



Connecticut State  
Colleges & Universities

## SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Eastern Connecticut State University  
REPORTING OFFICE/DEPARTMENT: Equity and Diversity  
INSTITUTION CONTACT: Dr. Stacey Close  
YEAR: 2018

Incidents of Sexual Assault, Stalking and IPV Reported to CSCU in 2018					
Type of Incident	Number of Incidents Reported	Incident Reported to Have Occurred in 2018	Respondent Identified as Connected to the Reporting Institution	Respondent Identified as Connected to CSCU Institution	Confidential or Anonymous Reports
Sexual Assault	20	7	10	0	3
Stalking	3	3	3	0	0
Intimate Partner Violence (IPV)	5	5	3	0	1

Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence							
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	6	5	0	1	0	0	0
Stalking	1	1	0	0	0	0	0
Intimate Partner Violence (IPV)	2	1	0	0	1	0	0

Link to the CSCU Student Code of Conduct: <http://www.ct.edu/files/policies/5.1%20StudentCodeofConduct.pdf> Link to the CSCU Sexual Misconduct Policy: <http://www.ct.edu/files/policies/5.2%20Ssexual%20misconduct%20reporting%20support%20and%20processes.pdf>



discrimination and Sexual Harassment | Equity and Diversity | Eastern... <http://www.easternct.edu/equityanddiversity/discrimination-and-sexua>

## Office of Equity and Diversity (<http://www.easternct.edu/equityanddiversity/>) Statement of Policy and Grievance Procedures on Discrimination and Sexual Harassment

It is the policy of Eastern Connecticut State University that unlawful discrimination be prohibited in education, employment and the provision of services by the University. Consequently, it shall be a violation of University policy for any member of the University community to discriminate against any individual with respect to any terms, conditions, or privileges relating to employment or attendance at the University because of such individual's race, color, ethnicity, religious creed, national origin, gender, age, sexual orientation, marital status, genetic information, disability or any other conditions established by law.

Sexual harassment is a type of discriminatory behavior. It is the policy of Eastern Connecticut State University that no member of the academic community may sexually harass another.

It is also the policy of the University that no individual involved in a complaint process shall suffer retaliation for participation in the process. Such retaliation shall not be tolerated at the University.

### I. DEFINITIONS

1. *Discrimination* is defined as unequal treatment, or unlawful behavior that produces unequal treatment, as defined in the Connecticut General Statutes, U.S. EEOC Guidelines, Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. Sexual harassment, defined below, is considered discriminatory behavior.
2. *Sexual harassment* is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic performance or advancement; (ii) submission to or rejection of such conduct is used as the basis for employment or academic decisions affecting such individual; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, or of creating an intimidating, hostile, or offensive working or academic environment. Gender harassment, defined as discriminatory behavior towards an individual based on his or her gender, is a form of sexual harassment. It may consist of the use of sexist language, illustrations, examples, and gestures that demonstrate discriminatory behavior.

### II. CONTACTS

1. Anyone alleging discrimination and/or harassment by an Eastern employee may contact Dr Stacey Close, Associate Vice President for Equity and Diversity., 254 Gelsi Young Hall.
2. Discrimination and harassment complaints may also be filed with the Connecticut Commission on Human Rights and Opportunities (<http://www.ct.gov/chro/>), the U.S. Equal Employment Opportunity Commission (<https://www.eeoc.gov/>), or any other agency that enforces laws concerning discrimination.
3. Claims of discrimination or harassment by students are investigated in accordance with the Guidelines for Student Rights and Responsibilities in the Student Handbook. Contact Dr. Walter Diaz, Vice President of Student Affairs, 220 Gelsi Young Hall.

### III. COMPLAINT PROCEDURES

To file a complaint, please use the Discrimination and Discriminatory Harassment Complaint Form. (<http://www.easternct.edu/equityanddiversity/files/2014/09/discrimcomplain.doc>)

1. Complaints against University Employees: Complaints of discrimination or sexual harassment may be filed with the Office of Equity and Diversity, Gelsi-Young Hall, Room

254. Complaints should be filed with the University as soon as possible after the incident(s) occurred, but generally no later than thirty (30) calendar days after the occurrence of the alleged act(s) or the complainant's learning of the alleged act(s). Complaints submitted after the designated deadline *may* be accepted at the discretion of the Associate Vice President for Equity and Diversity and with the approval of the President. For example, exceptions to the filing date may be made for students filing after the thirty day period as a result of a complaint against university professors from whom they are currently taking classes. Complaints may also be filed with the Connecticut Commission on Human Rights and Opportunities, the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, and/or any other agency that enforces laws concerning discrimination in employment. Individuals may also seek guidance from the Office of Equity and Diversity on problem-solving strategies that may lead to resolution without filing a complaint. Complaints may be pursued by the University on an informal or formal basis. An informal resolution consists of mediation between the complainant and the respondent(s), and may not include a full investigation. A formal complaint requires a complete and full investigation of the complainant's allegations by the Office of Equity and Diversity and the filing of a written report, consisting of findings and recommendations, with the University President. A formal investigation may be commenced when the parties have failed to agree upon an informal resolution. In determining whether to pursue a complaint formally or informally, the wishes of the complainant will be taken into consideration. Any investigation conducted by the Office of Equity and Diversity shall be initiated within fourteen (14) calendar days of the filing of a complaint. The complainant and the respondent(s) will be notified by the Office of Equity and Diversity of the initiation of the investigation. Upon completion of the investigation, the Associate Vice President for Equity and Diversity or his or her designee shall prepare a report setting forth findings of fact, a determination as to whether discriminatory conduct has occurred, and, if applicable, recommendations for addressing the discriminatory conduct. The complainant and the respondent(s) shall be advised of the completion of the report and shall have an opportunity to review the report prior to its submission to the President. The President or his or her designee shall endeavor to respond to the report prepared by the Office of Equity and Diversity within fourteen (14) calendar days of receipt. It is the goal of the University that all discrimination complaints filed with the Office of Equity and Diversity be resolved within ninety (90) days of receipt. The University shall endeavor, to an extent consistent with its obligations under this policy and the requirements of applicable law, to protect the privacy of persons by whom, or against whom, discrimination complaints have been made.

2. Complaints against University Students:

Claims of discrimination or harassment by students shall be addressed in accordance with the Student Code of Conduct and Statement of Disciplinary Procedures, set forth in the Student Handbook.

### III. CONFLICT IN PROVISIONS

If any provision of this policy is determined to be inconsistent with a provision of an applicable collective bargaining agreement, the provision of the applicable collective bargaining agreement shall prevail.

### IV. POLICY REVIEW

This Statement of Policy on Discrimination shall be reviewed annually by the Office of Equity and Diversity, in collaboration with the Office of the President, and revised as necessary.

Revised 2019

## **Office of Equity and Diversity (<http://www.easternct.edu/equityanddiversity/>) Sexual Assault Policy and Procedures**

### ***University Policy***

A primary concern of the University is the health and well being of each student; therefore, Eastern is committed to creating a community that is free from acts of sexual violence. Sexual violence includes any unwanted, unwelcome, forceful or coercive sexual contact.

