

2018 Annual Report to the Higher Education Committee

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University of New Haven

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2017 Annual Report to the Joint Standing Committee regarding CT Public Act 14-11

This report presents information about sexual misconduct policies, procedures, and institutional conduct reports at the University of New Haven. This report is intended to comply with the regulations of Connecticut Public Act 14-11, *An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus*, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University has taken to combat sexual violence on its campus.

Title IX and Sexual Misconduct Policy

The University of New Haven Title IX and Sexual Misconduct Policy is updated annually to reflect best practices, community feedback, and the revisions suggested by the University's Campus Resource Team ('CRT'). The University's Campus Resource Team meets approximately twice each academic semester to review the University's policies and procedures related to Sexual Misconduct. The Campus Resource Team, in coordination with the Dean of Students Office, enacted a number of revisions to the policy with a primary focus on increasing the document's clarity for its intended audience. Revisions to this policy ensure that the institutional procedures taken during sexual misconduct investigations are clearly articulated within the policy. Additionally, the policy was reformatted to ensure that listed definitions were appropriately categorized based on content.

The University's Title IX and Sexual Misconduct policy details the procedures that students, employees, and visitors of the institution who report or disclose being the victim of sexual assault/harassment, stalking, or intimate partner violence, may follow after such an incident. Additionally, the policy provides University members with information regarding who they may report or disclose an incident to, as well as support and advocacy service information. This policy also delineates the options a reporting party or individual who submits a report of an allegation of sexual misconduct, may take regarding a criminal complaint, institutional complaint, or confidential report. The Sexual Misconduct Policy provides information regarding informal remedies, interim measures and accommodations available to community members, and information regarding the University's compliance with court ordered protective orders.

The University posts its Title IX and Sexual Misconduct Policy in written format in our student handbook (www.newhaven.edu/studenthandbook) and on the University's website (www.newhaven.edu/sexualmisconduct) for the campus community. Please see the provided copy of the University's Title IX & Sexual Misconduct Policy for additional details.

Educational 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 annually. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student orientation, throughout an incoming student's first semester, and new employee orientation. Programs, and other campaigns, offered throughout the year to all students and employees include strong messages regarding not just awareness, but also primary prevention (including normative messaging, bystander intervention, and the interactions between sexual assault and substance use). Additionally, awareness initiatives are designed to discuss institutional policies on

sexual misconduct as well as the Connecticut definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and does so without victim blaming approaches. 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. Bystander empowerment training highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose, and motivates them to intervene as stakeholders in the safety of the community when others might choose to be bystanders.

Primary prevention programming has been defined by CT Public Act 14-11 as, “institutional action and strategies intended to prevent sexual assault, stalking, and intimate partner violence before it occurs by means of changing social norms and other approaches, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars, or panel discussions”. Awareness programming has been defined by CT Public Act 14-11 as, “institutional action designed to communicate the prevalence of sexual assaults, stalking, and intimate partner violence, including the nature and number of cases of sexual assault, stalking, and intimate partner violence reported at each institution of higher education ... including but not limited to poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars, or panel discussions”. Accordingly, the following represent the University of New Haven’s primary prevention and awareness programming designed to prevent all types of sexual violence.

The following are programs and trainings presented by the University of New Haven in collaboration with the Rape Crisis Center of Milford:

Fall 2017 Semester <i>Approximately August 1, 2017 through December 31, 2017</i> <i>Completed Programming Events: Approximately 62</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 17, 2017
Campus Clarity – Think About It Online Course	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course - July 2016, Follow-up Courses: October 2016 & November 2016
Wellness Peer Educators Orientation Training	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Wellness Peer Educators	August 20-24, 2017
Step Up! Introduction to Bystander Intervention	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer undergraduate and graduate students – Mandatory	Two courses offered during Mandatory Orientation, August 27, 2017

UNIV 1000 Course- Step UP: From Bystander to UPstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	36 courses offered throughout the semester, Sept. – Oct. 2017
Ally Development – Across Undergraduate Student Population	Primary Prevention Programming	Dean of Students Office, Myatt Center for Diversity & Inclusion	Undergraduate Student Government Association – Legislative Seminar	September 22, 2017
Domestic Violence Speak Out	Primary Prevention Programming & Awareness Programming	College Advocate, Victimology Club, Dean of Students Office	Open to Public	October 2, 2017
Queen of Thrones – Domestic Violence Panel	Primary Prevention Programming	Liturgical Praise & Dance Team, Dean of Students Office	Open to Public	October 7, 2017
Sexual Harassment/Misconduct Response Training	Awareness Programming & Primary Prevention Programming	Dean of Students Office	Bergami Game Room Student & Professional Employees	October 10, 2017
Sexual Violence Programming & Education Roundtable	Primary Prevention & Awareness Programming	Dean of Students Office; Dilenschneider Group	Open to Public	October 12, 2017; November 9, 2017
University Media Broadcast (Charger Bulletin Broadcast): Sexual Harassment on College Campus	Primary Prevention Programming	Dean of Students Office	Accessible to the Public	October 13, 2017
University Clothesline Project	Awareness Programming	College Advocate & Dean of Students Office	Open to the Public	October 18, 2017
Sexual Violence Module – Greek Life	Primary Prevention Programming	Dean of Students Office	Kappa Gamma Rho Fraternity	October 19, 2017
Skype Session on Sexual Violence on College Campuses for Students in Prato	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Study Abroad students & professional staff at Prato, Tuscany Campus – Mandatory	October 24, 2017
Sexual Assault Supporter & Survivor (SASS) Empowerment Walk	Primary Prevention Programming & Awareness Programming	Chi Kappa Rho, College Advocate, Victimology Club, Dean of Students Office	Open to Public	October 28, 2017
It's On Us – Consent Panel	Primary Prevention Programming	Dean of Students Office, University Police, ROTC Program	Open to the Public	November 2, 2017
Sexual Violence Module – Greek Life	Primary Prevention Programming	Dean of Students Office	Sigma Alpha Epsilon Fraternity	November 5, 2017

Title IX on College Campuses Panel	Primary Prevention Programming	Victimology Club, Dean of Students Office	Open to the Public	November 8, 2017
Tea is Consent Tabling	Awareness Programming	USGA Title IX Liaison, Dean of Students Office	Open to the Public	November 27 – Dec 1, 2017

Spring 2018 Semester <i>Approximately January 1, 2018 through June 31, 2018</i> <i>Completed Programming Events: Approximately 23</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Title IX Institutional Response v. Criminal Response	Primary Prevention Programming & Awareness Programming	Dean of Students Office	University Police Department Officers & Administration	January 8 & 9, 2018
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	January 10, 2018
Healthy Relationships & Communication Barriers Presentation	Primary Prevention Programming	Dean of Students Office	Leadership Day Participants	January 19, 2018
It's On Us – Greek Life Sign & Commitment Event	Primary Prevention Programming	CSELO, Dean of Students Office	Greek Life Participants	January 25, 2018
Faces of Domestic Violence Panel	Primary Prevention Programming	Victimology Club, College Advocate	Open to Public	January 30, 2018
UNIV 1000 Course-Step UP: From Bystander to UPstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	3 courses offered throughout the semester, January 29-31, 2018
Sexual Violence Module – Greek Life	Primary Prevention Programming	Dean of Students Office	Sigma Chi Fraternity	February 3, 2018
Sexual Assault on College Campuses – A Greek Life Issue Event	Primary Prevention Programming	Sigma Alpha Epsilon, Dean of Students Office	Open to Public	February 6, 2018
Consent is a Cup of Tea Residential Workshop	Primary Prevention Programming	Residential Life, Dean of Students Office, Wellness Peer Educators	Westside Hall Residential students	February 8, 2018
Healthy Relationships & Communication Barriers Presentation	Primary Prevention Programming	Dean of Students Office	Delta Phi Epsilon Sorority	February 12, 2018

Political Implications of #MeToo Campaign – Current Issues Discussion	Awareness Programming	Current Issues Discussion Committee, Political Science Club	Open to Public	February 21, 2018
University Clothesline Project	Awareness Programming	College Advocate & Dean of Students Office	Open to the Public	March 1, 2018
Sex Discussed Here Event	Awareness Programming	Dean of Students Office, Undergraduate Student Government Association	Open to Public	March 28, 2018
Dating Donuts – Residential Hall Programming	Awareness Programming	Wellness Peer Educators, Dean of Students Office	Open to Residential Students	March 28, 2018; April 6, 2018
Victim Services Panel	Awareness Programming	Victimology Club, College Advocate	Open to Public	April 6, 2018
Language, Consent, & Power Facilitated Peer Discussion	Primary Prevention Programming & Awareness Programming	Dean of Students Office, Undergraduate Student Government Association	Open to Public	April 25, 2018
Walk A Mile In Her Shoes	Primary Prevention Programming & Awareness Programming	Victimology Club, College Advocate (MRCC), All Greek Council	Open to Public	April 29, 2018
Take Back the Night & Day of Healing	Awareness Programming	Victimology Club, College Advocate & Dean of Students Office	Open to Public	April 30, 2018
Refresher Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	May 22, 2018

Fall 2018 Semester <i>Approximately August 1, 2018 through December 31, 2018</i> <i>Anticipated Programming Events: Approximately 55</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Campus Clarity – Think About It Online Course	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course - July 2018, Follow-up Courses: October 2018 & November 2018

Professional & Community Training at ORL Staff	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	July 17, 2018
University Police Tolerance/Safe Zone Training	Primary Prevention Programming	Dean of Students Office & Center for Diversity & Inclusion	University Police Department	August 7 & 9, 2018
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 14 & 16, 2018
Wellness Peer Educators Orientation Training	Primary Prevention Programming & Risk Reduction	College Advocate & Dean of Students Office	Wellness Peer Educators	August 19-21, 2018
Step Up! Introduction to Bystander Intervention	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer undergraduate and graduate students – Mandatory	Two courses offered during Mandatory Orientation, August 26, 2018
Step Up! Introduction to Bystander Intervention at Lyme Academy College of Fine Arts Campus	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer undergraduate and graduate students – Mandatory	Course offered during Mandatory Orientation, August 24, 2018
Support Groups – Healing Together	Support Services	College Advocate	Open to the Public	Beginning September 2018
SDEV 1000 Course- Step UP: From Bystander to UPstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	33 courses offered throughout the semester, September 10 – October 19, 2018
Understanding How to Report (Sexual Violence & General Misconduct) on Campus	Primary Prevention Programming & Awareness Programming	Dean of Students Office & Victimology Club	Open to the Public	September 26, 2018
Sexual Violence Awareness Booth at University Homecoming	Awareness Programming	Dean of Students Office & Victimology Club	Open to the Public	Planned for: September 29, 2018
Silenced – Domestic Violence Awareness Initiative	Awareness Programming	Omega Phi Beta & Dean of Students Office	Open to the Public	Planned for: October 16, 2018
University Clothesline Project	Awareness Programming	College Advocate & Dean of Students Office	Open to the Public	Planned for: October 16, 2018

Residence Hall & Classroom Presentations	Primary Prevention Programming	College Advocate & Wellness Peer Educators	Residential Students, Classroom Attendees	September - November, 2018 (approximately 6 per semester)
Domestic Violence Speak Out	Primary Prevention Programming & Awareness Programming	College Advocate, Victimology Club, Dean of Students Office	Open to Public	Planned for: October 17, 2018
Sexual Assault Supporter & Survivor (SASS) Empowerment Walk	Primary Prevention Programming & Awareness Programming	Chi Kappa Rho, College Advocate, Victimology Club, Dean of Students Office	Open to Public	Planned for: November 2018

Types of Educational Programming

Campus Clarity Online: Think About It Course

Multiple platforms have been utilized by the University to achieve education and awareness with the primary goal of preventing further assault. For incoming students these platforms include online trainings completed prior to on-campus arrival and bystander intervention training administered by Wellness Peer Educators.

