Central Connecticut State University

Report Pursuant to Connecticut General Statutes Section 10a – 55m January 1, 2018 – December 31, 2018

Prepared by the CCSU Office of Diversity and Equity



CCSU is an equal opportunity employer and educator.

Enclosed Documents

- Narrative
- Policies
- Written Notification
- Sexual Violence Statistics and Data
- Training Provided
- Resources
- Presentations
- Posters
- Complaint Forms

Narrative

Introduction

Central Connecticut State University (CCSU) is a regional, comprehensive public university dedicated to learning in the liberal arts and sciences and to education for the professions. The University is located in New Britain, CT and has been an important part of that city's educational and cultural life since CCSU's founding. It is comprised of the following schools – Business, Education & Professional Studies, Graduate Studies, Science, Engineering & Technology, and the Carol Ammon College of Liberal Arts & Social Sciences.

CCSU is the largest of four comprehensive universities within the Connecticut State University System (CSUS). It serves 11,822 students (9,546 undergraduates and 2,276 graduate students). Female students account for 50 percent of the student population; males 50 percent. CCSU is richly diverse: more than 30 percent of students are students of color; African American students comprise 11 percent, Latinos 14 percent, and Asians approximately 4 percent of the student body.

Sexual Violence Prevention Efforts

CCSU utilizes a comprehensive, multi-level approach to the prevention of sexual violence. Programs and awareness initiatives are provided to students in a variety of settings and formats throughout the entirety of the calendar year. Prevention is an on-going aspect of the educational environment.

Students at CCSU engage in prevention strategies before they even begin classes. In the summer before their first year, students are required to complete an on-line training focused on sexual violence prevention. At student orientation, incoming students are presented information about Title IX and resources on campus related to sexual misconduct. Before the start of classes, new students participate in a program entitled "CCSU Thrives," co-facilitated by staff from the Office of Victim Advocacy, Office of Student Conduct, and Student Wellness Services. The program addressed community expectations, sexual misconduct, consent, and campus resources.

As the fall semester begins, physical "red flags" are visible on Vance Lawn as part of the Red Flag Campaign, a project focused on intimate partner violence awareness and prevention. Students interact with the campaign through posters distributed throughout campus highlighting red flags of abuse. Posters related to the Red Flag Campaign also include information on how students can help a friend in an unhealthy relationship and access help for themselves.

As the fall semester moves forward, residential students have the opportunity to take part in programming, held in each hall, focused on sexual violence and facilitated by staff from the Office of Diversity and Equity (ODE), Office of Victim Advocacy (OVA) and the Ruth Boyea Women's Center. This is also when NCAA athletic teams begin their mandatory training program with OVA.

The Stand UP CCSU campaign takes place throughout the spring semester. This campaign is developed by student community organizers and includes presentations, events, a poster campaign, and social media posts. Thousands of students interact with Stand UP CCSU in different capacities and the campaign hosts a large outdoor event focused on bystander intervention halfway through the semester. The spring semester also includes events such as Take Back the Night, organized by the Ruth Boyea Women's Center. In addition, graduate students are required to complete an on-line Title IX training during the semester.

CCSU faculty and staff also engage in training programs throughout the year. All new employees are required to complete an initial Title IX training within their first year of employment and all employees are required to complete a Title IX Refresher training each subsequent year. This training informs employees of their responsibilities when receiving disclosures or reports of sexual misconduct, as well as their rights on campus. The training is offered in-person and on-line.

Policies

CCSU publishes policies online and in print materials that are available to students and employees (see supplemental materials for print documents). Policies and protocol related to sexual misconduct may be found on the CCSU Office of Diversity and Equity website at the following link: https://www.ccsu.edu/diversity/policies/index.html. The Student Code of Conduct is available through the Office of Student Conduct: https://web.ccsu.edu/studentconduct/?redirected. Links to specific policies are included below.

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy https://docs.ccsu.edu/Sexual Misconduct Policy.pdf.

BOR/CSCU Policy on Consensual Relationships

Available through the CCSU Human Resources website: <u>https://www.ccsu.edu/hr/policies.html</u> Policy: <u>https://www.ccsu.edu/hr/files/ConsensualRelationshipsPolicy10.20.16.pdf</u>

BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child https://www.ccsu.edu/diversity/policies/Policy%20Regarding%20Reporting%20Suspected%20Ab use%20or%20Neglect%20of%20a%20Child.pdf

BOR/CSCU Student Code of Conduct https://web.ccsu.edu/studentconduct/codeofconduct.asp Written Notification



You have options. If you or someone you know has experienced interpersonal violence, please know that there are people at CCSU and in the local community who are here to help. We can answer your questions about where to start.

CCSU has a professional advocate dedicated to assisting survivors/victims.

CCSU's Office of Victim Advocacy 860-832-3795

Carroll Hall, Room 248 M-F, 9 AM – 5 PM from mid-August thru mid-June We are here to assist and support you. Remember, no matter what, this was not your fault.

Medical and Emotional Care

- You may need basic medical treatment for current injuries or those injuries that you are not aware of at this time. **Call 911 for immediate assistance**.
- Contact the CCSU Student Wellness Services (SWS) for on-campus evaluation and advice at 860-832-1925. For more information go to www.ccsu.edu/healthservices.
- For off-campus evaluation, advice and the collection of medical evidence go to the Hospital of Central Connecticut at 100 Grand St., New Britain or call 860-224-501.
- Please seek emotional support. It is important not to neglect your emotions. This may mean reaching out to a trusted friend, family member or a confidential professional counselor. The CCSU SWS, Counseling Services is the only on-campus confidential resource. There are options for confidential counseling both on- and off-campus.

SWS, Counseling Services CCSU Marcus White Hall, Room 205 860-832-1945 *Free. Confidential.* YWCA Sexual Assault Crisis Services 22 Glen St. New Britain CT 860-223-1787 (24/7) ywcanewbritain.org/sacs/ *Free. Confidential.* Prudence Crandall Center (for Domestic Violence) 888-774-2900 (24/7) prudencecrandall.org/ *Free. Confidential.*



Filing a Report - It's up to you.

It is important to note that the Office of Diversity and Equity and Office of Student Conduct processes are separate from police processes. You have the right to file reports with both, one or neither systems. **CCSU's Office of Victim Advocacy** (860-832-3795) can provide information on options and can assist you with making reports.

<u>All Complaints</u> Office of Diversity and Equity (ODE) Rosa Rodriguez, Title IX Officer 860-832-1652 TitleIXReport@ccsu.edu Davidson Hall, Room 102 Complaints against Students

Office of Student Conduct (OSC) Director 860-832-1667

Carroll Hall, Room 202

Filing a Criminal Complaint and Orders for Protection

You may choose to file a report with the police within the jurisdiction where the incident occurred. For on-campus incidents call the **CCSU Police at 860-832-2375 or 911 (24/7).** If you don't know which law enforcement agency to contact, CCSU can assist you.

You have the right to obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order against the perpetrator. If the perpetrator is not affiliated with CCSU, at your request, CCSU can still take actions for your protection and comfort on campus. The CCSU Police or the **Office of Victim Advocacy** can provide guidance on the process of requesting one of these orders.

You have the right to be on the CCSU campus. Regardless of whether or not you choose to file a formal complaint, CCSU's Office of Victim Advocacy can assist in requesting reasonable accommodations including changing academic, living, campus transportation or working situations. Each person's situation may be different. We will support you in determining what is best for you.

You may want to talk to someone where you feel most comfortable. **These offices are not confidential**. Consider asking about their limits of their confidentiality before you sit down to talk.

Office of Victim Advocacy	Women's Center	LGBT Center	Residence Life
860-832-3795	860-832-1655	860-832-2090	860-832-1660

Other Helpful Information

- <u>www.knowyourix.org</u>
 Provides information on Title IX and student rights. Created by and for students.
- <u>www.ccsu.edu/diversity/</u> Links to CCSU Title IX policies and procedures and staff contact information
- <u>www.ccsu.edu/studentconduct/resources.asp</u> Links to the CCSU Student Code of Conduct

you are not alone.

There are people available to help.

Sexual Violence Statistics and Data

Students - Incidences of Sexual Violence

A total of fifty-seven (57) disclosures and reports, involving students, were made to a nonconfidential employee at CCSU throughout calendar year 2018.

Disclosures

Disclosures are when information about sexual violence is communicated but there is no request for an investigation or adjudication. Individuals who disclosed sexual violence were all offered advocacy services, appropriate accommodations when applicable and support in making connections with a variety of campus and community resources. A total of thirty-eight (38) disclosures of sexual assault, intimate partner violence or stalking were made to a non-confidential employee at CCSU. Of these disclosures, twenty-two (22) were sexual assaults, eight (8) involved intimate partner violence and nine (8) involved stalking.

Reports

A report indicates that there was a disclosure of sexual violence accompanied by an immediate request for an investigation and adjudication or there was a disclosure which included enough information (i.e., name of the accused, location and description of incident) that internal investigators were obligated to move forward with an investigation. A total of nineteen (19) individuals reported experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. Fifteen (15) of the reports resulted in investigation by the CCSU Office of Student Conduct (OSC). One (1) report resulted in investigation by an outside law firm. The following data was provided by the CCSU Office of Student Conduct (OSC) and the CCSU University Counsel.

Sexual Assault Reports - Students

A total of eight (8) sexual assaults involving CCSU students were reported to CCSU in 2018. Eight (8) of these reports resulted in an investigation from the Office of Student Conduct, with the following outcomes:

- Five (5) reports resulted in disciplinary action, which included one (1) expulsion and four (4) suspensions. Suspension lengths were one (1) semester, two (2) semesters, four (4) semesters, and six (6) semesters.
- Two (2) reports resulted in a finding of not responsible.
- In one (1) report, an investigation from the Office of Student Conduct determined that the reported behavior did not amount to a violation of prohibited conduct.

Sexual Assault Reports - Employees

A total of one (1) sexual assault involving CCSU employees was reported to CCSU in 2018. One (1) report resulted in an investigation from an outside law firm, who found the employee responsible for violating the sexual misconduct policy. The employee was notified that the University would proceed with termination and resigned from employment prior to the termination hearing.

Intimate Partner Violence Reports

A total of two (2) incidents of intimate partner violence were reported to CCSU. Of these reports, zero (0) resulted in an investigation by the Office of Student Conduct, for the following reasons:

- One (1) report involved a respondent not affiliated with CCSU and therefore was outside of the authority of the Office of Student Conduct and the Office of Diversity and Equity. However, a report was made to a police department.
- One (1) report was made by a third party. When the alleged victim was approached about the report they denied any abuse had occurred.

Stalking Reports

A total of eight (8) reports of stalking were made to CCSU in 2018. Seven (7) of the reports resulted in an investigation by the Office of Student Conduct, with the following outcomes:

- In seven (7) reports, it was determined that the evaluated behavior did not amount to a violation of prohibited conduct.
- In one (1) report, the alleged victim initially stated an intention to report to the Office of Student Conduct but did not make an official report.

Total Anonymous and Confidential Reports and Disclosures

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence stalking. In 2018 there were zero (0) anonymous reports.

The only employees on the CCSU campus who are able to receive confidential disclosures of sexual assault, intimate partner violence and stalking are licensed counselors in the CCSU Student Wellness Services. That following data was provided by the CCSU Student Wellness Services as an estimate of confidential disclosures throughout 2018:

- Sexual assault: 26
- Intimate Partner Violence: 5
- Stalking: 0

It is important to note that these confidential disclosures could potentially also be included in the Total Reported Incidents of Sexual Violence. Some students may disclose to a confidential counselor and also make a report or disclosure to a non-confidential employee at the university.



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Central Connecticut State University REPORTING OFFICE/DEPARTMENT: Office of Diversity & Equity INSTITUTION CONTACT: YEAR: 2018

Incidents of Sexual Assault, Stalking and IPV Reported to CSCU in 2018						
Type of Incident	Number of Incidents Reported				Confidential or Anonymous Reports	
Sexual Assault	31	13	11	0	26	
Stalking	16	12	9	0	0	
Intimate Partner Violence (IPV)	10	10	1	0	5	

Disciplinary	Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence – Where respondent is CCSU STUDENT							
Type of Incident	Number of Investigations	Finding of No Violation or Not Responsible	Finding of Responsible & Expulsion	Finding of Responsible & Suspension	Finding of Responsible & Probation/Warning	Number of Findings Appealed	Appeal Outcome	
Sexual Assault	8	3	1	4	0	3	3 decision upheld	
Stalking	7	7	0	0	0	0	N/A	
Intimate Partner Violence (IPV)	0	N/A	N/A	N/A	N/A	N/A	N/A	

Disciplinary	Cases Resulting fro	om Investigations of	Sexual Assault, Stalking	and Intimate Partner Viol	ence – Where responde	nt is CCSU EMPLO	DYEE
Type of Incident	Number of Investigations	Finding of No Violation or Not Responsible	Finding of Responsible & Termination	Finding of Responsible & Suspension	Finding of Responsible & Probation/Warning	Number of Findings Appealed	Appeal Outcome
Sexual Assault	1	0	1 *Finding of responsible, employee resigned before termination hearing.	0	0	0	0
Stalking	0	N/A	N/A	N/A	N/A	N/A	N/A
Intimate Partner Violence (IPV)	0	N/A	N/A	N/A	N/A	N/A	N/A

Link to the CSCU Student Code of Conduct: <u>http://www.ct.edu/files/policies/5.1%20StudentCodeofConduct.pdf</u> Link to the CSCU Sexual Misconduct Policy:

http://www.ct.edu/files/policies/5.2%20Ssexual%20misconduct%20reporting%20support%20and%20processes.pdf

STATUTORY REFERENCES AND DEFINITIONS

SEXUAL ASSAULT

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

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

(2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty

under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment of at least ten years, a portion of which may be suspended, except as provided in subdivisions (1) and (2) of this subsection, or a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years. Notwithstanding the provisions of subsection (a) of section 53a-29 and except as otherwise provided in this subsection, a court may suspend a portion of a sentence imposed under this subsection and impose a period of supervised probation pursuant to subsection (f) of section 53a-29.

Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

(b) Sexual assault in the second degree is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which nine months of the sentence imposed may not be suspended or reduced by the court.

Sec. 53a-72a. Sexual assault in the third degree: Class D or C felony. (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

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

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

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

SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE

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

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

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

(1)"Sexual intercourse" means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed by an object manipulated by the actor into the genital or anal opening of the victim's body; and

(2) "Use of force" means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim.

(b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

(c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

STALKING

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

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

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

(b) A person is guilty of stalking in the second degree when:

(1)Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for such person's physical safety or the physical safety of a third person; or

(2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person's employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person's place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

(c) Stalking in the second degree is a class A misdemeanor.

