

Primary Reporting Offices for Students

	Information and Support	Informal Remedies	Formal Resolution	Counseling Services	Confidentiality Level
Counseling and Psychological Services	*			*	Strictly Confidential
Health Services	*				Strictly Confidential
University Police	*	*	*		Confidential in accordance with State Law
Dean of Students	*	*	*		Mostly Confidential
Title IX Coordinator/ Human Resources	*	*	*		Mostly Confidential

Primary Reporting Offices for Employees

	Information and Support	Informal Remedies	Formal Resolution	Counseling Services	Confidentiality Level
University Police	*	*	*		Confidential in accordance with State Law
Dean of Students	*	*	*		Mostly Confidential
Title IX Coordinator/ Human Resources	*	*	*		Mostly Confidential
Employee Assistance Program				*	Strictly Confidential

Confidentiality Level Definitions

Strictly Confidential refers to the departments obligation to keep all reports confidential unless a report of someone intending to harm themselves or others is made. Confidential in accordance with State Law means that the department will only release information for legal purposes and will otherwise adhere to state confidentiality restrictions. Mostly confidential refers to a departments desire to maintain confidentiality at the complainant’s request, but recognizes there may be circumstances (i.e. threats to the larger campus community) that negate the ability to maintain complete confidentiality.

Retaliation

Retaliation is defined as any intentional adverse action taken by a responding individual or allied third party, absent legitimate nondiscriminatory purposes, against a participant or supporter of a participant in a civil rights resolution proceeding or other protected activity. Retaliation against an individual for alleging harassment, supporting a party bringing a grievance or for assisting in providing information relevant to a claim of harassment, is a serious violation of University policy. Complainants should report any subsequent problems or retaliation to Title IX Coordinator.

Sexual harassment and sexual violence are prohibited by federal and state laws, including the Connecticut General Statutes, Title VII of the Civil Rights Act of 1964, Title IX of the Higher Education Act of 1972, and the Campus SaVE Act (2013 VAWA Reauthorization). For more information visit: [notalone.gov](https://notalone.gov), [knowyourix.org](https://knowyourix.org)

Title IX Coordinator

Caroline Koziatek  
[CKoziatek@newhaven.edu](mailto:CKoziatek@newhaven.edu)  
203.932.7479  
South Campus Hall, Lower Level

Deputy Title IX Coordinator

Rebecca Johnson  
[rjohnson@newhaven.edu](mailto:rjohnson@newhaven.edu)  
203.932.4732  
Bartels Hall, Top Floor

College Advocate

[mrcc@newhaven.edu](mailto:mrcc@newhaven.edu)  
203.874.8712

The University's College Advocate provides support, advocacy, and crisis counseling and relays the options available to victims of sexual assault as well as the campus community. She is available to be present with the victim from the time of disclosure of sexual assault.

Anonymous Reporting:

- **Report It, Don't Ignore It!**  
[newhaven.edu/reportit](https://newhaven.edu/reportit)

University Support Services & Resources:

- **University Counseling Center**  
203.932.7332  
Sheffield Hall, Lower level
- **University Police Department**  
203.932.7014  
Lower level of the Campus Bookstore
- **University Health Services**  
203.932.7079  
Sheffield Hall, Lower level
- **Dean of Students Office**  
203.932.7432  
Bartels Hall Student Center
- **Office of Residential Life**  
203.932.7076  
Bixler Hall, Lower level
- **Accessibility Resource Center**  
203.932.7332  
Sheffield Hall, Lower level

Local Off-Campus Victim Resources:

- **Rape Crisis Center of Milford**  
70 West River Street  
Milford, CT 06460  
24/7 Hotline: 203.878.1212  
Office: 203.874.8712
- **CT Alliance to End Sexual Violence**  
24 Hour Toll Free Hotline:  
888.999.5545 (English)  
888.568.8332 (Español)
- **CT Coalition Against Domestic Violence**  
24 Hour Toll Free Hotline:  
888.774.2900 (English/Español)
- **Domestic Violence Services – BH Care**  
435 East Main Street  
P.O. Box 658  
Ansonia, CT 06401  
24/7 Hotline: 203.736.2601
- **National Suicide Prevention Lifeline**  
24 Hour Hotline:  
800.273.8255 (English)  
888.628.9454 (Español)



University of New Haven

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[www.newhaven.edu](https://www.newhaven.edu)



University of New Haven

KNOW YOUR RIGHTS & OPTIONS

Resource for students and/or employees who are participants in the Sexual Misconduct Process

For the most comprehensive information and resources, please refer to the University of New Haven's Title IX and Sexual Misconduct Policy.

### University of New Haven Definitions

Sexual harassment and/or violence are prohibited by federal and state laws, including the Connecticut General Statutes, Title VII of the Civil Rights Act of 1964, Title IX of the Higher Education Act of 1972, and can result in civil liability or criminal prosecution. The University of New Haven recognizes that the following definitions may vary depending on their presence in federal or state statutes. Full definitions may be found online in the University's Student Handbook.

### Consent

Defined as an understandable exchange of affirmative words or actions which indicate a willingness to participate in mutually agreed upon sexual activity. It must be informed, freely and actively given. It is the responsibility of each party to obtain clear and affirmative responses at each stage of sexual involvement. Silence, or an absence of resistance, does not imply consent. Consent to sexual activity may be withdrawn at any time by communicating the lack of consent to the other person. 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.

### 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, 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; or any intentional bodily contact in a sexual manner.

