

Date: September 30, 2018

To: Connecticut General Assembly

From: Leonora P. Campbell, Title IX Coordinator

Re: Annual Report – Calendar Year 2017
Disclosures Pursuant to Public Act 14-11

Enclosed:

1. **A Step-by-Step Guide for Faculty & Staff for Assisting Students**
2. **SHU Sexual Misconduct Student Resources & Referral Options**
3. **Business Resource Card**” with a reporting form access through a Q-R code

Statistical Information: The following tables include statistical information related to incidents of sexual assault (forcible and non-consensual), Stalking, or Dating violence, regardless of where such incidents occurred.

Table 1 includes incidents that were reported to the University in the calendar year 2017. Table 2 includes disciplinary cases that were held and outcomes in the calendar year 2017. These numbers reflect on campus, off-campus and public property as defined by the Clery Act reporting and the figures reported go beyond the mandated Clery numbers.

TABLE 1: Incidents of Sexual Assault, Stalking, and Dating Violence

Calendar Year 2017	Sexual Assault	Stalking	Dating Violence
Number of Incidents reported to the University	18	1	5
Number of confidential or anonymous reports or disclosures to the University	16	1	5
Number of Disciplinary cases at the University	2	0	0

Table 2: Disciplinary Cases and Final Outcomes

Cases Regarding	Respondent Found Responsible	Respondent Found Not Responsible	Expulsion from Campus Housing	Suspension from the University	Expulsion from the University	Other Sanctions
Sexual Assault	1	1	0	0	1	
Stalking	0	0	0	0	0	0
Intimate Partner Violence	0	0	0	0	0	0

Sexual Assault Awareness Programs & Policies

It is important that all members of the University community take precautions and act responsibly towards the goal of reducing vulnerability for crime. Should you become the victim of a crime, immediately call the Department of Public Safety at (203) 371-7911 (*Emergency line*).

The great majority of sexual assaults reported to the Department of Public Safety are committed by acquaintances. Victims of sexual assault are urged to report the incident to the Title IX Coordinator and the Department of Public Safety as soon as possible, regardless of where the crime took place, and whether or not the offender is known to the victim. The Title IX Coordinator will work closely with the victim to ensure that the appropriate emergency, medical care, counseling, support services any housing or academic accommodations are made available and will assist the victim in notifying the Department of Public Safety and/or the appropriate local law enforcement agency, if applicable.

Victims of sexual assault are not required to file formal charges, even if they report the incident to the Department of Public Safety. The Title IX Coordinator will present the victim with a full range of options and services available, enabling the victim to choose the most appropriate course of action. Some of the options available to the student victim if sexually assaulted on or off campus are immediate medical attention, counseling, police referral for investigation, immediate relocation to a different residence facility if the offender lives in the same residential facility, and changes in the victim's academic class schedule if the victim wishes and if such a change is reasonably available.

Students accused of sexual assault are subject to disciplinary action in accordance with the provisions set forth in the Sexual Misconduct Policy found under the policy section of the Student Handbook, whether or not formal criminal charges are filed by the victim. Both the victim and the accused student are entitled to the same opportunity to have witnesses present during Sexual Misconduct Hearing Panel proceedings, and both are informed of the outcome. A student found to have committed a sexual misconduct violation is subject to disciplinary action, up to and including suspension or expulsion from the University.

Victims are also advised of the importance of preserving any and all physical evidence that may be present for potential use for criminal proceedings (if desired), and not to use the bathroom or shower until after a hospital examination. After reporting the incident to the Title IX Coordinator, victims of sexual assault are strongly encouraged to report the crime to the local police. The Title IX Coordinator and the University Counseling Center will provide assistance to victims who wish to report sex offenses.

I. Sacred Heart University - Title IX Policy on Sexual Misconduct

Introduction

Sacred Heart University is firmly committed to maintaining a learning, living, and working environment for members of the University community, guests and visitors, free from all forms of gender-based discrimination and sexual misconduct (hereinafter referred to as "misconduct"), including acts of sexual violence, sexual harassment, domestic violence, intimate partner violence, and stalking. The policy describes the University's response towards sexual violence. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The Policy provides guidance for those who have been involved in an incident of sexually misconduct, outlines the

University's disciplinary response to alleged incidents of, and identifies the appropriate administrators within the University responsible for managing the policy and programs associated with it. This policy applies to all community members of the Sacred Heart University, which include students, employees, visitors, and other third parties.

The Title IX Policy also applies to all University programs and activities, and all complaints will be processed to determine whether the reported incident occurred within an educational program, an on-campus or off-campus activity, or results in continuing effects on campus. Thus, all complaints are processed regardless of the reported incident location, and it is understood that this policy applies to both on-campus and off-campus conduct. Sacred Heart University's policy is intended to comply with relevant state and federal statutes and applies to faculty, staff and students.

Notice of Title IX Coordinator

The University's Title IX Coordinator is responsible for working with University constituents to ensure that the Sacred Heart University is compliant with all requirements under Title IX of the Federal Education Amendments of 1972, and other laws prohibiting discrimination and all aspects of the sex/gender-based harassment, gender based-discrimination and sexual misconduct policy to assure equitable education and work environments. The Coordinator reports to the Vice-President of Human Resources and indirectly to the President of the University. Questions about this policy should be directed to the Title IX Coordinator. Anyone wishing to make a report may do so by contacting the University Title IX Coordinator:

Leonora P. Campbell
Title IX Coordinator
Office of Human Resources
Melady Hall 229
203-396-8386
campbelll@sacredheart.edu

Anonymous reports can be made by complainants and/or third parties alleging any form of sexual misconduct or gender-based discrimination. The information provided anonymously will be used in compliance of The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the CT-Public Act -11-14 for data collection. Under federal law the University is required to investigate all incidents of sexual harassment and discrimination, including sexual assaults, about which the University knows or has reason to know to protect the health and safety of the university community. The University may undertake an investigation even in those cases in which the complainant chooses not to cooperate.

1. Reporting Form : https://publicdocs.maxient.com/reportingform.php?SacredHeartUniv&layout_id=1
2. Public Safety - Silent Witness (Anonymous Tips): <https://silentwitness.sacredheart.edu/>

Individuals experiencing harassment or discrimination always have the right to file a formal grievance with government authorities: The U.S. Department of Education, Office of Civil Rights is the federal

agency charged with enforcing institutional compliance with Title IX regulations. Anyone may contact them directly for more information regarding Title IX or to issue a complaint.

Office of Civil Rights
400 Maryland Avenue, SW
Washington DC 20202-1100

Facsimile: (202) 453-6012
Customer Service Hotline: 800-421-3481
Toll-Free Hotline: 877-521-2172
Email: OCR@ed.gov
Website: <http://www.ed.gov/ocr>

In the event that an incident involves alleged misconduct by the Title IX Coordinator, reports should be made directly to the Vice President of Human Resources:

Name: Robert Hardy
Title: Vice President of Human Resources
Department(s): Human Resources
Office: Melady Hall Room 227
Phone: (203)396-8390
Email: hardyr@sacredheart.edu

Reporting and Responsible Employees

Who are Sacred Heart University's **Responsible Employees**: Title IX of the Education Amendments of 1972 defines "responsible employees" as those employees who:

- Have the authority to take action to redress harassment;
- Have the duty to report to appropriate school official's sexual harassment or any other misconduct by students or employees; or who
- A student could reasonably believe has this authority or responsibility

At Sacred Heart University, all employees (faculty, staff and administrators), including student resident success assistants, graduate assistants, are responsible employees. As such, they are required by Title IX and university policy to report any information they have concerning possible sexual harassment or sexual misconduct (which are defined in this policy). This means that information about sexual harassment or misconduct shared with any of the above mentioned members of the community is not confidential. Those who wish to discuss a matter in complete confidence can speak with the University Chaplain and members of the clergy, and those licensed professionals in our Counseling, Wellness and Health services.

Responsible employees are often the first to witness or hear from a student or employee about behavior that may constitute sexual harassment or misconduct. According to Title IX, when a responsible employee has such information, the university is deemed to possess that knowledge and is obligated to take actions intended to stop the behavior, prevent its recurrence, and remedy its effects. By reporting the information to the appropriate university official, the Title IX Coordinator, the responsible employee enables the university to fulfill its legal obligation to assess the information and

determine what action is called for. In this way, responsible employees contribute to a learning environment where sexual harassment and sexual misconduct are discouraged and promptly addressed

Culture of Respect (CofR) Team

To contact the CofR Team regarding getting involved and educational opportunities, please call 203-396-8386

In an ongoing effort to provide a safe and supportive learning environment, the University has created a Culture of Respect Team. This team consists of a network of stakeholders throughout the University and surrounding communities which conduct ongoing prevention and educational campaigns on issues related to sexual misconduct, as well as ensure an appropriate and coordinated response to complainants of sexual assault, intimate partner violence, or stalking. The group meets bi-weekly throughout the semester to plan and organized educational programs and events. The team is divided into six different sub-teams that involve the following areas: Marketing & Communications, Policy Development and Review, Research and Assessment, Prevention, Education & Training, Survivor Advocacy, and Academic & Community Leadership and Engagement. These members of the SHU community include representatives from the following campus and local resources: Athletics, Center for Family Justice, Counseling and Health services, Dean of Students Office, Public Safety, Office of Residential Life, Student Conduct and Community Standards office, Faculty, S.W.E.E.T. Peer Educators, Student Representatives from Athletics, Student Government, Residential Life, Greek Life, and the community at large.

CRT (Campus Resource Team)

To learn more about the Campus Resource Team, please call 203-396-8386.

In an ongoing effort to enhance the University's response to sexual violence and harassment, the University President has appointed a Campus Resource Team ("CRT") which will reside within the Culture of Respect Team. The Campus Resource Team is comprised of critical campus officials as well as local resources involved in responding to sexual misconduct incidents. The CRT is charged with reviewing campus policies and recommending protocols for providing support and services to community members who report incidents of sexual misconduct. The group meets at least once per semester to review, assess, and update the University's Sexual Misconduct protocols and policies. . Members include representatives from the following campus and local resources: Dean of Students Office, Public Safety, Office of Residential Life, Counseling and Wellness Services, Faculty, the Center for Family Justice, and student representatives.

Policy Statement

Sacred Heart University is committed to an environment that promotes a spirit of responsibility, dignity, and respect. All students and employees are entitled to pursue their work and education free of misconduct or sexual violence in any form. When sexual misconduct or sexual violence occurs at Sacred Heart University, the standards of the University, as well as the criminal laws of the state of Connecticut, are violated. Sexual misconduct is a broad term encompassing many behaviors of a sexual nature that violate Sacred Heart University's Code of Conduct or University policies. Sexual misconduct includes sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, intimate partner violence, domestic violence, stalking, and intimidation.

Sexual misconduct committed by students, whether on or off campus, is prohibited and will not be tolerated. This applies to academic, educational, co-curricular, athletic, study abroad, residential and off-campus conduct, and other University programs. Sacred Heart University encourages individuals who have been involved in an incident of sexual misconduct, to make a complaint to the University and potentially pursue criminal charges against the person or persons they believe to have committed misconduct.

Students, faculty members, and staff members should understand that consensual sexual relationships, particularly those between individuals of unequal status, may be or become a violation of this policy. Anyone who engages in a sexual relationship with a person over whom the individual has any degree of formal power or authority must understand that the validity of the consent involved can and may be questioned. The University does not condone sexual relationships between staff or faculty members and students, and between supervisors and their employees. Members of the university community are encouraged to contribute to the prevention of, intervention in, and effective response to any sexual misconduct. All members of the community may play a role in building a safe and just educational environment.