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

PROGRAMMING:

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

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

"Risk Reduction"

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

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

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

Training Provided

					ecticut State College							
	Title IX Related Training Provided by Central Connecticut State University Office of Diversity and Equity January 1, 2018 - December 31, 2018											
		*Domestic	Violence (DoV), Dating	Violence (DaV), Sexua				es/students ***Ongo	ing= throughout t	he year		
DEPARTMENT	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	PRIMARY** OR ONGOING?***	STUDENTS OR EMPLOYEES	LEARNING OBJECTIVES	DOCUMENTS
office of Diversity & Equity	Ongoing	Not Anymore	Online	N/A	Employees	270	Y	DoV, DaV, SA, S	Ongoing	Employees	Policies and protocol related to sexual misconduct at CCSU.	
ffice of Diversity & Equity	Ongoing	Not Anymore	Online	N/A	Students	772	Y	DoV, DaV, SA, S	Ongoing	Students	Policies and protocol related to sexual misconduct at CCSU.	
office of Diversity & Equity	8 sessions	Title IX Training	Student Center	Office of Victim Advocacy	Employees	110	Y	DoV, DaV, SA, S	Primary	Employees	Policies and protocol related to sexual misconduct at CCSU.	PowerPoint slides included with report.
Office of Diversity & Equity	8 sessions	Title IX Refresher Training	Student Center	Office of Victim Advocacy	Employees	50	Y	DoV, DaV, SA, S	Ongoing	Employees	Policies and protocol related to sexual misconduct at CCSU.	PowerPoint slides included with report.
Office of Diversity & Equity	10 sessions	Orientation Title IX Presentation	Student Center	Office of Victim Advocacy	Students	2000 (approximate)	Y	DoV, DaV, SA, S	Primary	Students	Policies and protocol related to sexual misconduct at CCSU.	PowerPoint slides included with report.
Office of Diversity & quity, Office of Student Conduct, Student Wellness ervices	August 27, 2018	CCSU Thrives	Welte Auditorium	Office of Victim Advocacy, Student Conduct, Student Wellness Services	Students	500 (approximate)	Y	DoV, DaV, SA, S	Primary	Students	Policies and protocol related to student code of conduct, including sexual misconduct. Resources for student success.	PowerPoint slides included with report.
ffice of Diversity & Equity	12 sessions	Bringing in the Bystander	Student Center	Office of Victim Advocacy	Students	235	Y	DoV, DaV, SA, S	Ongoing	Students	Understand definitions and research related to bystander intervention and learn techniques to intervene in harmful situations.	PowerPoint slides included with report.
iffice of Diversity & Equity	January 26, 2018	Stand Up CCSU Community Organizer Training	Marcus White Living Room	Office of Victim Advocacy	Students	10 (approximate)	Y	SA	Ongoing	Students	Understand rape culture and violence prevention. Plan a violence prevention campaign for the CCSU campus.	PowerPoint slides included with report.
office of Diversity & Equity	April 17, 2018	Stand Up Day	Student Center Circle	Office of Victim Advocacy	Students and Employees	500	Y	DoV, DaV, SA, S	()ngoing	Students and Employees	Engage the campus community in educational activities related to bystander intervention.	Flyer included with report.
ffice of Diversity & Equity	20 sessions	Residence Hall Programs	Residence Halls	Office of Victim Advocacy, Women's Center	Students	341	Y	DoV, DaV, SA	Ongoing	Students	Provide education to residential students about healthy relationships, dating violence, and sexual assault.	None

Resources

Central Connecticut State University

Nondiscrimination & Anti-Harassment Policies, Complaint Procedures and On-campus and Community Resources

Office of Diversity and Equity

1615 Stanley Street Davidson Hall, 102 New Britain, CT 06050

Important Phone Numbers

Reporting an Incident

University Police (Criminal Complaints) 860-832-2375 Office of Diversity & Equity (Title IX Officer) All complaints 860-832-1652 Office of Student Conduct (OSC) Complaints against students 860-832-1667

Medical Attention

Student Wellness Services, Health (Confidential) 860-832-1925 Hospital of Central Connecticut*(HCC) 860-224-5011 Emergencies 911

Someone to talk to

Office of Victim Advocacy 860-832-3795 Women's Center 860-832-1655 Student Wellness Services, Counseling (Confidential) 860-832-1945 Sexual Assault & Crisis Services*(Confidential) 860-225-4681; English Hotline 1-860-223-1787 Prudence Crandall Center for Domestic Violence* (Confidential) 888-774-2900 (24-hour hotline) *Off-Campus

President's Message



Central Connecticut State University

Dear University Community:

Acts of harassment, discrimination, and violence threaten personal safety and violate the conduct standards expected of our community members. Central Connecticut State University (CCSU) has zero tolerance for any form of these behaviors and will pursue all criminal and administrative remedies in alignment with University policy and state law.

This booklet contains information about CCSU's policies, procedures, and resources for those whose rights have been violated and for those who wish to become better informed about these topics and issues.

In addition to learning about the offices, organizations, and professionals educated and prepared to assist victims and concerned colleagues, you will read about CCSU's response procedures to reports of incidents affecting our students, faculty, staff, and visitors.

As Central's president, be assured that I am fully committed to ensuring our campus is a safe, supportive, and welcoming environment for all.

Sincerely,

Zulma R. Toro President

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Orders

Office of Diversity and Equity (ODE)

Mission Statement

- Provide leadership for the University in its commitment to a campus environment that fosters respect for the dignity, rights and aspirations of each member of the University community.
- Coordinate the University's efforts to promote, develop and support a culturally diverse community.
- Guide the University community in the implementation of Affirmative Action and diversity strategies.

The ODE is located in Davidson Hall, RM 102. The office reports directly to the President and is responsible for promoting diversity and fairness. Responsibilities include the administration of:

- 1. Policies and Procedures
 - Nondiscrimination in Education and Employment Policy
 - Sexual Misconduct Policy
 - Procedures for filing related complaints
- 2. Federal and State Laws
 - Affirmative action and equal employment opportunity laws
 - Section 504 of the 1973 Rehabilitation Act and Americans with Disabilities Act
 - Civil Rights laws including, Title IX, Title VII

Other responsibilities include the administration/implementation of the University's:

- 3. Investigation of internally filed complaints
- 4. Monitoring of the employment process (including recruitment, hiring, promotion and training)
- 5. Development and implementation of the annual Affirmative Action Plan
- 6. Provision of the ADA reasonable accommodations for employees
- Conduct training on Title IX including the prevention of sexual harassment for staff and students and Diversity. Coordinate CCSU's violence awareness campaigns

State law requires that all employees participate in diversity training and that all those employees with supervisory responsibility participate in the sexual harassment prevention training. Based on state law, the university requires that all employees complete Title IX training on an annual basis. Contact the ODE for the training opportunities.

ADA Accommodations

<u>Employees:</u> The Office of Diversity and Equity handles employees' requests for reasonable accommodations.

Contact Information: Rosa Rodríguez, Chief Diversity Officer/Title IX Coordinator at 860-832-1652 or at rosa.rodriguez@ccsu.edu

<u>Students:</u> Requests for reasonable accommodations from students are handled by the Office of Student Disability Services. The office is located in Carroll Hall.

Contact Information: Office of Student Disability Services at 860-832-1952

Ruthe Boyea Women's Center

The Ruthe Boyea Women's Center provides resources, to advocate, inform, and support personal development. The Center offers a variety of services for and about women. It also sponsors educational and cultural programs designed to promote gender equity, knowledge of women's rights issues, leadership and independence, and encourages understanding and cooperation among women of varied socio-economic groups, cultures, ethnic backgrounds, races and sexual orientations. The Women's Center welcomes all women and men.

The Center is located in the Student Center, RM 215.

Contact Information: Jacqueline Cobbina-Boivin, Women Center Coordinator at 860-832-1655 or <u>cobbina-boivinj@ccsu.edu</u>.

Office of Victim Advocacy

The Office of Victim Advocacy provides services to assist and support individuals affiliated with CCSU who have been impacted by sexual assault, relationship violence, and/or stalking.

The office is located in Carroll Hall, RM 248 and is staffed by a professional staff member.

Office Hours:

Monday-Friday, 9AM to 5PM (other times available by appointment)

Contact Information: Victim Advocacy and Violence Prevention Specialist at 860-832-3795.



WOMEN IN COLLEGE will be sexually assaulted.

The Campus Sexual Assault Study. National Institute of Justice, 2007.

We're working together to change this statistic.

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ODE Staff Responsibilities

ODE Staff	Responsibilities
Rosa Rodríguez Chief Diversity Officer (CDO) & Title IX Officer Davidson Hall, RM 102 860-832-0178 rosa.rodriguez@ccsu.edu	 Leads/manages CCSU's programs that promote equity, diversity and equal opportunity including oversight of the affirmative action (AA)and non- discrimination policies and procedures and Title IX Develops and coordinate training programs as they related to nondiscrimination, diversity, equity including Title IX Oversees the hiring process Investigates complaints Serves as the ADA coordinator Develops and coordinates cultural and educational programming activities Provides advocacy and referral services
Sarah Dodd Associate to CDO Davidson Hall, RM 102 860-832-1653 sarahdodd@ccsu.edu	 Investigates complaints Assists with the development and implementation of the AA plan Serves as the lead person in the data collections as it relates to the AA Conducts training on issues related to diversity and Title IX Oversees the classified search process Provides advocacy and referrals Leads awareness campaigns Provides advocacy and referral services
Alberto Cifuentes, Jr. University Assistant Davidson Hall, RM 102 860-832-1652 albertoc@ccsu.edu	 Maintains ODE calendar and budget Assists with investigations Oversees records retention and filing system

ODE Staff	Responsibilities
Sharon Gaddy ODE Assistant Davidson Hall, RM 102 860-832-1652 gaddyshy@ccsu.edu Works Thursday only	 Assists with the development of the AA Plan Assists with investigations
Victim Advocacy and Violence Prevention Specialist Office of Victim Advocacy Carroll Hall, RM 248 860-832-3795	 Provides professional advocacy services for students, faculty and staff who have been impacted by sexual assault, relationship violence, and/or stalking Provides information on different options available to address safety and other concerns and assist in the navigation of different reporting systems Provides referrals to campus or community entities depending on individual needs Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact
Jacqueline Cobbina-Boivin Coordinator Women's Center Student Center, RM 215 (Mid-August to Mid-June) 860-832-1655 cobbina-boivinj@ccsu.edu	 Offers services for and about women Provides resources, to advocate, inform, and support personal development Sponsors educational and cultural programs designed to promote gender equity, leadership, and independence Provides advocacy and referral services

Other University Cultural Programs and Services

Center for Africana Studies

The Center emphasizes the study and the cultures of African peoples both in the Continent of Africa and throughout the world. Further, the Center offers various programs including lectures, conferences, student activities etc. that create a better understanding of African peoples in the wider social, economic, and political systems.

The Center is located in the Marcus White Hall, RM 008.

Contact Information: Dr. Evelyn Phillips, Ph.D., Co-Director at <u>PhillipsE@ccsu.edu</u> or 860-832-2617, or Sherinatu Fafunwa-Ndibe, Co-Director at <u>fafunwas@ccsu.edu</u> or 860-832-2646

East Asian Center

The East Asian Center is devoted to serving the interests and needs of Asian and Asian American students and helping to create a supportive environment for living and studying. In this regard, EAC provides a range of support services, advising and mentoring services, as well as cultural, social and co-curricular programs. http://www.ccsu.edu/eastasiancenter

The Center is located in Barnard Hall, RM 209.

Contact Information: Dr. Helen Abadiano, Director at 860-832-2180 or <u>EAC@ccsu.edu</u>. She is available to address academic or personal concerns.

Did you know?

In the U.S. in 2010, Chinese-Americans, except Taiwanese (3.8 M) were the largest Asian group, followed by Filipinos (3.4 M), Asian Indians (3.2 M), Vietnamese (1.7 M), Koreans (1.7 M) and Japanese (1.3 M).

Source: U.S. Census Bureau, 2010 Census

Latin American, Latino and Caribbean Center

The Center for Caribbean and Latin American Studies promotes the understanding and appreciation of the historical, social and cultural lives of Latin American and Caribbean societies, and of Latino in the U.S. through education, community events, study abroad, international exchange, community outreach and research. Because of the importance of the Latino community as one of the largest minority groups in the U.S., the Center as part of the University's mission of fostering diversity and global awareness plays an important role in providing educational opportunities to Latino students and promoting Latino cultures. The Center organizes educational and cultural activities that aim to increase the recruitment and retention of Latino students.

The Center is located in Carroll Hall.

Contact Information: Dr. José Carlos del Ama, PH.D., Director at 860-832-3211 or <u>delamaj@ccsu.edu</u>.

Did you know?

National origin discrimination includes discrimination because a person (or his or her ancestors) comes from a particular place. The place is usually a country or a former country, for example, Colombia or Serbia. In some cases, the place has never been a country, but is closely associated with a group of people who share a common language, culture, ancestry, and/or other similar social characteristics, for example, Kurdistan.

Source: http://www.eeoc.gov/policy/docs/national-origin.html#II

Lesbian, Gay, Bisexual, Transgender Center (LGBT)

The LGBT Center provides a safe space that focuses on resources for the campus Lesbian, Gay, Bisexual, Transgender, Queer and Ally community. The Safe Zone Concept has been adopted by CCSU. The Center offers Safe Zone training. This program promotes awareness and non-judgmental treatment of sexual minorities. Safe Zone provides safe spaces that are highly visible and easily identifiable to lesbian, gay, bisexual and transgender persons, where support and understanding are key and where discrimination is not tolerated.

The Center is located in the Student Center, RM 305.

Contact Information: 860-832-2091

The LGBT Center Advisory Board provides input, advice and vision regarding strategic plans for the Center and campus life for LGBTQ students, staff and faculty. For additional information contact Scott Hazan, Director of Student Activities and Leadership Development at 860-832-1992 or hazanscz@ccsu.edu.

Did you know?

Some Central Connecticut State University students are known by a first name that is different from their legal first name. In an effort to accommodate these students the University has created a preferred first name option for student information as it appears in select locations. For information go to the CCSU website for policy and procedure:

http://web.ccsu.edu/registrar/policies/preferredFirstNa meProcedure.asp

MOSAIC Center

The MOSAIC Center is located on the second floor in the Student Center. The purpose of the center is to create a welcoming area for multicultural affairs. The center is a support system for all the cultural and religious groups. MOSAIC provides many resources for student organizations to take advantage of to help program events, discussions, and forums for the year. The MOSAIC Center also participates in co-sponsorship with other clubs and organizations to help foster unity among the campus community.

The Center is located on the second floor in the Student Center.

Contact Information: 860-832-1892

Did you know?

Three Largest Connecticut Race/Ethnic Groups

- The Connecticut White population is 2,546,262 persons or 71.2%.
- The Connecticut Hispanic population is 479,087 persons or 13.4%.
- The Connecticut Black population is 335,119 persons or 9.4%.

Source: http://www.connecticut-demographics.com/

Student Clubs and Organizations

Africana Students Organization (ASO)

The purpose of the Africana Students Organization (ASO) shall be to promote a sense of awareness of African culture on the CCSU campus through events, empowerment discussions, and support systems; to further educate the people of CCSU on the different cultures that constitute the continent of Africa and the issues that concern us; and, to encourage positive conceptions of African cultural background and the African Diaspora.

The Chinese Students Association

The Chinese Student Association is an undergraduate student-run campus club. Our goal is to expand the communication between Chinese students and local friends and to experience some of the rich aspects Chinese culture as well as to introduce and integrate cultures of other origins.

Hillel Jewish Student Organization

Hillel Jewish Student Organization is dedicated to the development of a continued process of learning, awareness raising and strength building, as well as embracing being Jewish today. Hillel Jewish Student Organization meets regularly on campus. Students develop activities through their planning board.

Latin American Student Organization (LASO)

LASO is a volunteer student organization comprised of various members representing different communities and backgrounds.

Muslim Student Association

MSA's mission is to create friendly relations between the Muslim and non-Muslim students on campus and to present Islam to the people of other faiths and cultures. Club membership is certainly not limited to the Muslims on campus. EVERYONE is encouraged to join!

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NAACP

To inform youth of the problems affecting African Americans and other racial and ethnic minorities; to advance the economic, education, social and political status of African Americans and other racial and ethnic minorities and their harmonious cooperation with other peoples; to stimulate an appreciation of the African Diaspora and other people of color's contribution to civilization; and to develop an intelligent, militant effective youth leadership while promoting racial tolerance and unity.

PRIDE

PRIDE supports LGBT students on campus and provides educational and awareness programs for the entire campus community. PRIDE meets on a weekly basis in the Student Center. All are welcome!

South Asian Students Association (SASA)

The purpose of the South Asian Students Association (SASA) is to promote international friendship by improving intercultural relations and creating a stronger bond of unity between Eastern and Western cultures; to further the acknowledgment of South Asian countries (India, Pakistan, Bangladesh) their culture, traditions, customs, norms, languages and religious belief; and, to encourage South Asian students to spread their culture by arranging activities such as field trips, cultural shows, intercollegiate events, and other cultural events.