The University utilized Campus Clarity by Everfi's *Think About It* course for incoming students to achieve education and awareness on campus and to comply with VAWA primary training requirements for the fourth consecutive year. Incoming students were divided into two groups, those that are under the age of 21 and those over 21, to determine those students who should receive the new *Adult Learners* module for nontraditional students. Campus Clarity by Everfi's *Think About It* course for incoming undergraduate students was administered to 1538 students, the *Adult Learners* course was administered to 200 students, and the *Graduate* course was administered to 670 graduate students in the 2017-18 AY.

This course introduces students to the concepts of rape/sexual violence myths, substance use/abuse, bystander intervention, and safety on campus. After further research, the University decided to utilize the *Graduate* Think About It course for all incoming graduate students, in addition to all incoming undergraduates beginning in 2015-16 AY. In response to student feedback regarding the appropriateness of some content for particular ages, specifically students age twenty-two and older, the University of New Haven pursued Campus Clarity's *Think About It: Adult Learner* course. This course eliminates the discussion of underage drinking and focuses its attention on addressing age appropriate scenarios related to substance use, healthy relationships, sexual misconduct/harassment, and bystander intervention. Similarly, the *Think About It: Graduate* course is designed to provide specific examples of misconduct related to a graduate career and acknowledges that graduate students have a base level of knowledge on such issues.

During the 2017-18 AY, the University administered parts one, two, and three of the undergraduate module.

Think About It Course Offered	Semester Offered	Total Invited Students	Completed Online Module	Incomplete Module	Overall Completion Rate	Overall Incomplete Rate
Undergraduate Part 1	Fall 2017	1489	1488	1	99.9 %	0.1 %
	Spring 2018	49	47	2	95.9 %	4.1 %
	2017-18 AY	1538	1535	3	99.8 %	0.2 %
Undergraduate Part 2	Fall 2017	1489	1372	117	92.1 %	7.9 %
	Spring 2018	49	35	14	71.4 %	28.6 %
	2017-18 AY	1538	1407	131	91.5 %	8.5 %
Undergraduate Part 3	Fall 2017	1489	974	515	65.4 %	34.6 %
	Spring 2018	0	0	0	0 %	0%
	2017-18 AY	1489	974	515	65.4 %	34.6 %
Adult Learners	Fall 2017	136	133	3	97.8 %	2.2 %
	Spring 2018	64	54	10	84.4 %	15.6 %
	2017-18 AY	200	187	13	93.5 %	6.5 %
Graduate Course	Fall 2017	434	432	2	99.5 %	0.5 %
	Spring 2018	236	187	49	79.2 %	20.8 %
	2017-18 AY	670	619	51	92.4 %	7.6 %

This academic year, 2018-19 AY, Campus Clarity by Everfi's *Think About It: Part One* course has been administered to 1470 students, the *Adult Learner* course was administered to 92 nontraditional students (22+ years of age), and the *Graduate* course was administered to 304 graduate students. At the time of this report, each of these courses are still being actively administered and provided to incoming students. With Campus Clarity by Everfi's software, the University is able to increase overall completion of the online modules through email reminders, and in-class reminders.

Step Up! Bystander Training and SDEV 1000 Course (Current)

During incoming student orientation, the Dean of Students Office provides a ninety minute presentation that serves as an introduction to the [Step UP bystander program](#), developed by the University of Arizona C.A.T.S. Life Skills Program in partnership with the NCAA. This presentation includes information about the concept of bystander intervention, strategies for safe and effective intervention, different types of interventions, and available University resources. This session is offered twice during orientation, so all incoming students attend. Attendees participate using Campus Labs Baseline technology, which allows students to simultaneously self-report their perceptions of hook-up culture, substance use culture, and other issues. This self-reported information is streamed anonymously into the presentation and serves to demonstrate students' perceived notions of the campus climate versus their actual experiences and behaviors.

For the 2015-16 AY, bystander prevention was strategically redesigned to provide the bystander training under the umbrella program of Step UP, with the slogan: 'Moving from Bystander to Upstander'. This training is hosted in two of our premier classrooms, which allows the presentations to be administered

in fifty student sections. Due to the increase in the University's first-year student population, the course sections has been increased to hold sixty students since the 2017-18 AY. Additionally, the bystander training is housed in University Student Development course (SDEV 1000) that all first-year and transfer undergraduate students are preregistered for on their course schedules. This course is described to students as the promotion of knowledge of University policies regarding sexual violence and safety by teaching students valuable bystander intervention strategies that can be used to foster the development of a safe and educational campus climate.

The presentation provided in this course is given by annually trained Wellness Peer Educators, and includes three short videos, interactive discussion exercises, and policy review. The first video, [Step Up – American University](#), utilizes the Step UP framework (previous referenced) to teach students how to intervene using five safe and effective steps in a variety of problematic situations, including mental health, hazing, substance use, and sexual violence. The video also emphasizes the three main techniques for positive intervention in such situations, which includes Direct, Distract, and Delegate. Thus far, we have received comments from students that the first video seemed resonates with them as the actor portrayals of each scenario are realistic and plausible. Additionally, students comment that American University's Step Up video provides clarity to the message that there are multiple effective methods to intervening in most problematic situations, and that students have realistic options to seeking peer assistance. These comments serve as an impactful talking points for peer educators to enhance the perspective that utilizing five steps for intervention, as designed by Step Up, is an effective technique to create a safe learning environment for all students.

The second video was chosen to demonstrate victim blaming statements that perpetuate rape culture within our environments, particularly on campus. The video, title [James is Dead](#), utilizes the parallels comments typically associated with sexual assault to a situation of murder. This video utilizes humor as the metaphor is designed to demonstrate the ridiculousness of victim blaming statements when in a new context (such as applied to victims of murder). Thus far, students have commented that the video quickly highlights how harmful victim blaming statements can be, while also causing students to reflect on how frequently they hear similar statements within their environments. This conversation allows peer educators to challenge students to perceive such victim blaming statements, similar to rape jokes or sexist comments, as problematic within our campus community.

In 2018-19 AY, Wellness Peer Educators revised the program to include [How Do You Know if Someone Wants to Have Sex with You?](#) video by Planned Parenthood. This video demonstrates the various aspects of affirmative consent using actors to portray real situations in which an individual needs to gain consent. This video demonstrates consent through the lens of three different couples, which include both heterosexual and homosexual couples. Thus far, students have commented that the video helps put the concept of consent into practical terms which include actual examples related to asking for and receiving affirmative consent. Additionally, students have commented that they appreciate the video's inclusion that sharing information with a potential partner about STIs and birth control is a necessary step for affirmative consent. These comments allow peer educators to emphasize the many factors necessary for affirmative consent, such as mutuality and clarity, while also addressing concerns students may have about this concept.

In 2017-18 AY, the presentation was extended to seventy-five minutes to include additional time for interactive discussions yet still fits into block scheduling. Student feedback, solicited during roundtables

and the presentation discussions, demonstrates a greater understanding of affirmative consent as it applies to all sexual activity, more awareness regarding rape culture, and ultimately a greater appreciation for students' individual role in campus safety and awareness.

The Assistant Director for Student Life Programs and Title IX/VAWA Compliance continues to provide distinct scheduled presentations of the Step Up: Bystander to UPstander course to incoming students in specialized populations: Athletics, Prato study abroad students, Lyme Academy students, Outstanding High School Senior program students, and ESMUS & WHHS program students. Course content remained the same for each presentation with the exception of the high school senior programs, which combined information about their own high school resources with available University resources.

The SDEV 1000 Step UP: From Bystander to UPstander course continues to afford higher compliance with student attendance. Additionally, the courses allows for the standardization of delivered content, and serves as peer facilitated primary prevention during the 'red zone', September - October known for its high victimization rates on college campuses. Overall completion rates can be seen in the below chart.

UNIV 1000 Course Offered	Total Incoming Students	Total Attendees	Completed Online	Excused	Incomplete	Withdrawn	Overall Completion Rate	Overall Incomplete Rate
Fall 2015	1417	1308	56	21	5	27	99.64 %	0.36 %
Spring 2016	111	67	28	5	7	4	93.46 %	6.54 %
2015-16 AY	1528	1375	84	26	12	31	99.19 %	0.80 %
Fall 2016	1257	1164	31	19	9	34	99.27 %	0.73 %
Spring 2017	129	49	40	4	26	10	78.15 %	21.85 %
2016-17 AY	1386	1213	71	23	35	44	97.39 %	2.61 %
Fall 2017	1629	1514	38	11	8	58	99.49%	0.51 %
Spring 2018	130	80	37	3	7	3	94.49 %	5.51 %
2017-18 AY	1759	1594	75	14	15	61	99.12 %	0.88 %

It's On Us Campaign

The White House launched a National It's On Us campaign in September 2014, for college campuses, specifically their student governments. In coordination with the Center for Student Engagement, Leadership & Orientation (CSELO), the Assistant Director for Student Life Programs & Title IX/VAWA Compliance hosted an It's On Us Kickoff Greek Life Signing on January 25, 2018. The event featured all representatives from each Greek Life on-campus organization as they committed to the It's On Us pledge on behalf of their fraternity/sorority. Each representative gave a statement about their organization's commitment to ending sexual violence within the campus community, and commented on their efforts towards this goal. The event allowed representatives to offer their unique perspective about sexual violence prevention, as it applies to their daily work, community life, and personal interests. The event challenged students to consider how sexual violence may influence their community, and asked attendees to reflect on their Greek membership within the University community.

Information Tables and Additional Programming

A secondary facet of education is the programming regarding sexual violence prevention, response, and University specific policies. The university's Victimology Club continues to host numerous educational and awareness programs during the academic year. In addition to events sponsored by the Victimology Club, the Wellness Peer Educators sponsor numerous information tables throughout the year to increase awareness (Healthy Relationships tables, Domestic Violence Awareness Month, April's Sexual Assault Awareness Month, It's On Us information tables, etc.). During these informational tables, peer educators provide extensive amounts of resources, and promotional items to passing students.

Wellness Peer Educators are responsible for facilitating the SDEV 1000 course in partnerships, where they share responsibility for developing discussion of course content with participants and presenting specific University expectations. Over the latter half of the fall semester and winter break, Peer Educators are responsible for providing additional programming proposals for the identification of new programs for implementation.

The College Advocate, of Milford Rape Crisis Center, sponsors additional awareness programming, supported by the Dean of Students Office and the Wellness Peer Educators. These presentations often take place in collaboration with Recognized Student Organizations and/or the Office of Residential Life within the residential halls.