Sexual assault, as defined for purposes of this policy and procedures, is a crime. Degrees of sexual assault range from unwanted or coercive sexual contact to forced or coerced sexual penetration (Conn. General Statutes, sec. 53a-70 to sec. 53 a.-74). Acts of sexual assault are not tolerated at Eastern Connecticut State University.

A victim/survivor of a sexual assault has the right to pursue legal proceedings against any alleged offender through the criminal or civil proceedings of the Connecticut courts. A victim/survivor of a sexual assault has the right to pursue disciplinary action against an accused student assailant through the judicial procedures of the University Student Conduct Code, or against an alleged offender who is a University employee through University disciplinary procedures.

### ***University Procedures***

The University supports a student's right to exercise an informed choice about actions taken in cases of sexual assault; however, it urges any victim/survivor to contact the University police immediately if a sexual assault occurs. The Eastern Connecticut State University Police work collaboratively with the Office of the Vice President/Dean of Student Affairs to provide an immediate response to a victim/survivor of sexual assault.

Any University faculty, staff member, administrator, or student who is made aware of a sexual assault involving a member of the Eastern Connecticut University community has the responsibility to report the sexual assault to the University Police.

### ***Where to Get Help***

A victim/survivor of sexual assault can get immediate help by contacting the University Police. The University maintains a twenty-four-hour-a-day University Police service. If a sexual assault victim/survivor contacts a faculty, administrator, staff member, student employee, or student, the first assistance and response is to get help for the victim/survivor by notifying the University Police of the incident. The University Police response to the incident requires confidentiality, as permitted by law, for both the victim/survivor and alleged offender.

At the time of initial contact, the University Police give first priority to the emotional and physical condition of the victim/survivor. This includes transporting the victim/survivor to the hospital, if desired or required. The victim/survivor is also notified of options for legal, medical, and counseling support, available through on-campus or community related services. An emergency sexual assault notification card is given to the victim/survivor by the University police that describes the available services. Copies of the notification card are also available at the following campus offices:

- University Police Department: 465-5310 (Emergency Hotline: 911)
- Residential Housing: 465-5297
- Health Services Center: 465-5263
- Women's Center: 465-4313
- Office of Student Affairs: 465-4412
- Office of Equity and Diversity: 465-4484
- Counseling and Psychological Services: 465-0181

### ***Confidentiality/Rights***

The University maintains confidentiality, as permitted by law, in matters pertaining to a victim/survivor of sexual assault or an alleged offender. No personal identifying information is included in any statistical reports and in informational reports concerning sexual assaults that are provided by the University, as required by the Campus Security Act of 1990.

The victim/survivor has a right to choose among available services, and the right to choose to take judicial action (criminal/civil action, or action in accordance with the University Student Code or disciplinary procedures) against the alleged offender. The victim/survivor has the right to have the sexual assault treated seriously and with dignity by the University.

### **Sexual Assault Team**

Any questions concerning the University sexual assault policies and procedures should be referred to the Sexual Assault Team. The role of the Sexual Assault Team is to provide an ongoing assessment and review of the University's sexual assault policies and procedures, evaluate these policies and procedures, and advise the University on educational programs for sexual assault awareness, prevention, and community safety. The Sexual Assault Team review is to include input from faculty, staff, and students.

Here is a list of Resources to Assist Sexual Violence Victims:

<http://www.easternct.edu/saiv/> (<http://www.easternct.edu/saiv/>)

<http://www.easternct.edu/saiv/resources-within-willimantic/> (<http://www.easternct.edu/saiv/resources-within-willimantic/>)

<http://www.saccec.org/> (<http://www.saccec.org/>)

<http://www.connsacs.org/> (<http://www.connsacs.org/>)

<http://www.ct.gov/chro/> (<http://www.ct.gov/chro/>) (CT Commission on Human Rights and Opportunities)

<http://www.usccr.gov/> (<http://www.usccr.gov/>) (U.S. Commission on Human Rights)

### **Sexual Assault Awareness**

During each fall orientation, and at planned sessions throughout the academic year, students are presented information designed to create student awareness of circumstances leading to sexual assault, including acquaintance rape. Sessions are also planned for faculty, staff members, and administrators. Each entering student is also given an emergency sexual assault notification card that explains available services for victims/survivors of sexual assault, as well as the immediate response role of the University Police.



## Office of Equity and Diversity (<http://www.easternct.edu/equityanddiversity/>) **Interpersonal Violence and Domestic Violence: Campus Contacts and Reporting Procedures**

### CONTACTS

A. Reports of Interpersonal Violence and Domestic Violence by an Eastern employee are made in accordance with the policy set forth by the policies of the Board of Regents. To report Interpersonal Violence and Domestic Violence employees should contact:

University Police at (860) 465-5310 or 911

Dr. Stacey Close

[close@easternct.edu](mailto:close@easternct.edu)

Associate Vice President for Equity and Diversity at (860) 465-5791

Mr. Kenneth DeLisa

[delisak@easternct.edu](mailto:delisak@easternct.edu)

Chief Human Resources Officer at (860) 465-5269

B. Reports of Interpersonal Violence and Domestic Violence by an Eastern student against another student are made in accordance with the Guidelines for Student Rights and Responsibilities in the Student Handbook. To report Interpersonal Violence and Domestic Violence, students should contact University Police at (860) 465-5310, and/or Dr. Stacey Close, Associate Vice President of Equity and Diversity, at (860) 465-5791. For advocacy and further information including your Title IX rights and reporting procedures visit the Sexual Assault & Interpersonal Violence Response Team (SAIV-RT) website at [www.easternct.edu/saiv/](http://www.easternct.edu/saiv/). Please contact Starsheemar Byrum, Women's Center and SAIV-RT Coordinator at (860) 465-4314 for assistance or with any questions regarding support and advocacy. For general information on Title IX, also see Dr. Stacey Close, Associate Vice President of Equity and Diversity, at (860) 465-5791.

### REPORTING PROCEDURES

#### A. University Employees:

Employees (complainants), after contact with employee personnel above, may report issues of Interpersonal Violence and Domestic Violence by another employee or student to the Office of Equity and Diversity, Gelsi-Young Hall, Room 254. The reports should be filed with the University as soon as possible after the incident(s) occurred, but generally no later than thirty (30) calendar days after the occurrence of the alleged act(s) or the complainant's learning of the alleged act(s).

Complaints submitted after the designated deadline *may* be accepted at the discretion of the Associate Vice President for Equity and Diversity and with the approval of the President. Reports may also be filed with University Police.

Complaints may be pursued as disclosures or reports. A formal report requires a complete and full investigation of the complainant's allegations by the Office of Equity and Diversity and the filing of a written report, consisting of findings and recommendations, with the University President. In determining whether to pursue a complaint formally, the wishes of the complainant will be taken into consideration.

Any formal investigation conducted by the Office of Equity and Diversity shall be initiated within fourteen (14) calendar days of the filing of a report. The complainant and the respondent(s) will

be notified by the Office of Equity and Diversity of the initiation of the investigation. Both parties will be informed of their rights under the policies and their ability to have advocates. Upon completion of the investigation, the Associate Vice President for Equity and Diversity or his or her designee shall prepare a report setting forth findings of fact. The complainant and the respondent(s) shall be advised of the completion of the report and shall have an opportunity to review the report prior to its submission to the President. The President or his or her designee shall endeavor to respond to the report prepared by the Office of Equity and Diversity within fourteen (14) calendar days of receipt. It is the goal of the University that all reports of Interpersonal Violence and Domestic Violence filed with the Office of Equity and Diversity be addressed and resolved within sixty (60) days of receipt.

