.
- The right to receive written notice of the outcome and sanction(s) of the Sexual Misconduct Board Hearing.

- The right to appeal the finding and sanction of the Sexual Misconduct Board in accordance with the provisions of this policy.
- The right to petition that any member of the Sexual Misconduct Board be removed on the basis of bias.
- The right to bring a Trained Support Person and/or Advisor to all phases of the investigation and hearing.
- The right to present relevant witnesses to the Sexual Misconduct Board, including expert witnesses.
- The rights to have the University compel the presence of student, faculty and staff witnesses.
- The right to be present for all testimony given and evidence presented before the Sexual Misconduct Board.
- The right to be free from retaliation.
- The Reporting Party and the Responding Party are entitled to be informed in writing of the results of the disciplinary proceeding no later than 1 business day after it concludes and have their identities kept confidential, except as necessary to carry out a disciplinary proceeding or as permitted under state or federal law.
- Post University shall not disclose the identity of the Reporting Party or the Responding Party, except as necessary to carry out a disciplinary proceeding or as permitted under state and federal law.

## **Section Fourteen - Special Procedures**

### **A. False Reports**

The University will not tolerate intentional false reporting of incidents. It is a violation of the Student Code of Conduct to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws.

### **B. Leniency**

For the Reporting Party:

The University encourages reporting of incidents of sexual misconduct. Sometimes, Reporting Parties are hesitant to make reports because they fear that they may be charged with violations of the Student Code of Conduct, such as underage drinking at the time of the incident. To encourage reporting of sexual misconduct incidents, the University will exercise leniency towards a Reporting Party with respect to taking action for other violations of the Student Code of Conduct.

For the Good Samaritan:

The welfare of students in our community is paramount. At times, students on and off campus may need assistance. The University encourages students to offer help

and assistance to others in need. Sometimes, students are hesitant to offer assistance to others, for fear that they may get themselves in trouble (for example, a student who has been drinking underage might hesitate to assist another student who experienced an incident of sexual misconduct.) The University will exercise leniency towards the Good Samaritan with respect to taking action for other violations of the Student Code of Conduct.

#### C. Notification of Determination

The determination made after a hearing is part of the education record of the Responding and Reporting Party, and is protected from disclosure under federal law. However, there are two exceptions as follows:

- Reporting Parties shall be informed of the formal complaint against the Responding Party, the determination made after a hearing, and any sanctions imposed.
- Students who bring any sort of sexual misconduct complaint against faculty or staff will be informed of the determinations made and sanction imposed.

#### D. Past Sexual History/Character

If, in the past, a Responding Party was found to have violated the Sexual Misconduct Policy ("Past Violation"), the information related to the Past Violation may be considered by the Hearing Board if:

- The previous violation was substantially similar to the present complaint; and
- The previous violation indicates a pattern of behavior and substantial conformity with that pattern by the Responding Party.

### Section Fifteen - The Hearing

- The Sexual Misconduct Board Chair shall assemble a Board of five trained members of Post's administration and/or faculty to hear sexual conduct cases. Each Board shall be composed of representatives of both genders.
- All hearings shall be closed to the public.
- All hearings will be audio-recorded. A digital file will be made available to the Reporting Party and/or Responding Party in the event a request for an appeal is filed.
- With the exception of the official audio recording of the Hearing, cell phones and electronic devices are prohibited from the Hearing room.
- Board Members shall be provided with access to written information and evidence at least 72 hours prior to the Hearing.
- The Responding Party and Reporting Party may be accompanied by their Support Person and/or Advisor. The Support Person and Advisor are present to act as counselors and to support the Responding Party and Reporting Party, and to provide advice on procedural matters. The Support Person and Advisor do not have speaking privileges during the Hearing. A hearing will not be cancelled or postponed

in the event a scheduled Support Person or Advisor does not attend. If the scheduled Support Person or Advisor is not able to attend, the Reporting Party/Responding Party should arrange for a substitute.

- If the Responding Party or Reporting Party fails to appear at the Hearing, the matter will be resolved in their absence.
- Witnesses may be present at the Hearing only at the time they are called to testify. A hearing will not be canceled or postponed if a scheduled witness does not attend.
- Individuals testifying before the Board may not communicate with each other during the Hearing process.
- The Board, if approved by the Chair, shall consider written and notarized statements of witnesses not in attendance due to extraordinary circumstances.
- In making its determination, the Board shall consider only the evidence admitted at the Hearing and the admission of evidence shall be within the discretion of the Board.
- At the start of the Hearing, the Chair shall ask the Responding Party if they have received the formal complaint, and if they understand the nature of the formal complaint.
- The Title IX/Sexual Misconduct Response Coordinator will present the formal complaint along with the information obtained through the investigative process to the Sexual Misconduct Board. The Hearing Board shall consider only the information and evidence related to the alleged violations set forth in the formal complaint.