Policy Jurisdiction

Sacred Heart will adjudicate instances of misconduct that occur on and off campus, and/or in any situation that is detrimental to the educational mission or interest of the University and its constituents. This policy and the process apply to the conduct of individual students, both undergraduate and graduate, including all University-affiliated student organizations. For the purposes of this policy, Sacred Heart considers an individual to be a student when an offer of admission has been extended and thereafter as long as the student has a continuing educational interest in the University. Any violation of this policy that occurs between the time of acceptance and enrollment at the University may be subject to review by the Title IX Coordinator or his/her designee. Students are advised to seek the advice of the Title IX Coordinator if they are unsure whether the University has jurisdiction over an incident of misconduct. Students are advised that a delay in reporting could have a negative impact on the University's ability to respond.

Definitions

For purposes of this policy, the following terms have the definitions provided below. Please note that some of these terms may also be used in other contexts.

Consent is an understandable exchange of positive and affirmative words or actions which indicate a willingness to participate and engage in mutually agreed upon specific sexual activity throughout a sexual encounter.

- a. Consent must be informed, freely and actively given.
- b. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement.
- c. Silence, lack of protest, or an absence of resistance, does not imply consent.
- d. Past consent to sexual activity does not imply present continued, ongoing or future consent.
- e. Consent to one sexual activity does not imply consent to all. Consent must be obtained at each stage of sexual involvement.

f. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

g. Consent to sexual activity may be withdrawn at any time by communicating the lack of consent to the other person. Once withdrawal of consent is communicated, all sexual activity must cease. In other words, a simple “no” or its verbal or nonverbal equivalent means withdrawal of consent.

h. Consent cannot be obtained by physical force, threats, intimidation, or coercion. Agreement under such circumstances does not constitute consent.

i. In order to give effective consent, one must be of legal age. In the State of Connecticut, an individual must be at least sixteen years of age to provide effective consent. Furthermore, CT law restricts the sexual involvement of an individual under the age of 18 with an individual that 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 individual’s professional, legal, occupational or volunteer status and such other person’s participation in a program or activity. (For further information on sexual consent under Connecticut Law, see Connecticut General Statutes Section 53a-71.)

j. Sexual activity with someone who one should know to be -- or based on the circumstances reasonably should know to be -- mentally or physically incapacitated (by alcohol or other drug use, unconsciousness or blackout), constitutes a violation of this policy.

- Incapacitation is a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction).

- Intoxication is defined as the point where the quantity of alcohol a person consumes exceeds the individual’s tolerance for alcohol and impairs behavioral or physical abilities.

- This policy also covers a person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the administration of rape drugs. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, etc. is prohibited, and administering one of these drugs to another student is a violation of this policy. More information on these drugs can be found at <http://www.911rape.org>.

k. When a person is subjected to either mental or physical coercion— be it subtle or overt—there is no effective consent. To coerce means to compel or force one to act based on pressure, harassment, threats, or intimidation.

Guidance regarding Sexual Consent: Consent can only be accurately gauged through direct communication about the decision to engage in sexual activity. Presumptions based upon factors (such as but not limited to: clothing, alcohol consumption, or inappropriate bodily gestures) are unwarranted, and should not be considered as evidence for consent.

Although consent does not need to be verbal, verbal communication ***is the most reliable form*** of asking for and gauging consent, and you are thus urged to seek consent in verbal form. Talking with sexual partners about desires and limits may seem awkward, but serves as the basis for positive sexual experiences shaped by mutual respect and willingness.

Complainant - an individual who reportedly experienced misconduct; in certain cases the University may serve as the complainant regardless of whether the initial complainant participates in the University’s review of that report and subsequent procedures.

Force - is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent (ATIXA Model Policy).

Hostile Environment - A hostile environment is created when sexual harassment is sufficiently severe, or persistent or pervasive, and objectively offensive that it unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the university's educational [and/or employment], social and/or residential program.

Incapacitation - is defined as lacking the physical and/or mental ability to make informed and rational decisions or judgments. This term includes, but is not limited, to the following: persons, who are intoxicated, passed out, or asleep. Use of alcohol or drugs shall not diminish one's responsibility to obtain consent and does not excuse conduct that constitutes sexual misconduct under this policy. An example would be someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why or how" of their sexual interaction). Sexual activity with someone you know to be or should know to be incapacitated constitutes a violation of this policy.

Intimidation - is defined as a course of conduct directed at a person that would cause a reasonable person to fear for injury or harm through the use of threats (direct or implied).

Intimate Partner/Dating Relationship Violence - the use of physical or sexual violence, coercion, threats, intimidation, isolation, stalking, harm or other forms of emotional, sexual or economic abuse used to control a current or former partner or spouse in an intimate and/or dating relationship constitute intimate partner violence. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone. Intimate partner violence can be a single act or a pattern of behavior in relationships. Intimate partner relationships are defined as short or long-term relationships (current or former) between persons intended to provide some emotional/romantic and/or physical intimacy. Intimate partner violence is a term commonly exchanged with the terms dating violence, domestic violence, and/or relationship abuse; as such, this policy applies to each of these terms.

Investigator(s) - an appropriately trained individual(s) who reviews and investigates reports of misconduct under this policy.

Retaliation - Both Title IX and Sacred Heart University prohibit retaliation against any person for using this reporting system, or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take strong responsive action if it occurs. Retaliation is defined as any action by any person what is perceived as: intimidating, hostile, harassing, retribution, or violent that occurred in connection to the making and investigation of the report. Complainants or Respondents should report any subsequent problems of harassment or retaliation. The Title IX Coordinator or a designee will follow up with complainants periodically to determine whether any retaliation or new incidents of harassment have occurred, and handle such reports accordingly.

Reporter - an individual who reports to the University a concern regarding a possible misconduct. The Reporter need not be a Complainant. Without a statement from the actual Complainant, an investigation may be limited in its scope.

Respondent - an individual who is reported to have allegedly engaged in some form of misconduct and/or has been charged with a violation of this policy.

Sexual Assault – is any type of sexual contact or behavior that occurs without explicit consent. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse, unwanted or unwelcome touching of a sexual nature, including hugging, kissing, fondling, oral sex, anal or vaginal intercourse, or other physical sexual activity that occurs without valid consent.

- **Non-Consensual Sexual Contact** is any intentional sexual touching, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.
- **Non-Consensual Sexual Intercourse** is any sexual intercourse, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Non-consensual sexual intercourse includes vaginal or anal penetration, by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact. (For further information on sexual assault crimes under Connecticut Law, see Connecticut General Statutes, Sections 53a-65 through 53a-73a.)

Sexual Harassment - encompasses a wide range of conduct from sexual exploitation to sexual harassment and is a violation of the University's code of conduct. Sexual harassment can be physical or verbal in nature, and may include psychological harassment.

- **Sexual Exploitation** is taking non-consensual, unjust, or abusive advantage of another in a sexual or intimate context. Sexual exploitation includes, but is not limited to, prostituting another person; engaging in permitting, reproducing, or facilitating nonconsensual viewing, videotaping, photographing, or audio taping of sexual or intimate activity (such as dressing, showering, toileting, or similar activity); knowingly infecting another person with a sexually transmitted infection.
- **Sexual Harassment** is unwelcome sexual advances, requests for sexual favors, and other sex-based and/or gender-based verbal, nonverbal, written and/or physical conduct of a sexual nature when:
 - a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education, living environment, employment, or participation in a University-related activity or University Program;
 - b. submission to or rejection of such conduct by an individual is used as the basis for or a factor in decisions affecting that individual's education, living environment, employment, or participation in a University-related activity; or
 - c. such conduct has the purpose or effect of unreasonably interfering with an individual's educational performance or creating an intimidating, hostile, offensive, or abusive environment for that individual's education, living environment, employment, or participation in a University-related activity.

- **Quid Pro Quo Harassment** – harassment by a person having power or authority over another constitutes sexual harassment when submission to such sexual conduct is made either explicitly or implicitly a term or condition of rating or evaluating an individual’s educational [or employment] progress, development, or performance. This includes when submission to such conduct would be a condition for access to receiving the benefits of any educational [or employment] program.

Some examples of sexual harassment include, but are not limited to:

- Promising, directly or indirectly, a person a reward, if they comply with a sexually oriented request.
- Threatening, directly or indirectly, retaliation against a person if they refuse to comply with a sexually oriented request.
- Denying, directly or indirectly, a person an employment or education related opportunity, if the person refuses to comply with a sexually oriented request.
- Engaging in sexually suggestive conversation or physical contact or touching another person.
- Displaying pornographic or sexually oriented materials in areas that may be deemed public, such as shared office space, common residential living space, classrooms, outward facing windows, etc.
- Engaging in indecent exposure.
- Making sexual or romantic advances toward a person and persisting despite the person’s rejection of the advances.
- Suggestive or lewd remarks.
- Staring or leering at parts of a person’s body.
- Physical conduct such as assault, touching, or blocking normal movement.
- Retaliation for making harassment reports or threatening to report harassment.
- Sexual harassment can occur to any person regardless of someone’s gender identity, gender expression, or biological sex. Although sexual harassment sometimes involves a person in a greater position of authority as the harasser, individuals in positions of lesser or equal authority also can be found responsible for engaging in prohibited harassment.
- An aggregation of a series of incidents can constitute sexual harassment even if one of the incidents, considered separately would not rise to the level of harassment.
- Sexual harassment may occur in a single episode as well as in repetitive behavior.
- Acts of sexual harassment can be perpetrated by one person or by a group of individuals.

Sexual Misconduct - unwanted or unwelcome conduct of a sexual nature that is committed without valid consent, including sexual misconduct and sexual harassment. Sexual misconduct may occur between people regardless of their sex and/or gender identity. Sexual misconduct can include both intentional conduct and conduct that result in negative effects, even if those negative effects were unintended. Sexual misconduct can also include retaliation in connection with a complainant’s or reporter’s allegations under this policy.

Support Person - an individual chosen by a Complainant, Respondent or Reporter, to provide support during the review of a report and/or during the hearing process of possible sexual misconduct. The

person(s) chosen may not already be directly involved in the investigative process (for example, a witness, or Reporter) and may not speak on behalf of the person they are supporting, but instead may be present only to assist or advise the individual they are supporting, in a non-advocacy role.

Stalking - willful and repeated course of conduct that is unwelcomed and directed at a specific person that would cause a reasonable person to fear for her or his physical safety, for the safety of a third person, or to feel extreme emotional distress, bodily injury or death due to repetitive contact or the perception of such conduct. Stalking behaviors include, but are not limited to: non-consensual communication by any means, collecting information by any means, use of surveillance in person or via electronic means (telephone, mail, email, text, social networking or any other like method), collecting information about a person's routine, friends, family, or coworkers, uninvited visits to a residence, workplace, classroom, worship location, or other locations where an individual is commonly found.

- "Course of conduct" means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person's property.
- "Emotional distress" means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.
- "Reasonable person" is defined as an individual's perspective of the reporting party's circumstances within a given context.