The University shall endeavor, to an extent consistent with its obligations under this policy and the requirements of applicable law, to protect the privacy of persons by whom, or against whom, reports have been made.

#### **B. Complaints against University Students:**

Claims of Interpersonal Violence or domestic violence by students shall be addressed in accordance with the Student Code of Conduct and Statement of Disciplinary Procedures, set forth in the Student Handbook.

#### **Contacts Phone and Emails, Students**

Ms. Michelle Delaney  
Dean of Students  
(860) 465-5244  
[delaneymi@easternct.edu](mailto:delaneymi@easternct.edu) (<mailto:delaneymi@easternct.edu>)

Ms. Starsheemar Byrum  
Coordinator, Women's Center  
(860) 465-4314  
[byrums@easternct.edu](mailto:byrums@easternct.edu) (<mailto:byrums@easternct.edu>)

#### **Off Campus Resources**

Connecticut Coalition Against Domestic Violence  
1-888-774-2900 (English)  
1-844-831-9200 (Español)

United Services  
860-456-2261

Sexual Assault Crisis Center of Eastern Connecticut  
860-456-3595

Windham Community Memorial Hospital  
860-456-9116



## Office of Equity and Diversity (<http://www.easternct.edu/equityanddiversity/>) **Policy on Workplace Threats and Violence**

Eastern Connecticut State University values the safety and security of its employees and students. Threats, threatening behavior, or acts of violence against employees, students, visitors, guests, or other individuals by anyone on Eastern Connecticut State University property will not be tolerated. Violations of this policy can lead to disciplinary action, which may include suspension, dismissal, expulsion, or criminal prosecution.

Any person who makes substantial threats, exhibits threatening behavior, or engages in violent acts on Eastern Connecticut State University property shall be subject to removal from the premises as quickly as safety permits, and shall remain off the campus pending the outcome of an investigation. Eastern Connecticut State University will initiate an appropriate response. This response may include investigation, suspension or expulsion of students, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or criminal prosecution of the person or persons involved.

All Eastern Connecticut State University personnel are responsible for notifying the management representative(s) designated below of any threats, which they have witnessed, received, or have been told that another person has witnessed or received. Even without an actual threat, personnel should also report any behavior they have witnessed, which could be perceived as threatening or violent, when that behavior is job related or might be carried out at the university, or is connected to university employment or academic study. Employees are responsible for making this report regardless of the relationship between the individual who initiated the threat or threatening behavior and the person or persons who were threatened or were the focus of the threatening behavior. If the designated management representatives are not available, personnel should report the threat to their supervisor or another member of the management team.

All individuals who apply for or obtain a protective or restraining order, which lists university locations as being protected areas, must provide to the designated management representatives a copy of the petition and declarations used to seek the order, a copy of any temporary protective or restraining order that is granted, and a copy of any protective or restraining order which is made permanent.

Eastern Connecticut State University understands the sensitivity of the information requested and will respect the confidentiality of the reporting employee(s) to the extent permitted by law.

Designated management representatives are:

Mr. Jeffrey Garewski  
Director of Public Safety  
(860) 465-4521  
Public Safety Building

Mr. Kenneth DeLisa  
Chief Human Resources Officer  
(860) 465-5269  
Gelsi & Young Hall, Room 126

Related Link:

State of Connecticut Violence in the Workplace Policy and Procedures (<http://www.ct.gov/opm/lib/opm/olr/wpv/workplaceviolencemanualrevised060107.pdf>)



**Connecticut State Colleges and Universities (CSCU)**

**Title IX Related Training Provided by INSERT YOUR INSTITUTION/ OFFICE/DEPT. HERE**

**January 1, 2018 - December 31, 2018**

\*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) \*\* Primary= new employees/students \*\*\*Ongoing= throughout the year

DEPARTMENT	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED? *	PRIMARY** OR ONGOING? ***	STUDENTS OR EMPLOYEES
Student Activities	6/24/18-7/11/18	Sex Signals	On Campus	Catharsis Productions/ Bass Shuler	900	x			
Womens Center	1/2018-5/2018	Haven Online Platform	Online	SAIV-RT	2000	x	DoV, DaV, SA, S	Primary	Both
Womens Center	February 12, 2018	Bringing in the Bystander	On Campus	SAIV-RT and Womens Center	11	x	DoV, DaV, SA, S	Primary	Students
Womens Center	February 14, 2018	The Vagina Monologues	On Campus	Womens Center Staff	75	x	DoV, DaV, SA, S	Ongoing	Both
Womens Center	February 15, 2018	The Vagina Monologues	On Campus	Womens Center Staff	50	x	DoV, DaV, SA, S	Ongoing	Both
Womens Center	March 28, 2018	Bringing in the Bystander	On Campus	SAIV-RT and Womens Center	13	x	DoV, DaV, SA, S	ongoing	Both
Womens Center	4/1/18-4/12/18	Why I Stayed Social Media Campaign	Online	Social Work Group	N/A	x	DoV, DaV, SA, S	ongoing	Both
Womens Center	April 4, 2018	Bringing in the Bystander	On Campus	SAIV-RT	17	x	DoV, DaV, SA, S	Primary	Both
SAIV-RT and Freedom	April 5, 2018	Film Screening and Discussion on Sexual Violence	On Campus	SAIV-RT and Freedom	15	x	DoV, DaV, SA	Primary	Both
Womens Center	April 10, 2018	Preventing and Responding to Intimate Partner Violence on Campus: Eastern Region	On Campus	SAFE Grant	10	x	DoV, DaV, SA, S	Primary	Employees
Womens Center	April 12, 2018	Melanie Ilene Rieger Symposium	On Campus	SAIV-RT and Social Work Group	50+	x	DoV, DaV, SA, S	Primary	Both
Womens Center	April 12, 2018	Community Resource Fair	On campus	SAIV-RT and Social Work Group	30+	x	DoV, DaV, SA, S	Primary	Both
Womens Center	April 16, 2018	Break the Silence N.O.W	On Campus	Women's Center and student organization NOW	15	x	DoV, DaV, SA, S	Primary	Both
Womens Center	April 19, 2018	Take Back the Night	On Campus	Women's Center Staff and SAIV-RT	75+	x	DoV, DaV, SA, S	Primary	Both
Womens Center and Social Work Students	April 19, 2018	Zumba for Survivors	On Campus	Women's Center and Social Work	25	x	SA	Primary	Students
Women's Center and Social Work Students	April 25, 2018	Time to Talk   Interpersonal Violence in the LGBTQ+ Community	On Campus	Women's Center and Social Work Group	10	x	DoV, DaV, SA	Primary	Students
SAIV-RT	9/1/18-12/18	Not Anymore	Online	SAIV-RT	1812	x	DoV, DaV, SA, S	Ongoing	Both
Womens Center	September 10, 2018	Reel Talk- A Better Man	On Campus	Womens Center Staff	7	x	DoV, DaV, SA, S	Primary	Both
Womens Center	September 17, 2018	Red Flag Campaign Bracelet Making	On Campus	Womens Center Staff	25	x	DoV, DaV, SA, S	Primary	Both
Womens Center	September 18, 2018	Red Flag Campaign	On Campus	Womens Center Staff	50	x	DoV, DaV, SA, S	Ongoing	Both
Womens Center	October 17, 2018	White Paper Bag Decorating for Take Back the Night	On Campus	Womens Center Staff	5	x	N/A	Primary	Both
Womens Center	October 23, 2018	Students Fight Back AM	On Campus	Womens Center Staff	1	x	SA	Primary	Students
Womens Center	October 23, 2018	Students Fight Back PM	On Campus	Womens Center Staff	11	x	SA	Primary	Students