Awareness & Compliance Initiatives

Know Your Rights Brochure

A primary component of the CT Public Act 14-11 was the requirement to create a "concise notification, written in plain language, to each student and employee of such institution who has been a victim of sexual assault, stalking, or intimate partner violence, of such victim's rights and options under such institution's policy". Thus, the University developed a brochure that would include written Title IX & Sexual Misconduct Policy definitions, resources for confidential disclosure and reporting options, the option to report to law enforcement and/or our institution, our retaliation policy, a notification of the Title IX Coordinator, notice of interim measures, formal complaint procedures, advisor privileges, and an involved party's rights. This valuable resource is updated annually to reflect the changes made to the University's policy or procedures, as well as contact information for identified resources.

In order to utilize this document more efficiently, the Dean of Students Office has actively provided this document to offices, which serve as first responders for sexual violence or misconduct reports. This includes the University Police Department, Office of Residential Life, Counseling & Psychological Services, Health Services, and Student Services at all satellite locations. Staff in these offices are directed to utilize this brochure as a roadmap of our students' rights and options under Title IX of the Education Amendments of 1972 and Violence Against Women Reauthorization Act. By training staff to facilitate a discussion using this brochure, we can ensure that as students report sexual misconduct they are getting consistent and comprehensive information about available support services and reporting options. This document is also used to facilitate conversations with responding parties of sexual misconduct allegations to thoroughly discuss the institutional process and their available options for support.

Sexual Misconduct Policy

Annually, the Campus Resource Team meets to discuss proposed revisions to the Sexual Misconduct Policy. The Assistant Director for Title IX/VAWA Compliance researches best practices and monitors federal recommendations from recent OCR resolutions to determine the most appropriate revisions to policy and procedures for Title IX and VAWA compliance. There were no major adjustments or revisions between 2017-18 policy and the finalized 2018 Sexual Misconduct Policy.

The 2018 Sexual Misconduct policy is utilized in the Title IX training provided to incoming first-year and transfer students through their mandatory new Step Up: Bystander to UPstander course. Notice of the Student Handbook is electronically delivered to all students via an email from the Dean of Students Office. Furthermore, the policy is available for download and review on the University's [Sexual Misconduct](#) webpage for public use.

The Dean of Students Office continuously monitors and revises the Title IX webpage, paying particular attention to accessibility, availability, and clarity of this important information. In an effort to ensure increased reporting, the appropriate short links, such as newhaven.edu/titleix, [/sexualmisconduct/](#), [/reportit/](#), and [/clery/](#), are monitored for functionality. Additionally, best practices indicate that searching for key words, such as rape, sexual assault, etc., at the University of New Haven, should result in appropriate reporting options and resources within three clicks. Likewise, the internal University webpage search should provide these results within three clicks. External and internal searches for these keywords most frequently result in the respective informational brochures, the Know Your Rights & Options brochure, and the Sexual Misconduct Policy webpage. Furthermore, the external and internal search for Title IX at the University provides the webpage newhaven.edu/titleix as primary option.

Memorandum(s) of Understanding

Public Act 14-11 requires that all institutions of higher education enter into and maintain a memorandum of understanding with at least one community-based sexual assault crisis service center and at least one community-based domestic violence agency. These memorandums are intended to ensure that students or employees of our institutions can access free and confidential counseling/advocacy services in our local community, as well as to establish partnerships related to training and committee involvement.

As such, utilizing templates from the primary oversight agencies for sexual assault crisis services (CONNSACS) and domestic violence agencies (CCADV) in Connecticut to develop appropriate MOUs with our respective agencies. The University of New Haven entered into Memorandum of Understandings with the following agencies in January of 2015: Milford Rape Crisis Center, BHcare, and Sexual Assault Crisis Center of Eastern Connecticut. The Dean of Students Office and Title IX Coordinator are currently in the process of renewing these Memorandums of Understanding for future years.

Marketing & Publications

Although research has shown that the efficacy of brochures is declining in the wake of social media and technology advancements as a means of publicity, the Responsible Employee and Campus Security Authority brochures were developed to inform individuals identified in these roles of their primary

responsibilities under Title IX or Clery respectively, as well as University reporting procedures. This is an alternative resource for information, and are utilized as supplemental material for online trainings. These brochures were updated in the summer of 2017 to clarify responsibilities and add content specific to supporting students during disclosures of sexual misconduct.

The Sexual Misconduct on Campus: Responding to Students – Employee Guide for Assisting Students is a dual-sided handout that serves as a quick guideline for assisting faculty/staff when a student discloses an incidence of sexual violence. It includes brief instructions for employees during the actual disclosure, informs them of the appropriate support services to refer a student to, and includes the immediate need to report the disclosure to the Title IX Coordinator(s). Faculty and staff feedback has indicated that the resource ensures a comprehensive discussion with students during disclosures and ensures their ability to refer students to University and local resources accurately.

The Resources & Referral Options for Students serves as a quick reference guide for referral and reporting options. It features four categories of reporting options or services that a student in crisis may need to utilize, including Support Services, Emergency Police Information, Housing or Academic Accommodations, and Medical Assistance. Title IX Coordinator information is also prominently displayed on this information to increase visibility and knowledge of the Title IX Coordinator as a resource for students.

The Support & Reporting Options for Survivors of Sexual Misconduct flowchart serves as a quick reference guide for victims of sexual misconduct who may be struggling to identify their reporting options. The flowchart is meant to serve as a visual aid that allows for students to quickly sort through the many reporting options or services that a student in crisis may need to utilize, including Support Services, Emergency Police Information, Accommodations, and Medical Assistance.

Faculty Syllabus Notice

Working in collaboration, the Dean of Students Office and Title IX Coordinator, created a faculty syllabus notice that would be used to increase visibility of the Title IX Coordinator and serve as a notice of nondiscrimination to all students. The statement (see below) is included in the University's syllabi template and provided to all University faculty at the beginning of the academic year (August 2018).

Commitment to Positive Learning Environment:

The University adheres to the philosophy that all community members should enjoy an environment free of any form of harassment, sexual misconduct, or discrimination. There is an expectation that all community members are committed to creating and supporting a climate which promotes civility, mutual respect, and open-mindedness. There also exists an understanding that with the freedom of expression comes the responsibility to support community members' right to live and work in an environment free from harassment and fear.

If you wish to report an incident of sexual misconduct to a University employee, please note that they are required to notify our University's Title IX coordinator about the basic facts of the incident (you may choose to request confidentiality from the University). If you encounter sexual harassment, sexual misconduct, intimate partner violence, or stalking, we encourage you to report the incident to the University's Title IX Coordinator, Caroline Koziatsek, at (203)

932.7479 or ckoziatsek@newhaven.edu. Further resources and reporting options are available at www.newhaven.edu/titleix.

If you wish to report an incident of bias-related behavior, such as actions that intimidate, humiliate or demean persons or groups or that undermine their security or self-esteem, you are encouraged to do so by completed the Bias Incident Form, available online at www.newhaven.edu/reportit.

Committees on Sexual Misconduct

The University continues to utilize its two distinct committees for issues of sexual misconduct; the Campus Education and Response Team ('CERT') and the Campus Resource Team ('CRT').

Campus Resource Team

The Campus Resource Team ('CRT') is comprised of individuals selected by the University of New Haven's President, which include 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 students and employees who report being victimized. As this team has allowed for important stakeholders to have a voice in policy and procedural changes related to sexual misconduct, the University has endeavored to host this team at least twice a semester during the 2018-19 AY. Increasing meeting frequency has allowed the University to designate significant time to the training of Campus Resource Team members, while maintaining robust and meaningful discussion of proposed policy or procedural changes.

Campus Education and Response Team

The Campus Education and Response team is a multidisciplinary team comprised of campus and local community resources. The team is charged with proactively educating the campus community on issues relating to sexual misconduct, intimate partner violence, and stalking, as well as providing ongoing educational campaigns for the University community.

To encourage this team to continue to grow and stimulate the discussion of University needs related to education and programming on sexual violence, the team decided to extend invitations to student organization representatives known for their own work on these issues. Thus, invitations to join the CERT were extended to the Victimology Club, Undergraduate Student Government Association, Student Committee on Programming & Events, Wellness Peer Educators, and the All Greek Council. These organizations were able to appoint a member of their organization to serve on the CERT for a full year in a supportive and collaborative role. This enhanced the team's ability to get real-time feedback from students regarding current programming, as well as the ability to increase the team's oversight of all events, campaigns, and marketing as related to sexual violence.

The CERT held meetings throughout the year to discuss topics including the development of a unified calendar for sexual violence awareness/prevention efforts, increased collaboration among committee organizations, better use of budgetary funds, and annual review of current programming.

Members of the CERT, include representatives from the following offices:

- Health Services
- Office of Residential Life
- Dean of Students Office
- University Police Department
- Wellness Peer Educator Graduate Coordinator
- College Advocate of Milford Rape Crisis Center

Sexual Misconduct Process Team

The Sexual Misconduct Process consists of the recruited faculty and staff who serve as trained Sexual Misconduct Investigators, Hearing Board members, and Appeals Board members. This team also includes the Human Resources staff, who work with the Title IX Coordinator to provide a fair and equitable Title IX grievance procedure for University employees. Furthermore, the Title IX Coordinator, Caroline Koziatsek, and Deputy Title IX Coordinator, Rebecca Johnson, participate in team trainings. The Dean of Students Office staff pulls these individuals into a large collaborative group that conducts simultaneous trainings. The University has been able to facilitate a strong pool of faculty and staff that are fully qualified to assist on investigations and hearing boards.

During the 2017-18 AY, the Dean of Students Office hosted numerous in-person training events, while also providing a robust blackboard-training site. Training often focuses on the intricacies of Title IX, published best practices, review new OCR resolutions, and the ongoing legislative climate regarding sexual violence. Via blackboard, members are provided four video modules that they were required to participate in, and corresponding quizzes as learning assessments for all videos. Furthermore, Title IX materials are available on blackboard, including diversity and cultural awareness resources, new legislation resources, relevant webinars, and other resources.

Our continuation of cross-training members for all roles in the process is beneficial, and remains necessary for individual members to understand the entire process and the distinct responsibilities of each role.

Report of Complaints of Sexual Misconduct

Brought forward from January 1, 2017 through December 31, 2017

This report contains information about complaints of sexual misconduct that the University of New Haven received notice of and the actions taken by the University to address those complaints. Specifically, this report includes descriptions of all student complaints that were processed through the Sexual Misconduct Disciplinary Process in January 1, 2017 through December 31, 2017.

This report is intended to provide the information requested in CT Public Act 14-11, *An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus*, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University has taken to combat sexual violence on its campus. This report was composed to protect the privacy of the individuals involved, and identifiable information was not provided to maintain the privacy and confidentiality of the parties involved.

The complaints in this report have been presented in statistical and narrative format and are organized according to the type of action the reporting party engaged in: Formal University Investigation/Hearing, or Informal Institutional Report. In the narrative portion of the report you will find cases that engaged in these processes, and may have engaged in a collaborative process with the Title IX Coordinator, Dean of Students Office, University Police, and Sexual Misconduct Hearing Board.

While this report is intended to be informative and enlightening, there are many limitations to reporting sexual violence on the University campus. The brief narrative descriptions are intentionally vague, as a complete

description of the complexities or specifics of a given case could reveal identifiable information about a given party. Similarly, the report indicates only the type of category the complaint is associated with, such that “sexual assault” may refer to nonconsensual sexual contact or nonconsensual sexual intercourse. The ‘other’ category has been designated for reports of sexual misconduct that do not directly fall into the categories prescribed or there was limited information within the report to designate a specific category of sexual misconduct.