Reporting Procedures for Complaints of Sexual Misconduct

Persons wishing to report incidents of sexual misconduct (sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, gender-based discrimination, dating violence, intimate partner violence, domestic violence, stalking, and intimidation) may choose any/all of the options below:

1. Speak with a confidential resource on or off-campus for support, advocacy, and counseling services.
2. Disclose to a "responsible employee" or the Title IX Coordinator directly for support services, informal remedies, and other accommodations.
3. Initiate a formal institutional complaint through the process described in this policy.
4. Notify local law enforcement, and receive assistance from campus authorities in making such notification, if desired. This may include obtaining a protective order, applying for a temporary restraining order, or seeking enforcement of an existing protective or restraining order.

Sacred Heart University's complaint procedure provides for a prompt, adequate, reliable, and impartial investigation of all claims of sexual misconduct. The University encourages all those who have experienced any form of sexual misconduct to report the incident promptly, to seek out all available campus and community resources, and pursue University conduct action, and/or legal proceedings against the offender. Electing not to report an incident to law enforcement will not impact the University's investigation or grievance process under Title IX. The University reserves the right to initiate an investigation on its own if it perceives an imminent and/or on-going threat to the University community. Likewise, if a criminal complaint is filed, the law enforcement investigation or report is not determinative of whether the incident of sexual misconduct violates the University policy and/or the rights of students and employees provided under the Title IX Education Amendment of 1972.

How to file a report or complaint

The University encourages the reporting of any sexual misconduct to the following reporting offices:

Title IX Coordinator, Leonora Campbell

Melady Hall 229

(203)-396-8386

Public Safety Department

WSHU/DPS Building – Lower Level

(203) 371-7995

Dean of Students Office

Second Floor Hawley Lounge Main Academic Building

(203) 371-7916

Counseling Services

Second Floor 4980 Park Avenue

(203) 371-7955

Health Services

First Floor 4980 Park Avenue

(203) 371-7955

Bridgeport Police Department

300 Congress Street, Bridgeport, CT 06604

(203) 576-7671

Fairfield Police Department

100 Reef Road, Fairfield, CT 06824

(203) 254-4800

Trumbull Police Department

158 Edison Road, Trumbull, CT 06611

(203) 261-3665

Stamford Police Department

805 Bedford Street, Stamford, CT 06901

(203) 977-4444

Griswold Campus

CT State Police

(860) 848-6500 or (860) 376-2583

The University's primary concern is student, staff, and employee safety. Other lesser violations of the Sacred Heart University Student Code of Conduct, such as alcohol or drug violations that are disclosed during the investigation, will likely be referred for educational follow up rather than any disciplinary action.

False Reports

An allegation or a report that is intentionally false and/or malicious maybe a violation of the Sacred Heart University Student Conduct Code and will be investigated and adjudicated accordingly. The University will not tolerate intentional false reporting of incidents. To make an intentionally false report of any policy violation may also violate state criminal statutes and civil defamation laws.

Privacy & Confidentiality

Sacred Heart University will preserve student confidentiality to the extent possible and allowed by law. The degree, to which confidentiality can be protected, however, depends upon whether or not the individual is legally protected to withhold this information. The person being consulted should make these limits clear before any disclosure of facts. An individual can speak confidentially with certain persons in legally protected roles at Sacred Heart University, including University Chaplain and minister, counseling, wellness and health services staff.

All reports and allegations of sexual misconduct will be investigated and may be resolved through the procedures outlined in this policy, and will be conducted with regard for the privacy of all those involved. Information acquired during Title IX and Sexual Misconduct procedures will be shared only with University investigators, identified witnesses, and other relevant parties. Only those individuals who need to be informed of the report will have access to the information acquired in any related investigation or subsequent proceedings. The reporting party and responding party are not restricted from discussing or sharing information related to the complaint with others if it may support them or assist them in presenting their case. However, the University encourages all parties involved to consider the privacy of other participating parties prior to divulging complaint related information.

Sacred Heart University maintains privacy and confidentiality in relation to any accommodations or protective measures afforded to a complainant or respondent provided to the extent it does not impair the institution's ability to provide the accommodations or protective measures. While the Title IX Coordinator, or designee, will review all requests for confidentiality or a request to not investigate, the Title IX Coordinator, or designee, will take appropriate steps to respond to the matter consistent with Title IX regulations and concerns for the greater University community.

Federal Timely Warning Reporting Obligations

Public disclosure of pertinent information, through a timely warning notification, may also be made if university administrators, the Title IX Coordinator, or designee, determines that the disclosure is necessary to protect the safety of the larger campus community. As required by state and federal law, the University collects and reports annually statistical information concerning sexual misconduct incidents occurring in its jurisdiction. Any public release of information to comply with the open crime logs or timely warning provisions of the Clery Act will not release the names of complainants or information that could easily lead to a complainant's identification

Sacred Heart University Process for an investigation

Sacred Heart University encourages students who have been involved in a sexual misconduct incident to file an official report. Students are also advised to seek medical attention as soon as possible and within

72 hours of a sexual misconduct. The University is obligated by Title IX of the Education Amendments of 1972 to investigate allegations of sexual misconduct. A selected investigation team will convene upon receipt of information that alleges a violation has taken place, and will begin a preliminary investigation with the reporting party's consent. Anyone reporting incidents of sexual misconduct has the opportunity to seek informal remedies, pursue a formal investigation and/or pursue a formal hearing. Specifics of each option are outlined as follows:

Preliminary Response

Upon receipt of knowledge or a report, the reporting party will have an opportunity to meet with the Title IX Coordinator to discuss the matter and learn about what the Title IX office can offer in support, guidance and understanding the process. In every report of sexual misconduct, the University's Title IX Coordinator, or designee, will proceed to the extent and make a reasonable and immediate assessment of the risk of harm to individuals and the larger campus community, and will take the necessary steps to address identified risks. The Title IX Coordinator in coordination with the Dean of Students will initiate an immediate response to separate the Complainant and Respondent from engaging each other and may include interim and informal interventions and accommodations and are not limited to, no-contact order(s), housing/academic relocation, residence hall suspension, and University suspension.

The preliminary response may also result in a formal investigation depending on various factors, which may include the reporting party's decision to pursue a formal institutional complaint, the assessed risk of not proceeding further, and the nature of the allegation.

If a reporting party requests to remain confidential, to postpone, or to decline an investigation, the University will consider this request in light of the assessed risk to the individual and the larger campus community. However, confidentiality cannot be guaranteed if the University determines that a formal investigation is needed in order for it to effectively respond to the reported misconduct and prevent further sexual misconduct from harming other community members. If the reporting party does not consent to an investigation, the University will take all reasonable steps to investigate and respond to the complaint consistent with their request, unless the University determines that a formal investigation is in fact necessary. The University reserves the right to investigate allegations of sexual misconduct absent of a formal grievance, or after its subsequent withdrawal.

The University seeks to respect the request(s) of the reporting party and in circumstances that it cannot do so; the University will consult with the reporting party and keep them informed of the chosen course of action.

Interim and Informal Interventions and Accommodations

During the preliminary investigation, where students have been involved in an alleged incident, the reporting party and respondent will be informed of any reasonable interim and informal interventions and accommodations that are available including but not limited to:

- * Referral to Counseling and Health services
- * Change of an on-campus student's housing to a different on-campus location;
- * Assistance from University support staff in completing the relocation;
- * Arranging to dissolve a housing contract and pro-rating a refund;
- * Alternative course completion options.

- * Academic accommodations
- * Exam (paper, assignment) rescheduling;
- * Taking an incomplete in a class;
- * Transferring class sections;
- * Temporary withdrawal;
- * Providing campus transportation accommodations or changes
- * Providing campus escorts
- * Change working situations
- * Interim separation from the campus

These informal remedies are available to both parties regardless of their decision to pursue a formal University investigation. The Title IX Coordinator in conjunction with the Dean of Students, or a designee, may utilize informal remedies during any stage of an investigation. If appropriate, the Title IX Coordinator will inform all parties of their option to resolve the report through informal resolution.

This informal resolution will be a meeting facilitated by a trained mediator and may consist of a discussion with all parties regarding the incident. If a satisfactory resolution is reached through this informal process and all parties agree to the resolution, the matter will be considered completed. If this process is unsuccessful, a formal investigation may be pursued and requested.

The reporting party may choose to end the informal resolution process at any time and request a formal investigation. If a reporting party initially requests to remain confidential, to postpone, or to decline an investigation, they may later choose to request a formal investigation.

No Contact Letter

The Dean of Students will issue no contact letters upon receipt of a report of sexual misconduct in which the respondent and complainant are Sacred Heart University students. Students may also request a no contact letter towards students who have engaged in or threatens to engage in stalking, threatening, harassing or other improper behavior that presents a danger to the welfare of the complaining student or others.

Decision to Proceed with Formal Investigation

After the preliminary response, and consistent with a reporting party's request, the Title IX Coordinator or designee will coordinate a formal investigation into the incident. The Title IX Coordinator will determine the most effective method of reviewing the concerns raised by the reported sexual misconduct. In all investigations and cases, the University will respond in a prompt, thorough, procedurally fair and impartial manner. It will also conduct and entail interviews with all relevant parties and witnesses, obtaining available evidence and identifying sources of expert information, if necessary. While the Title IX Coordinator cannot force a complainant to make a report, a written report is required to move forward with a formal investigation. The Respondent will also be given an opportunity to submit a statement to the Investigator(s)

The Title IX Coordinator or designee will insure that both parties are aware of the allegation(s) and to explain the subsequent steps involved in a sexual misconduct investigation.

The Title IX Coordinator will refer all parties to the Investigator(s) who will assist all parties in submitting an incident report and/or statements.

Both parties will be informed of the respective time and place of the interviews with an Investigator(s) and that contact between the parties will be limited to necessity.

During the investigation, the complainant and respondent have the right to be accompanied by an advisor/support person. Advisor/support persons are permitted to speak only to their advisees. Advisor/support persons are not permitted to represent any person involved in the investigation and adjudication process.

The Investigator(s) will investigate the incident by separately questioning the complainant, respondent, and any identified witnesses. The purpose of the questioning is to ascertain to reasonable suspicion if there may have been a violation of Sacred Heart University's Sexual Misconduct Policy and what immediate responses need to occur.

Standard of Proof

The Investigator's findings will be made using the "preponderance of the evidence" standard. This standard requires that the information supporting a finding of responsibility be more convincing than the information in opposition to it. Under this standard, individuals are presumed not to have engaged in sexual misconduct unless a preponderance of the evidence supports a finding that sexual misconduct occurred.

Should this questioning not produce a reasonable suspicion, the investigation will not proceed.

However, complainants may still seek options such as filing a no contact letter and reporting the incident to the local police department.

At the conclusion of the interviews, a report of the findings and decision will be provided.

The possible findings of the Investigator(s) are as follows:

Not Responsible- Insufficient evidence was available to support a finding of responsibility for violations of policy.

Responsible - The evidence supports a finding of responsibility, based on a preponderance of the evidence standard.

The Investigator(s) will issue a final report with recommended sanction(s) and decisions to the Title IX Coordinator who will discuss and present to the Dean of Students for final decision and implementation of sanctions.

The reporting and responding parties will be kept up to date as to the status of the hearing process through its conclusion. Correspondence regarding the status of the process will be by the Title IX Coordinator made via email, phone, or in-person meetings.

To assist in formulating appropriate sanctions by the Investigator(s), both parties may make a statement of the impact of the incident.