Womens Center	October 24, 2018	<b>Clothesline project T-shirt Decorating</b>	On Campus	Womens Center Staff	25	x		N/A	Primary	Students
Womens Center	10/25/18-10/30/18	Clothesline Project on Display	On Campus	Womens Center Staff	N/A	x		N/A	Ongoing	Both
Womens Center	10/25/2018	Break the Silence Writing Workshop	On Campus	SAV-RT and Womens Center	10	x		DoV, DaV, SA, S	Primary	Students
Womens Center	10/29/2018	Take Back the Night	On Campus	SAV-RT and Womens Center	100+	x		DoV, DaV, SA, S	Primary	Both
Womens Center	11/5/2018	Bringing in the Bystander	On Campus	SAV-RT and Womens Center Staff	7	x		DoV, DaV, SA, S	Primary	Students
Womens Center	11/7/2018	Bringing in the Bystander	On Campus	SAV-RT and Womens Center Staff	4	x		DoV, DaV, SA, S	Primary	Students
Womens Center	11/12/2018	Bringing in the Bystander	On Campus	SAV-RT and Womens Center Staff	4	x		DoV, DaV, SA, S	Primary	Students
Womens Center	11/26/2018	Bringing in the Bystander	On Campus	SAV-RT and Womens Center Staff	9	x		DoV, DaV, SA, S	Primary	Students
Womens Center	11/30/2018	Bringing in the Bystander	On Campus	SAV-RT and Womens Center Staff	22	x		DoV, DaV, SA, S	Primary	Students
Womens Center	11/30/2018	Bringing in the Bystander	On Campus	SAV-RT and Womens Center Staff	21	x		DoV, DaV, SA, S	Primary	Students
Womens Center	12/5/2018	Bringing in the Bystander Overview	On Campus	SAV-RT and Womens Center Staff	3	x		DoV, DaV, SA, S	Primary	Students
Housing	1/8/2018	SOP Training for New RAS	On Campus	Housing Staff	7	x		DoV, DaV, SA	Primary	Students
Housing	1/11/2018	Behind Closed Doors	On Campus	Housing Staff and Womens Center	70	x		SA	Primary	Students
Housing	3/22/2018	Dangerously in Love	On Campus	Professor Westberry	12	x		DoV, DaV	Primary	Students
Housing	4/12/2018	Melanie Rieger Symposium	On Campus	Unity Wing Arranged	13	x		DoV, DaV	Primary	Both
Housing	4/16/2018	STAND UP! w/ RA Denzel	On Campus	Stashbeemer Byrum	7	x		SA	Primary	Students
Housing	4/18/2018	SOP Training for RAS (on-line)	Online	Housing Staff	81	x		DoV, DaV, SA	Primary	Students
Housing	8/16/2018	Sexual Assault Response Protocol	On Campus	Womens Center Staff	81	x		DoV, DaV, SA	Primary	Students
Housing	8/22/2018	Sexual Harrassment Prevention Training	On Campus	Shipman & Goodwin	81	x		DoV, DaV, SA, S	Primary	Students
Housing	8/22/2018	Tabletop Exercises	On Campus	Housing Staff	81	x		DoV, DaV, SA	Primary	Students
Housing	8/23/2018	Behind Closed Doors	On Campus	Housing Staff & Womens Center	92	x		SA	Primary	Students
Housing	11/12/2018	Bringing in the Bystander	On Campus	Womens Center Arranged	9	x		DoV, DaV, SA, S	Primary	Students
CAPS, Womens Center, Pride Center	Fall and Spring Semesters	Men's Project	On Campus		4/week	x		DoV, DaV, SA, S	Ongoing	Students

Campus Police		Under the Legal Resp. to IPV on Campus	CT		CCADV/Wethersfield		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	2/21/2018	Sexual Assault	CT	2	LEC/Montville		1	x	SA	Primary		Employees
Campus Police	3/6/2018	Domestic Violence	CT	1	LEC/Montville		1	x	DoV, DaV, S	Primary		Employees
Campus Police	3/26/2018	DV-Stalking on Campus	CT	2	SCSU		x		DoV, DaV, SA, S	Primary		Employees
Campus Police		Recog & Resp To Stalking, IPV on Campus	CT	2	ECSU		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	4/10/2018	Clery Compliance & Annual Security Report	CT	2	CCSC/New Britain		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	4/27/2018	Train The Trainer/Campus Security Auth	CT	1	CCSU/New Britain		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	4/28/2018	Sexual Assault	CT	1	LEC/Montville		1	x	SA	Primary		Employees
Campus Police	5/8/2018	Domestic Violence	CT	1	LEC/Montville		1	x	DoV, DaV	Primary		Employees
Campus Police	5/10/2018	Human Trafficking	CT	1	LEC/Montville		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	5/14/2018	Human Trafficking	CT	1	LEC/Montville		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	5/15/2018	Sexual Assault	CT	1	LEC/Montville		1	x	SA	Primary		Employees
Campus Police	5/15/2018	Domestic Violence	CT	1	LEC/Montville		1	x	DoV, DaV	Primary		Employees
Campus Police	6/11/2018	SAFE GRANT CONFERENCE	CT	1	texas		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	6/12/2018	Sexual Assault	CT	1	LEC/Montville		1	x	SA	Primary		Employees
Campus Police	6/12/2018	Domestic Violence	CT	1	LEC/Montville		1	x	DoV, DaV	Primary		Employees
Campus Police	6/14/2018	Human Trafficking	CT	1	LEC/Montville		x		DoV, DaV, SA, S	Primary		Employees
Campus Police	9/30/2018	SAFE GRANT CONFERENCE	FL	1	Orlando, FL		x		DoV, DaV, S	Primary		Employees
Campus Police	12/10/2018	Implement & Manage CT Domin. Aggress Invest	CT	1	CCADV/Wethersfield		x		DoV, DaV	Primary		Employees
Campus Police	12/11/2018	Train The Trainer-Human Trafficking	CT	2	LEC/Norwich		x		DoV, DaV, SA, S	Primary		Employees
Campus Police		Fed Grant - Governor's Sex. Asslt. Kit Work Group.	CT	1	Danielson		x		SA	Primary		Employees
Student Conduct	2/21/18-2/25/18	ASCA Annual Conference	FL	1,000	Various		x		SA, DaV, DoV, S	Primary		Employees
Student Conduct	6/3/18-6/8/2018	ATIXA Title IX Coordinator Training	OH	80	Various		x		SA, DaV, DoV, S	Primary		Employees
Equity and Diversity	10/12/2018	Sexual Harassment Prevention Training	CT	17	Shipman & Goodwin		x		DoV, DaV, SA, S	Primary		Employees
Equity and Diversity	11/26/2018	Not Anymore	CT	426	Online		x		DoV, DaV, SA, S	ongoing		Employees by 11/26/2018





**Board of Regents for Higher Education  
Connecticut State Colleges and Universities**

**Policy Regarding**

**Sexual Misconduct Reporting, Support Services and Processes Policy**

***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, intimate partner violence and stalking. 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 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 every 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 qualify 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***

Sexual Misconduct Reporting  
Support Services and Processes Policy

**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

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- 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 audio-recording 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.