The Milford Rape Crisis Center College Advocate worked with nineteen unique students on issues sexual misconduct in the 2017-18 academic year. These statistics represent confidential reports, of which the University has limited information about. To protect the privacy and confidentiality requested by her clients, the College Advocate does not share identifiable or narrative information with the Title IX Coordinator, unless the report reveals a risk to the larger campus community or a pattern of predation.

In the event that sexual misconduct, gender-based violence, or the crimes of sexual assault, stalking, dating violence or domestic violence do occur, the University of New Haven takes the matter very seriously. The University employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student’s behavior represents a risk of violence, threat, pattern and/or predation. A student responding to allegations of sexual misconduct, other gender-based violence, or such crimes, is subject to action in accordance with the Sexual Misconduct Policy in the University’s Student Handbook. A student wishing to officially report such an incident may do so by contacting the Title IX Coordinator, Caroline Koziatek (203.932.7479 or ckozyatek@newhaven.edu) or Deputy Title IX Coordinator, Rebecca Johnson (203.932.7176 or rjohnson@newhaven.edu). Anyone with knowledge about sexual misconduct or gender-based violence or such crimes is encouraged to report it immediately. Protective measures for victims are available from the campus whether a victim pursues a formal complaint through the University of New Haven process.

The statistics below include all complaints of sexual misconduct brought forward in January 1, 2017 through December 31, 2017, regardless of when the alleged events occurred. The complaints of sexual misconduct are sorted in broad categories based on the reporting party’s allegations. Complaints involving more than one allegation of sexual misconduct are listed only once, based on the primary allegation. The reporting party is the person who reported having experienced a violation of sexual misconduct or (in the case of third-party complaints) the person who is reported to have experienced it. The responding party is the person (or persons) alleged to have committed the misconduct.

*These statistics may vary from the published Annual Security Report statistics as it only includes those reports that the University received notice of and which engaged in the disciplinary process. Clery reportable crimes may also include aggregate data provided by confidential resources, such as Health Services, Counseling Services, and the Milford Rape Crisis Center College Advocate, which can appear as an increase in reported sex offenses.

Formal Institutional Reports

<p><i>During the 2017 calendar year (January 1, 2017 – December 31, 2017), there were 5 new formal complaints brought forward to the Sexual Misconduct Investigation Team and/or Hearing Board, which are reported in this table.</i></p>			
Reporting Party	Responding Party	Category of Misconduct Reported	Descriptions/Actions Taken
Undergraduate Student	Faculty Member	Sexual Harassment	<p>A female student alleged that a male faculty member made an unwanted comment of a sexual nature to her during the summer of 2017.</p> <p>The Sexual Misconduct Investigation Team gathered information from the reporting party and relevant witnesses. The matter was referred to Human Resources for the employee interview and findings. Class and work accommodations were provided for the reporting party.</p>
Undergraduate Student	Faculty Member	Sexual Harassment	<p>A female student alleged that a male faculty member made an unwanted comment of a sexual nature to her during the fall 2017 semester.</p> <p>The Sexual Misconduct Investigation Team gathered information from the reporting party and relevant witnesses. The matter was referred to Human Resources for the employee interview and findings. Class accommodations were provided for the reporting party.</p>
Undergraduate Student	Non-University Member	Intimate Partner Violence	<p>Residential Life received a report of an incident in which a female guest allegedly engaged in verbal and physical abuse towards their intimate partner, a male undergraduate student.</p> <p>The Sexual Misconduct Investigation Team determined the reported conduct met the threshold of intimate partner violence and the responding party had their guest privileges revoked from University premises. The reporting party was offered services.</p>
Undergraduate Student	Faculty Member	Sexual Harassment	<p>The Dean of Students received a report of an incident in which a male faculty member allegedly made inappropriate remarks of a sexual nature while in class. The Investigation Team determined the reported conduct was not of a harassing nature; however, the reporting parties were offered support services. The matter was referred to Human Resources for appropriate follow-up.</p>
Undergraduate Student	Undergraduate Student	Stalking	<p>A female student alleged that a male student was pursuing unwanted contact and communication on- and off-campus.</p> <p>The Sexual Misconduct Investigation Team determined the reported conduct did not meet the definition of stalking or sexual harassment, and the report was then pursued through the Code of Conduct system. The case was closed with a continued mutual no-contact order.</p>

Informal Institutional Complaints

<p><i>During the 2017 calendar year (January 1, 2017 – December 31, 2017), there were 37 new informal reports. In each case, the reporting party was provided information regarding the institutional complaint process, criminal complaint process, and informal remedies, however declined to pursue the matter. Reporting parties were given access to all informal remedies, such as class accommodations, living or working accommodations, transportation accommodations, and support services available on/off campus.</i></p>			
Reporting Party	Responding Party	Category of Misconduct Reported	Descriptions/Actions Taken
Non-University Member	Undergraduate Student	Sexual Harassment	<p>The Dean of Students received a report that a male student was sending unwanted communication of a sexual nature to a non-University community member. The reporting party was offered services, but declined to pursue a formal complaint.</p> <p>The Dean of Students Office facilitated a no contact order and informal meeting with the responding party.</p>
Staff Member	Alumni (Other University Affiliate)	Sexual Harassment	<p>The Dean of Students received a report that recent male graduate was making unwanted advances towards a female staff member. The reporting party was offered services, but declined to pursue a formal complaint.</p> <p>The Dean of Students Office facilitated a no contact order.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	<p>The Dean of Students received a report of an incident in which a male student allegedly forced a female student to engage in sexual intercourse without her consent. The reporting party was offered services, but declined to pursue a formal complaint.</p> <p>The Dean of Students Office facilitated a no contact order.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	<p>The Dean of Students received a report of an incident in which a male student allegedly coerced a female student to engage in sexual intercourse while she was under incapacitation. The reporting party was offered services, but declined to pursue a formal complaint.</p>
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students received a report of an incident in which a male student allegedly made inappropriate comments of a sexual nature to a female student. The reporting party was offered services, but declined to pursue a formal complaint. The Dean of Students Office facilitated an informal meeting with the responding party.</p>
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students received a report of an incident in which a male student allegedly made inappropriate comments of a sexual nature to female students in the Recreation Center. The reporting party was offered services, but declined to pursue a formal complaint. The Dean of Students Office facilitated an informal meeting with the responding party.</p>

Undergraduate Student	Graduate Student	Sexual Harassment	The Dean of Students received a report of an incident in which a male graduate student allegedly made inappropriate advances to female students. The reporting party was offered services, but declined to pursue a formal complaint. The Dean of Students Office facilitated an informal meeting with the responding party.
Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Contact</i>)	Residential Life received a report of an incident in which a male student allegedly exceeded the boundaries of consent when he touched a female student in a sexual nature on the buttocks. The Dean of Students Office facilitated an informal meeting with the responding party and facilitated a no contact order between the parties.
Undergraduate Student	Unknown	Sexual Harassment	Residential Life received a report of an incident in which an unidentified male made lewd remarks and gestures towards a female student while intoxicated. The reporting party was offered services, but declined to pursue a formal complaint.
Undergraduate Student	Non-University Member	Sexual Harassment	Residential Life received a report of an incident in which a male guest of a University student made lewd remarks towards student staff. The reporting parties were offered services, but declined to pursue a formal complaint. University Police facilitated trespass warning for the responding party.
Undergraduate Student	Undergraduate Student	Sexual Harassment	University Police received a report of an incident in which a male student was allegedly making inappropriate sexual comments towards another male student while off-campus. The reporting party was offered services, but declined to pursue a formal report. The Dean of Students Office facilitated a no contact order and informal meeting with the responding party.
Undergraduate Student	Unknown	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	A third party reported that a female student disclosed that she was sexually assaulted. The reporting party was offered services; she declined to pursue a formal complaint and did not identify a responding party.
Graduate Student	Non-University Member	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	A third party reported that a female student disclosed that she was sexually assaulted while at an academic conference off-campus by a non-University member. The reporting party was offered services and accommodations.
Undergraduate Student	Non-University Member	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	West Haven Police Department indicated that a female student reported that she was sexually assaulted on-campus by a non-University member. The reporting party was offered services; she declined to pursue a formal complaint and did not identify a responding party.

Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Contact</i>)	West Haven Police Department indicated that a female student reported that she was allegedly fondled off-campus by a male student. The reporting party was offered services; she declined to pursue a formal complaint.
Undergraduate Student	Graduate Student	Sexual Harassment	A third party reported that a female student indicated that a male student made her uncomfortable during an unwanted verbal interaction. The Investigation Team determined the reported conduct was not of a harassing nature; however, the reporting party was offered support services.
Undergraduate Student	Undergraduate Student	Sexual Harassment	West Haven Police Department received a report of an incident in which a male student allegedly made inappropriate comments of a sexual nature to a female student. The reporting party was offered services, but declined to pursue a formal complaint. The Dean of Students Office facilitated an informal meeting with the responding party.
Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	A third party indicated that a female student disclosed that she was allegedly sexually assaulted on-campus by a female student. The reporting party was offered services; she declined to pursue a formal complaint. Housing accommodations were provided to better support the student.
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students received a report that a male student was receiving unwanted communication from a female student, his former intimate partner. The reporting party was offered services, but declined to pursue a formal complaint.</p> <p>The Dean of Students Office facilitated a no contact order and informal meeting with the responding party.</p>
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students received a report of an incident in which a male student allegedly made inappropriate comments of a sexual nature to a female student. The reporting party was offered services, but declined to pursue a formal complaint.</p> <p>The Dean of Students Office facilitated an informal meeting with the responding party.</p>
Undergraduate Student	Unknown	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	A third party reported that a female student indicated disclosed that she was sexually assaulted on campus. The reporting party was offered services, and pursued class accommodations. She declined to pursue a formal complaint and did not identify a responding party.

Graduate Student	Undergraduate Student	Intimate Partner Violence	The Dean of Students received a report that a female student indicated that she was involved in a verbal and physical altercation with her intimate partner off-campus. The reporting party was offered services, and pursued class accommodations. She declined to pursue a formal complaint, and was referred to local law enforcement resources.
Graduate Student	Non-University Member	Stalking	University Police received a report that a non-University member was engaging in unwanted electronic communication and off-campus contact with a female student. The reporting party was offered support services. University Police assisted the reporting party with contacting the appropriate local law enforcement for the jurisdiction of the conduct.
Undergraduate Student	Non-University Member	Intimate Partner Violence	University Police received a report that a non-University member engaged in a verbal altercation with a female student, their former intimate partner, while on-campus. The reporting party was offered services. University Police instructed the non-University member to have no further contact with the reporting party and banned their presence on campus.
Undergraduate Student	Unknown	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	A third party indicated that a female student disclosed that she was allegedly sexually assaulted. The reporting party was offered services; however, she declined to confirm the disclosure.
Undergraduate Student	Undergraduate Student	Sexual Harassment	Residential Life received a report of an incident in which a male student was allegedly making inappropriate sexual comments towards a female student. The reporting party was offered services, but declined to pursue a formal report. The Dean of Students Office facilitated a no contact order and informal meeting with the responding party.
Undergraduate Student	Undergraduate Student	Sexual Harassment	Residential Life received a report of an incident in which a male student was allegedly making inappropriate sexual comments towards another male student. The reporting party was offered services, but declined to pursue a formal report. The Dean of Students Office facilitated an informal meeting with the responding party.
Undergraduate Student	Non-University Member	Intimate Partner Violence	Residential Life received a report that a female student was concerned about a non-University member, her former intimate partner, would continue communication after the dissolution of their relationship. The reporting party was offered services; she declined to pursue a formal complaint.

Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>Residential Life received a report of an incident in which a male student was allegedly making inappropriate sexual comments towards a female student. The reporting party was offered services, but declined to pursue a formal report.</p> <p>The Dean of Students Office facilitated an informal meeting with the responding party.</p>
Undergraduate Student	Non-University Member	Stalking	<p>The Dean of Students received a report that a non-University member was engaging in unwanted communication and contact with a female student on- and off-campus.</p> <p>The reporting party was offered services. University Police instructed the non-University member to have no further contact with the reporting party and banned their presence on campus.</p>
Undergraduate Student	Unknown	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	A third party reported that a female student disclosed that a male assaulted them; however, no further details were provided. The reporting party was offered services, but declined to pursue a formal report.
Undergraduate Student	Non-University Member	Intimate Partner Violence	University Police received a report that a non-University member had engaged in a verbal altercation with a female student, their intimate partner. The reporting party was offered services, and pursued assistance through Counseling Services. She declined to pursue a formal complaint.
Undergraduate Student	Unknown	Intimate Partner Violence	A third party reported that a female student indicated that she was involved in a physically abusive relationship occurring off-campus. The reporting party was offered services, and was assisted with class accommodations. She declined to pursue a formal complaint.
Undergraduate Student	Undergraduate Student	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	Residential Life received a report of an incident in which a male student allegedly coerced a female student to engage in sexual intercourse without her consent. The reporting party was offered services, but declined to pursue a formal complaint.
Undergraduate Student	Non-University Member	Sexual Assault (<i>Nonconsensual Sexual Intercourse</i>)	University Police received a report of an incident in which a non-University member engaged in nonconsensual sexual intercourse with a female student while off-campus. The reporting party was offered services. She received assistance contacting local law enforcement and pursued class accommodations.

Undergraduate Student	Non-University Member	Sexual Harassment	<p>University Police received a report that a non-University member was engaging in unwanted communication of a sexual nature via social media with a female student.</p> <p>The reporting party was offered services. University Police instructed the non-University member to have no further contact with the reporting party and banned their presence on campus.</p>
Undergraduate Student	Faculty Member	Sexual Harassment	<p>A third party reported that a female student indicated that male faculty member made her uncomfortable during a brief physical interaction (hug). The reporting party then determined the reported conduct was not of a sexual nature; the reporting party was offered support services. The matter was referred to Human Resources for appropriate follow-up.</p>

Table 1. Sexual Misconduct Complaints by Reporting Party Affiliation

		Reporting Party Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	12	1	0	0	0	0	0	13
	Intimate Partner Violence	5	1	0	0	0	0	0	6
	Sexual Harassment	18	0	1	0	0	1	0	20
	Stalking	2	1	0	0	0	0	0	3
	Sexual Exploitation	0	0	0	0	0	0	0	0
	Other	0	0	0	0	0	0	0	0
Total		37	3	1	0	0	1	0	

Table 2. Sexual Misconduct Complaints by Responding Party Affiliation

		Responding Party Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	6	0	0	0	0	3	4	13
	Intimate Partner Violence	1	0	0	0	0	4	1	6
	Sexual Harassment	10	2	0	4	1	2	1	20
	Stalking	1	0	0	0	0	2	0	3
	Sexual Exploitation	0	0	0	0	0	0	0	0
	Other	0	0	0	0	0	0	0	0
Total		18	2	0	4	1	11	6	

Addendum 1 – Marketing & Publication Images

2017 Know Your Rights & Options Brochure

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				*	Confidential

Confidentiality Level Definitions
Strictly Confidential refers to the department's 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 department's desire to maintain confidentiality at the complainant's request, but recognizes there may be circumstances (i.e. threats to the larger campus community) that require the ability to maintain complete confidentiality.

Retaliation
Retaliation is defined as any intentional adverse action taken by a responding individual or allied third party, against 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: nystate.gov_knowyourrights.org

Title IX Coordinator
Caroline Kozicki
KozickiC@newhaven.edu
203.932.7479
South Campus Hall, Lower Level

Deputy Title IX Coordinator
Rebecca Johnson
rjohnson@newhaven.edu
203.932.4732
Bartels Hall, Top Floor

College Advocate
mrc@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

University Support Services & Resources:
• **University Counseling Center**
203.932.7332
Sheffield Hall, Lower level
• **University Police Department**
203.932.7034
Lower level of the Campus Bookstore
• **University Health Services**
203.932.7079
Sheffield Hall, Lower level
• **Dean of Students Office**
203.932.2452
Bartels Hall Student Center
• **Office of Residential Life**
203.932.7076
Baker Hall, Lower level
• **Accessibility Resource Center**
203.932.7332
Sheffield Hall, Lower level

Local Off-Campus Victim Resources:
• **Rage Crisis Center of Milford**
70 West River Street
Milford, CT 06460
24/7 hotline: 203.878.1232
Office: 203.874.8712
• **CT Alliance to End Sexual Violence**
24 Hour Toll Free Hotline:
888.999.5545 (English)
888.568.8332 (Spanish)
• **CT Coalition Against Domestic Violence**
24 Hour Toll Free Hotline:
888.774.2900 (English/Spanish)
• **Domestic Violence Services – BH Care**
455 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 (Spanish)

KNOW YOUR RIGHTS & OPTIONS

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

 **University of New Haven**
300 Boston Post Road
West Haven, CT 06516
www.newhaven.edu

Produced by the Office of Marketing & Communications 12/2016 0887

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 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: nystate.gov_knowyourrights.org

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.
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 or work 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 conduct 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 routines, interests, family, or coworkers, unsolicited 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
• Restrictive, 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 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 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 will 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, withdrawal of degree, or education, probation, etc.
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.

How to Report:

When should I contact a Title IX coordinator?

Any responsible employee who has concerns or is notified of an incident of sexual misconduct/harassment is encouraged to contact the Title IX Coordinator immediately.

Contact a coordinator if you:

- wish to understand your options if you have encountered sex discrimination or sexual misconduct;
- have received a report of sexual misconduct/harassment. You should also report incidents of concern, especially if you are unclear if they would constitute sexual misconduct;
- need help on how to handle a situation by which you are indirectly affected;
- seek guidance on possible informal remedies or administrative measures to de-escalate or alleviate a difficult situation;
- have questions about University of New Haven policies and procedures.



Questions?

To make a report regarding a student, please contact:

Rebecca Johnson
Vice President for Student Affairs
Dean of Students & Deputy Title IX Coordinator
203.932.7176
rjohnson@newhaven.edu

To make a report regarding a faculty/staff member, please contact:

Caroline Koziatsek
Vice President of Human Resources
Title IX Coordinator & Diversity Officer
203.932.7479
ckoziatsek@newhaven.edu

For information regarding the University of New Haven Sexual Misconduct/Harassment policies, please contact:

Ric Baker
Senior Associate Dean of Students
203.931.2905
rbaker@newhaven.edu



University of New Haven

300 Boston Post Road
West Haven, CT 06516

www.newhaven.edu

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University of New Haven

TITLE IX Responsible Employee

The University of New Haven is a community committed to providing an environment that promotes excellence, responsibility, respect, understanding, integrity, and service.

The University adheres to the philosophy that all community members should enjoy an environment free from sexual misconduct of any kind.

You ARE a University of New Haven RESPONSIBLE EMPLOYEE.

The University of New Haven is continually working to remain in compliance with regulations regarding Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in the areas of education, employment, and public accommodation. Title IX has regulated that institutions must identify 'responsible employees.' Responsible employees are tasked with reporting all incidents of sexual or gender-based harassment/misconduct and are required to participate in training throughout the academic year. The University Sexual Misconduct policy recognizes that the term sexual misconduct includes sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, intimate partner violence, stalking and intimidation.

The Department of Education's Office of Civil Rights defines a responsible employee as any employee:

- a. who has the authority to take action to redress sexual harassment/misconduct;
- b. who has been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX coordinator or other appropriate designee;
- c. who a student reasonably believes has this authority or duty.

As such, any member of the University of New Haven community who is currently employed by the University has been designated as a responsible employee.

The University of New Haven is also required to offer training for responsible employees on the subjects of sexual misconduct, gender-based harassment, and similar topics annually. Participation in such trainings allows for all responsible employees to understand and correctly

use the reporting structures for sexual misconduct complaints as well as to assist students who may wish to make these complaints. It is the University of New Haven's sincerest hope that, through participation in training, each member of this community can actively work to prevent all gender-based and sexual discrimination/misconduct.

The University has appointed a Title IX coordinator, to whom all complaints and grievances may be reported. The Title IX coordinator works collaboratively with offices throughout the University to ensure a timely, effective, and comprehensive response to all sexual misconduct and/or harassment complaints.

The University provides all community members with access to its Sexual Misconduct Policy, which details definitions as well as possible sanctions for sexual misconduct policy violations. As a responsible employee, you should be well informed of these policies and review them often.

Title IX requires that responsible employees report all known incidents of sexual discrimination or misconduct. In doing so, you are required to disclose as much information about the incident as you have available.

For any further inquiries about your role as a responsible employee, please contact:

Caroline Koziatsek
Vice President of Human Resources
Title IX Coordinator & Diversity Officer
South Campus Hall
203.932.7479
ckoziatsek@newhaven.edu

BEFORE SPEAKING TO A STUDENT ABOUT A CONCERN, IT IS YOUR RESPONSIBILITY TO:

- Notify them that as a responsible employee, you are required to report all known facts related to sexual misconduct to the Title IX Coordinator, which may include personally identifiable information.
- Advise them that they can ask the University to maintain confidentiality. While every effort is made to preserve the privacy of the student, confidentiality cannot be guaranteed if the University determines that a formal investigation is needed to effectively respond to the harassment and prevent the harassment of other students.
- If they wish to discuss the incident in complete confidence, they should report to only those licensed professionals in Health Services, Counseling and Psychological Services, or the University Chaplain. The College Advocate is a confidential resource available through our partnership with Milford Rape Crisis Center.

WHEN YOU ASSIST A STUDENT WITH A CONCERN, IT IS YOUR RESPONSIBILITY TO:

LISTEN: Create a safe environment by actively listening, and responding in a non-judgmental supportive manner. Inquire about their immediate safety.

PROVIDE: Ensure their wellbeing by providing information about resources on- and off-campus. Connect them with any support services, if they so choose.

ENCOURAGE: The University encourages all those who have experienced sexual misconduct to seek out all available campus and community resources, and pursue University conduct action and/or legal proceedings against the offender.

ALERT: Inform the Title IX Coordinator, or Deputy, of the student's disclosure. You must report all known information.

More Information:

ADDITIONAL REQUIREMENTS

The University is also required to maintain a daily crime log. This log, kept by the University Police Department, records all crimes reported daily — in chronological order — with the following information:

- Nature of the Crime
- General Location
- Date/Time
- Disposition
- Date of Report

The University of New Haven must also report all emergency situations, including but not limited to:

- Suspected Arson
- Missing Persons
- Immediate threats to the health/safety of the campus

ALL REPORTS should go through the University of New Haven Police Department.

DO NOT ASSUME someone else has made or will make the report.