During any stage of the investigation, if the Title IX Coordinator or the Dean of Students reasonably suspects that either party poses an imminent threat of harm or disruption to the campus community, he or she may immediately be removed from campus housing and/or be restricted from movement on campus. Violation of an interim suspension or removal from campus under this policy is grounds for dismissal or expulsion.

It's important at this stage that all members of the University Community respect the role of the Title IX Coordinator and Dean of Students or designee and not engage in behavior that compromises the process.

Disciplinary Sanctions

The following sanctions against a student who has been found responsible for violating the Sexual Misconduct Policy will vary depending on the severity of the violation.

The Investigator(s) will recommend sanctions to the Title IX Coordinator who will discuss and present to the Dean of Students for final decision and implementation of sanctions.

Information regarding the definition(s) of specific sanctions is located in the Student Code of Conduct and Community Standards. Each sanction has been formally defined in the Student Code of Conduct.

Sexual Assault/Misconduct Violations

- Any student found responsible for violating the policy on Non-Consensual Sexual or Forced Sexual contact (where no intercourse has occurred) will likely receive a sanction ranging from probation to expulsion, depending on the severity of the incident, and taking into account any previous disciplinary violations.*
- Any person found responsible for violating the Non-Consensual or Forced Sexual Intercourse will likely face a recommended sanction of suspension or expulsion *

Sexual Harassment Violations

- Any student found responsible for violating the Sexual Exploitation or Sexual Harassment policies will likely receive a recommended sanction ranging from warning to expulsion depending on the severity of the incident, and taking into account any previous disciplinary violations.*

Intimate Partner/Dating Relationship Violence Violations

- Any student found responsible for violating the policy on intimate partner violence will likely receive a recommended sanction ranging from warning to expulsion; depending on the severity of the incident, and taking into account any previous campus conduct code violations. *

Stalking Violations

- Any student found responsible for violating the policy on stalking will likely receive a recommended sanction ranging from warning to expulsion, depending on the severity of the incident, and taking into account any previous campus conduct code violations. *

*The Title IX Coordinator in collaboration with the Dean of Students reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior.

The Dean of Students or designee will correspond concurrently via email, phone, or in-person meetings to both the complainant and respondent of the outcome of a sexual misconduct Investigator(s) proceeding in writing within three (3) business days of the decision.

Sanctions will include steps to end the behavior exhibited, prevent its reoccurrence, and make whole the educational environment of all involved parties. Depending on the nature of the conduct and the sanction(s) imposed, the reporting party may or may not be informed of the sanction issued to the responding party in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g; 34 CFR Part 99.

Title IX and Sexual Misconduct complaints, including investigative files, documentation of proceedings, and related incident reports, will be held as a student educational record by the Title IX Coordinator's Office. Student educational records are defined as those records, files, documents, and other materials that contain information directly related to a student and are maintained by the Sacred heart University or by a person acting for the University pursuant to University policy. More information on the University policy regarding student educational records can be found in the Sacred Heart University Student Handbook.

Appeal Process

Both parties may request an appeal of the outcome of the Investigator(s) hearing or final decision of the Dean of Students within (3) three business days of receipt of the written determination. Appeals must be submitted in writing and delivered to the Title IX Coordinator's Office and thus forwarded to the Senior Vice President of Enrollment Planning and Student Affairs of the University whose decision shall be final within the prescribed time period. If no appeal is made within the prescribed time period, the original decision shall be final, conclusive, and effective immediately.

Each party will be notified if the other party initiates an appeal and will have the opportunity to submit information for consideration by the Appeal Hearing Officer. All sanctions imposed will remain in effect throughout the appeal process.

The following grounds will be considered:

- (1) the sanctions imposed are substantially outside the parameters or guidelines set by the University for this type of offense or the cumulative conduct record of the responding student;
- (2) to consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction (A summary of this new evidence and its potential impact must be included);

- (3) a procedural or substantive error occurred that significantly impacted the outcome of the hearing

The Appeals Hearing officer will make the determination if there are sufficient grounds for the appeal. The Appeal Hearing officer may decide to:

- 1) To uphold the findings/sanctions of the original conduct officer Investigator(s). Dean of Students. In this case, the initial decision is final;
- 2) Modify the finding(s) and/or sanction(s) decided by the conduct officer(s). Investigator(s) Dean of Students.

It is understood that the appeal officer can modify the findings, which means: reduce, uphold or increase the original sanction(s).

The appeal decision is final.

Retaliation

Both Title IX and Sacred Heart University prohibit retaliation against any person for using this reporting system, or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take strong responsive action if it occurs. Retaliation is defined as any intentional adverse action taken by any person or third party of what is perceived as: intimidating, hostile, harassing, retribution, or violent behavior against a participant or supporter in connection to the making and investigation of a report, proceedings or other protected activity.

- Complainants or Respondents should report any subsequent problems of harassment or retaliation to the Title IX Coordinator. The Title IX Coordinator or designee will follow up with complainants periodically to determine whether any retaliation or new incidents of harassment have occurred, and handle such reports accordingly.

Retaliation against an individual who brings a complaint, reports an alleged violation, participates in an investigation or pursues legal action is prohibited, will not be tolerated and will result in disciplinary action.

The University is committed to:

1. Providing education on gender-based discrimination and sexual misconduct.
2. Providing proper support and resources to aid any community member harmed by sexual misconduct. Community members may include employees, students, and third parties.
3. Encouraging community members to have accountability for their behavior.
4. Investigating all complaints or reports of sexual misconduct, harassment or discrimination.
5. Providing a timely, fair, and equitable process for investigation and adjudication that includes appropriate disciplinary actions.

Recording Investigative Materials and Reports

The permanent disciplinary record of a student who violates the Sexual Misconduct Policy will reflect this violation if and only if the allegations of the Complainant are found to be true.

However, in implementing these procedures, records of all allegations, investigations, and resolutions will be kept by the Title IX Coordinator indefinitely in the electronic Title IX Coordinator database or will be maintained for at least seven (7) years from the date of the final report.

Policy Revision

University students are responsible for knowing the information, policies and procedures outlined in this document. Policy will be reviewed on a yearly basis to coincide with the law and mandates.

The university reserves the right to make changes to this document as necessary and once those changes are posted online, they are in effect. Students are encouraged to check the Student Handbook for the updated versions of all policies and procedures. If government regulations change in a way that impacts this document, this document will be construed to comply with government regulations in their most recent form. Reports of misconduct made after the fact may raise issues of policy and procedure application, if policies and procedures have changed. Unless the parties accept current policies, all reports are governed by the policies that were in place at the time the alleged misconduct occurred. Procedures applicable are those that are in place at the time of resolution.

This document does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such codes generally.

Policy Enforcement

This policy was authorized and approved by the President of Sacred Heart University and is enforced under the authority of the Title IX Coordinator.

Legal Options

In addition to University disciplinary actions, a person who engages in a sexual misconduct may be the subject of criminal prosecution and/or civil litigation. A police report must be made for criminal prosecution to be considered by the state's prosecuting authority. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical-legal evidence.

Managing the Interests of the Alleged Respondent

It must be recognized that the alleged respondent in a University investigation has legal and other rights, and that complaints in which each of the parties are members of the campus community are the most ethically and legally complex. A presumption of guilt should not be made as the result of any allegations. Insofar as it is possible, the University shall act to protect the identity of the respondent until such time as allegations against the individual are confirmed through the procedures outlined in this policy. In the event that a student is accused of sexual misconduct against another individual and a formal complaint is lodged with the Title IX Coordinator, the respondent shall receive information on the following;

A copy of any relevant documentation about conduct proceedings depending on the nature of the allegation, the respondent should consider seeking qualified legal advice should criminal or civil action result; and the student's capacity to access confidential counseling from someone with no contact with the complainant. The respondent has a right to select an advisor/support person within the guidelines of this policy. Counseling and/or support can only be offered to a respondent who is a Sacred Heart University student.

Confidential Resources

On Campus

Campus Ministry

SC 125 - Academic Building, 203-371-7840

The office of Campus Ministry, rooted in the Catholic tradition, is open to all currently enrolled University students and is a welcoming place for students of all faiths to explore and nurture their spiritual life. We offer a variety of programs and opportunities for students to discover what they believe and find where they belong.

Wellness Center

4980 Park Avenue, Fairfield, CT 06825

The Wellness Center houses the following services to students:

1. Counseling Services -203-371-7955

The Counseling Center is a free, confidential resource providing individual and group counseling and other mental health support for students. By appointment only. ***All contacts are confidential.***

2. Health Services -203-371-7838

The Health Services Center provides accessible, comprehensive and cost-effective primary health care and educational outreach. ***All contacts are confidential.***

Off Campus

The Center for Family Justice – 203-334-6154

753 Fairfield Ave, Bridgeport, CT 06604,

www.centerforfamilyjustice.org

The Center provides free, confidential, bilingual crisis services that help all people plagued by domestic and sexual violence restore their lives, and educating our communities to prevent future abuse. It is the comprehensive services our partners are providing that are streamlining the road to healing and self-sufficiency. Family Justice Centers (FJC) use a coordinated approach to offer services designed to break the cycle of violence, in a safe place, under one roof. Police, prosecutors, civil/legal providers, counselors and client advocates work together to streamline how they help people heal while reducing costs. ***All contacts are confidential.***

Connecticut Office of the Victim Advocate - 860-550-6632

505 Hudson Street 5th Floor Hartford, CT 06106

www.ct.gov/ova

Victim Rights Center of CT – 203-350-3535
8 Research Parkway, Wallingford, CT 06492
www.vrcct.org

Connecticut Alliance to End Sexual Violence – 860-282-9881
96 Pitkin Street, East Hartford, CT 06108
info@endsexualviolencect.org

Additional Resources

On Campus

Title IX Coordinator

Melady Hall, 2nd Floor - Office #229 - 203-396-8386

The Title IX Coordinator can assist students with all aspects of an incident related to sexual violence or misconduct. The University's Title IX Coordinator oversees all aspects of compliance, investigations, and resolution of complaints regarding Title IX. Any student, faculty, or staff member with a concern or question about Title IX and/or a potential violation may contact the Title IX Coordinator, Mrs. Leonora P. Campbell. You should contact the Title IX Coordinator if think you may have experienced or witnessed any of the following, but not limited to:

- Sexual harassment
- Sexual assault
- Sexual misconduct
- Stalking
- Intimate partner and relationship violence
- Intimidation, harassment, gender-based discrimination including bullying or cyber-bullying

It is the responsibility of the every Pioneer in the Sacred Heart community to comply with the laws and regulations of Title IX, in order to ensure we have a safe environment conducive to learning and student success.

Department of Public Safety

WHSU/DPS Building – Lower Level - Routine Calls: 203-371-7995 - Emergency Calls: 203-371-7911
Public Safety can assist with immediate medical needs and concerns of complainants, friends and others involved in an incidence of sexual misconduct. They work closely with the Title IX Coordinator, Dean of Students, Office of Residential Life and Counseling Center. They may assist in the investigation of incidents; provide timely campus wide notifications of incident which pose an ongoing or continuing threat to the community. While complainants are encouraged to report crimes to the police, they may instead elect to seek counseling services and may be assisted by these services or by other campus resources.

Dean of Students Office

Student Center – 2nd floor Hawley Lounge - 203-371-7916

The Dean of Students works closely with the Title IX Coordinator and Public Safety regarding incidents of sexual misconduct; they will assist in providing support to student complainants; and work towards

maintaining a balance between addressing the needs of the complainant and the needs of the campus community.