The remainder of the Hearing shall customarily proceed in the following order:

1. Opening statement from Reporting Party.
  2. Opening statement from Responding Party.
  3. Board questioning of Reporting Party and Responding Party.
  4. Board questioning of witnesses (each witness will be questioned separately).
  5. Reporting Party and Responding Party questioning of witnesses (each witness will be questioned separately then excused).
  6. The chair will facilitate questions by the Reporting Party and Responding Party.
  7. Final questions from the Board.
  8. Reporting Party's closing statement.
  9. Responding Party's closing statement.
- The Board will deliberate in private and make an appropriate determination based on the information and evidence presented during the Hearing.

- The Board, by majority decision, will determine whether or not the Responding Party violated the Sexual Misconduct Policy as alleged in the formal complaint by finding either: “Did violate” or “Did not violate” the Sexual Misconduct Policy. The Board’s determination shall be based on a “Preponderance of the Evidence” standard that means, “It is More Likely than Not” that a violation of the Sexual Misconduct Policy occurred.
- If the Board renders a determination of “Did violate”, the Board will review the Impact Statements provided by the Reporting Party and Responding Party and will recommend a sanction consistent with those specified in the Post University Code of Conduct.
- The Board shall have one business day to render a decision.
- The Title IX and Disability Coordinator will notify both the Reporting Party and Responding Party in writing of the Board’s decision.

#### **15a. Formal Appeal Process**

- Both the Reporting Party and the Responding Party may file a written appeal of the Board’s decision. The appeal must be based on one or more of the following:
  - New information directly related to the case that was unavailable during the investigation period or during the Hearing itself that would materially impact the decision.
  - Procedural error that might have affected the decision.
  - Sanction imposed is disproportionate to the violation.
  - An evidentiary error, such as the refusal to hear material evidence or reliance upon clearly in appropriate and/or prejudicial evidence, which may have had an effect upon the outcome of the proceedings.
  - Clear and convincing evidence that the investigator’s findings were arbitrary and capricious, that the investigator had a conflict of interest or a bias against one of the parties.
- The purpose of the appeal is not to rehear the underlying case; rather, it is to determine if there is sufficient information presented to allow reconsideration of the Hearing Board’s decision.
- Appeals must be made, in writing, to the Dean of Students within 5 business days of the notification of the decision.
- The Dean of Students may decide the appeal or ask the original Hearing Board to reconsider the case based on new information presented that was unavailable prior to the Hearing.

- The Dean of Students will review the appeal and render its decision within 5 business days after receiving the notice of appeal.
- The decision of the Dean of Students is final.

#### **15b. Official University Sanctions**

- 15.1 Formal Verbal Warning – A verbal statement to a student about his/her violation of University policies.
- 15.2 Disciplinary Warning – A written notice to a student indicating that specific behavior or activity is in violation of University policies.
- 15.3 Campus Restrictions – Loss of designated campus privilege(s).
- 15.4 Community Service – Mandated service hours on campus or with off-campus business organizations.
- 15.5 Education – Mandated educational course with professional staff for a period determined by the University's designee.
- 15.6 Disciplinary Probation – A designated period in which a student is formally put on notice for his/her behavior, while not severe enough to warrant expulsion, was severe enough to warrant a serious course of action. While on Disciplinary Probation, a student may be subject to expulsion should additional infractions occur. Disciplinary Probation is a status that may include periodic reporting sessions with an appropriate administrator, loss of privilege to represent the University or attend University activities.
- 15.7 Residence Hall Reassignment – Mandatory reassignment from one residence hall to another for inappropriate behavior. Loss of visiting privileges in the former building may accompany this sanction.
- 15.8 Residence Hall Suspension – The University reserves the right to suspend a student's Housing Contract for any specified period. This period may range from one day to one semester or more.
- 15.9 Residence Hall Dismissal/Ban – Dismissal and/or ban from the University residence halls. Students must apply for re-entry to the Dean of Students or designee.
- 15.10 Institutional Suspension – Disciplinary suspension of a student's registration for a specific period. Residential students' Housing Contracts are also suspended during this time. Students removed from the University for conduct that presented a threat to themselves, other persons, or property may not re-enter without prior approval from the Dean of Students.
- 15.11 Institutional Dismissal – Attendance at the University is terminated, constituting the maximum disciplinary penalty. Students are banned from all

campus facilities, grounds and events. Only the President or his/her designee may grant re-admission.

15.12 This Sexual/Gender Based Misconduct Policy contains the most current university language in compliance with the laws of the State of Connecticut, the U.S. Department of Education's Office of Civil Rights Title IX Amendments, and the Violence Against Women Act.