United Caribbean Club

Come join the festivities of the United Caribbean Club where we promote the unity of the political, cultural, and educational ideals of the Caribbean student. Calling all West Indians!

For additional information on student organizations go to <u>https://ccsu.collegiatelink.net/Organizations</u>.

Nondiscrimination in Education and Employment Policy

Central Connecticut State University (CCSU) is committed to a policy of nondiscrimination in education and employment. No person shall be discriminated against in terms and conditions of employment, personnel practices, or access to or participation in programs, services, and activities with regard to: age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disability; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, transgender status, sexual harassment and sexual assault; sexual orientation; or any other status protected by federal or state laws. Discrimination in employment-based on genetic information is prohibited. In addition, CCSU will not refuse to hire solely because of a prior criminal conviction, unless that refusal is permitted by Connecticut law.

Harassment on the basis of any of the above protected classes is prohibited. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with persons having business at, or visiting the educational or working environment.

This policy is directed at verbal or physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, CCSU will give due consideration to an individual's constitutionally protected right to free speech and academic freedom.

Retaliation is illegal. No individual who opposes an allegedly discriminatory act or practice shall suffer retaliation as a result of such participation. Complaints of retaliation may be filed within a reasonable time of the alleged retaliatory act with the Chief Diversity Officer or any manager not directly involved in the alleged retaliation, who will then notify the Office of Diversity and Equity (ODE). This policy shall apply to all individuals affiliated with CCSU including, but not limited to, students, employees, applicants, agents and guests and is intended to protect the rights of concerned individuals.

Definitions

Discrimination

Discrimination is defined as conduct that is directed at an individual because of his or her protected class and subjects the individual to different treatment so as to interfere with or limit the ability of the individual to participate in, or benefit from, the services, activities, or privileges provided by the university or otherwise adversely affects the individual's employment or education.

Discriminatory Harassment

Discriminatory harassment is defined as verbal or physical conduct that is directed at an individual because of his or her protected class, and is sufficiently severe, persistent, or pervasive so as to have the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive work or educational environment.

Retaliation

Retaliation is subjecting a person to a materially adverse action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation under this policy.

Responsibility

The responsibility for implementation of this policy is assigned to the Chief Diversity Officer, who may delegate duties as appropriate. The ODE will promptly address each complaint and make reasonable efforts to expeditiously affect a resolution. The investigation of such complaints will be managed with appropriate sensitivity.

Revised October 25, 2011; June 13, 2014-changed mental disorder to mental disability

BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy

Central Connecticut State University Statement

Central Connecticut State University (CCSU) will not tolerate sexual misconduct against students, staff, faculty, or visitors, whether it comes in the form of intimate partner violence, sexual assault, sexual exploitation or sexual harassment, as defined in the BOR policy. In an ongoing effort to prevent sexual misconduct and intimate partner violence on the CCSU campus, the University provides education and prevention programs for the CCSU community and pursues all criminal and administrative remedies for complaints of sexual misconduct.

CCSU is a community dependent upon trust and respect for its constituent members: students, faculty, staff and those visiting or under temporary contract. As noted in CCSU's Violence Free Campus Policy, members of the University community have the right to a safe and welcoming campus environment. Acts of sexual misconduct and intimate partner violence threaten personal safety and violate the standards of conduct expected of community members.

Individuals and Entities Affected by this Policy

This policy applies to anyone on the property of Central Connecticut State University, as well as anyone present at CCSU-sponsored programs or events. This policy extends to off-campus violations of both students and employees in limited circumstances as noted below:

 Students: "Off-campus misconduct may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized student organization; or (ii) a student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the accused student poses a threat to the life, health or safety of any member of the University community or to the property of the University."¹

• Employees: The decision of whether to investigate and discipline employees for off-campus misconduct will be made by the appropriate university administrator on a case-by-case basis in accordance with collective bargaining agreements, CSU/university policies, and state regulations.

Did you know?

Sexually explicit calendars, cartoons, and jokes of a sexual nature are all examples of items that my create a hostile work or learning environment.

Statement of Policy

The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (CSCU) is committed to insuring that each member of every BOR governed college and university community has the opportunity to participate fully in the process of education and development. The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and intimate partner violence. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and intimate partner violence.

The BOR strongly encourages victims to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate

¹ CCSU Student Code of Conduct, Part B

officials and pursuing criminal or disciplinary remedies, or both. The only way that action can be taken against anyone who violates another in such a manner is through reporting. Each and e very BOR governed college and university shall provide those who report sexual misconduct with many supportive options, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct. Each and every BOR governed college and university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All BOR and CSCU employees, victim support persons and community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined above, in addition to employees who gualify as Campus Security Authorities under the Jeanne Clery Act, all BOR and CSCU employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct received from a student as well as communicate any disclosure or report of sexual misconduct the employee received from another employee when misconduct is related to the business of the institution.

Affirmative consent must be given by all parties before engaging in sexual activity. Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff, faculty and students are discouraged pursuant to BOR policy.

The Board of Regents for Higher Education hereby directs the Connecticut State Colleges and Universities to implement the Policy stated above pursuant to the following provisions:

Terms, Usage and Standards

Consent must be affirmed and given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is a mutually affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent may be revoked at any time during the sexual activity by any person engaged in the activity.

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student reporting or disclosing the alleged violation consented to the activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because the student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the persons involved in the alleged violation shall not be determinative of a finding of affirmative consent.

Report of sexual misconduct is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution.

Disclosure is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.

Sexual misconduct includes engaging in any of the following behaviors:

(a) **Sexual harassment,** which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- Sexual flirtation, touching, advances or propositions
- Verbal abuse of a sexual nature
- Pressure to engage in sexual activity
- Graphic or suggestive comments about an individual's dress or appearance
- Use of sexually degrading words to describe an individual
- Display of sexually suggestive objects, pictures or photographs
- Sexual jokes
- Stereotypic comments based upon gender
- Threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made

a complaint under this policy or assisted or participated in any manner in an investigation.

(b) *Sexual assault* shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent.

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

(c) *Sexual exploitation* occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audiorecording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or

 Possessing, distributing, viewing or forcing others to view illegal pornography.

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

(d) Intimate partner, domestic and/or dating violence means any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

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

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one's property, driving recklessly to scare someone, name calling,

threatening to hurt one's family members or pets and humiliating another person.

- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a "dating relationship" existed is to be based upon the following factors: the reporting victim's statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

(e) *Stalking,* which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on- line community or any other internet communication) or remaining in the physical presence of the other person.

Confidentiality

When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSCU officials to preserve the privacy of the reported victim while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.
Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

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

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

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

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

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

Rights of Those Who Report

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

 All reports of sexual misconduct will be treated seriously and with dignity by the institution.

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

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

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

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

(1) notify law enforcement and receive assistance from campus authorities in making the notification; and,

(2) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:

- standing criminal protective orders;
- protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
- temporary restraining orders or protective orders prohibiting the harassment of a witness;
- family violence protective orders.

Employee Conduct Procedures

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

Student Conduct Procedures

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

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and

timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

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

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

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

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

Dissemination of this Policy

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

12/5/2014 – BOR Academic & Student Affairs Committee; 1/15/2015 – BOR, 6/16/2016 BOR

Did you know?

The **University Health Services** are trained for victims of sexual assault. The office is staffed by a physician, two APRNs and an RN. All are ready to listen and provide medical care and support. The collection of medical evidence is offered at New Britain's Hospital of Central Connecticut.

On-campus: Marcus White Annex; 860-832-1925

To report an incident at Central Connecticut State University

Office of Diversity and Equity (All complaints)

Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator Central Connecticut State University 1615 Stanley Street New Britain, CT 06053 Davidson Hall, Rm. 102 860-832-1653 <u>rosa.rodriguez@ccsu.edu</u> or <u>TitleIXReport@ccsu.edu</u>

Office of Student Conduct (Complaints against students)

Carroll Hall, Rm. 202 860-832-1667

University Police (All criminal complaints except sexual harassment)

860-832-2375

Human Resources (Complaints against employees)

Anna E. Suski-Lenczewski, Chief Human Resources Officer Davidson Hall, Rm. 101 860-832-1756 lenczewskia@mail.ccsu.edu

Office of Student Affairs (Complaints against students)

Vice President for Student Affairs Davidson Hall, Rm. 103 860-832-1605

Did you know?

Harassment based on gender stereotypes is a form of sex discrimination and is unlawful.

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If you want to speak with someone at CCSU

Office of Victim Advocacy Victim Advocacy and Violence Prevention Specialist 860-832-3795

Women's Center Jacqueline Cobbina-Boivin 860-832-165S <u>cobbina-boivinJ@ccsu.edu</u>

Counseling and Wellness Center (Confidential) 860-832-1945

If you want to speak with a community partner

Sexual Assault Crisis Services (Confidential)

860-223-1787 (English) 888-568-8332 (Español)

Prudence Crandall Center for Domestic Violence (Confidential)

888-774-2900 (24-hour hotline)

Did you know?

Most sexual assaults are committed by someone the victim knows. Studies show that approximately 80% of women reporting sexual assaults knew their assailant.

Sexual offenders come from all educational, occupational, racial and cultural backgrounds. They are "ordinary" and "normal" individuals who sexually assault victims to assert power and control over them and inflict violence, humiliation and degradation.

Source: <u>http://endsexualviolencect.org/resources/get-the-facts/national-stats/</u>

Procedures and Timetables for Processing of Complaints

In accordance with Section 46a-68-46 of the Affirmative Action Regulations of Connecticut State Agencies, the following procedures provide an internal process for the handling of complaints involving claims of discrimination or harassment, including sexual misconduct/violence.

This procedure is designed to further implement the Nondiscrimination in Education and Employment and BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes policies by providing a process through which individuals alleging violation of these policies may pursue a complaint. This includes allegations of retaliation, discrimination, harassment based on age, ancestry, color, disability, gender identity or expression, genetics, national origin, marital status, race, sex (including pregnancy, transgender status, sexual harassment and misconduct), religious creed, veteran status, sexual orientation, prior criminal conviction and any other status protected by federal or state laws.

When responding to an internal complaint, disclosure of information relating to the internal complaint and the identity of the complainant will be handled with appropriate sensitivity and in accordance with applicable laws.

A. Process for Filing Internal Complaints of Alleged Discrimination or Sexual Harassment and Misconduct

1. Who may file:

Any employee, applicant for employment, student, applicant for admission or any other person, including visitors.

2. When to file:

To provide adequate opportunity for a prompt investigation, complainants are encouraged to file as soon as possible but, except in cases involving sexual misconduct, must file no later than ninety (90) calendar days following the complainant's first knowledge of the alleged discriminatory act.

For cases involving allegations of sexual misconduct, there is no time limit for the filing of complaints. In extenuating circumstances, the Chief Diversity Officer has the discretion to waive the deadline for the filing of complaints involving matters other than sexual misconduct. Once filed, the internal complaint must be resolved within ninety (90) calendar days unless the complainant consents to extend this time period.

3. Where to File:

The Office of Diversity and Equity handles internal complaints alleging violations of the Nondiscrimination Opportunity in Education and Employment and/or the BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes policies. The Chief Diversity Officer (CDO) or his/her designee reviews and, if necessary, conducts an investigation into each complaint that, if proven, would constitute a violation of CCSU policies. Complaints against students are file with the Office of Student Conduct. See CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

All Complaints

Complaints Against Students

Rosa Rodríguez Chief Diversity Officer and Title IX Officer Office of Diversity and Equity Davidson Hall, Rm. 102 860-832-0178

Director Office of Student Conduct Carroll Hall, Rm. 202 860-832-1667

Complaints against students may be referred to the Office of Student Conduct. The OSC Director serves as a Title IX designee.

Reports against the President, Chief Diversity Officer or Office of Diversity and Equity Employees

If a discrimination complaint is made against the President, Chief Diversity Officer or an Office of Diversity and Equity employee alleging that these employees directly or personally engaged in discriminatory conduct, the complaint shall be referred to the Commission on Human Rights and Opportunities (CHRO) for review and, if appropriate, investigation by the Department of Administrative Services, except if any such complaint has been filed with the Equal Employment Opportunity Commission or the Commission on Human Rights and Opportunities, the CHRO or Department of Administrative Services may rely upon the process of the applicable commission in lieu of such investigation.

4. Process for filing complaints

At the time an individual makes his/her complaint, the CDO or designee will provide the individual with the University's respective policies on CCSU Nondiscrimination in Education and Employment Policy and/or the BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes Policy and the procedures and timetables for processing internal complaints.

No Basis to Proceed.

At any point during the processing of the complaint, the CDO or designee may determine that there is no basis to proceed under the Nondiscrimination in Education and Employment Policy, BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy. The CDO or designee shall refer the complaint as appropriate. The CDO or designee shall notify the complainant and, if necessary, the respondent of the outcome as appropriate, in accordance with applicable state and federal laws.

Investigatory Process

The Office of Diversity and Equity shall provide the respondent with a written summary of the complaint, including a description of the alleged discriminatory acts, within ten (10) business days of the filing of the complaint. If the complaint is in writing, the Office of Diversity and Equity shall provide the respondent with a copy of the written complaint or summary of the complaint. Disclosure of information shall be in accordance with applicable state and federal laws. The CDO or designee shall weigh all evidence pertaining to the internal complaint, make findings of fact, recommendations, and, with the consent of the parties and appropriate executive officer, propose settlements to the University President. Without investigation, the CDO or designee may also mediate issues between parties where the allegations, if proven, would not constitute a violation of CCSU policies.

The complainant and the respondent (person accused) will be allowed to have one non-participating support person present for the interview(s). For represented employees, this support person could be a union representative; however, if the support person is not a union representative, the employee who is the respondent will be asked to sign a union waiver. For more information, see the Right to Union Representation section.

Timeline

Internal complaints shall be investigated and resolved within ninety (90) calendar days of the receipt of the complaint, including the written notification to the complainant(s) and respondent(s) regarding the results of the investigation. Whenever possible, complaints should be resolved in accordance with relevant University policies at the supervisory, Dean or Director's level with the concurrence of the CDO.

Right to Union Representation

In accordance with federal law and applicable collective bargaining agreements, represented employees may have the right to request and receive union representation during an investigatory meeting.

Nothing in this procedure is intended to expand, diminish or alter in any manner whatsoever any right or remedy available under a collective bargaining agreement, personnel policy or law.

Determination

Upon the conclusion of its investigation, the CDO or designee will determine whether or not discrimination or harassment in violation of CCSU policy occurred. A preponderance of the evidence standard

is used to make this determination. A copy of the investigatory report will be provided to the University President.

- 1. Unsupportable Complaints. If the CDO or designee determines that the evidence is insufficient to support the allegation, he or she shall dismiss the complaint.
- 2. Supportable Complaints. If the CDO concludes that the allegations are supported by the evidence, he or she will report his or her findings and recommendations to the appropriate administrator.

5. Disciplinary Action

If the CDO or designee believes that disciplinary action against the respondent may be warranted at this or a subsequent stage, a recommendation will be made to the Chief Human Resource Office (for employees) or the Office of Student Conduct (for students).

B. Process for Filing an Appeal

Within fifteen (15) calendar days of the issuance of the Chief Diversity Officer's determination, the complainant or respondent may file an appeal of the determination. The appeal and all supporting documentation shall be submitted in writing to the University President, with copies to the CDO and other parties to the complaint.

The President or designee shall review the investigation and determine whether to affirm or modify the decision. The President or designee may receive additional information if the President or designee believes such information would aid in the consideration of the appeal.

If an appeal of the CDO's determination is filed, the University President or designee shall conduct a review of said appeal and issue a written decision within thirty (30) calendar days of the appeal. The University President shall notify all parties in writing of his/her decision. AAUP members have the option of appealing the decision using a review panel as outlined in the AAUP Complaint Procedure.