CALL IMMEDIATELY IF:

- Someone is injured or ill
- You see or smell smoke/fire
- You witness someone being hurt
- You see a crime in progress
- You see something suspicious

Online Reporting

To file a report in the case of a non-emergency, please fill out the Crime Report Form. A member of the University Police Department will investigate the information provided.

The form is available within the Faculty Resources Tab in MyCharger and online at www.newhaven.edu/reportit.

Questions?

For any further inquiries about your role as a Campus Security Authority, please contact:

Ronald Quagliani
Associate VP of Public Safety
& Administrative Services
University Clery Coordinator
203.932.7147
rquagliani@newhaven.edu

For information regarding University conduct policies including the Alcohol, Drug, and Sexual Misconduct policies, please contact:

Dean of Students Office
203.932.7432
deanofstudents@newhaven.edu



University of New Haven

300 Boston Post Road
West Haven, CT 06516
www.newhaven.edu

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University of New Haven

CAMPUS SECURITY AUTHORITY

What Are Your Responsibilities?

UNIVERSITY POLICE DEPARTMENT:
300 Boston Post Road
203.932.7070 (EMERGENCY)
203.932.7014 (non-emergency)

You ARE a University of New Haven CAMPUS SECURITY AUTHORITY.

According to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of New Haven is required to disclose "statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a "Campus Security Authority."

Campus Security Authority (CSA) has been legally defined as: "An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings."

For the University of New Haven Campus, the following populations have been identified as Campus Security Authorities:

- University Police Department
- Office of Residence Life Staff & Resident Assistants
- Student Affairs Professionals
- Athletics Department Staff & Coaches
- Faculty Advisors for Recognized Student Organizations
- Living Learning Community Faculty Coordinators
- Other campus representatives



Any member of the University community who has significant responsibility for student and campus activities may be deemed a CSA. Faculty without responsibility for students beyond the classroom, clerical staff, and maintenance/facilities employees are NOT considered CSAs.

Campus "Pastoral Counselors" and campus "Professional Counselors," when acting as such, are not considered to be campus security authorities and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of practice, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics.

The University of New Haven is also required to report any arrests, referrals, and reports made annually. This includes weapons, substance use, and alcohol violations. Statistics of these violations include whether an individual was held responsible and whether the incident has been investigated. The Clery Act also requires that the University use timely warning notifications in cases of emergency. Thus, the University uses emergency procedure technologies such as the EmergenSeeU app, text/ phone automated messages, email, and online notifications.

The University is also required to provide an Annual Security and Fire Safety Report, available on the University's website at www.newhaven.edu/clery. This report includes the annual disclosure of statistics for offenses that occur on campus — in or on non-campus buildings — on property owned or controlled by the University, as well as on public property within, or immediately adjacent to, our campuses.

The Clery Act requires you to report:

Please review the Annual Security and Fire Safety Report for the full definitions of the following listed crimes.

CRIMES:

- Aggravated Assault
- Arson
- Burglary
- Dating Violence
- Domestic Violence
- Manslaughter by Negligence
- Motor Vehicle Theft
- Murder and Non-Negligent Manslaughter
- Robbery
- Sex Offenses, specifically: Fondling, Incest, Rape, Statutory Rape
- Stalking

HATE CRIMES:

- Destruction/Damage/Vandalism of Property
- Intimidation
- Larceny/Theft
- Simple Assault
- Any of the crimes listed in the category above

ARRESTS & DISCIPLINARY REFERRALS:

- Substance Use Arrests
- Liquor Law Arrests
- Weapons Law Arrests
- Referrals: The Dean of Students Office reports all conduct referrals for these policies annually.

Sexual Assault Pamphlet

ON-CAMPUS RESOURCES

College Advocate
MRC@newhaven.edu | 203.878.1212

University Counseling & Psychological Services
203.932.7332

Campus Police Department
203.932.7014 | 203.932.7070 (Emergencies)


University Health Services
203.932.7079

Office of the Dean of Students
203.932.7432

Office of Residential Life
203.932.7076

RIGHT TO PURSUE INSTITUTIONAL AND/OR LEGAL 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.



University of New Haven

SEXUAL ASSAULT AMONG COLLEGE STUDENTS

OFF-CAMPUS RESOURCES AND HOTLINES

Rape Crisis Center of Milford
203.878.1212

RAINN
www.rainn.org

CT Alliance to End Sexual Violence
www.ctallianceendsexualviolence.org

Statewide 24-hour Toll-Free and Confidential Hotline
1.888.999.5545 (English) | 1.888.568.8332 (Spanish)

All services are for all genders and sexual orientations and are Spanish/English speaking unless otherwise specified.


HELP IS AVAILABLE

This project was supported by Grant No. 2010-WA-AK-0010 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this program are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

WELLNESS PEER EDUCATOR PROGRAM

adunn@newhaven.edu | 203.932.7445
www.newhaven.edu/sexualmisconduct

SOURCES:
www.newhaven.edu/sexualmisconduct
www.rainn.org/get-information/statistics/sexual-assault-victims
www.rainn.org/statistics
http://osap.harvard.edu/files/osap/files/rape_on_campus.pdf
Walters, M.J., Chen, J., & Breiding, M.J. (2013). The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Findings on Victimization by Sexual Orientation. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.
www.middlebury.edu/media/view/240951/original/
Hoes, D. A., Muller-Morrison, K., & Dutton, L. B. (2012). Family Violence in the United States: Defining, Understanding, and Combating Abuse (2nd Ed.). Sage Publications.
National Institute of Justice & Centers for Disease Control & Prevention. Prevalence, Incidence and Consequences of Violence Against Women Survey, 1998.
Fischer, B., Collier, F., & Turner, M. (2000). The sexual victimization of college women. Washington, DC: National Institute of Justice and Bureau of Justice Statistics.
Produced by Dept. of M.E.C. 11/07/14-0510



WELLNESS PEER EDUCATOR PROGRAM

WHAT IS SEXUAL ASSAULT?	FACTS ABOUT SEXUAL ASSAULT	IF YOU ARE A VICTIM OF SEXUAL ASSAULT:
<ul style="list-style-type: none"> Sexual assault is attempted or completed unwanted sexual contact, touching, or penetration. This can be done with an object, finger, genitals, or other body parts. Any sexual contact that is involuntary, such as with force, threat, coercion, or without consent is sexual assault. Consent is understandable exchange of affirmative words or actions that indicates a willingness to participate in mutually agree upon sexual activity. Consent must be given/received at every stage and can be withdrawn at any time. Incapacitation by drugs or alcohol revokes consent. Anyone can be a victim of sexual assault, regardless of gender. Likewise, offenders may be of any gender or identity. <p>For the University's Sexual Misconduct Policy: www.newhaven.edu/sexualmisconduct</p>	<ul style="list-style-type: none"> Approximately 1 in 4 college women will experience attempted or completed rape during their college careers. Every 2 minutes, someone is sexually assaulted in the U.S. 73% of those who have been raped don't label their experience as rape. On college campuses, 94% of victims know their offender. David Lisak and Paul Miller conducted a study that found of 1,882 college men that 76 men were responsible for 439 of the reported 483 rapes. Alcohol-related sexual assaults are 5 times more likely to occur than forcible sexual assaults. Men can be sexually assaulted; about 3% of men in the U.S., or 2.78 million men, have experienced attempted or completed rape. According to The National Institute of Justice, 8% of men surveyed reported experiencing sexual assault in a 6-month period while in college. Fewer than 5% of sexual assaults of are reported to campus officials. A study conducted by the CDC in 2010, found that 1.7 million lesbian or bisexual women and more than 2 million gay or bisexual men experience sexual violence in their lifetime. 	<ul style="list-style-type: none"> Get to a safe place. Reach out for support from someone you trust. If you think you might want evidence collected, don't change your clothes, bathe, or go to the bathroom. If you have changed, bring the clothes you were wearing at the time of the assault in a paper bag to the hospital. Seek medical attention as soon as possible. If you think the assault could result in a pregnancy, you may want to consider medical intervention (e.g., Plan B). Contact the police, a hotline number listed, or visit UNH's Counseling Center, Health Services or Campus Police to obtain support and resources. An advocate or friend can accompany you to the hospital.
<h2 style="text-align: center;">CONSENT IS AN ACTIVE, SOBER, VERBAL YES. NOT THE ABSENCE OF A NO.</h2>	<h3>AFTER BEING SEXUALLY ASSAULTED YOU ARE:</h3> <ul style="list-style-type: none"> 3 times more likely to be depressed. 6 times more likely to suffer from post-traumatic stress symptoms such as flashbacks, emotional numbness, trouble sleeping, guilt or shame. 13 times more likely to abuse alcohol. 26 times more likely to abuse drugs. 	<h3>HELPING A FRIEND</h3> <ul style="list-style-type: none"> Listen, but don't push them to talk if they don't want to. Avoid victim-blaming questions/statements like "Why were you out drinking?" Don't get mad at your friend for what has happened to them. Allow them to make their own decisions about what steps they want to take next. Remind them that you care about them, and to take care of themselves. Don't forget to take care of yourself and manage your own emotions. Don't express any wish or intent to harm the perpetrator.

Same-Sex Relationship Abuse among College Students Pamphlet

ON-CAMPUS RESOURCES

College Advocate
MRCC@newhaven.edu | 203.878.1212

Counseling & Psychological Services
203.932.7332

Campus Police Department
203.932.7014 | 203.932.7070 (Emergencies)

University Health Services
203.932.7079

Dean of Students Office
203.932.7432

Office of Residential Life
203.932.7076

OFF-CAMPUS RESOURCES AND HOTLINES


National Anti-Violence Project Hotline (LGBTQ):
24-hour Hotline: 212.714.1141
English and Spanish
Runs an online support group

Connecticut Coalition Against Domestic Violence
24-hour Statewide and Confidential Hotline:
888.774.2900 | 844.831.9200 Spanish
www.ctcadv.org

BHCare – The Umbrella Center for Domestic Violence Services
203.736.2601 | www.bhcare.org

Rape Crisis Center of Milford
203.878.1212 | www.rapecrisisctr.org

HELP IS AVAILABLE



RIGHT TO PURSUE INSTITUTIONAL AND/OR LEGAL 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.