Office of Residential Life

Roncalli Hall – 1st floor - 203-416-3417

Office of Residential Life staff members work closely with the Title IX Coordinator and are knowledgeable about campus and local services and can help sexual assault/misconduct complainants get assistance and provide support to residents impacted by the sexual assault/misconduct.

Office of Global Affairs

Academic Building, HC 120 – 203-365-7518

The Office of Global Affairs (OGA) is the home of internationalization at Sacred Heart University. There are four areas of service under the office, and we also work with colleges and departments to promote and highlight all international efforts and initiatives across campus. Our purpose is to facilitate, encourage, and initiate the process of internationalization at SHU. Specifically the English Language Institute is to provide excellent instruction in English as a Second Language (ESL) and orientation in US culture to all students who are non-native speakers of English, to help them achieve their personal, academic and professional goals, while recognizing and addressing the students' individualized educational need and cultural backgrounds. Issues may arise with concerns relating to Title IX and sexual misconduct. The ESL office will work closely with the Title IX Coordinator to address these concerns.

Off Campus

St. Vincent's Medical Center

2800 Main Street, Bridgeport, CT - 203-576-6000

Bridgeport Hospital

267 Grant Street, Bridgeport, CT - 203-384-3000

Bridgeport Police Department

300 Congress Street, Bridgeport, CT - 203-576-7671

Fairfield Police Department

100 Reef Road, Fairfield, CT 06824 - 203-254-4800

Report a crime: Detective Kerry Dalling – 203-254-4840

Trumbull Police Department

158 Edison Road, Trumbull, CT 06611 - 203-261-3665

Statewide & National Hotline Information and Resources

The Center for Family Justice

203-333-2233 -Sexual Assault Hotline

203-384-9559 -Domestic Violence Hotline

Sexual Assault Crisis Hotline: All services are free and confidential

1-888-999-5545 – English

1-888-568-8332 – Español

V.E.D.A.S. Hotline (Spanish - Español)

National: 1-888-568-8332

National Sexual Assault Hotline

1-800-656-HOPE(4673)

National Sexual Violence Resource Center

717-909-0710 – Toll Free – 877-739-3895

NSVRC -Our mission is to provide leadership in preventing and responding to sexual violence through collaborating, sharing and creating resources, and promoting research.

www.nsvrc.org

Rape, Abuse & Incest National Network (RAINN)

800-656-HOPE(4673)

Reaching out for help is often the first step toward healing. RAINN provides support for sexual assault victims and their loved ones through hotlines and online. Whether you are more comfortable on the telephone or online, RAINN has services that can guide you in your recovery.

www.rainn.org

Domestic Violence Hotline

Local: 203-384-9559

CT: 1-800-774-2900 - National: 1-800-799-SAFE(7233)

www.thehotline.org

Survivors of Incest Anonymous

www.siaawso.org - 12-step recovery program

One Love

www.joinonelove.org

At One Love, we believe that the more we know about how to identify and navigate healthy and unhealthy relationship behaviors, the less likely we will end up in abusive relationships.

No More

www.nomore.org

NO MORE is dedicated to ending domestic violence and sexual assault by increasing awareness, inspiring action and fueling culture change.

LoveisRespect

www.Loveisrespect.org

At LoveisRespect, they work to inspire and support young people to build healthy relationships. Dating violence affects millions of people every year, but people are still afraid to talk about it.

Not Alone |

www.notalone.gov

Not Alone, the White House's official website on campus safety, provides tons of information, from finding a crisis service, to explaining your rights, to learning how to file a complaint at your school.

CT Coalition against Domestic Violence (CCADV)

888.774.2900 *English hotline*

844.831.9200 *Español hotline*

www.ctcadv.org

Connecticut Alliance to End Sexual Violence

888-999-5545 *English hotline*

888-568-8332 *Español hotline*

www.connsacs.org

TCC – Triangle Community Center

203-853-0600

www.ctpridecenter.org

GLBTQ Domestic Violence Project

800-832-1901 *hotline*

www.glbtqdv.org

Stalking Resource Center

202-467-8700 *office*

www.ncvc.org/src

National Suicide Prevention Lifeline

800-273-8255 *English hotline*

888-628-9454 *Español hotline*

www.suicidepreventionlifeline.org

Statewide Legal Services of CT, INC.

800-453-3320 *Toll-free*

<http://slsct.org/volunteer>

National Center for Victims of Crime

202-467-8716 *Referral hotline*

www.victimsofcrime.org/

II. Written Notification:

The University recognizes the importance of informing and keeping the campus community aware of policies, support services and resources. During this reporting year through email communication to the campus community regarding updates and changes to the Title IX Sexual Misconduct Policy occurred.

Title IX Website Information and Resources:

WHO TO CONTACT:

Leonora Campbell

Title IX Coordinator

The University's Title IX Coordinator oversees all aspects of compliance, investigations, and resolution of complaints regarding Title IX. Any student, faculty, or staff member with a concern or question about Title IX and/or a potential violation may contact the Title IX Coordinator.

You should contact the Title IX Coordinator's office if think you may have experienced or witnessed any of the following, but not limited to:

- Sexual harassment
- Sexual assault
- Sexual misconduct
- Stalking
- Intimate partner and relationship violence
- Intimidation or harassment, including bullying or cyber-bullying
- Gender-based discrimination

It is the responsibility of the every Pioneer in the Sacred Heart community to comply with the laws and regulations of Title IX, in order to ensure we have a safe environment conducive to learning and student success.

FAQ's

Below is a list of frequently asked questions concerning gender-based discrimination and sexual misconduct. Understand that this list is intended to be used as a resource for students and other members of the University community, but is not all encompassing. For specific questions and concerns regarding sexual misconduct and gender-based discrimination, individuals are instructed to contact the University's Title IX Coordinator, Leonora P. Campbell at 203-396-8386 or via email at campbell@sacredheart.edu.

Does information about a complaint remain private?

The privacy of all parties to a complaint of sexual misconduct must be respected, except insofar as it interferes with the University's obligation to fully investigate allegations of sexual misconduct. Where privacy is not strictly kept, it will still be tightly controlled on a need-to-know basis. Dissemination of information and/or written materials to persons not involved in the complaint procedure is not permitted. Violations of the privacy of the complainant or the accused individual may lead to action taken by the University.

In all complaints of sexual misconduct, all parties will be informed of the outcome. In some instances, the administration also may choose to make a brief public announcement of the nature of the violation and the action taken, without using the name or identifiable information of the alleged victim. Certain University administrators are informed of the outcome within the bounds of student privacy. The institution also must statistically report the occurrence of major violent crimes on campus, including certain sex offenses, in an annual report of campus crime statistics. This statistical report does not include personally identifiable information.

Will my parents be told?

Sacred Heart reserves the right to communicate with a parent or guardian of the accused student on any student conduct action taken by the University, in accordance with the Family Educational Rights and Privacy Act (FERPA).

Will the accused person know my identity?

Yes, if you choose to have the University move through formal investigation procedures against the accused. Sexual misconduct is a serious offense and the accused individual has the right to know the identity of the complainant/alleged victim. If there is an investigation, the Title IX Coordinator will coordinate and establish all the meetings with the complainant, respondent, witnesses and any other individuals either party requests to be interviewed as part of the investigation by the outside Investigator.

Do I have to name the perpetrator?

Yes, if you want formal disciplinary action and an investigation to be taken against the alleged perpetrator. No, if you choose to respond informally and do not file a formal complaint, however victims should be aware that not identifying the perpetrator may limit the institution's ability to respond comprehensively.

What do I do if I am accused of sexual misconduct?

Do not contact the alleged victim. You may immediately want to contact someone in the campus community who can act as your advisor. You will be contacted by the Title IX Coordinator who can explain the University's procedures for addressing sexual misconduct complaints as well as the resources both on and off and accommodations that are to be available and provided to all parties involved in an investigation. You may also want to talk to a confidential counselor at the Counseling center, Wellness center or Campus Ministry or seek other community assistance.

Will I have to pay for counseling or medical care?

Counseling services and most student health services are free of charge for students. If an individual is accessing community and non-institutional services, payment for these will be subject to state/local laws, insurance requirements, etc.

What about legal advice?

Victims of criminal sexual assault need not retain a private attorney to pursue prosecution because representation will be handled by the State's Attorney's [prosecutor's] office if a report is filed with the police. You may want to retain an attorney if you are the accused individual or are considering filing a criminal or civil action. The accused individual may retain counsel at their own expense if they determine that they need legal advice about criminal or civil action. Parties that are involved in an investigation can select to have an individual chosen by a Complainant, Respondent or Reporter, to provide support during the review of a report and/or during the hearing process of possible sexual misconduct. The person(s) chosen may not already be directly involved in the investigative process (for example, a witness, or Reporter) and may not speak on behalf of the person they are supporting, but instead may be present only to assist or advise the individual they are supporting, in a non-advocacy role.

What about changing residence hall rooms?

If you want to move, you may request a room change. Room changes under these circumstances are considered emergencies. It is typically institutional policy that in emergency room changes, the student is moved to the first available suitable room. If you want the accused individual to move, and believe that you have been the victim of sexual misconduct, you must be willing to pursue a formal or informal University complaint. No contact orders can be imposed and room changes for the accused individual can usually be arranged quickly.

What other accommodations are available to me?

Interim and Informal Interventions and Accommodations

During the preliminary investigation, where students have been involved in an alleged incident, the reporting party and respondent will be informed of any reasonable interim and informal interventions and accommodations that are available including but not limited to:

- * Referral to Counseling and Health services
- * Change of an on-campus student's housing to a different on-campus location;
- * Assistance from University support staff in completing the relocation;
- * Arranging to dissolve a housing contract and pro-rating a refund;
- * Alternative course completion options.
- * Academic accommodations
- * Exam (paper, assignment) rescheduling;
- * Taking an incomplete in a class;
- * Transferring class sections;
- * Temporary withdrawal;
- * Providing campus transportation accommodations or changes
- * Providing campus escorts
- * Change working situations
- * Interim separation from the campus

These informal remedies are available to both parties regardless of their decision to pursue a formal University investigation. The Title IX Coordinator in conjunction with the Dean of Students, or a designee, may utilize informal remedies during any stage of an investigation. If appropriate, the Title IX Coordinator will inform all parties of their option to resolve the report through informal resolution.

For more information on accommodations and resources, contact Leonora P. Campbell, Title IX Coordinator, at 203-396-8386.

What should I do about preserving evidence of sexual assault?

Police are in the best position to secure evidence of a crime. Physical evidence of a criminal sexual assault must be collected from the alleged victim's person within 120 hours, though evidence can often be obtained from towels, sheets, clothes, etc. for much longer periods of time. If you believe you have been a victim of a criminal sexual assault, you should go to the Hospital Emergency Room, before washing yourself or your clothing. The Sexual Assault Nurse Examiner (a specially trained nurse) at the hospital is usually on call 24 hours a day, 7 days a week (call the Emergency Room if you first want to speak to the nurse; ER will refer you). A victim advocate from the community can also accompany you to the hospital and law enforcement or Public Safety can provide transportation. If a victim goes to the hospital, local police will be called, but s/he is not obligated to talk to the police or to pursue prosecution. Having the evidence collected in this manner will help to keep all options available to a victim, but will not obligate him or her to any course of action. Collecting evidence can assist the authorities in pursuing criminal charges, should the victim decide later to exercise it.