The decision on appeal exhausts the complainant's and the respondent's administrative remedies under this procedure except as provided herein.

Appeal Process for AAUP Members

The complaint will be processed according to an agreed-upon procedure consistent with the CSU-AAUP Collective Bargaining Agreement, Appendix F. See AAUP Complaint Review Procedure.

C. Records Maintenance

The CDO shall create and maintain a file of each internal complaint received under these procedures. All information, including records and correspondence pertaining to said internal complaint will be kept in this file. Access to the file will be in accordance with applicable State and Federal statutes and collective bargaining agreements. The CDO will secure these files. All such files shall be maintained indefinitely, unless otherwise required by applicable State and Federal statutes and collective bargaining agreements.

All records of internal complaints and dispositions shall be reviewed on a regular basis by the Office of Diversity and Equity to discern any pattern in the nature of the internal complaints.

Related policies and procedures:

- Nondiscrimination in Education and Employment Policy
- BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes
- Consensual Relationship Policy
- Student Code of Conduct and Statement of Disciplinary Procedures

Revised October 25, 2011

Revised June 6, 2014—added BOR Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, and revised the following sections: Investigatory process; Reports against CDO

Revised June 15, 2016 the following section: Investigatory Process: removal of sexual harassment policy from related policies and procedures; update notification timeframe for responding parties; clarification of support person for represented employees

Revised June 12, 2017 the following section: Investigatory Process: The right to a support person has been modified to expressly state a respondent or complainant is entitled to only one support person during the investigatory process.

Revised November 27, 2017 the following section: Introduction: added veteran status to protected class listing.

Revised April 23, 2018 the following section: When to file section.

Revised May 6, 2018 – updated the name of the BOR/CSCU Sexual Misconduct Reporting, Support Services, and Processes and records retention section to maintain files indefinitely.

Did you know?

The counselors in the Student Wellness Center are considered <u>confidential employees</u> and cannot release any information without your authorization unless permitted by State or Federal laws, e.g., suspicions of child or vulnerable adult abuse and neglect.

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Policy Regarding Reporting Suspected Abuse or Neglect of a Child

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

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

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

If the director or vice president reasonably believes that a reportable incident has occurred, and, if the suspected perpetrator is a BOR or CSCU employee, he/she will immediately contact their Chief Human Resources Officer who shall assign an objective person to investigate the report. An employee under investigation may be placed on administrative leave pending the results of the investigation. Employees who report suspicions of abuse or neglect are protected

from any disciplinary action unless the report is determined to have been maliciously made. An employee who fails to report, but is later determined to have had previous knowledge of the abuse, may be subject to discipline.

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

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

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

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

BOR approved 1/17/14 and Revised 1/15/15; requires annual distribution to employees

To file a report or for additional information contact:

All Abuse and Neglect Incidents

All Suspected Incidents of Sexual Abuse

Anna Suski-Lenczewski Chief Human Resources Officer Davidson Hall, RM 101 New Britain, CT 06050-4010 860-832-1751 Ienczewskia@mail.ccsu.edu Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator Davidson Hall, RM 102 New Britain, CT 06053 860-832-1653 rosa.rodriguez@ccsu.edu

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Consensual Relationship Policy

Central Connecticut State University (CCSU) stands for excellence in teaching and learning in an environment of inclusion, trust, and respect among all members of the university community. All employees with managerial, supervisory, or evaluative responsibilities for students or other employees carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the University's educational mission.

Because of the inherent imbalance of power and need for trust, all employees with evaluative or supervisory authority over students and employees should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between employees, or between an employee and a student.

Consensual relationships can create real conflicts of interest and appearances of impropriety that can impair the integrity of academic and employment decisions. There are also special risks in any sexual or romantic relationships between individuals in inherently unequal positions of power, such as students and teachers or supervisors and employees. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as nonconsensual given the inherent power differential between the parties, and such relationships could potentially lead to sexual harassment charges.

Prohibited

Between employee and student: Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at Central Connecticut State University. The evaluative relationship can take a variety of forms, such as teacher to student,

advisor to advisee, coach to athlete, supervisor to student employee, or similar relationship.

Strongly Discouraged

Between employee and student:

Romantic, dating or sexual relationships between employees and students over whom said employee does not have supervisory or evaluative authority are strongly discouraged. Such relationships are not only susceptible to future conflicts of interest, but also may present the appearance of impropriety.

If this situation exists, no employee should agree to supervise or evaluate a student with whom he or she has, or formerly had, a consensual relationship. A faculty member should inform the Dean if such a student wishes to enroll in a credit bearing course that he or she is teaching so that alternate arrangements can be made. Nor should a faculty member direct the student's independent study, internship, or thesis; participate in decisions regarding grades; or write letters of recommendation or reference.

Between employee and employee:

CCSU discourages employees with supervisory or evaluative authority from engaging in romantic, dating or sexual relationships with employees who they supervise or evaluate. If such a relationship exists or develops, the supervisory employee must notify his/her manager so that arrangements can be made for the unbiased supervision and evaluation of the employee. These situations are handled on a case-by-case basis and may require transfer or reassignment of one or more employees.

In the event of a sexual harassment charge

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit.

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Sanctions

All violations of this policy should be reported to Human Resources for investigation and appropriate administrative action, up to and including disciplinary action.

Policy approved April 2012

To file a report contact or for additional information contact:

Anna Suski-Lenczewski Chief Human Resources Officer Davidson Hall, RM 101 1615 Stanley Street New Britain, CT 06050-4010 860-832-0031

Did You Know?

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)) is the landmark federal law, originally known as the Campus Security Act, that requires colleges and universities across the United States to disclose information about crime on and around their campuses. The law is tied to an institution's participation in federal student financial aid programs and it applies to most institutions of higher education both public and private. The Act is enforced by the United States Department of Education.

Source: Clery Center

Discrimination Complaint Agencies

An individual has the right to file a complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously file a complaint utilizing the University's internal discrimination complaint procedure.

The Connecticut Commission on Human Rights & Opportunities:

Capitol Region
999 Asylum Ave.
Hartford, CT 06105
Tel: (860) 566-7710

<u>Eastern Region</u> 100 Broadway Norwich, CT 06360 Tel: (860) 886-5703

<u>Southwest Region</u>1057 Broad Street Bridgeport, CT 06604 Tel: (203) 579-6246

West Central Region Rowland State Government Center 55 West Main 5treet, 5uite 210 Waterbury, CT 06702-2004 Tel: (203) 805-6530

Complaints should be filed with the Commission on Human Rights and Opportunities no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred.

The Equal Employment Opportunities Commission

John F. Kennedy Federal Office Building Government Center, RM 475 Boston, MA 02203 Tel: (617) 565-3200

Complaints should be filed with the Equal Employment Opportunities Commission no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, <u>except</u>, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred.

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Alternatively:

Connecticut Permanent Commission on the Status of Women

18-20 Trinity Street Hartford, CT 06106 Tel: (860) 240-8300

State of Connecticut: Employee Grievance Procedure

(Contact Human Resources Office or union representatives for Grievance forms and/or procedures).

Regulation of Wages Division, Connecticut Labor Department

200 Folly Brook Boulevard Wethersfield, CT 06109 Tel: (860) 263-6000

Wage and Hour and Public Contracts Division

United States Labor Department 135 High Street Hartford, CT 06103 Tel: (860) 240-4277

U.S. Department of Education, Office for Civil Rights

33 Arch Street Ninth Floor Boston, MA 02110 Tel: (617) 289-0111 Fax: (617) 289-0150

We have talked long enough in this country about equal rights. It is time now to write the next chapter –and to write in the books of law. © Lyndon B. Johnson

Other Important Information and Resources

Affirmative Action Plan: Copies of the plan are available at the library, the Office of Diversity and Equity and the CCSU website: <u>http://www.ccsu.edu/diversity/affirmativeAction.html</u>

Code of Conduct: The Office of Student Conduct is responsible for developing ways to respond effectively to incidents or issues that threaten to disrupt the learning environment. The goals of the office of Student Conduct include resolving discipline cases in a developmentally sound manner consistent with University policy and applicable state and federal laws; encouraging the teaching and development of life-skills, such as healthy decision making, civility, and accountability; and maintaining integrity in regards to the health, safety, and security of all members of the CCSU community. For copy of code go to: <u>http://web.ccsu.edu/studentconduct/</u>

Crime Report: In compliance with the **Clery Act** (Campus Crime Statistics Act), all employees of the University (excluding "Privileged Contacts") notified of a sexual assault are required to inform the CCSU Police of non-personally identifiable information for inclusion in campus crime statistics unless the matter has already been reported to the police. To access the report go to: <u>http://www.ccsu.edu/police/clearyReport.html</u>

Did you know?

Electronic harassment can include text messages, posts to social media sites such as, Facebook, email and other electronic methods used to harass someone.

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This document is available in alternate format by contacting the Office of Diversity and Equity at 860-832-1652.

This booklet is provided to employees, students and applicants for their general information and guidance only. It does not constitute a contract either express or implied, and is subject to revision at the University's discretion.



Central Connecticut State University is an equal opportunity educator and employer.

June/2018

Office of Diversity & Equity



you are not alone

How to Help in case of sexual or interpersonal violence Central Connecticut State University

Definitions	4
Reporting an incident	
Office of Diversity & Equity/Title IX Officer 860 832 1652	11
Office of Student Conduct 860 832 1667	12
CCSU Police 860 832 2375	13
Medical attention	
SWS, Medical Services (Confidential) 860 832 1925	16
Hospital of Central Connecticut* 860 224 5011	17
Someone to talk to	
Office of Victim Advocacy 860 832 3795	19
Women's Center 860 832 1655	20
LGBT Center 860 832 2091	21
Residence Life 860 832 1660	22
SWS, Counseling Services (Confidential) 860 832 1945	23
Sexual Assault & Domestic Violence Crisis Services* YWCA (SACS) - 860 225 4681/860 223 1787 (Hotline) Prudence Crandall - 888 774 2900	24
Helpful Tips	
How Can I Help Stop Violence?	28
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Your Rights





What is Sexual Assault?

Sexual assault is a crime and it will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the Board of Regent's Sexual Misconduct Policy) of the other person or when that person is not capable of giving such consent. Any person can be a victim or a perpetrator.

Examples: rape, attempted rape, and/or intentional touching a person's body for sexual gratification without their consent.

What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity every time. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past. Consent is ...

- » agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- » not valid if forced, intimidated or coerced.
- » not valid when judgment is impaired by the use of alcohol/drugs or if the person is sleeping or unconscious.

State law is very clear that having sexual intercourse with someone who cannot consent is RAPE.

If someone tells you about a sexual assault... Remember

- 1 Listen and don't form opinions
- 2 Don't judge the severity of the situation based on their response to it
- 3 Empower them to make their own decisions
- 4 Trust their word and help them
- 5 Tell them you believe them
- 6 Let them know they are not alone

What is Intimate Partner, Domestic and/or Dating Violence?

Intimate partner, domestic and/or dating violence includes acts of violence or threats of violence that occur between individuals who are family or household members, or persons in a current or former dating or cohabitating relationship. Intimate partner violence may include physical abuse, emotional abuse and threats of abuse.

Examples: assaults, rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, electronic communications that contain serious threats of physical violence, and violation of a protective or restraining order issued by a court.

What is Stalking?

Stalking is defined as obsessive or unwanted contact of another person. This contact may cause reasonable apprehension of imminent physical harm or affect one's ability to perform daily life functions. It is when someone repeatedly contacts you, follows you, talks to you when you do not want them to, or threatens you.

Examples: unwanted communication (email, texting, instant messaging and other electronic forms), damaging personal property, showing up places you go, or sending unwanted gifts.

If it doesn't feel right or safe, it probably isn't.



To report an incident

Office of Diversity & Equity (Title IX Officer) All complaints 860 832 1652

Office of Student Conduct

Complaints against students 860 832 1667

CCSU Police

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All criminal complaints 860 832 2375

Emergency Medical Attention

911 for immediate assistance

CCSU **faculty**, **staff**, **or administrators** who are made aware of a sexual assault involving a member of the CCSU community is required to report it to the Title IX Officer at 860-832-0178 or via email at TitleIXreport@ccsu.edu.

Office of Diversity & Equity (ODE)

If you believe you or someone you know has been sexually assaulted, you can contact the ODE, which will investigate complaints of discrimination and sexual harassment including sexual violence. Complaints against students are handled by the Office of Student Conduct. (See page 12)

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ODE is committed to fostering a positive learning, working and living environment. The Chief Diversity Officer serves as the **Title IX Officer**. The ODE also:

- » Conducts training on the prevention of sexual harassment
- » Assists faculty, staff and students who believe they have been harassed or treated unfairly because they are a member of a protected class
- Provides referrals to on-campus or off-campus services including, but not limited to, medical and counseling providers, and victim services
 - Rosa Rodriguez Chief Diversity Officer/Title IX Officer On-campus Davidson Hall, Rm. 102 MON–FRI, 8:00AM-5:00PM* 860 832 1652 www.ccsu.edu/diversity *Other times available by appointment

Office of Student Conduct (OSC)

The OSC promotes social responsibility and resolves discipline cases on campus in a sound and fair manner. The staff are available to answer any questions or concerns about University behavioral standards and the CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

- » Investigates allegations involving students
- » Resolves discipline cases

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» Provides referrals to CCSU and community programs

CCSU Police

The CCSU Police Department will give its full assistance in response to a report of sexual assault. The police department will:

- » Obtain medical assistance
- » Conduct a criminal investigation
- » Establish a safety plan
- » Obtain a court order to protect the victim/ survivor
- » Connect the victim/survivor with support services

If the incident occurred off-campus, CCSU police can assist in contacting the police department of the town in which it took place.

> On-campus Dispatch Center, 24-hours: 860 832 2375 Detective Division MON-FRI, 9:00AM-5:00PM 860 832 2383 www.ccsu.edu/police

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On-campus Carroll Hall, Rm. 202 MON-FRI, 8:00AM-5:00PM **860 832 1667** www.ccsu.edu/studentconduct



Options for Medical Attention

911 Emergency For immediate assistance

Student Wellness Services, (SWS) Medical Services (Confidential)

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On-campus evaluation or advice 860 832 1925

Hospital of Central Connecticut

Off-campus evaluation or advice when SWS is closed and for the collection of medical evidence 860 224 5011 / 860 225 6244

SWS, Medical Services*

The SWS staff are trained in caring for victims of sexual assault. The office is staffed by a physician, two APRNs, and an RN. All are ready to listen and provide medical care and support. The collection of medical evidence is offered at New Britain's Hospital of Central Connecticut. SWS staff provide:

- » Medical evaluation and treatment
- » Referral to medical specialists and counseling
- » Coordination with the CCSU Office of Victim Advocacy or YWCA Sexual Assault Crisis Services
- » Medical evidence collection facilitation
- » Emergency contraception

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- » Screening for STD/infections
- » Medication to prevent any STD/infection

On-campus Marcus White Annex MON-FRI, 8:00AM-5:00PM 860 832 1925 fax: 860 832 2579 www.ccsu.edu/health

*Confidential

Hospital of Central Connecticut (HCC)

Part of the Gail Burns-Smith Sexual Assault Forensic Examiner (SAFE) program, HCC has specially trained staff (SAFEs) who can collect the necessary evidence to aid criminal conviction. Procedures are carried out with compassionate care to help the survivor feel at ease.

These services are on-call 24/7 to improve the chances of gathering successful evidence, as it is best within 72 hours. SAFEs are specifically trained to safely guide survivors through the entire medical-legal process after a sexual assault incident.