Sexual Misconduct Reporting  
Support Services and Processes 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.

## Sexual Misconduct Reporting Support Services and Processes Policy

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 Parties***

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.

Sexual Misconduct Reporting  
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- 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.

***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.

***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.

***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

**Sexual Misconduct Reporting  
Support Services and Processes Policy**

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.

<b>5.2</b>	<b>Sexual Misconduct Reporting, Support Services and Processes</b>	<b>16-067</b>	<b>2016-06-16</b>
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## **5.2 Sexual Misconduct Reporting, Support Services and Processes Policy**

### ***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, intimate partner violence and stalking. 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 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 every 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 qualify 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***

Sexual Misconduct Reporting  
Support Services and Processes Policy

**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

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- 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 audio-recording 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 Parties***

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:

Sexual Misconduct Reporting  
Support Services and Processes Policy

- 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.

***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.

***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

Sexual Misconduct Reporting  
Support Services and Processes Policy

CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

***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.

Sexual Misconduct Reporting  
Support Services and Processes Policy

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 CSU 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.

5.6	Reporting Suspected Abuse or Neglect of a Child	15-010	2015-01-10
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## **5.6 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 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 Department of Children and Families 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.





## **Confidential Reporting (On-Campus)**

### ***Counseling and Psychological Services (CAPS) \****

The therapists at CAPS provide both immediate crisis intervention and therapy to victims of interpersonal violence including but not limited to sexual assault, relationship violence and stalking. Even if the incident happened prior to the victim's time at Eastern, they can still provide counseling and psychological services. Therapists can be accessed by appointment.

192 High Street, Willimantic, CT

Monday – Friday, 8:30 am – 4:30 pm

Emergency Walk-In Hours: Monday – Friday; 1:00 pm – 3:00 pm

860-465-0181

[www.easternct.edu/counseling](http://www.easternct.edu/counseling)

### **Campus Ministry**

Engages all aspects of faith life on campus and provides information and support to students who may have experienced dating violence, domestic violence, sexual assault, stalking or any form of harassment. Campus Ministry is a resource and can share your reporting options, available resources and assistance for the victim, and the victim's rights. The campus ministers provide spiritual guidance by appointment.

Newman Hall, 290 Prospect Street

Willimantic, CT; Monday – Friday, 8 am – 5 pm

860-423-0856

[www.easternct.edu/campusministry](http://www.easternct.edu/campusministry)

### **Office of AccessAbility Services**

The Office of AccessAbility serves to meet the unique educational needs of students with documented permanent and temporary disabilities such as ADHD, ASD, learning disabilities, psychological disabilities, deafness and hearing impairments, blindness and visual impairments, and physical disabilities. OAS can be a resource in supporting students who experience disabilities and who have been victims of dating violence, domestic violence, sexual assault, stalking or any form of harassment.

Wood Support Services Center, 2<sup>nd</sup> Floor

Willimantic, CT; Monday – Friday, 8 am – 5 pm

860-465-0189

<http://www.easternct.edu/accessability/>

### **Student Health Services**

Student Health Services provide health services and follow-up care for current students. This includes, but is not limited to baseline and follow-up testing for STDs and provide pregnancy testing, options for crisis pregnancy, and emergency contraception.

185 Birch Street, Willimantic, CT 06226

Monday, 9 am – 5:00 pm

Tuesday – Friday, 9 am – 4:30 pm

860-465-5263

[www1.easternct.edu/health](http://www1.easternct.edu/health)

## **Additional Resources at Eastern Connecticut State University**

### **University Police**

860-465-5310 (24/7)

The Eastern Police Department is responsible for all criminal investigations and apprehensions.

Eastern Police Department may also be contacted anonymously through the confidential hotline at 860-465-0242.

### **Title IX Resource**

#### **Office of Equity and Diversity**

##### **Dr. Stacey Close**

Associate Vice President of Equity and Diversity

Available: Monday – Friday | 8 am - 4 pm

[closes@easternct.edu](mailto:closes@easternct.edu)

860-465-5791

The Office of Equity and Diversity investigates internal complaints made by any Eastern employees or students who believe themselves to have experienced sexual harassment and interpersonal violence. Students may initiate action against students, administrators, faculty, and staff through this office. Complaints may be filed by reporting the incident to Office of Equity and Diversity.

[www.easternct.edu/equityanddiversity](http://www.easternct.edu/equityanddiversity)

### **Sexual Assault & Interpersonal Violence Response Team (SAIV-RT)**

[www.easternct.edu/saiv/](http://www.easternct.edu/saiv/)

#### **Michelle Delaney**

Dean of Students

[delaneym@easternct.edu](mailto:delaneym@easternct.edu)

860-465-5244

#### **Starsheemar Byrum**

University Victim Advocate

Available: Monday – Friday | 8 am - 4 pm

[byrums@easternct.edu](mailto:byrums@easternct.edu)

860-465-4313

The Sexual Assault and Interpersonal Violence Response Team (SAIV-RT) provides assistance to those impacted by dating violence, domestic violence, sexual assault, stalking and other forms of harassment. Assistance may include counseling, advocacy, medical care, academic interventions as well as referrals. [www.easternct.edu/saiv](http://www.easternct.edu/saiv)

### **Office of Student Conduct**

**Chris Ambrosio**

Interim Director

[ambrosioc@easternct.edu](mailto:ambrosioc@easternct.edu)

860-465-00363

Student Conduct handles reports of violations of the Student Code of Conduct and provides advisement to both student complainants and student respondents involved.

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### **Local and National Resources**

*\*Advocates are available 24/7. Information is kept strictly confidential. The services below are not required to report to the University.*

#### **Willimantic Police Department**

(860) 465-3135 (24/7)

22 Meadow St, Willimantic, CT 06226

#### **\*Connecticut Coalition Against Domestic Violence**

Statewide Hotline: 1-888-774-2900 (24/7)

#### **\*United Services Domestic Violence Program**

United Services provides domestic violence shelters and services throughout Northeastern Connecticut. The Domestic Violence Program offers an array of services designed for families to become free of abuse.

132 Mansfield Avenue, Willimantic, CT 06226

860-774-8648 or 860-456-9476 (24/7)

[unitedservicesct.org/services/domestic-Violence](http://unitedservicesct.org/services/domestic-Violence)

#### **\*Connecticut Alliance to End Sexual Violence**

Statewide Hotline: 1-888-999-5545 (24/7)

Spanish Hotline: 1-888-568-8332 (24/7)

#### **\*Sexual Assault Crisis Center of Eastern Connecticut (SACCEC)**

The Sexual Assault Crisis Center of Eastern Connecticut (SACCEC) is a private, non-profit agency offering free and confidential, comprehensive services to victims of sexual assault and abuse.