For the victim: the hospital staff will collect evidence, check for injuries, address pregnancy concerns and address the possibility of exposure to sexually transmitted infections. If you have changed clothing since the assault, bring the clothing you had on at the time of the assault with you to the hospital in a clean, sanitary container such as a clean paper grocery bag or wrapped in a clean sheet (plastic containers do not breathe, and may render evidence useless). If you have not changed clothes, bring a change of clothes with you to the hospital, if possible, as they will likely keep the clothes you are wearing as evidence. You can take a support person with you to the hospital, and they can accompany you through the exam, if you want. Do not disturb the crime scene-leave all sheets, towels, etc. that may bear evidence for the police to collect.

Will a complainant be sanctioned when reporting a sexual misconduct policy violation if he/she has illegally used drugs or alcohol?

No. The severity of the infraction will determine the nature of the University's response, but whenever possible the University will respond educationally rather than punitively to the illegal use of drugs and/or alcohol. The seriousness of sexual misconduct is a major concern and the University does not want any of the circumstances (e.g., drug or alcohol use) to inhibit the reporting of sexual misconduct.

Will the use of drugs or alcohol affect the outcome of a sexual misconduct conduct complaint?

The use of alcohol and/or drugs by either party will not diminish the accused individuals responsibility. On the other hand, alcohol and/or drug use is likely to affect the complainant's memory and, therefore, may affect the outcome of the complaint. A person bringing a complaint of sexual misconduct must either remember the alleged incident or have sufficient circumstantial evidence, physical evidence and/or witnesses to prove his/her complaint. If the complainant does not remember the circumstances of the alleged incident, it may not be

possible to impose sanctions on the accused without further corroborating information. Use of alcohol and/or other drugs will never excuse a violation by an accused individual.

Will either party's prior use of drugs and/or alcohol be a factor when reporting sexual misconduct?

Not unless there is a compelling reason to believe that prior use or abuse is relevant to the present complaint.

What should I do if I am uncertain about what happened?

If you believe that you have experienced sexual misconduct, but are unsure of whether it was a violation of the institution's sexual misconduct policy, you should contact the Title IX Coordinator.

What else is considered misconduct under this policy?

Examples of other forms of misconduct covered by the Title IX Sexual Misconduct policy include issues related to Gender-Based Discrimination:

1. Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
2. Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of gender;
3. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
4. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the University community, when related to the admission, initiation, pledging, joining or any other group-affiliation activity;
5. Harassment, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally (that is not speech or conduct otherwise protected by the First Amendment).
6. Violence between those in an intimate relationship to each other;
7. Stalking, defined as repetitive and/or menacing pursuit, following, harassment and/or interference with the peace and/or safety of a member of the community; or the safety of any of the immediate family of members of the community.

Sacred Heart University is firmly committed to maintaining a learning, living, and working environment for the University community free of sexual misconduct. The Sexual Misconduct Policy describes the University's policy toward sexual misconduct of any kind including sexual assault, sexual harassment, dating/relationship violence (intimate partner), domestic violence, stalking, and zero tolerance towards any sexual violence. It also provides guidance for those who have been involved in an incident of sexual misconduct, outlines the University's disciplinary response to alleged incidents, and identifies campus and community resources within the University responsible for managing the policy and programs associated with it. Sacred Heart University's policy is intended to comply with relevant state and federal statutes and it applies to faculty, staff and students. Members of the University community may find the entire Sexual Misconduct Policy and grievance procedures in the [University Student Handbook](#). Students who are seeking information about reporting options and various resources can find a comprehensive

guide in the [SHU Sexual Misconduct Student Resources & Referral Options](#) Additionally, the University encourages those with questions/concerns about filing a report to reach out the University's Title IX Coordinator, Leonora P. Campbell, whose contact information is listed below:

Leonora P. Campbell

Tel: 203-396-8386

campbelll@sacredheart.edu

PUBLIC SAFETY

The Office of Student Conduct & Community Standards works very closely with the [Office of Public Safety](#). As a means for students and members of the University community to become more familiar and see the Office of Public Safety as a resource, please read the mission of the office and click on the link for additional resources and information.

The Department of Public Safety is entrusted with fostering and maintaining a safe and secure environment for the University community to pursue their academic, professional and personal ambitions. Dedicated to supporting the educational mission of the University, we value experiential learning and emphasize conflict resolution in all our interactions with students. Committed to serving with professional excellence, we strive to be approachable, reliable and truly service-oriented in the performance of our duties. The department maintains strong, professional relationships with municipal police, fire and health responders to ensure continuous collaboration on emergency planning efforts and familiarity with our campus in the event of an emergency.

SILENT WITNESS PROGRAM

The [Silent Witness Program](#) is a computer portal on the [Public Safety](#) website which provides a campus wide communication method for anyone to provide “anonymous information” by reporting matters of improper conduct, behavioral anti-social acts and general safety or security concerns. You may also report a concern regarding a possible missing student. The web-based portal will serve to help prevent violence on campus by addressing the needs of persons who may be at risk of harming themselves or others. We all know that university communities are not immune to acts of tragedy and violence. However, in many cases members of campus communities later realized that observations had gone unreported. Our goal is to provide the method for observations to be reported, investigated and assistance given to help prevent violence on campus.

The Silent Witness Program is established to bring information of concern to the attention of University officials for analysis, which serves to heighten “situational awareness” and our ability to gain knowledge in a timely manner regarding security or safety matters that could impact our campus community.

ATHLETICS

Increasing Women's Presence in Athletics

Title IX has helped girls and women participate in interscholastic and intercollegiate athletics in far greater numbers than they had in the past. When Title IX became law, dramatic change was needed to

level the playing fields of this nation's schools and to change the perception of the place of girls and women on them. Just one year before the enactment of Title IX, in 1971, a Connecticut judge was allowed by law to disallow girls from competing on a boys' high school cross country team even though there was no girls' team at the school. And that same year, fewer than 300,000 high school girls played interscholastic sports. Today, that number is 2.4 million.

Girls and women also are increasingly participants in sports that have traditionally been seen as out of bounds for women, including lacrosse, wrestling, soccer, rugby and ice hockey. In one sport that is more and more a favorite for young girls-- soccer--the results have led to a World Cup championship. In 1996, the U.S. national soccer team captured the first-ever women's Olympic medal in this sport before a crowd of 76,481, and in doing so established its position as the world's premier women's soccer program.

Before the passage of Title IX, athletic scholarships for college women were rare, no matter how great their talent. After winning two gold medals in the 1964 Olympics, swimmer Donna de Varona could not obtain a college swimming scholarship: for women, they did not exist. It took time and effort to improve the opportunities for young women: two years after Title IX was voted into law, an estimated 50,000 men were attending U.S. colleges and universities on athletic scholarships--and fewer than 50 women. In 1973, the University of Miami (Florida) awarded the first athletic scholarships to women--a total of 15 in golf, swimming, diving, and tennis. Today, college women receive about one-third of all athletic scholarship dollars.

Here it is important to recognize that there is no mandate under Title IX that requires a college to eliminate men's teams to achieve compliance. The thought that "if women are to gain opportunities, then men must lose opportunities," presents a false dichotomy. As with other educational aspects of Title IX, and according to the expressed will of Congress, the regulation is intended to expand opportunities for both men and women.

Source: <http://www2.ed.gov/pubs/TitleIX/part5.html>

CONFIDENTIALITY

Sacred Heart University cannot promise complete confidentiality. Each situation is handled as discreetly as possible. SHU will treat all individuals with respect, and maintain confidentiality to the extent that the state and federal law permits.

Under Title IX, whether an individual is obligated to report incidents of alleged sexual violence generally depends on whether the individual is a responsible employee of the school. A responsible employee must report incidents of sexual violence to the Title IX coordinator or other appropriate school designee, subject to the exemption for school counseling employees. SHU is obligated to address sexual violence that a responsible employee knew or should have known about. However, addressing the concern does not mean that the University will push for formal disciplinary hearing proceedings against his/her will. The University may deem it necessary to move forward in formal disciplinary proceedings if it determines there is an ongoing threat to the campus community.

The responsible employee will make every effort to ensure that the student understands: (i) the employee's obligation to report the names of the alleged perpetrator and student involved in the

alleged sexual violence, as well as relevant facts regarding the alleged incident (including the date, time, and location), to the Title IX coordinator or other appropriate school officials, (ii) the student's option to request that the school maintain his or her confidentiality, which the school will consider, and (iii) the **student's ability to share the information confidentially with counseling, advocacy, health, mental health, or sexual assault related services.** (e.g., sexual assault resource centers, campus health centers, pastoral counselors, and campus mental health centers). Please note, however, that if someone presents a danger to themselves or others, medical/health professionals may break confidentiality to ensure safety.

Source: <http://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf> - OCR Question & Answer

Myths and Facts about Sexual Misconduct and Title IX

Myth: Victims provoke sexual assaults when they dress provocatively or act in a promiscuous manner.

Fact: Rape and sexual assault are crimes of violence and control that stem from a person's determination to exercise power over another. Neither provocative dress nor promiscuous behaviors are invitations for unwanted sexual activity. Forcing someone to engage in non-consensual sexual activity is sexual assault; regardless of the way that person dresses or acts.

Myth: If a person goes to someone's room or house or goes to a bar, s/he assumes the risk of sexual assault. If something happens later, s/he can't claim that s/he was raped or sexually assaulted because s/he should have known not to go to those places.

Fact: This "assumption of risk" wrongfully places the responsibility of the offender's action with the victim. Even if a person went voluntarily to someone's home or room and consented to engage in some sexual activity, it does not serve as blanket consent for **all** sexual activity. When in doubt if the person is comfortable with an elevated level of sexual activity, stop and ask. When someone says "no" or "stop," that means "STOP!" Sexual activity forced upon another without valid consent is sexual assault.

Myth: It is not sexual assault if it happens after drinking or taking drugs.

Fact: Being under the influence of alcohol or drugs is not an invitation for sexual activity. A person under the influence does not cause others to assault her/him; others choose to take advantage of the situation and sexually assault her/him because s/he is in a vulnerable position. **A person who is incapacitated due to the influence of alcohol or drugs is not able to consent to sexual activity.**

Myth: Most sexual assaults are committed by strangers. It's not rape if the people involved know each other.

Fact: Most sexual assaults and rape are committed by someone the victim knows. A study of sexual victimization of college women showed that about 90% of victims knew the person who sexually victimized them. Most often, a boyfriend, ex-boyfriend, classmate, friend, acquaintance

or co-worker sexually victimized the person. It is important to remember that sexual assault can occur in both heterosexual and same-gender relationships.

Myth: Rape can be avoided if women avoid dark alleys or other “dangerous” places where strangers might be hiding or lurking.

Fact: Rape and sexual assault can occur at any time, in many places, to anyone.

Myth: A person who has really been sexually assaulted will be hysterical

Fact: Victims of sexual violence exhibit a spectrum of responses to the assault which can include: calm, hysteria, withdrawal, anxiety, anger, apathy, denial and shock. Being sexually assaulted is a very traumatic experience. Reaction to the assault and the length of time needed to process through the experience vary with each person. There is no “right way” to react to being sexually assaulted. Assumptions about the way a victim “should act” may be detrimental to the victim because each victim copes in different ways.

Myth: All sexual assault victims will report the crime immediately to the police. If they do not report it or delay in reporting it, then they must have changed their minds after it happened, wanted revenge or didn’t want to look like they were sexually active.