- » Closest location for free state-funded rape analysis
- » 24/7 sexual assault examinations and counseling
- » Forensic evidence collection
- » Collaboration with law enforcement and justice personnel
 - Off-campus New Britain General Campus 100 Grand St. New Britain, CT 06050 24-hour SAFE program 860 224 5011 860 225 6244 860 224 5671 (For emergencies)

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If you want to speak with someone

Office of Victim Advocacy

On-campus services and support

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Women's Center On-campus support and referral

LGBT Center On-campus resources for LGBT and gender non-conforming population

Residence Life On-campus referral for resident students

SWS, Counseling Services* On-campus crisis intervention and counseling services

Sexual Assault Crisis Services*

Prudence Crandall Center for Domestic Violence*

*Confidential

Office of Victim Advocacy

The Office of Victim Advocacy provides services to assist and support individuals affiliated with CCSU who have been impacted by sexual assault, relationship violence, and/or stalking.

- » Professional advocacy services for students, faculty and staff
- » Provides information on different options available to address safety and other concerns
- » Assists in the navigation of different reporting systems

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- » Provides referrals to campus or community entities depending on individual needs
- » Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact

On-campus Carroll Hall, Rm. 248 MON, 9:00AM-12:30PM TUES, 9:00AM-5:00PM WED, 1:00-4:30PM FRI, 9:00AM-5:00PM **860 832 3795** sarahdodd@ccsu.edu Additional times available upon request

The Ruthe Boyea

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Women's Center

The Women's Center Coordinator is available to listen, provide support, guidance, and referrals for victims, survivors, family members, friends, and partners of those who have been affected by violence. The coordinator will explain your options ranging from reporting a sexual assault to seeking on-campus housing changes.

- » Advocates for women of the campus community
- » Provides support services and hosts peer support groups
- » Provides referrals to on- and off-campus resources
- » Conducts training on the prevention of sexual assault

On-campus Student Center, Rm. 215 MON-FRI, 9:00AM-5:00PM (SEPTEMBER - JUNE) 860 832 1655 fax: 860 832 1677 www.ccsu.edu/womenctr

LGBT Center

The LGBT Center offers community building, education, resources, individual support, and advocacy for lesbian, gay, bisexual, transgender, queer, questioning, and gender non-conforming population.

The center provides an LGBT/Queer friendly place for victims of sexual assault, harassment, or interpersonal violence to find support, resources, and referrals.

- » Refers to on- and off-campus LGBT-friendly victim support services
- Provides information and resources regarding sexual assault, harassment, or interpersonal violence within LGBT communities and relationships

During the hours referred to below, the Center is generally staffed by a professional. Please check online or call for coordinator's availability. Their hours may be subject to change each semester.

> On-campus Student Center, Rm. 304-305 MON & FRI, 8:30AM-4:30PM WED, 9:00AM-Noon 860 832 2091 www.ccsu.edu/lgbtcenter

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Residence Life

Residence Life staff are often the first line of contact for resident students and they are a good connection during times of crisis because they are in the residence halls and are available 24/7.

Please check the on-duty schedule posted in the main office of each building to contact the Residence Life staff member on duty.

» Refers to on- and off-campus resources

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» Conducts training on violence prevention

SWS, Counseling Services*

The SWS offers crisis counseling to students. To ensure swift admittance, when calling, be sure to indicate that it is a crisis situation, and he/she will be seen immediately.

The initial intake assessment is made during the first appointment from which a counseling referral to other resources will be given.

- » Immediate counseling appointments for crisis situations
- » Free, confidential counseling
- » Group/individual counseling for students

On-campus Mid-Campus, Rm. 118 MON-FRI, 8:30AM-5:00PM **860 832 1660** fax: 860 832 1659 www.ccsu.edu/reslife

*Confidential

On-campus Marcus White Hall, Rm. 205 MON-FRI, 8:00AM-5:00PM **860 832 1945** www.ccsu.edu/counseling 23

Off-campus Services*

Sexual Assault Crisis Services (SACS)

SACS offers assistance to survivors which help them regain feelings of independence, optimism and hope. Hotlines are staffed with trained, certified counselors who maintain confidentiality. SACS also offers accompaniment through medical, police, and court procedures.

- » Short-term individual crisis counseling
- » Support groups

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- » Information, referrals and campus advocacy
- » Education programs
- » Confidential services

Off-campus Services*

Prudence Crandall Center

Prudence Crandall Center is dedicated to helping individuals achieve lives free of domestic violence by providing care, advocacy, support, and education in a confidential setting.

» Information & service referrals

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- » Emergency shelter
- » Individual and group counseling for adults and children
- » Advocacy during court proceedings
- » Domestic violence education and in-service training

Off-campus YWCA (SACS) 22 Glen St. New Britain, CT 24-hour Hotlines (24/7) English - **860 223 1787** Español - **888 568 8332**

*Confidential

*Confidential

Off-campus Prudence Crandall P.O. Box 895 New Britain, CT 06050 860 225 6357 (Hotline) 888 774 2900 (Toll Free) prudencecrandall.org





Helpful Tips

If you are the victim of sexual or interpersonal violence:

- » Go to a safe place
- » Preserve evidence
- » Call someone you trust such as the Office of Victim Advocacy (860-832-3795), a staff or faculty member, your hall director, resident assistant (RA), or a campus advocate at the local Sexual Assault Crisis Service

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- » Call CCSU Police at 860-832-2375 or dial 911
- » Seek medical care and/or counseling

How Can I Help Stop Sexual Assault/Violence?

Sexual assault and interpersonal violence are complex and very real issues on college campuses today. In order to address this reality, all members of the campus community and relevant outside agencies must work together. Public safety is everyone's responsibility. Consider the following ways you can work to stop sexual violence and interpersonal violence.

- » Speak up. Take a stand in situations that could escalate.
- » Talk openly with your friends about these issues.
- » Encourage student leaders, coaches, professors, and others to provide information about sexual assault to students.
- » Use the resources listed in this brochure to inform yourself and help plan activities and programs for campus clubs and organizations.
- » Don't be afraid to get involved.
- » Take care of yourself and your friends.

Student Rights

CCSU has protocols and procedures in place to respond to reports of sexual violence. When a report involves students (as the accuser or the accused), all involved have equal rights throughout the disciplinary process, including the right to:

- >> select an advisor or support person of their choosing and to bring that person to any meetings or proceedings that they choose.
- » present a statement, evidence and witnesses on their behalf.
- » review information, in a timely manner, that will be used at the hearing by other parties.
- » have a pre-hearing meeting.
- » be informed, in writing, of the outcome of the disciplinary proceedings and any sanctions imposed.
- » appeal the outcome of the disciplinary proceedings.

These rights were established by University policies and, state and federal legislation that prohibit sex discrimination. For information on Title IX see <u>www.knowyourix.org</u>.

Info on the rights of accused students contact: Chris Gutiérrez Veterans Affairs Coordinator and Student Conduct Support Advisor gutierrezc@ccsu.edu 860 832 2838 Carroll Hall, Rm. 0350000

Info on the rights of students who file a report: Sarah Dodd Victim Advocacy & Violence Prevention Specialist sarahdodd@ccsu.edu 860 832 3795 Carroll Hall, Rm. 248

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Your Rights

- » Be treated with respect and dignity.
- » Not be judged based on your race, color, age, class, religion, disability status, national origin, gender, sexual orientation, or the offender's relationship to you.
- You can refuse to answer any questions about the sexual assault, your sexual orientation, and your sexual, medical (including HIV status), and mental health histories.
- >> Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- » Decide if you want to make a police report.
- > Have an advocate accompany you to medical, law enforcement and legal proceedings.
- Request that someone you are comfortable with stay with you in the examination room.
- » Ask questions and get answers regarding any tests, examinations, medications, treatments or police reports.



Central Connecticut State University is an equal opportunity educator and employer.

This document is available in alternate format by contacting Student Disability Services at 860 832 1957.

> This information is provided by CCSU's Sexual Assault and Interpersonal Violence Resource Team.

> > iMay 2016

Are you a Victim/Survivor of Sexual or Interpersonal Violence?

You Have Options: The Choice is Yours.

- Go to a safe place.
- Consider calling someone you trust—The CCSU Office of Victim Advocacy or a confidential off-campus provider are there for you.
- Seek medical care and/or counseling on campus, or through local resources.
- Preserve evidence.
- Call CCSU Police at 860-832-2375 or 911 (24 hours/7 days).

CCSU is committed to ending sexual assault, interpersonal violence and stalking. These acts may be a violation of the law and the CCSU Student Code of Conduct. It is essential that when they are reported to CCSU officials, they are treated seriously and consistent with campus policies and procedures, and State and Federal laws.

We believe that everyone has the right to an environment free of violence and fear. Our goal is to strengthen and improve the delivery of services, encourage the reporting of offenses, and to hold responsible persons accountable while protecting the rights of all involved parties.

A publication of the CCSU's Sexual Assault and Interpersonal Violence Resource Team (SART)

To obtain this publication in alternate formats, call Student Disability Services at 860-832-1957.

Equal Opportunity Employer and Educator

CCSU Resources

Available 24 hours/7 days a week

*Emergency - Police and/or Medical call 911 CCSU Police Department 860-832-2375

Monday - Friday, 8 AM - 5 PM

*Office of Diversity and Equity 860-832-1652

*Office of Student Conduct 860-832-1667

*Office of the Vice President for Student Affairs 860-832-1601

CCSU's Office of Victim Advocacy

860-832-3795 (Sarah Dodd)

The Ruthe Boyea Women's Center 860-832-1655

Student Wellness Services (Confidential) 860-832-1925 (health) 860-832-1945 (counseling)

> **Residence Life** 860-832-1660

LGBT Center 860-832-2091

Off-Campus Confidential Resources

Available 24 hours/7 days a week

YWCA Sexual Assault Crisis Service 1-860-223-1787 English

Hospital of Central Connecticut 860-224-5671

Prudence Crandall Center for Domestic Violence 24 hour hotline: 1-888-774-2900

> Suicide Prevention Lifeline 1-888-273-8255

To report an incident at CCSU



Information and Resources on Sexual Assault & Interpersonal Violence



What is Sexual Assault?

Sexual assault is a crime and it will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the CT State Colleges and Universities Board of Regent's Sexual Misconduct Policy) of that person or when the person is not capable of giving such consent. Any person can be a victim or a perpetrator.

Examples: rape, attempted rape, and/or touching a person's body for sexual gratification without their consent.

What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity <u>every time</u>. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past. Consent is ...

- agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- <u>not</u> valid if forced, intimidated or coerced.
- <u>not</u> valid when judgment is impaired by the use of alcohol/drugs or if the person is sleeping or unconscious.

State law is clear that having sexual intercourse with someone who cannot consent is **RAPE**.

What is Intimate Partner, Domestic and/or Dating Violence?

Intimate partner, domestic and/or dating violence includes any act of violence or threats of violence that occur between individuals who are family or household members or persons in a current or former dating relationship. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

Examples: assaults, rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, electronic communications that contain serious threats of physical violence and violation of protective or restraining order issued by a courts.

If it doesn't feel right or safe, it probably isn't.

What is Stalking?

Stalking is defined as obsessive or unwanted contact of another person. This contact may cause reasonable apprehension of imminent physical harm or affect one's ability to perform daily life functions. It is when someone contacts you, follows you, talks to you when you don't want them to, or threatens you.

Examples: unwanted communication (email, texting, instant messaging and other electronic forms), damaging your personal property, showing up at places you go, and/or sending unwanted gifts.

Rights of Victims/Survivors

- Be treated with respect and dignity.
- Not be judged based on your race, age, class, gender or sexual orientation, or the offender's relationship to you.
- You can refuse to answer questions about the sexual assault, your sexual orientation, and your sexual, medical (including HIV status), and mental health histories.
- Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- Decide if you want to make a police report.
- Have an advocate accompany you to medical, law enforcement and legal proceedings.
- Request that someone you are comfortable with stay with you in the examination room.
- Ask questions and get answers regarding any tests, examinations, medications, treatments or police reports.

How Can We Help Stop Violence?

The campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and accepting our ability to make a difference at CCSU, we can begin to reduce the risk. Consider the following ways to stop violence:

- Don't be afraid to get involved.
- Take care of yourself and your friends.
- Talk openly with friends about these issues.
- Speak up. Take a stand in situations that could escalate to abuse and violence.

To obtain information on resources and/or to file a report, contact TitleIXReport@ccsu.edu or call 860-832-1652. Presentations















REVENTION NNOVATIONS










Where Did the Study Of Bystanders Begin? Image: Comparison of the start o

- either saw or heard the attack, little was done in assisting her. She died as a result.
- This became a national story and prompted social scientists to start researching the bystander phenomenon.

PREVENTION INNOVATIONS















Just the Facts: Swartout et al.

- More recent research from Swartout et al. (2015)⁷ provides more information on single-act rapists.
- Rapists who perpetrated before college, often did not perpetrate when they got to college.
- · Rapists who perpetrated in college, often had not perpetrated previously.
- This potentially points to the influence of the campus environment on perpetrator behavior.

PREVENTION

Facts about Sexual Violence Rape is an act of violence, sex is the weapon. Sexual violence affects everyone.

- Rape can happen to anyone, anywhere at any time.
- Most men don't rape, but the few that do, commit multiple rapes as well as other assault.⁸
- Majority of perpetrators remain undetected in our community they are not caught.⁹
- Most (73%) of sexual assaults are perpetrated by a non-stranger $^{10}\,$
- Most people tell the truth about rape. Only 2-10% are false reports. The higher range of this statistic also encompasses cases in which a victim recanted. 11

PREVENTION INNOVATIONS

Facts about Relationship Violence

- 1 in 4 women will be a victim of relationship abuse.12
- 85% of victims of physical relationship abuse are women.¹³
- Women ages 20-24 are at the greatest risk of nonfatal relationship abuse. $^{\rm 14}$
- 20-30% of college dating couples experience at least one act of physical aggression. $^{15}\,$
- 70-90% of college dating couples experience psychological aggression.¹⁰ PREVENTION

Consequences of Sexual & Relationship Violence

- Many victims develop post-traumatic stress disorder (PTSD).
- Other consequences include fear, suicidal feelings, interference with school and job, disrupted relationships, helplessness, shock and disbelief, guilt, humiliation, self blame, flashbacks, depression, nightmares, insomnia, impaired memory, drug and alcohol abuse.

PREVENTION















Intervene "Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that had made it possible for evil to triumph." • - Haile Selassie "The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it." - Albert Einstein PREVENTION INNOVATIONS



CCSU THRIVES

SARAH DODD, MSW – OFFICE OF DIVERSITY AND EQUITY JONATHAN POHL, PHD – WELLNESS SERVICES STEPHANIE REIS, MS – OFFICE OF STUDENT CONDUCT









COMMUNITY EXPECTATIONS STEPHANIE REIS, INTERIM DIRECTOR OF STUDENT CONDUCT

STUDENT CONDUCT

The mission of the Office of Student Conduct is to increase student awareness of their individual rights and responsibilities as members of the CCSU community. The office strives to educate students to apply critical thinking and other integrated skills to develop healthy decision making practices. We aim to improve a student's perspective and appreciation regarding institutional connectedness, civic responsibility, and humanitarianism.



STUDENT CODE OF CONDUCT

Preamble

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



CSCU has certain self-defined institutional values. Principal among these values is the respect for the safety, dignity, rights, and individuality of each member of the CSCU Community. The opportunity to live, study, and work in an institution which values diverse intellectual and cultural perspectives and encourages discussion and debate about competing ideas in an atmosphere of civility is a basic component of quality higher education.





OFF CAMPUS JURISDICTION

- Off-campus misconduct by University students may be subject to the jurisdiction of the University and
 addressed through its disciplinary procedures if one of the following conditions is met:
- a Student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized University Student Organization
- a Student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the Accused Student poses a threat to the life, health, or safety of any member of the CSCU or to the property of CSCU.