SACCEC is a member center of the Connecticut Alliance to End Sexual Violence, the statewide coalition of sexual assault crisis agencies.

90 South Park Street, Willimantic, CT 06226

860-456-9476 or 888-999-5545 (24/7)

[www.saccec.org](http://www.saccec.org)

### **The Sexual Assault Forensic Examiners (SAFE) Program**

The SAFE Program is a Judicial Branch, Office of Victim Services program that provides participating hospitals with 24/7 access to specially trained healthcare providers who provide compassionate and culturally sensitive care to adult and adolescent victims of sexual assault. Sexual Assault Forensic Examiners, called SAFEs, conduct sexual assault exams (also called medical-forensic exams) to identify injuries, collect and document physical evidence using a standardized evidence collection kit including assessment and evidence collection in suspected drug-facilitated sexual assaults. They also conduct risk evaluation for sexually transmitted infections and pregnancy, and ensure the provision of preventive medications and emergency contraception. Additionally, SAFEs provide resources and referrals for follow-up at discharge.

Participating hospitals in the SAFE Program include: [Hartford Hospital](#), [The Hospital of Central Connecticut \(New Britain campus\)](#), [Manchester Hospital](#), [Middlesex Hospital](#), [Saint Francis Hospital](#), and [Windham Hospital](#).

### **\*Windham Community Memorial Hospital Emergency Department**

112 Mansfield Ave, Willimantic, CT 06226

*Services available 24/7*

860-456-9116

[www.windhamhospital.org](http://www.windhamhospital.org)

Victims of violence go to the local hospital to receive medical care from any emergency department.

### **Office of Victim Services (OVS)**

Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime. OVS contracts with non-profit and public organizations to provide services to crime victims. These services include, but are not limited to, information and referral, criminal justice support/advocacy, therapy, safety planning, group treatment/support, personal advocacy and assistance in filing applications for victim compensation.

225 Spring St, Wethersfield, CT 06109

Monday – Friday | 8 am – 4:30 pm

1800-822-8428 (TTY)

[www.jud.ct.gov/crimevictim](http://www.jud.ct.gov/crimevictim)

**The Connecticut Commission on Human Rights & Opportunities (All)**

The mission of the Connecticut Commission on Human Rights and Opportunities is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity and justice for all persons within the state through advocacy and education.

Capitol Region  
450 Columbus Blvd, Suite 2  
Hartford, CT 06103  
Tel: (860) 566-7710

Eastern Region  
100 Broadway  
Norwich, CT 06360  
Tel: (860) 886-5707

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

West Central Region  
Rowland State Government  
Center 55 West Main Street,  
Suite 210  
Waterbury, CT 06702-2004  
Tel: (203) 805-6579

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 (Employees)**

The U.S. Equal Employment Opportunity Commission is a federal agency that administers and enforces civil rights laws against workplace discrimination.

John F. Kennedy Federal Office  
Building Government Center,  
Room 475 Boston, MA 02203  
Tel: 1-800-669-4000

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, except, 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.

**State of Connecticut: Employees Grievance Procedure**

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

**U.S. Department of Education, Office for Civil Rights (Students)**

33 Arch Street

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

# Student Intervention Protocol

As a member of the Eastern Connecticut State University community, you may come in contact with students who are experiencing personal distress or difficulties coping with college. Students may reveal problems to you through personal communication or indirectly by their general behavior.

*Please be aware of the following calls for action and support available so that you are equipped with the information necessary to assist our students.*

1. If you believe someone is in imminent danger of harm to themselves or others, immediately call 911 to initiate an emergency response.
2. Complete the "Tell Somebody" online report form at [www.easternct.edu/tellsomebody](http://www.easternct.edu/tellsomebody) to provide detailed information on any behavior that is concerning you and needs to be brought to the attention of the Student Intervention Team.
3. If you are concerned about a student, but it is not an imminent danger situation, call the Dean of Students Office at (860) 465-5244 or (860) 465-4412 or any member of the Student Intervention Team (on the back).



**EASTERN CONNECTICUT STATE UNIVERSITY**

*The Division of Student Affairs - Office of the Dean of Students*

## **EASTERN CONNECTICUT STATE UNIVERSITY**

### **Sexual Assault and Interpersonal Violence Response Team (SAIV-RT)**

We respond to sexual assault, sexual harassment, intimate partner violence and stalking. If you or someone you know has been a victim, the following options are available to you:

- Advocacy and Support
- Medical Assistance
- Counseling Services
- Resources On and Off Campus
- University Disciplinary Response
- Education

***You Have A Right To Confidentiality.***

[www1.easternct.edu/saiv](http://www1.easternct.edu/saiv)

# Student Intervention Team

The Student Intervention Team's purpose is to provide a proactive approach to engaging students who may be in crisis. The team is composed of the following members:

**Michelle Delaney**, Interim Dean of Students  
Phone: (860) 465-5244 Email: delaneymi@easternct.edu

**Joseph Adam Cherepon**, Director,  
Counseling and Psychological Services  
Phone: (860) 465-5778  
Email: chereponjo@easternct.edu

**Jennifer Boylan**, Director,  
AccessAbility Services  
Phone: (860) 465-5573  
Email: boylanj@easternct.edu

**LaMar Coleman**, Director,  
Housing and Residential Life  
Phone: (860) 465-0072  
Email: colemanla@easternct.edu

**Chris Ambrosio**, Interim Director,  
Student Conduct  
Phone: (860) 465-0063  
Email: ambrosioc@easternct.edu

**Timothy Viens**, Detective,  
University Police Department  
Phone: (860) 465-5068  
Email: vienssti@easternct.edu

**Sandra Rose-Zak**, Coordinator,  
Wellness Education & Promotion  
Phone: (860) 465-2821  
Email: rosezaks@easternct.edu

The Dean of Students convenes the team every Monday morning during the academic year (and as necessary during other times) to discuss information received about students so that the team may determine the appropriate course of action to best assist the students. It is important that you share any information you have about a student, regardless of its significance, so that we can determine a course of action.

Campus Responders Monday-Friday, 8:30 a.m. – 5 p.m.