Fact: There are many reasons why a sexual assault victim may not report the assault to the police or campus officials. It is not easy to talk about being sexually assaulted and can feel very shameful. The experience of retelling what happened may cause the person to relive the trauma. Another reason for delaying a report or not making a report is the fear of retaliation by the offender. There is also the fear of being blamed, not being believed and being required to go through judicial proceedings. Just because a person does not report the sexual assault does not mean it did not happen.

Myth: Only young, pretty women are assaulted

Fact: The belief that only young, pretty women are sexually assaulted stems from the myth that sexual assault is based on sex and physical attraction. Sexual assault is a crime of power and control. Offenders often choose people whom they perceive as most vulnerable to attack or over whom they believe they can assert power. Men and boys are also sexually assaulted, as well as persons with disabilities. Assumptions about the “typical” victim might lead others not to report the assault because they do not fit the stereotypical victim.

Myth: It’s only rape if the victim puts up a fight and resists

Fact: Many states do not require the victim to resist in order to charge the offender with rape or sexual assault. Those who do not resist may feel if they do so, they will anger their attacker, resulting in more severe injury. Many assault experts say that victims should trust their instincts and intuition and do what they believe will most likely keep them alive. Not fighting or resisting an attack does not equal consent.

Myth: Someone can only be sexually assaulted if a weapon was involved.

Fact: In many cases of sexual assault, a weapon is not involved. The offender often uses physical strength, physical violence, intimidation, threats or a combination of these tactics to overpower the victim. Although the presence of a weapon while committing the assault may result in a higher penalty or criminal charge, the absence of a weapon does not mean that the offender cannot be held criminally responsible for a sexual assault.

Source: <http://www.csulb.edu/depts/oed/policies/title-ix-notice.html>

III. Prevention, Awareness, and University wide – Educational Programming and Training

In an effort to reduce the risk of sexual misconduct as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence and domestic violence occurring among its students, the University utilizes a range of campaigns, strategies and initiatives to provide awareness, educational, risk reduction and prevention programming. It is the policy of the University to offer programming to prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults) and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. At the beginning of each academic year, first year freshman and transfer students are required to complete an on-line program called **Not Anymore** which is a suite of interactive online sexual assault prevention programs that features numerous true student testimonials to foster genuine empathy in viewers. Designed to prevent sexual assault, dating and domestic violence and stalking, **Not Anymore** helps our institution meet Title IX education mandates.

These programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention (including bystander intervention, and the interactions of sexual assault and substance use), and discuss institutional policies on sexual misconduct as well as Connecticut definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention based apps, identifying allies and/or creating distractions.

Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. The following programs/trainings are planned and presented by the Title IX Coordinator, The Center for Family Justice in conjunction with a number of offices and organizations at Sacred Heart University.

- ♦ Resident Success Assistant and Residence Hall Directors – Staff Training and Development
- ♦ Title IX Sexual Misconduct Policy, Introduction, Training and awareness
- ♦ SWEET Peer Educators – programs on bystander and all types of awareness
- ♦ Escalation training – Healthy relationships
- ♦ Bystander Intervention Training
- ♦ It's on US National Campaign
- ♦ Clothes Line Project
- ♦ Film Screening of the Hunting Ground
- ♦ Sexual Misconduct Prevention Training classes – 40 classes with 1,200 attendees
- ♦ Faculty & Staff trainings and educational information

- ♦ Residence Life/Hall & Classroom Presentations
- ♦ Counseling Department Trainings
- ♦ Campus Advocate – The Center for Family Justice
- ♦ Greek Life Presentations
- ♦ Athletic Team presentations and awareness programs
- ♦ Sexual Assault Awareness Month – Tables
- ♦ Domestic Violence Awareness Month – Vigils – Information Tables
- ♦ SHU SAFETY AWAREness information tables
- ♦ Delta Tau Delta White Ribbon Campaign
- ♦ Walk a Mile in her shoes – The Center for Family Justice
- ♦ Support Groups through the Counseling Center
- ♦ Various Legal Issues Panels through our Colloquia Series of Programs
- ♦ Maxient database program improvements for Title IX Cases and sexual misconduct cases.

In the event that sexual misconduct, gender-based violence or the crimes of sexual assault, stalking, dating violence or domestic violence does occur, Sacred Heart University takes the matter very seriously. The University employs interim protection measures such as no contact orders in any case where a student's behavior represents a risk of violence, threat, pattern or predation. If a student is accused of sexual misconduct, other gender-based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence, s/he is subject to action in accordance with the Sexual Misconduct Policy in the student handbook.

In an effort to continue to provide information to the community, it is equally important to provide information that is gathered from the community about what the campus climate culture is like. During the 2017 school year, the Title IX office along with the Culture of Respect Core Team administered a campus climate survey to faculty, staff and both undergraduate and graduate students. The campus climate survey was designed to better understand and measure the prevalence of sexual assault, violence, dating/domestic violence and stalking on our campus. It was also distributed to gauge students' attitudes and behaviors as well as faculty, staff and administrators. We also wanted to know the level of knowledge and understanding of the University's policies, procedures and resources. The data collected has begun to provide us a better sense of how the members of the campus community addresses, is aware of and determine what is additionally needed to educate our members.

As a result of the data and responses, the Title IX Coordinator and the Director of the Wellness and Counseling Center completed and submitted an application in December 2016 - February 2017 to The Department of Justice Office of Violence Against Women for its annual Campus Grant program to reduce sexual assault, domestic violence, dating violence and stalking on campus. We were notified in October of 2017 that we had been selected and received the grant totaling \$300,000. We are currently in the strategic planning and implementation of this grant for the upcoming years of 2018-2019, 2019-2020 and 2020-2021 academic school years.

In collaboration with the University, The Center for Family Justice that provides high-quality support and services to all victims and survivors of domestic violence, sexual violence, human trafficking and child abuse. They also educate our communities about ways to break the cycle of violence by building healthy relationships, empowering communities and mobilizing bystanders to speak out about abuse and violence and the Title IX Coordinators office, have implemented a **Campus Advocate Program** on campus to meet and talk with survivors. This program has proven to assist and help survivors who seek another opportunity to work through and address their issues and concerns.

A student wishing to officially report such an incident may do so by contacting the Title IX Coordinator, Leonora P. Campbell at campbelll@sacredheart.edu or 203-396-8386. Anyone with knowledge about sexual misconduct or gender-based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence is encouraged to report it immediately.

Violence Against Women Act

The Violence against Women Act (VAWA) is a federal law enacted in 1994 to improve the criminal justice and community-based responses to domestic violence, dating violence, sexual assault, and stalking. The reauthorization of VAWA (2000, 2005, and 2013), along with the Campus Safe Act and the Jeanne Clery Act, have worked together to improve the safety of college campuses and enhance the outlook for abuse victims.

Sacred Heart University is committed to maintaining a safe and secure work and academic environment, free of any form of sexual misconduct, including domestic violence, dating violence, sexual assault, stalking, and sexual harassment. A violation of the Violence against Women Act shall constitute grounds for disciplinary action, up to and including dismissal from the University.

Sexual Harassment Policy

It is the policy of Sacred Heart University that any practice or behavior that constitutes sexual harassment will not be tolerated, and the University is committed to providing and preserving an atmosphere free from harassment in any form. Sexual harassment is illegal and is prohibited by the Connecticut Discriminatory Employment Practices Act (Section 46a-60(a) (8) of the Connecticut General Statutes) and Title VII of the Civil Rights Act of 1964 (42 United States Code Section 2000e *et. seq.*) The University condemns any offensive or inappropriate sexual behavior at work and within the academic community of the institution. More specifically, the faculty, staff and students of the University will not condone nor be subject to actions and words that constitute sexual harassment, gender discrimination or any other unreasonable interference with their performance based on an individual's gender. Individuals who engage in sexual harassment will be severely disciplined up to and including discharge.

The University provides in person sexual harassment prevention training as part of the Orientation of new faculty and staff which is mandatory.

Any employee who feels that he/she is being sexually harassed by anyone including supervisors, co-workers, faculty, students or vendors should immediately report the incident to Human Resources.

Some examples of prohibited conduct are:

- Demanding sexual favors in exchange for favorable reviews, assignments, promotions, continued employment or other promises.
- Continued or repeated sexual jokes, language, flirtation, advances or propositions.
- Verbal abuse of a sexual nature.
- Graphic verbal commentary about an individual's body, sexual prowess or sexual deficiencies.
- Sexually degrading or vulgar words to describe an individual.
- Leering, whistling, touching, pinching, brushing the body, assault or suggestive, insulting or obscene comments or gestures.
- Name calling, gossip, comments or jokes that may be derogatory towards a particular sex.

The University will investigate every reported incident as soon as possible. Any employee, supervisor or agent of the University who has been found to have sexually harassed an employee will be subject to appropriate disciplinary action, up to and including termination.

Investigations will be conducted as thoroughly, discreetly and confidentially as possible. The University recognizes that every investigation requires a determination based on all the facts in the matter.

The employee who has reported the complaint and any employee involved in the investigation has the University's assurance that no retaliation will be taken as a result of the harassment complaint. It is our policy to encourage discussion of the matter to help protect others from being subject to inappropriate behavior.

The University cannot resolve a sexual harassment issue unless it is communicated to Human Resources. It is the employee's responsibility to bring any incidents to the attention of Sacred Heart University so that we can take whatever measures necessary to correct the situation.

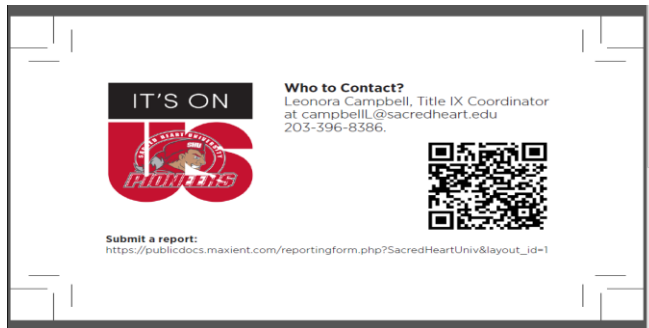
All supervisors, managers and exempt employees will receive sexual harassment training. Employees who are interested in attending a refresher session should contact Human Resources.

Campus Sex Crimes Prevention Act

The Federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community of where information concerning registered sex offenders may be obtained. In Connecticut, this information is accessible from the Connecticut State Police at the following website: <http://www.ct.gov/dps>. You can find a link to this website on the Public Safety web page: <http://www.sacredheart.edu/publicsafety.cfm>.

Sacred Heart University has a written policy concerning sexual harassment and new employees receive training from the Department of Human Resources. Sexual Harassment is also a violation of the student code of conduct. Sexual harassment means with respect to an individual, any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature by an agent or an employee of an institution of higher education.

Resources to the community are included at additional documents attached to the overall report. We provide a resource card that has a link to our reporting form:



Provided to all students and members of the community.



SACRED HEART UNIVERSITY

SEXUAL MISCONDUCT ON CAMPUS

RESPONDING TO STUDENTS

A STEP-BY-STEP GUIDE FOR FACULTY & STAFF

FOR ASSISTING STUDENTS

If a student should disclose a sexual misconduct situation to you:

STEP 1

Listen & Care

- ◆ Be sure to create a safe environment for the student by actively *listening* and *caring* in a non-judgmental and supportive manner.
- ◆ Ensure and assess the student's immediate physical and mental safety. If student appears to be in danger or crisis, contact Public Safety 203-371-7995 or 911 or Counseling Services, 203-371-7955.
- ◆ Remind the student that the only confidential sources on campus are Wellness & Counseling Services and Campus Ministry.
- ◆ Do not ask questions or try to make a judgment about the incident. You are there to *listen* and *care* not investigate.