### 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 CT Law, see CT General Statutes, Sections 53a-65 through 53a-73a).

### Sexual Exploitation

Defined as taking non-consensual, unjust, or abusive advantage of another in a sexual or intimate context. Sexual exploitation includes, but is not limited to, prostitution, sexual voyeurism, administering alcohol or drugs to another person without their knowledge or consent, taking images or video/audio recording another in a sexual act or in any other private activity without the consent of all involved, or exceeding the boundaries of consent, and/or knowingly infecting another person with a sexually transmitted infection.

### Sexual Harassment

Consists of unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's academic standing or employment or receiving any other benefit or privilege they are entitled to.
- b. Submission to or rejection of such conduct is used as the basis for academic or employment decisions affecting such person; or receiving any other benefit or privilege they are entitled to. This type of sexual harassment is more commonly known as Quid Pro Quo Sexual Harassment.
- c. Such conduct has the effect of substantially interfering with a person's academic or work performance or creating an intimidating, hostile, or offensive academic working, educational, or living environment. This type of sexual harassment is more commonly known as a Hostile Environment due to Sexual Harassment.

### Stalking

Defined as a course of conduct directed at a specific person that would cause a reasonable person to fear for her or his safety, for the safety of a third person, or to feel extreme emotional distress due to repetitive contact or the perception of such conduct. Stalking behaviors include, for example, non-consensual communication by any means, use of surveillance (in person or via electronic means, 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.

### Intimate Partner Violence

Any instance of violence or abuse — verbal, physical, or psychological - that occurs between those who are in or have been in an intimate relationship with one another, and that may result from any action of sexual misconduct as identified in the University's policy. 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.

### Interim Measures

Interim measures are available regardless of a decision to pursue a formal University investigation, at no cost to the reporting party. The Dean of Students, or a designee, may utilize interim measures during any stage of an investigation consistent with a party's requests. Options include but are not limited to:

- Referral to support services
- Campus transportation or work accommodations
- Residence hall relocation
- Restrictions; assignment to a different class
- An administrative no-contact order
- Suspension or Revocation of residence hall visitation
- Assistance in seeking protective/restraining orders

### Informal Remedies

Informal resolution is available as an alternative or primary option, where appropriate. The Dean of Students, or a designee, may meet with the responding party to remind the individual of University policies on and definitions of sexual misconduct, as consistent with a party's requests. The reporting party may request that a designee of the Dean of Students Office follow up with the responding party regarding the alleged incident and their behavior.

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.

### Preliminary Investigations

Upon receipt of a report, the reporting party will have an opportunity to meet with a member of the Dean of Students staff to discuss the matter and learn about the grievance process. In every report of sexual misconduct, the University's Title IX Coordinator, or designee, will make an 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 preliminary investigation will proceed to the extent where a reasonable assessment of the safety of the individual, as well as the campus community, has been made. If a reporting party requests to remain confidential, to postpone, or to decline an investigation, the University will consider this request in the 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.

### Right to Pursue Legal and/or Institutional Process

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.

### Formal Investigation

After a preliminary investigation, and consistent with a reporting party's request, a formal University investigation will commence. Allegations of sexual misconduct involving students are investigated by a University Investigation Team comprised of the Associate Dean of Students, or designee, plus one to two University employees under the advisement of the Title IX Coordinator or designee. Formal investigations are conducted when the alleged behavior occurred during a time when participants were members of the University community.

The Investigation Team will conduct a thorough and impartial investigation by interviewing witnesses, including the responding party, and gather additional information regarding the allegations. Both parties will have the opportunity to present witnesses, impact statements, and other evidence to the Investigation Team. The Investigation Team will summarize the information gathered during the investigation into a final report. The Team will then make a preliminary finding and may recommend a sanction(s) based on the alleged violation(s). The Investigation Team's preliminary finding will be based on the preponderance of evidence standard. Full details about the formal investigation process may be found online in the University's Student Handbook.

### Formal Hearing Resolution

A formal Sexual Misconduct Board hearing may be the result of a formal investigation, in which either party is requesting a hearing to determine the finding and any applicable sanction(s) or a sanctions only hearing. The Sexual Misconduct Board shall consist of three trained University employees and is advised by a member of the Dean of Students staff. A member(s) of the Investigation Team will testify before the Sexual Misconduct Board, in regards to all information, evidence, and reports collected during the investigation process. All parties have the right to be assisted by and to attend the hearing with an advisor of their choice. The Sexual Misconduct Board will conduct its hearing in accordance with due process protocols outlined in the Code of Conduct. Full details about the formal hearing resolution process may be found online in the Student Handbook.

### Sanction Statement

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination: warning, probation, loss of privileges, suspension, expulsion, withholding of degree, revocation of admission and/or degree, or other actions.

The full definition(s) of specific sanctions is located in the Student Code of Conduct and the University's Title IX and Sexual Misconduct Policy.

In addition to or in place of the above listed sanctions, the University may assign any other sanctions as deemed appropriate.

### Employee Remedies

Violations of this policy will result in discipline, up to and including termination. Remedies for faculty and staff may include, but are not limited to, the following:

- Cease and desist orders, suspension with/without pay, termination, warning, required trainings or education, probation, etc.
- Individuals who engage in such acts of harassment may also be subject to civil and criminal penalties.

### Equality Statement

The University of New Haven and Title IX recognize that the reporting and responding party have equal and fair rights throughout the sexual misconduct complaint process.