Women's Center (860) 465-4314

Counseling and Psychological Services (860) 465-0181

Office of Equity and Diversity and Title IX Coordinator (860) 465-5791

## 24 Hour Hotlines

Eastern Public Safety 911 (Emergency) (860) 465-5310 (Non Emergency)

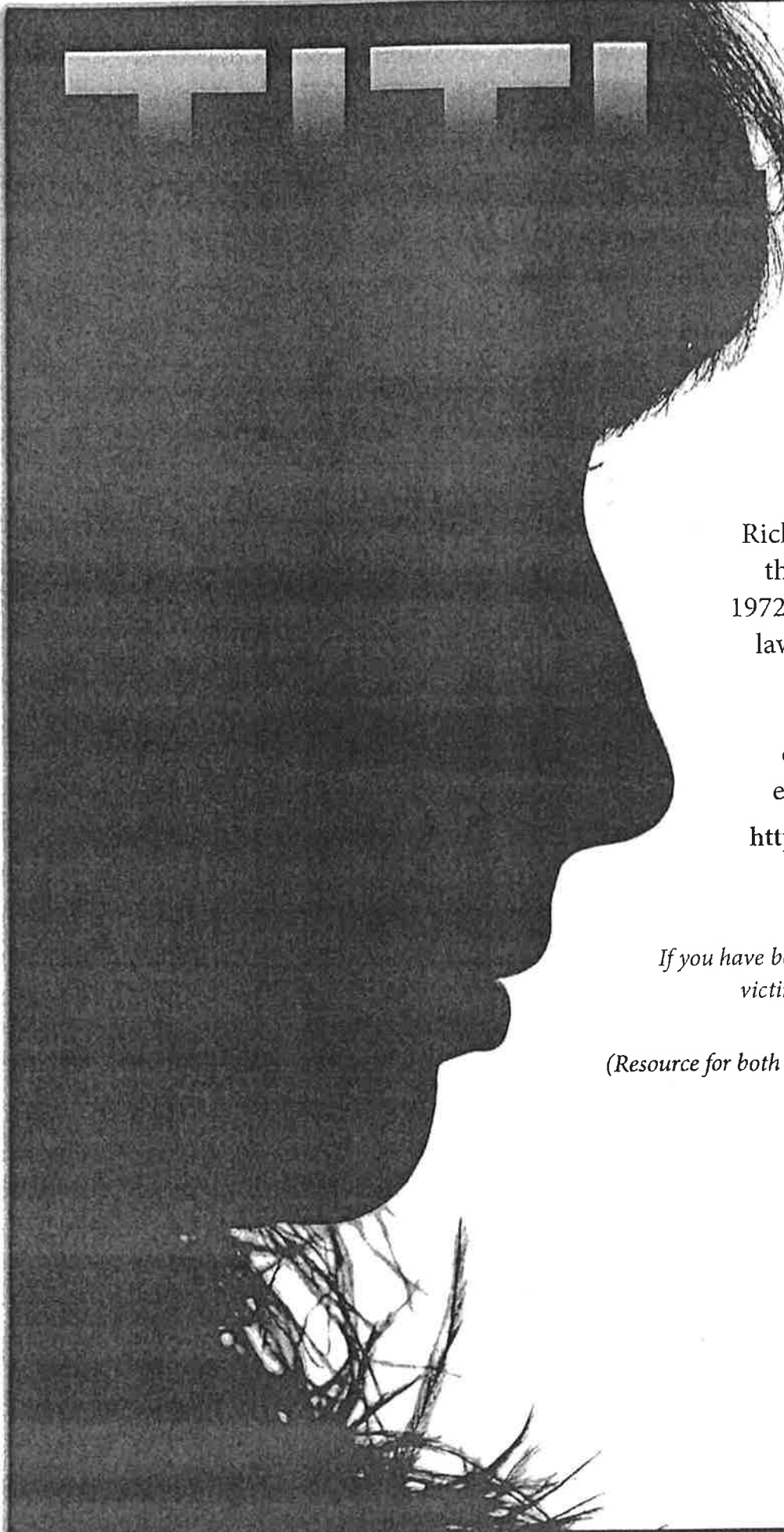
Willimantic Police 911 (Emergency) (860) 465-3135 (Non Emergency)

Sexual Assault Crisis Center of Eastern Connecticut (860) 456-2789

Domestic Violence Services (860) 456-9476

Windham Community Memorial Hospital Emergency Room  
(860) 456-6715 • 112 Mansfield Ave., Willimantic, CT





# TITLE IX

On June 23, 1972, President Richard Nixon signed Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., into law. Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity.

<http://www.justice.gov/crt/about/cor/coord/titleix.php>

*If you have been or suspect you may have been a victim of interpersonal violence contact:*

**Office of Equity and Diversity**  
(Resource for both students and University employees)

(860) 465-5791

**Women's Center**  
(Resource for students)

(860) 465-4314



**EASTERN  
CONNECTICUT  
STATE UNIVERSITY**

*Office of Equity and Diversity*

# Sexual Harassment

## *Sexual Harassment is Illegal*

and is prohibited by

**The Connecticut Discriminatory Employment Practices Act**  
(section 46a-60 (a) (8) of the Connecticut General Statutes)  
and

**Title VII of the Civil Rights Act of 1964**  
(42 United States Code Section 2000e et. seq.)

### *Sexual harassment means . . .*

Any unwelcome sexual advances or requests 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 employment;
- ▼ Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- ▼ Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

It is the policy of Eastern Connecticut State University that no member of the academic community may sexually harass another.

Individuals who engage in acts of sexual harassment may also be subject to civil and criminal penalties.

If you have a complaint to file or questions on Eastern Connecticut State University's policy or procedures on sexual harassment contact:

**Office of Equity and Diversity**  
**(860) 465-5791**

Claims of harassment by students are also investigated by the:

**Office of Student Affairs**  
**(860) 465-4412**

Complaints may also be directed to the:

**Connecticut Commission on  
Human Rights & Opportunities**

21 Grand Street  
Hartford, Connecticut 06106

**(860) 541-3400**

**(800) 477-5737**



**EASTERN CONNECTICUT STATE UNIVERSITY**

Sexual Violence Report, 2018

CSCU INSTITUTION: Eastern Connecticut State University

REPORTING OFFICE/DEPARTMENT: Office of Equity and Diversity

INSTITUTION CONTACT: Dr. Stacey Close, Associate Provost/Vice President  
for Equity and Diversity

YEAR: 2018

Date: July 29, 2019

Founded in 1889, Eastern Connecticut State University is Connecticut's Public Liberal Arts University. In fall of 2018, Eastern had an enrollment of slightly over 5000 students. In addition, the University had 201 full-time instructional faculty members. While the University's dedicated mission is to provide a liberal education that is practically applied, the well-being and safety of the University community also remains a top priority.<sup>i</sup> The Board of Regents, which governs Eastern Connecticut State University and its other 16 affiliated colleges and universities, developed the policies of the system that address issues of sexual assault, violence against children, interpersonal violence, and domestic violence.<sup>ii</sup> While adhering to the policies of the Board, Eastern Connecticut State University uses a proactive and multi-pronged strategic approach to combat issues of sexual assault, stalking, and interpersonal violence. Included in this report are the narrative, reporting data, and supportive material for the year 2018.

Central to this approach is the inclusion of key offices from throughout the University such as the Women's Center, Public Safety, Housing, Student Affairs, Counseling and Psychological Services, Judicial Affairs, and Office of Equity and Diversity. While the University provides training and education prevention to the key stakeholder departments, staff members in Housing such as hall directors and resident assistants serve as critical frontline support against sexual assault, stalking, and interpersonal violence for students residing on campus. Working closely with Housing, the director of the Women's Center serves as the advocate for student victims of sexual assault, interpersonal violence, and domestic violence. The director of the Women's Center works to connect complainants with resources both on and off campus. The University's Public Safety Department is available 24 hours a day to assist, combat, and address issues of sexual assault, interpersonal violence, and domestic violence. Housing and Student Affairs staff members are also educated and trained to address best practices for combating sexual assault.