Informed of your rights and responsibilities

Due process

WHAT CAN YOU AFFORD TO LOSE? CT Resident Non-CT Resident Expenses \$5,288.00 \$11,542.00 Tuition Housing \$3,502.00 \$3,502.00 Meal Plan Totals \$2,586.00 \$2,586.00 \$17,630.00 \$11,376.00 Semester Total Year Total \$22,752.00 \$35,260.00



COMMUNITY EXPECTATIONS

Share everything.

- Play fair.
- Don't hit people.
- Put things back where you found them.
- Clean up after your own mess.
- Don't take things that aren't yours.
- Say you're sorry when you hurt somebody.
- Wash your hands before you eat.

TOUND IN ROBERT FULGHUM, ALL I REALLY NEED TO KNOW I LEARNED IN KINDERGARTEN, VILLARD BOOKS NEW YORK, 1990, P

Flush.

- Warm cookies and cold milk are good for you.
 Live a balanced life learn some and think some...play and work every day some.
- Take a nap every afternoon.
- Be aware of wonder.
- Remember the little seed in the Styrofoam cup: the roots go down and the plant goes up and nobody really knows how or why, but we are all like that.

COMMUNITY EXPECTATIONS
And it is still true, no matter how old you are – when you go out into the



world, it is best to hold hands and stick together.

COMMUNITY EXPECTATIONS

"While we are free to choose our actions, we are not free to choose the consequences..."

-Stephen R. Covey

GET BY

Student is filled with uncertainty not sure about major parents said they need a degree friends were going to college want to spend time at parties seeking direction looking to get a degree and get out

STRIVING

- Student knows what they might like to do
- Has a major, but it is not directly connected to career goals
 Has fair study habits, but didn't really need to study in high school
- Has fair study habits, but didn't really need to study in high school
 Looks forward to parties and clubs, but knows there needs to be a limit

- Has a part time job that helps with school
- · Looking to learn and try to match that with a career

TEXT ANONYHOUS QUESTIONS TO: 978-855-4719*ONLY AVAILABLE DURING THIS PRESENTATION

THRIVING

- Student has a career or potential careers in mind
- Student is focused on academics and enhancing the academic experience
- Looking forward to working on special projects in their major
 Excited about the study abroad programs available to them
- Wants to find out about internship possibilities
- Joined a club or group to lower stress and have fun
- May go out, but social life is secondary to academic life
- Looking to have academic career lead to a career

TEXT ANONYMOUS QUESTIONS TO: 978-855-4719*ONLY AVAILABLE DURING THIS PRESENTATION

WE ARE RESOURCES FOR WHEN YOU GET DERAILED

Unhealthy relationships

- Alcohol/marijuana/drug use
- Prescription drug misuse/abuse Vaping
- Cheating/buying term papers Procrastination
- Traumatic events
- Intense emotions

SEXUAL MISCONDUCT AND RELATIONSHIP VIOLENCE

SARAH DODD, ASSOCIATE, OFFICE OF DIVERSITY AND EQUITY



THE MYTHOLOGY

"Classic" rape myths:

- Offenders attack strangers, wear ski masks, hide in ambush, inflict injuries
- The adoption of new language: "date rape"

New myths:

- Viewed as less harmful and less serious offenses
 Seen as a <u>miscommunication</u> between two people
- -----

EXT ANONYMOUS QUESTIONS TO: 978-855-4719* ONLY AVAILABLE DURING THIS PRESENTATION



INTIMATE PARTNER VIOLENCE

A pattern of abusive behavior in any relationship that is used by one partner to **gain or maintain power and control** over another intimate partner. It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.















BEING WELL IN MIND , BODY, & SPIRIT

JONATHAN POHL, WELLNESS EDUCATION COORDINATOR, STUDENT WELLNESS SERVICES

WELLNESS EDUCATION

- Carroll Hall 140/147
- Jonathan Pohl, Kate Ayotte, Gaby Bierwirth
- Focus is on prevention and maintaining the well being of the CCSU student body through interactive
 programming.
- We are a resource to help guide you through:
- 8 Factors of Wellness, stress management, relationship with alcohol. coping with university life, helping peers...
 Referrals to those who can help: Counseling, Career Services, Learning Center, Disability Services...

TEXT ANONYMOUS QUESTIONS TO: 978-855-4719* ONLY AVAILABLE DURING THIS PRESENTATION



COST OF AN UNDERAGE DRINKING TICKET

- \$136 fine, if paid you are pleading guilty
- DMV suspends your license for 30-90 days
- \$100 fee each for application to go to and from school/work
- \$175 reinstatement fee
- Insurance company puts you in a high risk pool and you pay an additional \$100/month for 2 years

TEXT ANONYMOUS QUESTIONS TO: 978-855-4719*ONLY AVAILABLE DURING THIS PRESENTATION

KNOW YOUR LIMIT

- Alcohol and marijuana make a fair number of students leave school for a semester or more.
- For some students, the limit is Zero of those who drink, 60% have 2 or less and over 70% of students do not use marijuana. (Core 2014 survey)
- Some students have roommates that want to drink/smoke and we help re-establish your right to have an alcoholfree/smoke-free environment.

IXT ANONYMOUS QUESTIONS TO: 978-855-4719*ONLY AVAILABLE DURING THIS PRESENTATION

BEYOND A BUZZ

- Sammie likes to socialize and attends plenty of parties. You know Sammie from class. At this party, Sammie has
 had a few too many and is passed out on a couch, what do you do?
- A. Nothing, Sammie is on a couch and not the floor
- B. Get out the cell phone and take a selfie with Sammie for class on Monday
- C.Tell someone at the party
- D. Check to see if Sammie is okay

TEXT ANONYMOUS QUESTIONS TO: 978-855-8719*ONLY AVAILABLE DURING THIS PRESENTATION





ALCOHOL POISONING

 Signs of alcohol poisoning I. less then 10 respirations per minute

- poked, prodded, pinched and the person doesn't wake up
 vomited and remains passed out
- 4. cold, clammy skin

HOW TO HELP WE CAN THRIVE TOGETHER





STRESS MANAGEMENT

- Students get stressed, but it depends on how much that stress interferes with academic work and relationships.
- Anyone who is struggling can call the lifeline at 800-273-8255 or text "Home" to 741741 any time day or night.
- Counseling services are available from 8-5pm through the Marcus White Annex
- Wellness offers stress management in groups or individually
- Learning Center has academic coaches ReCentral has a tome of physical activities
- You have each other











INTERVENE

- "Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that had made it possible for evil to triumph."
 Haile Selassie
- "The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it."
 Albert Einstein

FINAL ANONYMOUS QUESTIONS

LAST CHANCE TO TEXT 978-855-4719 WITH ANONYMOUS QUESTIONS

EVALUATION

PLEASE FILL OUT THE EVALUATION FORM UNDER YOUR CHAIR AND DROP OFF ON THE WAY OUT









vww.ccsu.edu/svpp

- On-line training for all incoming students
- Family members, parents, guardians can check out the curriculum for free
- Companion curriculum to an alcohol awareness (e-chug) program



Stalking

Definition:

repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.



Intimate Partner Violence

- The term "intimate partner violence" describes physical, sexual, or psychological harm by a current or former partner or spouse.
- Examples
 - physical abuse: slapping, pulling hair, punching
 - ▶ <u>threat of abuse</u>: threatening to harm their partner, a loved one or pet of their partner
 - emotional abuse: damage to property, name calling, humiliation, driving recklessly to scare someone

Sexual Assault

Sexual assault includes but is not limited to a sexual act directed against another person Without the consent (as defined herein) of the other person or when that person is not capable of giving such consent.



Consent

- Must be affirmed and given freely, willingly and knowingly
- Can never be assumed
- Can be revoked at any time
- It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity.

To report an incident:

Office of Diversity and Equity Title IX Compliance Officer Rosa Rodriguez 860-832-1652 Davidson Hall, Room 102

Office of Student Conduct 860-832-1667Carroll Hall 202

University Police Emergency (Police, Fire, Medical):911 Routine Police Service Requests Dispatch 860-832-2375

Someone to talk to: CCSU Office of Victim Advocacy 860-832-3795, Carroll Hall 248

Women's Center Women's Center Coordinator 860-832-1655 Student Center Room 215 Residence Life 860-832-1660 Mid-Campus Hall

Student Wellness Services (Confidential) Health Services: 860-832-1925 Counseling Services: 860-832-1945

Off-campus Resources

- YWCA Sexual Assault Crisis Service 24 Hour Hotline: 860-223-1787 24 Hour Spanish Hotline: 888-568-8332
- Prudence Crandall Center for Domestic Violence 24 Hour Hotline: 888-774-2900
- Suicide Prevention Lifeline 24 Hour Hotline: 860-273-8255 ►
- Hospital of Central Connecticut 100 Grand Street New Britain, CT 06050 860-224-5011 ►







STAND UP CCSU COMMUNITY ORGANIZERS

2018 Training and Retreat





INTRODUCTIONS VIA INTERVIEWS

- 1. Choose a partner (someone you don't know!).
- 2. Interview each other on the following questions:

 - Name
 Major
 Major
 Homelown
 Why did you want to be a part of Stand Up CCSU?
 What is one of your strengths?
- 3. Report back to the group.









KEYNOTE EVENT – KAMILAH WILLINGHAM







CLASSROOM PRESENTATIONS 24 Classroom Presentations















5



QUESTION: WHAT ARE TANGIBLE IDEAS FOR ACTIVITIES/INITIATIVES TO REACH OUR GOALS?

- 1. Individually, write as many ideas as you can think of. Try for at least 10.
- In pairs, choose six of the clearest ideas you have. Write each one on a sticky note and add it to the board.





OFFICE OF VICTIM ADVOCACY



e of Victim Advocacy, Professional and Student Staff



Professional advocacy for students and employees



Find us at:

ODE RESPONSIBILITIES

- Nondiscrimination in Education and Employment Policy
 Title IX compliance
- BOR\CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action



OFFICE OF DIVERSITY AND EQUITY (ODE)

Davidson Hall 102

TRAINING AGENDA

- The Context
- CCSU Employee Responsibilities Quiz
- Reports to the State of Connecticut General Assembly Higher Education Committee
- Case Studies
- Questions



TITLE IX IS A...

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence

HIGHER EDUCATION AND SEXUAL MISCONDUCT







mber 21, 2011

April 4, 2011

HIGHER EDUCATION AND SEXUAL MISCONDUCT











3
CCSU NONDISCRIMINATION POLICY

Harassment and discrimination are prohibited based on the following:		
Age	Marital Status	
Ancestry	National Origin	
Color	Race	
Criminal Record (state employment)	Religious Creed	
Disability (intellectual, learning, mental and physical disability)	Genetic Information	
Sex (pregnancy and sexual harassment or misconduct)	Sexual Orientation	
Gender Identity or Expression		

WORKPLACE/EDUCATIONAL **ENVIRONMENT INCLUDES:**

Any place a student/employee must be as part of their education/employment:

- buildings
- training
- study abroad
- transportation
 off-campus meetings

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and at "company" parties (picnics, retirement and holiday parties, etc.)

conferences residence halls

- events/athletic

- classrooms









YOUR RESPONSIBILITY - BOR SEXUAL MISCONDUCT POLICY

All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are <u>required to</u> <u>report incidents of sexual misconduct regardeds of the alleged</u> victim's age to the University's Title IX Officer.*

Board policy requires that a report must be made to the CT
 Department of Children and Families whenever a person under
 the age of eighteen (18) years of age may have been sexually
 assaulted.

*Title IX Officer - Rosa Rodríguez rosa.rodriguez@ccsu.edu 860-832-0178.



MANDATORY REPORTING - BOR POLICY REPORTING SUSPECTED ABUSE OF NEGLECT OF A CHILD

Any university employee deemed a "mandatory reporter"* who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abuved or neglected, has been placed in imminent harm or has had a ona-accident liquiry is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or immoment harm to a child.

DCF Careline Number 1-800-842-2288 & TDD: 1-800-624-5518

*Pursuant to state law, with the exception of student employees, any poid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

MANDATORY REPORTING

Any university employee deemed a mandatory reporter is required to report such incidents to their immediate supervisor in addition to DCF.

For more information on this policy contact:

Anna Suski-Lenczewski CCSU's Chief Human Resources Officer Ienczewskia@ccsu.edu or 860-832-1757

WHAT RIGHTS DO BOTH COMPLAINANTS AND **RESPONDENTS HAVE DURING THE COMPLAINT PROCESS** (MARK ALL THAT APPLY)?

- 1. University appointed attorneys
- 2. Union representation (if applicable)
- 3. To have a support person
- 4. To receive notice of the outcome
- 5. To request a review of the decision



RIGHTS OF ALLEGED VICTIM & ACCUSED:

- ▶ To be treated fairly and with respect
- The right to have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
- As long as this person's involvement desn't delay any meeting related to this conduct and does not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct.
- ► To receive notice at the same time of the outcome
- The right to request a review of any decision regarding the sexual misconduct matter in which they are involved

COMPLAINT PROCEDURES AND OPTIONS

- Internal Process: 90 day timeframe
 Complaint Procedure See packet

- External Process:
 CHRO (180 day timeframe)
 EEOC (180 day timeframe*)
 OCR Process: 180 day timeframe

* The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

INVESTIGATION STANDARDS

Reasonable person

- Behavior that a reasonable person would consider offensive
- In the eye of the beholder. Impact not intent!
- Preponderance of the evidence
- More likely than not



WHAT OFFICES ARE CONFIDENTIAL AT CCSU (MARK ALL THAT APPLY)? 20% 20% 20%

- 1. Counseling and Wellness Center
- 2. Employee Assistance Program
- 3. The Women's Center
- 4. The Office of Victim Advocacy
- 5. Career Services





ON-CAMPUS RESOURCES TO REPORT AN INCIDENT:

Office of Diversity and Equity (All complaints) Chief Diversity Officer/ Title IX Coordinator Rosa Rodriguez 860-832-1652 Davidson Hall, Room 102 Office of Student Conduct (Complaints against students) Christopher Dukes 860-832-1667 Carroll Hall, Room 202 CCSU Police (Criminal complaints) Emergency: 911 Routine - Police Dispatch 860-832-2375

ON CAMPUS RESOURCES SOMEONE TO TALK TO:

CCSU Victim Services Sarah Dodd 860-832-3795 Carroll Hall, Room 248 CCSU Women's Center Jacqueline Cobbina-Boivin 860-832-1655 Student Center, Room 215 Residence Life 860-832-1660 Mid Campus, Room 118

Student Wellness Services (Confidential) Health Services: 860-832-1925 Counseling Services: 860-832-1945

Office of Student Affairs 860-832-1601 Davidson Hall, Room 103

Any university administrator

OFF-CAMPUS CONFIDENTIAL RESOURCES

YWCA Sexual Assault Crisis Service 24 Hour Hotline: 860-223-1787 24 Hour Spanish Hotline: 888-568-8332 Prudence Crandall Center for Domestic Violence 24 Hour Hotline: 888-774-2900

Suicide Prevention Lifeline 24 Hour Hotline: 860-273-8255

Hospital of Central Connecticut 100 Grand Street New Britain, CT 06050 860-224-5011













SCENARIO 1

A student to whom you have provided methods in the past, drops by your office to prodote you on their semener. They tell you that they recently withdrew from a course for the first time in their college career. They continue to tell you that, while they were really interested in the class topic, the professor was constantly making sexually explicit jokes and it was "just really annoying". The student tells you that the rest of the class seemed to think the professor was hilarious.

Questions to Consider 1. What are your initial thoughts on this scenario? 2. What are some things you would NOT want to say to the

student? 3. What are some things you would say to the student?

would say to the student? 4. What is your responsibility as a CCSU employee?

SCENARIO 2

You are a professor and a student with whom you have had limited interaction comes to your office hours for the first time. The student rells you that he knows that he is failing the class and he has had a really "yough semester". When you ask what happened, he tells you that he was sexually assulted several months earlier and has had trouble focusing on school ever since. He quickly follows this with a request to "keep this confidential, okay?".