STEP 2

Provide & Connect

- ◆ Continue to ensure the student's safety and wellbeing by *providing* the student with resources on and off campus, as well as their reporting options.
- ◆ Students should receive and if feasible review a copy of Sacred Heart University's Sexual Misconduct Student Resources & Referral Options flyer. This flyer will provide them with resources both on and off campus. Do your best to *connect* students with Counseling Services or another confidential source if they so choose.

STEP 3

Contact

- ◆ To continue to ensure the student's safety, you are required to report the disclosure and make *contact* with:

SHU's Title IX Coordinator:
Leonora P. Campbell
203-396-8386
campbelll@sacredheart.edu
- ◆ Title IX requires you to provide all information you were given about the incident, including identifying all information of any students involved. If the student has requested confidentiality, you may include that in your report.

Sacred Heart University is firmly committed to maintaining a learning, living, and working environment for the University community free of sexual misconduct. **The Sexual Misconduct Policy** describes the University's policy toward sexual misconduct of any kind including sexual assault, sexual harassment, dating/relationship violence (intimate partner), domestic violence, stalking, and zero tolerance towards any sexual violence. It also provides guidance for those who have been involved in an incident of sexual misconduct, outlines the University's disciplinary response to alleged incidents, and identifies campus and community resources within the University responsible for managing the policy and programs associated with it. Sacred Heart University's policy is intended to comply with relevant state and federal statutes and it applies to faculty, staff and students.

**SEXUAL MISCONDUCT ON CAMPUS:
RESPONDING TO STUDENTS
RESOURCES & REFERRAL OPTIONS FOR STUDENTS**

In the event that a student discloses sexual misconduct information to you,
please provide them with the following resources and options:

EMERGENCY SERVICES

On-Campus

SHU Public Safety

203-371-7911

203-371-7995

Off-Campus

Fairfield Police

203-254-4800

Bridgeport Police

203-576-7671

Trumbull Police

203-261-3665

SUPPORT SERVICES

On-Campus

SHU Counseling Services

203-371-7955

Campus Ministry

203-371-7841

Off-Campus

Victim Advocate Support
The Center for Family Justice
203-334-6154

Sexual Assault Hotline
203-333-2233

**National Domestic
Violence Hotline**
1-800-799-SAFE(7233)

**CONFIDENTIAL
RESOURCES**

SHU Counseling Services

203-371-7955

Campus Ministry

203-371-7841

SHU Health Services

203-371-7838

**Right to pursue University
conduct action and/or Legal
proceedings**

The University encourages all those who have experienced any form of sexual misconduct to report the incident promptly; to seek out all available campus and community resources; and pursue University conduct action and/or legal proceedings against the offender.

Retaliation

Both Title IX and Sacred Heart University prohibits retaliation against any person for using this reporting system, or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take a strong responsive action if it occurs. Complainants should report any subsequent problems of harassment or retaliation.

MEDICAL ASSISTANCE

On-Campus

SHU Health Services

203-371-7838

Off-Campus

St. Vincent's Hospital

Emergency Department
2800 Main Street
Bridgeport, CT
203-576-6000

Bridgeport Hospital

267 Grant Street
Bridgeport, CT
203-384-3000

**HOUSING or ACADEMIC
ACCOMMODATIONS**

On-Campus

Title IX Coordinator

Leonora P. Campbell

203-396-8386

Dean of Students Office

Larry Wielk

203-371-7916

Office of Residential Life

Joel Quintong

203-416-3417

SHU Sexual Misconduct Student Resources & Referral Options

Information for students who have experienced any form of sexual assault, harassment, domestic, dating/relationship violence (intimate partnerviolence) and/or stalking.

Medical Assistance

Students are encouraged to go to SHU Health Services for medical services during regular business hours.

SHU Health Services is able to provide health services and referrals. (No Rape Kit available)

A Sexual Assault – Rape Kit exam is available at any local hospital. The exam includes preventive treatment for STIs, pregnancy, and evidence collection. You may contact The Center for Family Justice for a Victim's Advocate to accompany you to this exam.

A police report or criminal complaint is NOT required to receive this medical assistance.

Support Services, Housing & Accommodations

Counseling Services is a free confidential resource, providing individual and group counseling and other mental health support for students.

Campus Ministry is a welcoming place providing support and guidance.

The Center for Family Justice provides a 24/7 crisis hotline, victim's advocacy and counseling services

The Title IX Coordinator, Dean of Students and Office of Residential Life can assist and facilitate housing & academic accommodations, referrals, and disciplinary procedures.

Emergency Services

SHU Public Safety provides 24/7 emergency services.

If you are involved in an off-campus emergency, you are encouraged to call 9-1-1 for emergency services from Fairfield, Bridgeport or Trumbull Police Departments.

Title IX COORDINATOR

Leonora P. Campbell
203-396-8386
Melady Hall #229

CONFIDENTIAL RESOURCES

SHU Counseling Services

203-371-7955

Campus Ministry

203-371-7841

SHU Health Services

203-371-7838

Campus Advocate

203-993-8119



EMERGENCY SERVICES

On-Campus

SHU Public Safety

203-371-7911
203-371-7995

Off-Campus

Fairfield Police

203-254-4800

Bridgeport Police

203-576-7671

Trumbull Police

203-261-3665

MEDICAL ASSISTANCE

On-Campus

SHU Health Services

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Off-Campus

St. Vincent's Hospital

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203-576-6000

Bridgeport Hospital

267 Grant Street
Bridgeport, CT
203-384-3000

SUPPORT SERVICES

On-Campus

SHU Counseling Services

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Campus Ministry

203-371-7841

Off-Campus

Victim Advocate Support

The Center for Family Justice
203-334-6154

Sexual Assault Hotline

203-333-2233

National Domestic Violence Hotline

1-800-799-SAFE(7233)

HOUSING or ACADEMIC ACCOMMODATIONS

On-Campus

Title IX Coordinator

203-396-8386

Dean of Students Office

203-371-7916

Office of Residential Life

203-416-3417

Office of Student Success Jandrisevits Learning Ctr.

203-371-7820



**Sacred Heart
UNIVERSITY**

KNOW YOUR RIGHTS

- 1. You have the right to request confidentiality.** If you wish to file a complaint/disclosure you may request confidentiality and the individual will protect your privacy by limiting the people with whom they share what you have told them, however, they cannot guarantee complete confidentiality as they must notify the Title IX Coordinator for documentation purposes.
- 2. You have the right to choose or choose not to file a complaint** of sexual violence to the University and/or local law enforcement.
- 3. You have the right to have the school investigate** what happened, and have your complaint resolved promptly and equitably. However, a criminal investigation does not relieve the University of its duty under Title IX to respond.
- 4. You have the right to contact on campus Public Safety or local law enforcement,** Fairfield, Bridgeport and Trumbull Police or other – at any time, as well as the right to decline to notify either. The University will not contact the appropriate local law enforcement unless requested or unless a threat of imminent danger exists.
- 5. You have the right to notice of and access to available services:** such support services will be provided with assistance from the Title IX Coordinator, including academic support, counseling, housing, disability, health or mental health services, emergency, advocacy, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable.
- 6. You have the right to accommodations regardless of whether you file a complaint with the University, request an investigation, participate in an adjudication process, or file a criminal complaint.**
 - a. No-contact orders** are measures that restrict encounters and communications between the parties. Information is also provided to you regarding your right to pursue a restraining or protective order from the court system.
 - b. Academic accommodations** are measures that include arranging for short and long-term academic accommodation and options, as appropriate.
 - c. Transportation or working arrangements** may be changed or other employment accommodations made, as appropriate.
 - d. Housing/Residential accommodations** are measures that include arranging for new housing or providing temporary housing, as appropriate.
- 5. You have the right to assistance with reporting a crime to local law enforcement** and may be requested at any time. Such individual(s) may request orders of protection, restraining orders, or relief from abuse orders from courts of appropriate jurisdiction upon request. The University will work to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate.
- 6. You have the right to a fair, prompt, equitable resolution, with an impartial internal investigation and disciplinary process.** If you file a complaint with the University and ask that the incident/s be investigated, or if the University undertakes an investigation based on other circumstances. The Title IX Coordinator will ensure both the complainant and the respondent receive due process. Both parties are entitled to have an adviser of their choosing during any and all meetings related to the investigation.
- 7. All students are protected by Title IX,** regardless of whether they have a disability, are international and regardless of their sexual orientation and gender identity.

The SHU SAFE app when activated will make an emergency call. The app is equipped with a GPS to allow public safety to determine your exact location on campus. The call will go directly to public safety and they will see your location and dispatch help. You need to be located somewhere on SHU property and your phone connected to the SHU Wi-Fi system, so your location will show up and help will be sent to you.



BECOME PART OF SHU'S PURPLE RIBBON CAMPAIGN!

**HELP RAISE AWARENESS TO END DOMESTIC
AND INTIMATE PARTNER VIOLENCE**



**TAKE A STAND
BE A VOICE
SHOW YOUR SUPPORT**



ON/OFF CAMPUS RESOURCES

LEONORA CAMPBELL-TITLE IX COORDINATOR

2ND FLOOR-MELADY HALL, ROOM #221

PHONE# 203-396-8386

DEPARTMENT OF PUBLIC SAFETY

MAIN ACADEMIC BLD. -UC WING

EMERGENCY: 203-371-7911 NON-EMERGENCY: 203-371-7995

HEALTH & WELLNESS/COUNSELING SERVICES

4980 PARK AVENUE

WELLNESS: 203-371-7838

COUNSELING: 203-371-7955

CENTER FOR FAMILY JUSTICE/CAMPUS ADVOCATE

753 FAIRFIELD AVE, BRIDGEPORT, CT

(CFJ): 203-334-6154

(CAMPUS ADVOCATE): 203-993-8119

BECOME PART OF SHU'S TEAL RIBBON CAMPAIGN!

RAISE AWARENESS TO END SEXUAL VIOLENCE



ENGAGING
NEW
VOICES



ON/OFF CAMPUS RESOURCES

AMANDA CAMPBELL- TITLE IX COORDINATOR

1000 MELADY HALL ROOM #221

PHONE: 203-396-8386

DEPARTMENT OF PUBLIC SAFETY

100 ACADEMIC BLD. -UC WING

EMERGENCY: 203-371-7911

NON-EMERGENCY: 203-371-7995

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PHONE: 203-334-8154

(CAMPUS ADVOCATE): 203-993-8119

SHU EDUCATES YOU ON SEXUAL VIOLENCE AND AWARENESS!!

HELP RAISE AWARENESS TO END SEXUAL VIOLENCE

**ENGAGING
NEW VOICES**



WHERE: HALLWAY OUTSIDE 63'S

WHEN: MONDAY, APRIL 23RD–FRIDAY, APRIL 27TH
9:00 A.M.–12:00P.M.

**STOP BY AND BECOME PART OF
SHU'S TEAL RIBBON CAMPAIGN!**



Sacred Heart
UNIVERSITY

Sponsored by the Title IX Office and Human Resources