While the rights of complainants are carefully considered, Eastern Connecticut State University also ensures that respondents receive notification of their rights and information about the resources that are available. In addition, the University informs respondents that they may have advocates present also. Over the last three years, the University added trained advocates for respondents and trained another person on staff in adjudication. The campus Judicial Affairs Officer serves as the adjudicating arm for the University in sexual assault cases. The Student Code of Conduct Policy details the Judicial Affairs Officer's role in the process; in addition, it also includes information on the appeals process. Along with the other key stakeholders in combating sexual assault and interpersonal violence, the Office of Equity and Diversity's Title IX coordinator assists by organizing training and educational opportunities on sexual assault and interpersonal violence prevention.<sup>iii</sup> As far as employees, the Office of Equity and Diversity's role is to connect employees alleging sexual assault, stalking, and interpersonal violence to available resources. In addition, the office conducts Title IX investigations. The narrative includes the BOR/CSCU policies, rights and options of students or employee, and sexual violence reports and data, and public awareness prevention and risk reduction.<sup>iv</sup>

## **I. Policies and Rights of Students and Employees**

The BOR/CSCU policies regarding sexual misconduct reporting are available at <http://www.ct.edu/regents/policies>. The policies cover terms and usage associated with sexual misconduct issues and allegations. The right to notify law enforcement and seek protective orders are included in the policies. The BOR/CSCU also recognizes the rights of both parties. The SAIV-RT website at Eastern includes confidential resources available to both respondents and

complainants. For employees and students, the policies are available on the Eastern website and presented at orientation for each group.

## **II. Sexual Violence Statistics and Data: Incidents of Sexual Assault, Stalking, and IPV and Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking, and Intimate Partner Violence**

This section of the narrative provides data on incidences of sexual assault, stalking, and intimate partner violence and disciplinary cases resulting from investigations. In 2018, the University received reports of twenty incidences of sexual assault, three incidences of stalking, and five incidences of intimate partner violence. Of the reported incidences, seven of the sexual assaults reportedly occurred in 2018, while three of the stalking incidences and five of the intimate partner violence reportedly occurred in 2018. In ten of the reported sexual assaults, the reporting party indicated that the respondent had connection to the reporting institution. As for incidences of stalking, the reporting party in three incidences stated that the respondent had connection to the reporting institution. For the category of the respondent identified as connected to CSCU institution, there were no incidences for sexual assault, stalking, and intimate partner violence. As for confidential or anonymous reports, there were three reports of sexual assault, zero reports of stalking, and one report of intimate partner violence. In 2018, the University investigated allegations of six sexual assaults, one stalking, and two intimate partner violence. There five findings of no violation or not responsible of sexual assault, while there was one finding of no violation or not responsible for stalking and one finding of no violation or not responsible for intimate partner violence. Among the category of Finding of Responsible and Expulsion, sexual assault, stalking, and intimate partner violence the data for all was zero. In the category of Finding

of Responsible and Suspension, there was one finding of responsible and suspension. As for the category of Finding of Responsible and Probation/Warning, there was one finding of responsible and probation/warning. In the Number of Findings Appealed, there were no reported data for sexual assault, stalking, and intimate partner violence, while in Appeal Outcome there were no reports for sexual assault, stalking, and intimate partner violence.<sup>v</sup>

### **III. Public Awareness, Prevention, and Risk Reduction**

The University has a “Tell Somebody” reporting system that allows members of the campus community to report if they believe someone needs help. In 2018, the University also provided both online education and prevention on sexual assault, stalking, and interpersonal violence through Not Any More. Like Haven in past years, Not Any More allowed the University to educate students, instructional faculty and staff members. Of particular importance, the online tool allowed the University to reach second shift employees, many of whom used an online tool for the first time. These employees now had information on which offices offered support and where to file reports in cases of sexual assault, stalking, and interpersonal violence. Along with the online training, the University provided in-person sexual harassment prevention training for faculty and staff and shared the contact information for offices that offer support.<sup>vi</sup> On October 12, 2018, seventeen new faculty and staff completed the state mandated sexual harassment prevention training. In 2018, the online education platform of Not Any More allowed four hundred and twenty-six faculty to complete awareness, prevention, and risk reduction for domestic violence, dating violence, sexual assault, and stalking. For students in 2018, one thousand and eighteen students completed the Not Any More platform, while two thousand students completed

the Haven platform earlier in the year. The University used Haven as an online platform before transitioning to Not Any More Provided by the system office.<sup>vii</sup>

The Title IX related spreadsheet includes more than seventy dates of programs of public awareness, prevention, and risk reduction carried out for members of the University community. Given that the spreadsheet contains the trainings, this narrative will highlight a small selection of the trainings. The public awareness, prevention, and risk reduction outreach also included programs targeted to athletic personnel. The Women's Center has continued programs of awareness from previous years such as the Red Flag Campaign, Clothesline Project, and Take Back the Night, which the University held twice in 2018. While eighty-one members of the housing staff completed in-person training conducted by Shipman and Goodwin, the housing staff also conducted their Tabletop Exercises for students, which focused on domestic violence, dating violence, and sexual assault. Staff members have attended national Title IX and student conduct conferences.<sup>viii</sup>

The campus web pages for the Women's Center, Student Conduct, Equity and Diversity, and other departments play a critical role in publicizing the availability resources and campus safety. In 2018, Public Safety at Eastern Connecticut State University decided to begin efforts to increase campus safety by adopting the LiveSafe App that allows any member of the campus community the ability to travel to one's destination, usually at night, while being monitored by public safety, another student, or friend. Resources flyers, wallet sized resources, and faculty also aid campus safety and awareness. While faculty teach about domestic violence prevention, they also share their knowledge in training with students. In 2018, one faculty members, after providing a training entitled "Dangerously in Love," decided to develop an awareness of domestic violence using a three-on-three basketball tournament scheduled for 2019.



## CONCLUSION

The short narrative above is an overview of the BOR/CSCU Policies, Reportable Statistics and Data, and Public Awareness, Prevention, and Risk Reduction for Eastern Connecticut State University for 2018. In addition, the narrative has information on the continued training efforts of staff members that organized the programs. The reports also includes a small selection of flyers, online statements, and other attached items.

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### <sup>i</sup>Notes

<sup>i</sup> U.S. News and World Reports online <http://colleges.usnews.rankingsandreviews.com/best-colleges/eastern-connecticut-state-1425> and information from Institutional Research at Eastern Connecticut State University.

<sup>ii</sup>Board of Regents for Higher Education, Connecticut State College and University Policy Regarding Sexual Misconduct Reporting, Support Services and Processes Policy  
<http://www1.easternct.edu/equityanddiversity/files/2014/07/sexualmisconduct.pdf>

<sup>iii</sup> Information for all of offices mentioned are included in the color-coded tab section of the binder.

<sup>iv</sup> See Eastern Connecticut State University Reportable statistics and Data section.

<sup>v</sup> See Eastern Connecticut State University Reportable statistics and Data section.

<sup>vi</sup> See Eastern Connecticut State University Reportable statistics and Data section.

<sup>vii</sup> See Eastern Connecticut State University Reportable statistics and Data section.

<sup>viii</sup> See Eastern Connecticut State University Reportable statistics and Data section.