SAME-SEX RELATIONSHIP ABUSE AMONG COLLEGE STUDENTS


WELLNESS PEER EDUCATOR PROGRAM

adunn@newhaven.edu | 203.932.7445
www.newhaven.edu/sexualmisconduct

SOURCES:

www.frostburg.edu/fsu/assets/File/gbv/SameSexCard.pdf
www.seridb.com/doc/57833573/Domestic-Violence-in-the-LGBT-Community
www.americanbar.org/groups/domestic_violence/resources/statistics.html
www.stopabuseforever.org/brochures/Gay-Mens-Brochure.pdf
www.stopabuseforever.org/brochures/Lesbian-Womens-Brochure.pdf

Produced by Dept. of M.E.C. 11/07/14-0616



**WELLNESS PEER
EDUCATOR PROGRAM**

FACTS ABOUT SAME-SEX RELATIONSHIP ABUSE	HOW TO HELP A FRIEND	WHAT TO DO IF YOU ARE BEING ABUSED
<ul style="list-style-type: none"> One out of 3 to 1 out of 4 same-sex couples have experienced relationship abuse. One study found that 51% of LGBTQ relationship abuse victims were women, 42% were men, and 5% were transgendered. The pattern of abuse is a cycle of physical, emotional, and/or psychological maltreatment. This leaves victims feeling scared, alone, and as though the abuse is their fault. Physical and sexual abuses often co-occur. LGBTQ abusers may threaten to "out" their partner. Thus, the threat of isolation is intensified. LGBTQ victims may be reluctant to seek help out of fear of showing a lack of solidarity with the LGBTQ community. Individuals in same-sex couples are more likely to fight back, which leads authorities to think the abuse is mutual. 	<ul style="list-style-type: none"> Don't ignore it. Let your friend know privately that you are aware of the situation. Be a good listener. Let your friend make their own decisions about what to do. Do not judge your friend's decisions. Remember that leaving an abuser is a process, not an event. Let your friend know they are not responsible for the abuse and does not deserve it. Give your friend the space to express their hurt, anger, and/or fear. Don't express any wish or intent to harm the abuser. Remember that the person may be in more danger of violence when they leave their abuser. Tell your friends about available resources. 	<ul style="list-style-type: none"> Call 911 if you are in danger. Don't keep silent. Tell a friend. Seek help through counseling or a support group. Establish a safe word or sign with those whom you trust, so they know when to call for help for you. Keep records of all incidents and dates violence occurs, in case you want to report the abuse to the police. Notify your workplace and school of the abuse. Try not to be provoked into retaliating with verbal or physical abuse yourself. Plan for the worst. Have a safe and secret place to go to. <p style="text-align: center; font-weight: bold; color: #000080; margin-top: 20px;">You are NOT ALONE.</p>
<p style="font-weight: bold; color: #000080; margin: 0;">NOBODY DESERVES TO BE ABUSED.</p> <p style="font-size: 0.8em; margin-top: 10px;">This project was supported by Grant No. 2010-WA-AX-0010 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this program are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.</p>	<p style="font-weight: bold; color: #800080; margin: 0;">You may be in an abusive relationship if your partner:</p> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <ul style="list-style-type: none"> ▶ Is jealous, possessive, or isolates you ▶ Makes you feel as though you are always walking on eggshells ▶ Blames you for their abusive behavior, and says you provoked it ▶ Tries to control where you go, whom you talk to, or whom you see ▶ Hits, pushes, punches, kicks, or hurts you physically ▶ Constantly criticizes or humiliates you <ul style="list-style-type: none"> ▶ Tries to prevent you from attending school or work ▶ Intimidates you with words or weapons ▶ Threatens you, your loved ones, or your pets ▶ Monitors where you are and who you are with ▶ Calls/texts you repeatedly ▶ Forces you to engage in sexual acts that are unwanted or make you uncomfortable </div>	

Intimate Partner Violence Pamphlet

ON-CAMPUS RESOURCES

University Counseling & Psychological Services
203.932.7332

Campus Police Department
203.932.7014 | 203.932.7070 (Emergencies)

University Health Services
203.932.7079

Office of the Dean of Students
203.932.7432

Office of Residential Life
203.932.7076

OFF-CAMPUS RESOURCES AND HOTLINES

Connecticut Coalition Against Domestic Violence (CCADV)
888.774.2900 (English & Spanish)
24hr Statewide Toll Free & Confidential Hotline
<http://www.ctcadv.org>

CCADV Spanish Only
844.831.9200

Umbrella Center for Domestic Violence Services – BHeare
203.736.2601 | www.bheare.org/page/16596


All services are for all genders and sexual orientations and are Spanish/English speaking unless otherwise specified.

HELP IS AVAILABLE

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University of New Haven

INTIMATE PARTNER VIOLENCE



WELLNESS PEER EDUCATOR PROGRAM

adunn@newhaven.edu | 203.932.7445
www.newhaven.edu/sexualmisconduct

SOURCES:
<http://unhweb-01.newhaven.edu/wwwmedia/violbooks>
www.jjay.cuny.edu/3852.php?aces
www.nctv.org/images/10k/StandAgainstDVbrochure.pdf
www.americanbar.org/groups/domestic_violence/resources/statistics.html
www.dvadv.org/information/about-domestic-violence/national-statistics/
www.womenslaw.org/laws_state_type.php?id=13226&state_code=PG
www.shuetacollege.edu/Student%20Services/Dean%20%20Students/Health%20%20Wellness/Assess/Sexual%20Assault%20Domestic%20and%20Stalking%20Violence.pdf
 Black, M.D., Basile, K.C., Browne, M.J., Smith, S.G., Walters, M.L., Merrick, M.T., Chen, J., & Stover, M.R. (2011). The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.

Produced by Dept. of M.E.C. 11/07/14/08/15

DOES YOUR PARTNER...

<p>Use coercion and threats?</p> <ul style="list-style-type: none"> • Makes/carrys out threats to do something to hurt you. • Threatens to leave or commit suicide. • Makes you drop charges against them. • Makes you do illegal things. <p>Intimidate you?</p> <ul style="list-style-type: none"> • Makes you afraid by using looks, actions, and gestures. • Smashes things, destroys property, abuses or threatens pets, and displays weapons. • Shows up where you are or calls you repeatedly. <p>Minimize, deny and blame?</p> <ul style="list-style-type: none"> • Makes light of the abuse and doesn't take your concerns seriously. • Says the abuse didn't happen. • Shifts responsibility for their abusive behavior. • Tries to make you think the abuse was your fault. 	<p>Use emotional abuse?</p> <ul style="list-style-type: none"> • Puts you down, makes you feel bad about yourself, calls you names, and/or plays mind games. • Humiliates you or makes you feel guilty. • Tells you no one else will want you. <p>Isolate you?</p> <ul style="list-style-type: none"> • Controls where you go and what you do. • Controls who you see and talk to. • Limits your outside involvement, including school or activities in the community. • Uses jealousy to their justifi actions. <p>Sexually abuse you?</p> <ul style="list-style-type: none"> • Coerces you into having sex when you didn't want to. • Forces or threatens to force you to engage in sexual activity that are uncomfortable and/or unwanted. • Threatens to end the relationship and ruin your reputation if you don't have sex with them. 	<p>Physically abuse you?</p> <ul style="list-style-type: none"> • Slaps, pushes, shoves, or kicks you. • Hurts you by pulling your hair. • Hits you with a fist or something hard. • Slams you against something. • Tries to hurt you by choking or suffocating you. • Beats you up. <p>Use privilege?</p> <ul style="list-style-type: none"> • Treats you like a servant. • Makes all major decisions. • Acts like the master of the house • Puts you down because of your race, gender or disability <p>Use economic abuse?</p> <ul style="list-style-type: none"> • Prevents you from getting or keeping a job. • Makes you ask for money or gives you an allowance. • Takes your money from you. • Doesn't allow you to have access to accounts or income.
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IF YOU ARE IN AN ABUSIVE RELATIONSHIP:	INTIMATE PARTNER VIOLENCE CAN BE EXPERIENCED AS:	FACTS ABOUT ABUSIVE RELATIONSHIPS:
<ul style="list-style-type: none"> • Think of a safe place to go during an argument; avoid rooms with no windows or with weapons. • Make a list of safe people to contact, keep it with you at all times, along with money, a credit card and identification. • Establish a safe word or sign with those whom you trust, so they know when to call for help for you. • Memorize important phone numbers. • Keep records of all incidents and dates violence occurs, and file police reports for the incidents. • Notify your work place and school of the abuse. 	<div style="display: flex; justify-content: space-around;"> <div> <p>► PHYSICAL</p> <p>► EMOTIONAL</p> <p>► FINANCIAL</p> </div> <div> <p>► VERBAL</p> <p>► SEXUAL</p> </div> </div> <hr style="border: 0.5px solid white; margin: 10px 0;"/> <p>HELPING A FRIEND</p> <ul style="list-style-type: none"> • Listen and validate feelings/concerns. • Take the situation seriously. • Help with safety planning. • Connect them with resources. • Support and respect all their decisions. • Don't tell them to leave and/or get mad if they don't. 	<ul style="list-style-type: none"> • One study found that 57% of women who were in abusive relationships said it occurred while they were in college. • It is estimated that sexual assault occurs in 70% of abusive relationships. • 1 in 5 college women have been verbally abused. • 1 in 4 college students are harassed by their partner through texts or online. • About 84% of college students in abusive relationships are psychologically (emotionally) abused & 50% are physically abused. • 38.6% of all males who were in abusive relationships endured their violence between the ages of 18 and 24.

Stalking Pamphlet

ON-CAMPUS RESOURCES

University Counseling & Psychological Center
203.932.7332

Campus Police Department
203.932.7014 | 203.932.7070 (Emergencies)

University Health Services
203.932.7079

Dean of Students Office
203.932.7432

Office of Residential Life
203.932.7076

OFF-CAMPUS RESOURCES AND HOTLINES

RAINN
www.rainn.org/news-room/sexual-assault-issues/stalking

Connecticut Coalition Against Domestic Violence
24-hour Statewide Toll Free and Confidential Hotline:
888.774.2900 English and Spanish
www.ctcadv.org

Rape Crisis Center of Milford
203.878.1212 | www.rapecrisisctr.org


All services are for all genders and sexual orientations and are Spanish/English speaking unless otherwise specified.

HELP IS AVAILABLE

This project was supported by Grant No. 2010-WA-AZ-0610 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this program are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

RIGHT TO PURSUE INSTITUTIONAL AND/OR LEGAL 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.



University of New Haven


STALKING

WELLNESS PEER EDUCATOR PROGRAM

adunn@newhaven.edu | 203.932.7445
www.newhaven.edu/sexualmisconduct

SOURCES:
www.victimsofcrime.org/docs/src/afte_english_color.pdf?sturn=4
www.gaycity.edu/3893.php
www.wpac.colostate.edu/stalking-statistics
www.lovelinespect.org

Produced by Dept. of M.E.C. 112074-0616



WELLNESS PEER EDUCATOR PROGRAM

WHAT SHOULD I DO?

- If you're in immediate danger, call 911.
- Take threats seriously.
- Don't respond to communication attempts.
- Document all incidents and save all texts, gifts, voicemails, and other evidence.
- Avoid going places alone.
- Plan how to get away safely if confronted by your stalker.
- Vary your routine.
- Consider getting an order of protection.
- Notify the school, campus police, and your place of employment.
- File a police report for all incidents.
- If you share a class, a living space, or are otherwise in close proximity with your stalker, contact the Dean of Students so this can be remedied.
- To access the campus policy on stalking, go to website for the Office of the Dean of Students.

DID YOU KNOW?

- 1 in 6 women, and 1 in 19 men in the United States will have been stalked during some point in their lives.
- The highest rates of stalking occur between ages 18 and 24.
- The most common type of stalker for women is a current or former partner. Men are as likely to be stalked by an acquaintance as they are a current or former partner.
- A study found that more than 13% of college women were stalked in one school year.
- Those who identify as LGBTQ are twice as likely as heterosexual individuals to be stalked on a college campus by a stranger.
- Two-thirds of stalkers pursue their victims at least once per week, but many daily, using more than one method.
- Stalking persists an average of 15 months, but can last for years.

HOW DO I KNOW IF I'M BEING STALKED?