Questions to Consider

 What are your initial thoughts on this scenario?
 What are some things you would NOT want to say to the student?
 What are some things you would say to the student?
 What is your responsibility as a CCSU employee?

THANK YOU.



Sarah Dodd '' Victim Advocacy and Violence Prevention Specialist sarahdodd@ccsu.edu 860-832-3795 Carroll Hall 248 9:00 am – 5:00 pm, M-F

Would you like a presentation in your classroom? Please contact me directly to coordinate!

Title IX Training

ACILITATOR: SARAH DODD, MSW





Title IX is a...

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence









CCSU Policies and Protocol 2016 - 2017

ondiscriminat	ion Policy
Harassment and discrimit on the following:	nation are prohibited based
Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (intellectual, learning, mental and physical disability)	Genetic Information
Sex (pregnancy and sexual harassment or misconduct)	Sexual Orientation
Gender Identity or Expression	Veteran Status

- Treat someone differently
- > Based on individual's protected class status (e.g. sex, gender)
- Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities or privileges provided by the University
- Otherwise adversely affect the person's employment or educational experience and/or creating a hostile learning or working environment

Any place a student/employee must be as part of their education/employment:

- buildings
- conferences - training
- training study abroad evenue classrooms - off-campus meetings

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and at "company" parties (picnics, retirement and holiday parties, etc.)

- residence halls

events/athletic

Reporting Discrimination & Harassment

- Encourage reporting as soon as possible
- Administrators and supervisors <u>must</u> report incidents of discrimination/ harassment
- Students and non-supervisory employees are strongly encouraged to report incidents of discrimination and/or harassment (different standard for Title IX)
- All employees must report incidents of sexual misconduct, stalking or intimate partner violence and/or gender discrimination to the Title IX Officer

Mandatory Reporting -BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.*
- Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.

*Title IX Officer - Rosa Rodriguez rosa.rodriguez@ccsu.edu 860-832-0178.

Mandatory Reporting – BOR Policy Reporting Suspected Abuse of Neglect of a Child

Any university employee deemed a "mandatory reporter"* who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or immanent harm to a child.

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

Mandatory Reporting

Any university employee deemed a mandatory reporter is required to report such incidents to their immediate supervisor in addition to DCF.

For more information on this policy contact:

Anna Suski-Lenczewski CCSU's Chief Human Resources Officer lenczewskia@ccsu.edu or 860-832-1757

Rights of Complainant & Accused:

- ▶ To be treated fairly and with respect
- To have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct.
- ▶ To receive notice at the same time of the outcome
- To request a review of any decision regarding the sexual misconduct matter in which they are involved

Complaint Procedures and Options

- Internal Process: 90 day time frame
 Complaint Procedure See packet
- External Process:
 - ► CHRO (180 day timeframe)
 - ▶ EEOC (180 day timeframe*)
- OCR Process: 180 day time frame

* The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

Investigation Standards

- ▶ Reasonable Person
 - Behavior that a reasonable person would consider offensive
 - ►In the eye of the beholder. Impact not intent!
- Preponderance of the evidence standard
 More likely than not

Retaliation

No retaliation, reprisal or intimidation in conjunction with a complaint of discrimination/harassment shall be tolerated by the University.

University Perspective Harassment & Discrimination

- ▶ It's illegal—Title VII of the Civil Rights Act, state law and Title IX of the Education Enhancement Act.
- ▶ It won't be tolerated.
- It creates personal financial liability, loss of reputation, possible loss of employment and possibly criminal charges.



Office of Diversity and Equity (All complaints) Chief Diversity Officer/ Title IX Coordinator Rosa Rodriquez Inter & Cooking of the Cooking of th

CCSU Victim Services Sarah Dodd 860-832-3795 Carroll Hall, Room 248 CCSU Women's Center Jacqueine Cobina-Bolvin 860-832-1655 Student Center, Room 215 Residence Life 860-832-1660 Mid Campus, Room 118

Student Wellness Services (Confidential) Health Services: 860-832-1925 Courseling Services: 860-832-1945 Office of Student Affairs 860-832-1945 Davidson Hall, Room 103

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 Prudence Crandall Center for Domestic Violence 24 Hour Hottine: 888-774-2900
- Suicide Prevention Lifeline 24 Hour Hotline: 860-273-8255
- Hospital of Central Connecticut 100 Grand Street New Britain, CT 06050 860-224-5011



Sexual Misconduct: Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.

Is this sexual harassment?

- A staff member approaches a student in Devil's Den that they have seen in the Student Center multiple times and asks the student if they would like to "grab a cup of coffee, sometime".
- A faculty member who often chats with the department secretary, begins to confide intimate details of their sex life during conversation.
- Two staff members were in a romantic relationship for several years. They work in the same department. After they broke-up, one of the staff members begins excluding their former partner from meetings and new projects.

Quid Pro Quo: "This For That"

- Subjected to unwelcome requests for sexual favors or conduct
- Submission to the conduct is a condition of employment, education, benefit, etc.
- The harasser generally has some type of supervisory or power relationship over the person being harassed

Hostile Environment

- Unwelcome verbal or physical conduct directed at another
- Because of that individual's protected class (e.g., gender/sex)
- ► That unreasonably interferes with the person's work or academic performance
- Sufficiently severe, pervasive or persistent
- Purpose or of creating a hostile work or educational environment

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- ▶ Taunting
- Name calling
- Use of offensive words ▶ Threatening
- Unlawful or inappropriate Internet use "Accidental" collisions or brushing up against
- Physical Assault

Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses.



Sexual assault may include a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

What other myths are there about sexual violence?

"Classic" rape myths: Offenders attack strangers, wear ski masks, hide in ambush, inflict injuries

The adoption of new language: "date rape"

New myths:

Viewed as less harmful and less serious offenses

Seen as a <u>miscommunication</u> between two people

Approximately 20% of college women will experience attempted or completed sexual assault while attending college.

Approximately 6% of college men will experience attempted or completed sexual assault while attending college.

Chrisopher P. Krebs et. al. The Campus Sexual Assault Study: Final Report xiii., National Criminal Justice Reference Service, October 2007









Discussion Questions

- 1. What caught your attention during this clip?
- 2. What concerned you while watching the clip?
- 3. What questions did the clip raise for you?



Intimate Partner Violence

Intimate Partner Violence

A pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.









Stalking

One person's repetitive and willful following or lying in wait behavior towards another person that causes that other person to reasonably fear for his or her physical safety.

Persons age 18 – 24 experienced the highest rate of stalking victimization. 3 in 4 of all victims knew their offender in some capacity. 1 in 4 stalking victims reported some form of cyberstalking was used. The most common fear cited was not knowing what would happen next.	Baum, K., Catalano, S., and Rand, M. (2009) Stalking Victimization in the United States. Bureau of Justice Statistics Special Report. US Department	
1 in 4 stalking victims reported some form of cyberstalking was used.	Persons age 18 – 24 experienced the highest rate of stalking victimization.	
	3 in 4 of all victims knew their offender in some capacity.	
The most common fear cited was not knowing what would happen next.	1 in 4 stalking victims reported some form of cyberstalking was used.	
	The most common fear cited was not knowing what would happen next.	

- Follow you and show up wherever you are.Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.

- Damage your home, car, or other property.
 Monitor your phone calls or computer use.
 Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
 Drive by or hang out at your home, school, or work.
- Work. Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.



Why do students disclose to faculty/staff?

► They believe that they will be believed.

- ► They feel close to the staff member and want comfort.
- They are having difficulty with classes or with other aspects of

their life and really need assistance.

- They feel like they need to explain a behavior.
- To warn a staff member about another student.

They are suddenly triggered.

Case Study Activity

Directions: In groups of 3 – 5 please read your Case Study card and discuss the questions below. Prepare to report back to the larger group.

- How would you respond, in the moment, to the student/colleague who has approached you? (i.e what are concrete things you can say or do)
- 2. What are things you would not want to say or do in response to the student?
- 3. What is your responsibility as a CCSU employee?
- 4. What questions does that raise for you?







Sexual Misconduct Can Be Prevented

The majority of men and women in our community do not perpetrate violence

The majority of us are non-violent people who do not want violence to happen to our peers.



What is prevention?

Primary Prevention:

Focus is on stopping violence before it occurs.

- Social norm change
- Bystander intervention

Risk Reduction:
 Focus is on the potential

victim. It typically focuses on "in the moment" strategies:



Norms that Shape Environment

- Women: Objectification
- <u>Power</u>: Value placed on claiming and maintaining
- <u>Violence</u>: Tolerance of aggression and victim blame
- Masculinity: "the man box"
- Privacy: Notions of individual and family privacy



Disc	ussion:			
	Why do people choose <u>not</u> to intervene in a given situation?	Why do people choose <u>to</u> <u>intervene</u> in a given situation?		
Have you ever intervened in a situation that could have led to harm for another person?				

It is Thursday night and you stayed late at work finishing a project. As you walk to your car you pass one of the residence halls. You see a group of students walking together in front of you. One of the students spots a woman walking alone. He makes some loud comments about her body and starts to hassle her.

- Questions: 1. What did you see or hear that concerns you? 2. How does the situation affect you? 3. How does the situation affect others? 4. What can you do? 5. What can you encourage others to do?



Posters

FOR MORE INFORMATION, RESOURCES OR TO MAKE AN APPOINTMENT WITH AN ADVOCATE PLEASE CONTACT SARAH DODD AT sarahdodd@ccsu.edu OR 860-832-3795

You are invited to the third annual Stand UP Day! Stand UP CCSU is a student initiative focused on preventing sexual violence at CCSU through bystander interventions strategies. Join us for Stand UP Day and learn more about how you can make a difference in creating a safer, better CCSU. Throughout the event there will be opportunities to complete a bystander intervention scenario, share how you stand up against sexual violence and sign the Stand UP pledge.

#StandUPCCSU



Office of Victim Advocacy you are not alone











I Stand with Survivors of Sexual Assault.

You are not alone. Contact the CCSU Victim Advocate at 860-832-3795, sarahdodd@ccsu.edu or stop by Carroll Hall 248. We are here for you.

"At CCSU we must work to be a place of support and compassion for survivors. I stand with you. Estoy contigo." — Dr. Zulma R. Toro



CCSU is an Equal Opportunity Employer and Educator

President CCSU







I Stand with Survivors of Sexual Assault.

You are not alone. Contact the CCSU Victim Advocate at 860-832-3795, sarahdodd@ccsu.edu or stop by Carroll Hall 248. We are here for you.

"You are not what you experience. You are what you become. I believe you."



Artist: Nina Colon, CCSU '19



— David Sociology '18



CCSU is an Equal Opportunity Employer and Educator

#StandUPCCSU

Mind Color

You are not alone. Contact the CCSU Victim Advocate at 860-832-3795, sarahdodd@ccsu.edu or stop by Carroll Hall 248. We are here for you.

"Nobody asks to be raped. No matter what you were wearing, or if you were drinking, I believe you."



Artist: Nina Colon, CCSU '19

I Stand with Survivors of Sexual Assault.



— Sarah Psychology'18



CCSU is an Equal Opportunity Employer and Educator

CCSU Ruthe Boyea Women's Center PRESENTS

the Night 2018

April 10, 2018 at 6:30 PM Semesters, Student Center

Keynote Speaker Donna Palomba

In January 2007, Donna founded Jane Doe No More, Inc., a national non-profit organization dedicated to creating awareness, breaking stigmas and developing training tools associated with sexual assault crimes. Her incredible journey from victim-to-warrior-to-survivor and the Jane Doe No More initiative were featured in a two-hour show on Dateline NBC which originally broadcast in April 2007. Donna was an active advocate and instrumental in the passing of a CT bill removing the statute of limitations on sexual assault crimes involving DNA evidence that was signed into law in July 2007. In 2010, Jane Doe No More teamed up with Mom & Pop Films and Quinnipiac University to produce 'Duty Trumps' Doubt', a supplemental training video for law enforcement responding to a sexual assault crime.

For more information contact: Jalla Ferreguto, Olga Frithe or Jacqueline Cobbing-Boivin

860-832-1655

Central Connecticut State University

Equal Opportunity Employer/Educator All events are open to the CCSU community




CCSU RUTHE BOYEA WOMEN'S CENTER PRESENTS AS PART OF CCSU SEXUAL ASSAULT AWARENESS MONTH



WEDNESDAY APRIL 11, 2018 6 p.m. - 8 p.m.

Localed at the Women's Center Lounge Room 215 Refreshments will be served

This will be a night where we discuss the daily struggles that trauma survivors go through. It will also be a time when Survivors can honor a loved one(s) who have stayed by them during difficult times. Parents, friends, partners, husbands, wives, brothers, sisters, etc. It can be very difficult to support a trauma survivor yet, no one speaks of it and they don't get recognized, nor do they have a support system.

You are invited to bring guests that you want to recognize as your secondary survivor's (anyone who has experienced their own trauma after the trauma of a loved one)

Jane I

DAY OF HEALING Survivors Speak Outreach Team

Members Presenting

Patti leraci

Mary Taylor

Debbie Mitchell

For more information please contact: CCSU Ruthe Boyea Women's Center (860) 832 1655 Jacqueline Cobbina-Boivin, Olga Torres, Julia Ferraguto



Equal Opportunity Employer/Educator All events are open to the CCSU community This event is being held at a handicap accessible location

CCSU RUTHE BOYEA WOMEN'S CENTER IS PROUD TO SPONSOR:

1st ANNUAL VOLLEYBALL TOURNAMENTI

> THURSDAY APRIL 12,2018 6PM-8PM @KAISER GYM/KAISER HALL

In recognition of Sexual Assault Awareness month, the Women's Center will be hosting the first annual Spike Against Sexual Assault this charity event allows every participant to play for the cause and the cause we are battling against is sexual assault. The Spike Against Volleyball Tournaments has been played in colleges such as, UCLA, University of Texas, University of Miami, University of Arizona and more in an attempt to stop the spike of sexual assaults that has been occurring.

SUGGESTED DONATIONS

\$10-\$25

Donations will go towards supporting the Jane Doe No More Foundation. The Jane Doe No More foundation is making the prevention of sexual violence and re-victimization personal through education, awareness, advocacy, and support.

WILL BE AWARDED TO 1ST PLACE WINNERS

For more information please contact: CCSU Ruthe Boyea Women's Center (860) 832 1655 Jacqueline Cobbina-Boivin, Olgo Fritho at olga.e.torres@my.ccsu.edu 860-832-1626 or, Julia Ferraguto at jferraguto@my.ccsu.edu 860-832-1655



Equal Opportunity Employer/Educator All events are open to the CCSU community. This event is being held at a handicap accessible location CCSU RUTHE BOYEA WOMEN'S CENTER PRESENTS

Walk of No Shame

WELCOMING KEYNOTE SPEAKER FIYABOMB

OCTOBER 2018 17 SEMESTERS 7PM-8:30PM

AM

A national protest that began on April 3 2011 when Toronto police officer Constable Michael Sanguinetti stated "Women should avoid dressing like sluts" to prevent being raped. In solidarity with others, we respond "No Woman Asked to be Raped," "No woman wears an outfit to be Raped," and "Stop Blaming us for Crimes Perpetrated Against Us!"

CONTACT JULIA FERRAGUTO, OLGA FRITHO, OR JACQUELINE COBBINA-BOIVIN WITH ANY QUESTIONS. 8608321655

EEO All events are open to the CCSU community. This event is being held at a handicap accessible location.