### **III. Prevention and Awareness Programs**

-Sexual Misconduct Board training, led by Djuna Perkins, who provided a comprehensive Title IX overview. Her three hour presentation was comprised of lectures, discussions, exercises, policy exploration and mock scenarios. The Sexual Misconduct Board also received webinar training, including: Peter Lake on Title IX Under Our New Administration; and Due Process: Ensuring Fair & Just Procedures in Student Conduct Proceedings.

-Residence Assistants Training on Sexual/Gender-Based Misconduct, including discussion of their roles as Responsible Employees/Mandatory Reporters; comprehensive overview of Title IX; misconceptions about sexual assault; clarification of consent; first responder tactics; and support services for survivors.

-Orientation Training for new students by Reality Check: A Title IX Prevention Program game show. Students engaged in a competition to correctly answer questions on sexual assault, dating violence and domestic violence, and then received instruction and clarification on these issues.

-Guest Speaker Robert Hackenson, Jr. presented, "Sober Thoughts," a program on Alcohol Awareness, which emphasized the impact that underage or excessive drinking has on victims, family and friends, and how one's choices affect lives.

-Title IX Coordinator Training: Campus-Wide Approach to Sexual Assault Prevention webinar; Sexual Violence Dynamics and Intervention Strategies workshop; Culture of Respect: Helping Colleges End Sexual Violence on Campus webinar; Building Your Exemplary Sexual Assault Prevention Plan webinar; Intersections of Anti-LGBTQ Bias and Sexual Violence workshop; Are We In Oz?: The State of Sexual Assault on College Campuses webinar; UVM Conference on Legal Issues in Higher Education; and Preventing the Perpetration of Campus Sexual Violence workshop.

-Employee Training program: Preventing Harassment and Discrimination in the Workplace.

-Safe Haven of Greater Waterbury representative stationed weekly in Leever Student Center to answer questions regarding domestic violence, distribute informational materials and provide service referrals.

-Safe Haven of Greater Waterbury workshop on Healthy vs Unhealthy Relationships, Myths vs Facts, and Slut Shaming.

-Donation Drive held to collect items for Safe Haven of Greater Waterbury, to assist with the needs of domestic violence survivors.

- Domestic Violence & Violence Against Women Social Justice Dialogue Series, including a presentation by the Susan B. Anthony Project, which promotes safety, healing, and growth for all survivors of domestic and sexual abuse and advocates for the autonomy of women and the end of interpersonal violence.
- City of Waterbury Department of Public Health presentation on safe sex and the prevention of STD's and HIV, including the distribution of condoms to students.
- Dirty Bingo- fun filled night of prizes and safe sex facts.
- Sex in the Dark, an event where students anonymously submitted questions about sex practices and received answers by Residence Life Staff, in addition to condoms, candy and prizes.
- Presentation by Jane Doe No More, an organization dedicated to raising society's awareness of sexual assault and its effects on the victims, their families and society. In collaborating with colleges, universities and law enforcement, they seek to heighten awareness about sexual assault on campuses nationwide and change the perceptions of and behavior toward victims.
- Presentation by the CT Alliance to End Sexual Violence to promote healthy environments and behaviors that can reduce the likelihood and frequency of sexual assault and domestic violence.
- One Love Foundation Escalation Workshop, a film based discussion that opened student's eyes to the warning signs of relationship abuse.
- Telling Their Stories: Domestic Violence Discussion Panel. A panel of survivors, family members and advocates discussed their experiences with domestic violence and abuse.
- Talk About It!: student-led event to discuss sexual misconduct and its prevention.
- World AIDS Day Bingo to raise money for AIDS related charities and raise awareness of safe sex practices.
- Wonderful World of Wellness Days, including free and confidential STD and HIV Testing on campus.
- Counseling 101 with Resident Assistants: Overview of Counseling Center and training on mental health, sexual misconduct and substance abuse issues.
- “Women's Rights & Systems of Sexism, Racism, Classism and Homophobia”: a social justice dialogue discussion on women's rights and issues.
- Women's Leadership Panel held to bring awareness to sexism and structural oppression.

-Sexual/Gender-Based Misconduct Policy Brochures distributed in Orientation packets; placed in all academic, administrative and residential buildings; and found in Post University Student Handbook and on Post University website.

-Blue light emergency call boxes placed throughout campus grounds, with immediate link to Campus Safety and Security and automatic location identification.

## **IV. Sexual Assault, Stalking and Intimate Partner Violence Incidents on Campus**

The number of sexual assaults, stalking incidents and intimate partner violence reported to Post University in 2017:

- 4 reports of sexual assault.
- 1 report of stalking.
- 0 reports of intimate partner violence.

## **V. Disciplinary Cases and Outcomes**

The number of disciplinary cases related to sexual assault, stalking and intimate partner violence in 2017:

- 2 disciplinary cases related to sexual assault.
- 0 disciplinary cases related to stalking.
- 0 disciplinary cases related to intimate partner violence.

The final outcome of these disciplinary cases was institutional dismissal.