Is someone:

- Following/spying on you?
- Making unwanted and repeated calls and hanging up, or trying to talk to you?
- Sending you unwanted emails or texts?
- Leaving you unwanted gifts or other items?
- Vandalizing or damaging your property?
- Using technology to track or monitor you?
- Threatening your safety or the safety of someone close to you, including pets?
- Repeatedly showing up where you are, with no reason to be there?
- Using actions to control, track or frighten you?

If so, you may be being stalked.

STALKING CAN HAPPEN TO ANYONE



Using Technology to Stalk

- Social Media such as Facebook, Twitter, Snapchat, Instagram, Tumblr and similar sites are breeding grounds of information for stalkers.
- Give out your password and/or user names only to trusted individuals.
- If you believe you are being stalked online, monitor any relevant posts or pictures and screenshot any messages or attempts from the stalker for evidence.

How Can I Help a Friend Who is Being Stalked?

- Listen and support your friend.
- Take the situation seriously.
- Offer to contact campus police.
- Encourage them to contact the resources listed in this pamphlet for more information.



University of New Haven

RESOURCES & REFERRAL OPTIONS



For students who have experienced any form of sexual assault, harassment, intimate partner violence (domestic or dating violence), and/or stalking.

Medical Assistance

- Students are encouraged to go to University Health Services for medical services during regular business hours. University Health Services is able to provide health services and referrals.
- A Sexual Assault Exam is available at any local hospital. The exam includes preventive treatment for STIs, pregnancy, and evidence collection. You may contact the College Advocate to accompany you to this exam. A police report or criminal complaint is NOT required to receive this medical assistance. This exam is free regardless of your decision to file a criminal complaint.

Police Emergency Services

- University Police Department provides 24-hour emergency services and police protection.
- If you are involved in an off-campus emergency, you are encouraged to call 9-1-1 for emergency services from West Haven Police Department.
- If you have the EmergenseelU app, you can activate the app to send live video, audio, and GPS to public safety as well as your personal contacts in times of distress.

Support Services & Accommodations

- The Dean of Students Office assists with housing & academic accommodations, referrals, and disciplinary procedures.
- Counseling & Psychological Services can provide individual counseling and psychotherapy, crisis intervention & consultations.
- The College Advocate & Rape Crisis Center of Milford provides a 24/7 crisis hotline, advocacy and counseling services.
- The Umbrella Center for Domestic Violence Services provides a 24/7 crisis hotline, walk-in crisis centers, advocacy, referrals, and counseling services.
- The Office of Residential Life & Accessibility Resource Center facilitate housing/academic accommodations.

Medical Assistance

University Health Services

203.932.7079

Milford Hospital

203.876.4000

Milford Hospital

Urgent Care

Walk-in Center

203.876.4101

Yale New Haven Hospital

Main Campus

203.688.2222

St. Raphael's Campus

203.789.3464

Police Emergency Assistance

On-Campus:

University of New Haven

Police Department

203.932.7070

Off-Campus:

West Haven

Police Department

911

Support Services

University Counseling & Psychological Services

203.932.7332

Rape Crisis Center

of Milford

24/7 Hotline

203.878.1212

Umbrella Center for

Domestic Violence Services

24/7 Hotline: 203.789.8104

CT Alliance to End

Sexual Violence

Statewide Toll Free Hotlines

888.999.5545 English

888.568.8332 Spanish

Housing or Academic Accommodations

Dean of Students Office

203.932.7432

Office of Residential Life

203.932.7076

Accessibility Resource

Center

203.932.7332

More information for on- and off-campus resources is available on the [Dean of Students Office Page](#) within the [Student Life Tab in MyCharger](#).

Title IX Coordinator

Caroline Koziatsek, 203.932.7479

Ensures Title IX Compliance & investigates complaints of Title IX or University policy violations.

Deputy Title IX Coordinator

Rebecca Johnson, 203.932.7176

Ensures all complaints of student sexual misconduct are effectively investigated and the educational environment is restored for all parties.



University of New Haven

SEXUAL MISCONDUCT ON CAMPUS: RESPONDING TO STUDENTS

Employee Guide For Assisting Students

Information to assist students who have experienced any form of sexual assault, harassment, intimate partner violence (domestic or dating violence), and/or stalking.

1. LISTEN

Create a safe environment for the student by actively listening, and responding in a non-judgmental supportive manner.

- Remind the student that they may report confidentially to Health Services, Counseling & Psychological Services, and the University Chaplain. The College Advocate is a confidential resource available to all students through our partnership with Milford Rape Crisis Center.
- Provide students the opportunity to speak privately. Ask about their safety.
- Do not ask additional questions or try to make a judgment about the incident. You are not the investigator.

2. PROVIDE

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

- Students should receive a copy of the University's Know Your Rights brochure, which provides them with numerous resources as well as their reporting options. Hard copies of the brochure are available in the Dean of Students Office, Title IX Coordinator Office, University Police Department, and thru all confidential sources. The brochure is also available online at www.newhaven.edu/titleix.
- Connect students with Health Services, Counseling & Psychological Services, or another confidential source if they so choose. Please see the back of this handout for resource and referral options.

3. ALERT

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

Rebecca Johnson, 203.932.7176, rjohnson@newhaven.edu

Title IX requires you provide all information you were given about the incident, including identifying information of any students involved.

If the student has requested confidentiality, you may include that in your report.

Disclosures involving employees should be reported to the University Title IX Coordinator,

Caroline Koziatsek, 203.932.7479, ckoziatsek@newhaven.edu

The University's Sexual Misconduct Policy describes the University's prevention policy toward sexual misconduct of any kind, including sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, intimate partner violence, stalking, and intimidation. It also provides guidance for students, faculty, or staff who have been subjected to sexual misconduct, outlines the University's disciplinary response, and identifies campus and community resources available to members of the University community.

To read the entire University of New Haven Sexual Misconduct Policy, please visit: www.newhaven.edu/sexualmisconduct.

Resources & Referral Options For Students

In the event that a student discloses a sexual misconduct incident to you, please provide them with the following options.

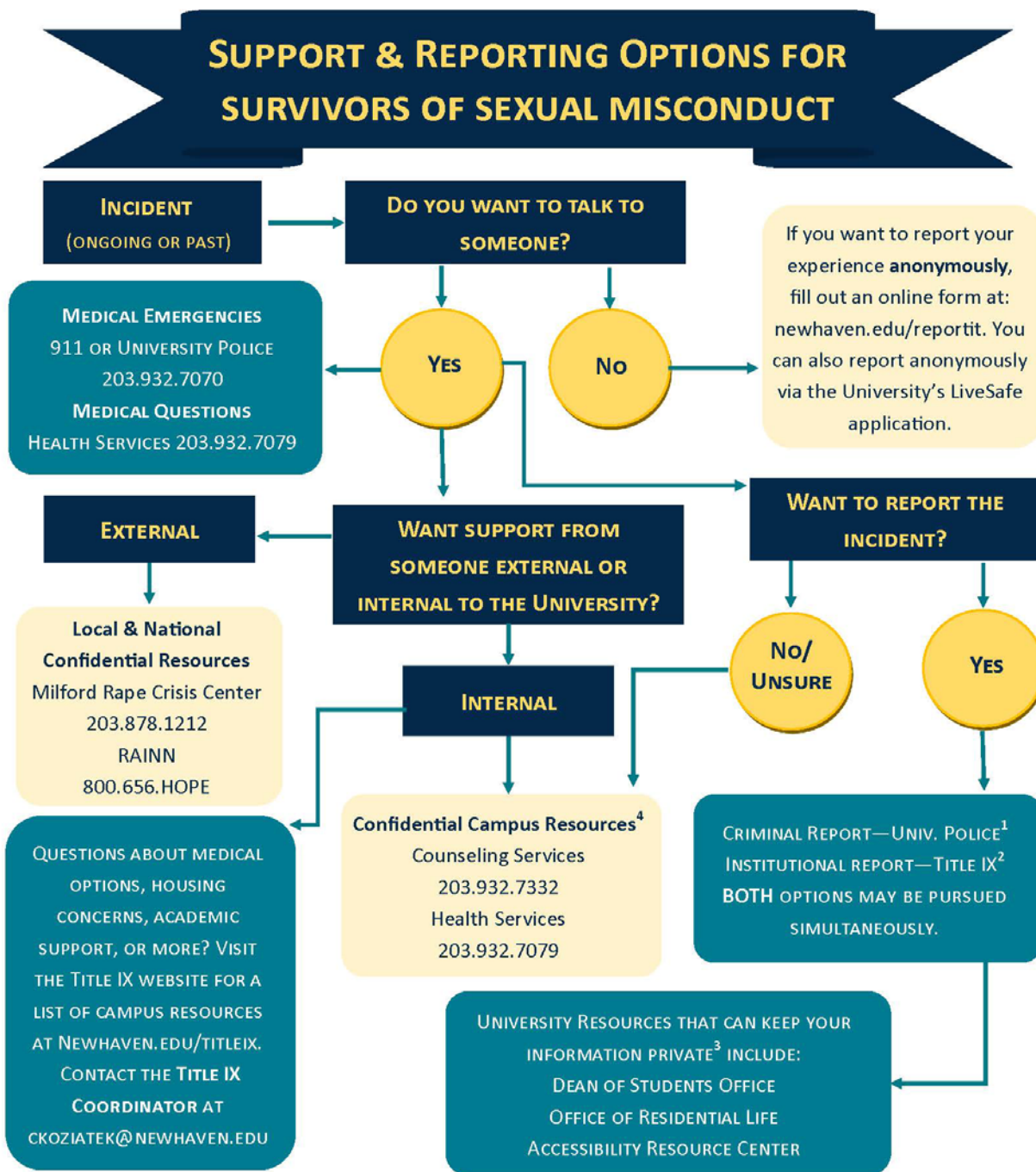
Medical Assistance University Health Services 203.932.7079 Milford Hospital 203.876.4000 Urgent Care Walk-in Center 203.876.4101 Yale New Haven Hospital Main Campus 203.688.2222 St. Raphael's Campus 203.789.3464	Support Services University Counseling & Psychological Services 203.932.7332 Rape Crisis Center of Milford 24/7 Hotline 203.878.1212 Umbrella Center for Domestic Violence Services 24/7 Hotline: 203.789.8104 CT Alliance to End Sexual Violence Statewide Toll Free Hotlines 888.999.5545 English 888.568.8332 Spanish	Police Emergency Assistance On-Campus: University of New Haven Police Department 203.932.7070 Off-Campus: West Haven Police Department 911	Housing or Academic Accommodations Dean of Students Office 203.932.7432 Office of Residential Life 203.932.7076 Accessibility Resource Center 203.932.7332
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Right to Pursue Legal and/or Campus 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.

Retaliation

Both Title IX and the University prohibit retaliation against any person for using this reporting system and/or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take strong responsive action if it occurs. All parties should report any subsequent problems of harassment or retaliation to the University's Title IX Coordinator.



- 1 University Police are available to assist students in contacting the West Haven Police Department for incidents that occurred on campus property. They will assist in connecting students with the appropriate police department for off-campus incidents.
- 2 University Title IX representatives can explain your reporting options, both formal and informal reports. Additionally, Dean of Students staff members are available to provide information on the University's Sexual Misconduct process.
- 3 Private resources have a duty to report the incident to the Title IX Coordinator. The Title IX Coordinator will work to ensure students have all their reporting options, can coordinate campus resources, and collects information to track broader campus trends.
- 4 Confidential Resources will not report any identifying information to the Title IX Coordinator or institution.