Ruthe Boyea Women's Center Presents:



"In fact, fathers win up to 70 percent of contested cases even when they've been found guilty of domestic or sexual violence against the mother or the children. In this bold and provocative film, mothers, lawyers, and domestic violence experts share intimate personal stories, hard-hitting facts and frank discussions about what is wrong with the system and how to fix it". -Rachel Meyrick

Domestic Violence and

The Battle for Custody

For more information contact: Kayla Warchol (kaylawarchol@my.ccsu.edu) Olga Fritho (olga.e.fritho@ccsu.edu) Jacqueline Cobbina-Boivin (cobbina-boivinj@ccsu.edu) Online Statements of Campus Safety and Support Services

Accessed July 2019

https://www.ccsu.edu/diversity/

Diversity & Equity

- AAUP Minority Recruitment & Retention Committee
- SUOAF Minority Recruitment & Mentoring Committee
- ADA Compliance & Accommodations
- Discrimination Complaint Procedures
- Policies & Procedures
- Red Flag Campaign
- Stand Up CCSU
- Cultural Programming & Training
- Resources
- Search Process
- Title IX
- Cultural Programming & Training
- The Office of Victim Advocacy and Violence Prevention
- Sexual Violence Protection Program
- Lactation Rooms
- Affirmative Action

Contact Information

Davidson Hall - Room 102

Nancy Rusty Barceló,

Interim Vice President for Diversity, Inclusion and Equity 860-832-0178

Pamela Whitley

Diversity Associate Telephone: (860) 832-1653

General Information

Mission

- Provide leadership for the University in its commitment to a campus environment that fosters respect for the dignity, rights and aspirations of each member of the University community.
- Coordinate the University's efforts to promote, develop and support a culturally diverse community.

- Guide the University community in the implementation of Affirmative Action and diversity strategies.
- Conduct training on the Prevention of Sexual Harassment for staff and students.
- Investigate complaints of discrimination and sexual harassment.

The Women's Center

The Women's Center is a multi-purpose program and service center for female students, staff, and faculty. Men are also welcome to use the resources. Support services for re-entry, peer education, sexual assault crisis intervention, educational programs and advocacy are offered.

Jacqueline Cobbina-Boivin

Coordinator Student Center, Room 215 Telephone: (860) 832-1656 Fax: (860) 832-1677

Office of Victim Advocacy and Violence Prevention

The Office of Victim Advocacy and Violence Prevention provides services to assist and support individuals affiliated with Central Connecticut State University who have been impacted by sexual assault, relationship violence, and/or stalking. Services include assistance navigating different reporting systems, information on different options available to address safety or other concerns, referrals to campus or community entities depending on individual need and educational programming.

Joanna Flanagan

Victim Advocacy and Violence Prevention Specialist Willard DiLoreto Hall, Room D305 Monday-Friday, 9 a.m. – 5 p.m (860) 832-3795

https://www.ccsu.edu/diversity/victimAdvocacy.html

Options and Resources for Victims/Survivors of sexual assault, interpersonal violence and stalking at Central Connecticut State University



you are not alone

If you or someone that you know has experienced sexual or interpersonal violence please know that there are people on the CCSU campus and in the local community who are here to help. *You have options.*

You may have questions about where to start. CCSU employs a full-time **professional advocate dedicated to assisting victims/survivors**. She can be reached in The Office of Victim Advocacy and Violence Prevention, Willard DiLoreto Hall Suite D-305, Monday through Friday 9 a.m. to 5 p.m. or by phone at (860) 832-3795, from Mid-August – Mid-June. Her name is Joanna Flanagan and she can also be reached <u>via e-mail</u>. Joanna is here to help you.

Remember, no matter what, this was not your fault. You should **consider seeking medical care**. You may need to receive basic medical treatment for injuries and you may have injuries of which you are not aware at this time. *You have options for medical attention*.

Call 911 for immediate assistance.

• Contact <u>Student Wellness Services</u> for on-campus evaluation and advice at 860-832-1925. For off-campus evaluation, advice and the collection of medical evidence contact the Hospital of Central Connecticut at 860-884-5011. They are available 24/7 and are located at the New Britain General Campus at 100 Grand St. New Britain, CT 06050.

Please seek some form of emotional support. It is important not to neglect the emotions you may be experiencing right now. This may mean reaching out to a trusted friend, family member or a **confidential professional counselor**. There are many options for confidential counseling both on and off the CCSU campus. These options include:

<u>Counseling and Wellness Center at CCSU</u> Willard DiLoreto 1st Floor (860) 862-1927 Free. Confidential.

YWCA Sexual Assault Crisis Service

19 Franklin Sq. New Britain CT (860) 223-1787 (24/7) Free. Confidential.

Prudence Crandall Center (for Domestic Violence) (860) 225-6357 (24/7) Free. Confidential.

You may choose to file a report with the police. The report will be made within the jurisdiction where the incident occurred. If the incident occurred on campus you can call CCSU Police at (860) 832-2375 or dial 911 (24 hours/7 days). If you aren't sure which law enforcement agency to contact, CCSU Police can assist you in making that determination.

Remember, no matter what, this was not your fault.

It is important to note that the police process and the CCSU process are separate. You have the right to file reports with both, one or neither systems. You may also choose to **file a report with CCSU**. If the person who harmed you is a CCSU student you have the right to file a complaint through the CCSU **Office of Student Conduct at (860) 832-1667**. The complaint will be investigated and it will be determined if the student broke a CCSU policy and sanctions could then occur. All other complaints can be made to the Office of Diversity and Equity at (860) 832-1652.

If the person who harmed you is not affiliated with CCSU at your request **the university can still take actions for your**

protection and comfort on campus. Joanna Flanagan can provide more information on options for your specific situation. She can also assist you with making reports to CCSU and law enforcement.

Know that you are not alone. There are people available to help. You may want to talk to someone in a campus area or department where you feel most comfortable. Staff at the below departments are there for you. Please note that the CCSU Counseling Center is the only oncampus confidential resource. Staff in the below areas are not confidential so it may be helpful to ask them what the limits to their confidentiality are before you sit down to talk.

Ruth Boyea Women's Center, (860) 832-1655

LGBT Center, (860) 832-0441

Residence Life, (860) 832-1660

For further information these websites may be helpful:

Office of Student Conduct

Links to the CCSU Sexual Harassment Policy, CCSU Sexual Misconduct Policy and other resources

Student Affairs

Provides detailed information on resources for victims/survivors on and off the CCSU campus

Know Your Title IX

• Provides clear information on Title IX and student rights on campus. Created by and for students.

Not Alone

• Developed by a White House task force this website provides information on how to find a crisis service, student rights and how to file a complaint amongst other topics.

National Sexual Assault Hotline

• National website that provides statistics, information and resources

Office of Victim Advocacy and Violence Prevention Willard DiLoreto Hall, Room D305 (860) 832-3795

Monday-Friday, 9 a.m. – 5 p.m.

The Office of Victim Advocacy offers volunteer positions, internships, and work study positions. To apply, please complete an <u>application</u> and submit to <u>Joanna Flanagan</u> by email or by visiting the office.

https://www.ccsu.edu/boyea/index.html

The Ruth Boyea Women's Center

- Women's Center Home
- Event Information
- <u>Annual Events</u>
- <u>CCSU Women's Organizations</u>
- Center Resources and Services
- <u>Red Flag Campaign</u>
- <u>Our Staff</u>
- Employment Opportunities
- Links
- Photo Galleries
- Scholarships
- The Lounge and Library

Contact Information

Ruthe Boyea Women's Center Student Center - Room 215 Central Connecticut State University 1615 Stanley Street New Britain, CT 06050

Phone: 860-832-1655 Fax: 860-832-1677

Hours of Operation Monday - Friday: 9 a.m. - 5 p.m.

For emergencies, call 911

Mission

The Ruthe Boyea Women's Center exists to provide resources, to advocate, to inform, and to support personal development. The Center offers a variety of services for and about women. We sponsor educational and cultural programs designed to promote gender equity, knowledge of women's rights issues, leadership, and independence. We encourage understanding and cooperation among women of varied socio-economic groups, cultures, ethnic backgrounds, races and sexual orientations. We welcome all women and men who enter our doors.

Our Doors Are Open

The Center is open to all of CCSU's community, men and women. The Women's Center values and celebrates the multiplicity of women's lives; recognizes the intersections of gender, race, sexual orientation, economic status, and other significant aspects of individual and cultural identity; accepts responsibility for opposing injustice; and commits itself to service to the University and larger communities. Feel free to stop by to see what's going on, or just hang out with the crew. Also, please check out our newsletter, and send in your letters to be published.

Women of all backgrounds can drop in and help one another grow towards personal effectiveness and independence. We encourage understanding and coming together of women of varied cultures, races and ethnicities, as well as different sexual orientations, socio-economic groups and ages. Our Center is for and about women so that both women and men are welcome to drop in and use our resources, attend activities or just hang out.



https://www.ccsu.edu/boyea/resources/index.html

Resources and Services

Resources:

The Women's Center aims to help find victims of violence, assault or harassment find the resources they need and act as their advocates in the process. If you or someone you know has been a victim of dating- or domestic-violence, sexual assault or harassment, stalking or bullying, please stop by the Center and find out how we can help.

In the mean time, online resources can be found on the left-hand menu, including more about what we do here. If we are not in our office, additional on- and off-campus resources can be found below.

The Center's office hours are Monday-Friday 9-5.

Services:

Ruthe Boyea Women's Center 860-832-1655

CCSU Police 911

Off Campus Police 911

Prudence Crandall Center 1-888-774-2900

Sexual Assault Hotline 1-888-999-5544 New Britain General Hospital 860-224-1655 CCSU Health Services 860-832-1925 CCSU Prevention and Counseling 860-832-1945 Office of Diversity & Equity Complaint Form and Sample Investigatory Report Central Connecticut State University Discrimination/Harassment Complaint Form

- -

Name of Complainar Address: City: Work Phone: Cell Phone:		State: Home P Email:	Date: Zip Code:
Sex:	🗌 Male	Female	Other
Your status:	Student	Faculty/Staff	🔲 External (Non-Campus)
Type of Complaint:	Discrimination	🗌 Harassment	Retaliation
I was discriminated,	/harassed/retaliated aga	inst on the basis of	my:
	ability		Mental Disorder Marital Status National Origin Sex (including pregnancy or sexual harassment) Sexual Orientation Race Religious Creed Retaliation
l was :			
 not hired du given a poor denied a rais less trained given differed 	ly discharged e to BFOQ* evaluation e nt terms and conditions of grade (student)	of employment	harassed sexually harassed demoted retaliated against not hired due to a disability delegated difficult duties warned not hired due to prior criminal record subjected to a hostile work environment other treated differently

(ODE, July 13)

			• •
I believe that I was discriminated/ha	rassed/retaliated again	st by:	
Name of Respondent 1:			
Address:			
City:	State	:, Zip:	
Sex: 🔲 Male 🗌 Female	Work Phone:		
Other:	Home/Cell Pho	ne:	
Status: 🔲 Student 🔲 Faculty	Staff	External (Non-campus)	
· · · ·		Specify	
Name of Respondent 2:			
Address:			
City:	State	Zip:	
Sex: Male Female	Work Phone:		
Other:	Home/Cell Phor	ne:	
Status: Student Faculty	Staff	External (Non-campus)	
Name of Witness 1:			
Address:			
	State	Zip:	
Sex: 🗌 Male 🗌 Female	Work Phone:		
Other:	Home/Cell Phor	ne:	
Status: 🔲 Student 🛛 Faculty	Staff	External (Non-campus)	
		Specify	

CCSU's Office of Diversity and Equity Complaint Form

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 Name	of Witness 2:									
Addres	s:					í				1
City:				State:		Zip:				
Sex:	🔲 Male 🗌	Female	Work	Phone:						
	🗋 Other:		Home,	/Cell Phone	:					
Status:	Student	Faculty	🗋 Staff		Externa	al (Non-ca	mpus)			
					Specify					
v	÷	•	``							
Name	of Witness 3:	na si tabake puna 1913 na si si Shiri								`
Addres										
City:				State:		Zip:				
Sex:	🗌 Male 🗌	Female	Worl	(Phone:						
	Other:		Hom	e/Cell Phor	ne:					
Status	: 🔲 Student	Faculty	🗌 Staff		Externa	ll (Non-ca	mpus)			
					Specify					
Name	of Witness 4:									
Addre	ss:									
City:	8-9-01 BNR 97-9			State		Zip:				
Sex:	🗌 Male 🗌	Female		Phone:						
	Other:		· .	e/Cell Phor		1 (6) -				,
Status	:: 🗌 Student	Faculty	Staff		Specify	al (Non-ca	inpus)			
					Speedy					

CCSU's Office of Diversity and Equity Complaint Form

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Explain your complaint in detail. Include the following information. Add additional pages if necessary. Attach documents you believe may be helpful in investigating your complaint.

- 1. Describe the specific incident(s) of discrimination/harassment/retaliation. List dates, times, locations, names, and titles of the people involved in the incident(s).
- 2. Explain why you believe that you were discriminated/harassed/retaliated against because of your protected class status (race, age, sex, disability, etc.)
- 3. Provide the names and titles of people you believe were treated more favorably than you due to your protected class status. List the protected class status (race, age, sex, disability, etc.) of each person.



If more space is needed please attach to this form.

CCSU's Office of Diversity and Equity Complaint Form

Remedy Sought:

Signature

Date:

e:

Please return form to:

Central Connecticut State University Office of Diversity and Equity Davidson Hall, room 102 1615 Stanley St. New Britain, CT 06050

If you have additional questions or to schedule an appointment, call 860-832-1652.

CCSU's Office of Diversity and Equity Complaint Form

Page 5

S:\Forms\DiscriminationComplaintForm Nov 2011.docx

Investigatory Report

Report Date	November 5, 2014
Report Prepared by:	, Chief Diversity Officer
	, Associate in Diversity and Equity
Nature of Investigation:	
Complainant:	
Subjects of Investigation:	

Introduction

, Chief Diversity Officer and , Associate in Diversity and Equity conducted an investigation to examine alleged violations of CCSU's Nondiscrimination in Education and Employment Policy based on [Insert Protected Class Basis Here] status brought forward by [complainant first and last name], [insert Complainant title and area of work or study].

[Complainant last name] has alleged [gender pronoun] was subjected to [alleged actions] based on her [protected class bases] by [respondent 1 prefix, first, last, last name], [title and location], [respondent 2 prefix, first, last, last name], [title and location], [respondent 3 prefix, first, last, last name], [title and location]. [Insert brief case description]

The ODE conducted [insert # of people interviewed] in-person interviews of the complainant, respondent and witnesses.

Summary of Complaint and Complainant Interview

1. [Name of Complainant] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[complainant first and last name] [insert brief summary of complainant's history with CCSU] Her complaint stated:

[Insert complete statement or complaint summary (if exists)]

Summary of Respondent Interview

1. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

2. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

3. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

Page | 1 Investigatory Report: xxxx vs. xxxx

Witnesses

The investigator interviewed [Insert # of Witnesses Interviewed] witnesses. The investigators explained the provision of the policy related to retaliations to all witnesses. All witnesses indicated that their statements were truthful complete and accurate.

- 1. [First and Last name of witness 1] (Interviewed on [insert interview date] by [insert investigator last name(s)])
- 2. [First and Last name of witness 2] (Interviewed on [insert interview date] by [insert investigator last name(s)])
- 3. [First and Last name of witness 3] (Interviewed on [insert interview date] by [insert investigator last name(s)])
- 4. [First and Last name of witness 4] (Interviewed on [insert interview date] by [insert investigator last name(s)])
- 5. [First and Last name of witness 5] (Interviewed on [insert interview date] by [insert investigator last name(s)])

Other Evidence Gathered

• [insert description of other evidence gathered]

Findings

Findings Regarding Issue 1.

Basis for Finding:

Findings Regarding Issue 2.

Basis for Finding:

Findings Regarding Issue 3.

Basis for Finding:

Findings Regarding Issue 4.

Basis for Finding:

Other Issues

Recommendations

Conclusion

The investigation in this case is completed and is marked as closed.

This report will be provided to [Insert person(s) first and last name and title receiving copy of complaint report] to determine appropriate administrative action. All original statements and other documentary

evidence in this case will remain in the custody and control of the Office of Diversity and Equity. can be reached at 860-832-0178.