

FOR CONN. GEN. STAT. § 10a-55m(f) HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT 2019 SUBMISSION



CHECKLIST FOR CONN. GEN. STAT. § 10a-55m(f) SEXUAL VIOLENCE REPORT 2018 SUBMISSION

	INSTITUTION INFO	RMATIO	N
Name: Ho	ousatonic Community College	Contact	: Marilyn Albrecht
Reporting Office/Department: Tit	tle IX Coordinator's Office	Report Year:	2019
	NARRATIV	E	
Institution's narrative explain the reported sexual violence statistics and data, including:			history, its population and its efforts to ironment with respect to sexual violence,
	POLICIES	3	
Institution's most recent polic regarding sexual assault, stalk and intimate partner violence.	ing, (Effective 6/16/2016) * 🛛 BOR/CSCU Policy on Consense.	sual Relation Reporting S	suspected Abuse or Neglect of a Child
7			e-listed policies in institution reports. ge: <u>http://www.ct.edu/regents/policies</u> .
	WRITTEN NOTIF	ICATION	Minds of the second
	oncise written notification of the rights ion of its sexual assault, stalking and in		of a student or employee who reports or er violence policy or policies.
preceding calendar year: (See Conn. Gen. Stat. § 10a-5 Sexual Violence Reportab Concise and informative e	5m(f) Reportable Statistics and Data T le Statistics and Data	ual assault, s emplate)	stalking, and intimate partner violence for the and data, including clarification of number of
PURI IC AWA	ARENESS, PREVENTION, AND	DICK DE	DUCTION INFORMATION
	and ⊠ Title IX Related Training Prov ⊠ Brochures ⊠ Handbooks/Booklets/Pamphle □ Bulletin Boards Information (1) ⊠ Flyers	vided Spread ts N/A)	
	OTHER SUPPLEMENTAL	INFORM	IATION
Supplemental information submitted by institution:	 ✓ Public Safety Materials ✓ Institution Sexual Violence Registration ✓ Institution Sexual Violence For Educated Sample of Investigat ✓ Sexual Violence Website Information 	eporting Proc rms ion Results mation ferings, if a	



FOR CONN. GEN. STAT. § 10a-55m(f) HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT 2019 SUBMISSION

CSCU/BOARD OF REGENTS POLICIES

BOR/CSCU Sexual Misconduct Reporting, Support Services and Process Policy (6/16/2016)

BOR/CSCU Policy on Consensual Relationships (10/20/2016)

BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect or a Child (1/10/2015)

BOR/CSCU Student Code of Conduct (6/16/2016)

5.2	Sexual Misconduct Reporting, Support Services and	16-067	2016-06-16
	Processes		

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:

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.

<u>Report</u> 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.

<u>Disclosure</u> 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) <u>Sexual assault</u> 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) <u>Sexual exploitation</u> 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) <u>Stalking</u>, 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

Sexual Misconduct Reporting
Support Services and Processes Policy

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:

(1)

- 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)		aw enforcement and receive assistance from campus authorities in making the ation; and,
(2)		a protective order, apply for a temporary restraining order or seek enforcement of an g order. Such orders include:
	Fg.	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:

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

family violence protective orders.

Sexual Misconduct Reporting
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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.

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

Dissemination of this Policy

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

4.3 Policy on Consensual Relationships

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities' respects that the educational mission of its institutions is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the institution confers managerial, supervisory, or evaluative responsibilities, (including graduate assistants or undergraduate teaching assistants) carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the institution's educational mission.

Because of the inherent imbalance of power and need for trust, faculty members, supervisory staff, and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a faculty and or staff member and a student as well as when they occur between a supervisor and employee.

Such relationships can create real conflicts, are susceptible to an appearance of exploitation, and can impair the trust and integrity of the teaching, coaching, or other supervisory or evaluative relationship and may cause a perception of favoritism or bias on the part of the staff. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual and could potentially lead to sexual harassment charges.

Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

Policy Prohibited Between Employee and Student

Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at all State Universities and Colleges. The evaluative relationship can take a variety of forms, such as teacher to student, advisor to advisee, coach to athlete, supervisor to student employee, or similar relationship.

Strongly Discouraged Between Employee and Student

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

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

Between Employee and Employee

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

In the Event of a Sexual Harassment Charge

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit. Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

Sanctions

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

	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.



BOR/CSCU STUDENT CODE OF CONDUCT

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I. STUDENT CODE OF CONDUCT

PREAMBLE

Academic institutions exist for the transmission of knowledge, the pursuit of truth, the development of students, and the general well-being of society. In line with this purpose, the Board of Regents for Higher Education ("BOR") in conjunction with the Connecticut State Colleges and Universities ("CSCU") has the duty to protect the freedoms of inquiry and expression, and furthermore, has the responsibility to encourage all of its members to develop the capacity for critical judgment in their sustained and independent search for truth.

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

All members of CSCU must at all times govern their social and academic interactions with tolerance and mutual respect so that the students who pass through a CSCU door are enriched by these experiences and are prepared for full and enlightened participation in a multi-cultural society. Because of the BOR's and CSCU's commitment to principles of pluralism, mutual respect, and civility, certain activities are not acceptable on CSCU campuses. Acts of intolerance, of hatred or violence based on race, religion, sexual orientation or expression, disability, gender, age, or ethnic background are antithetical to the BOR's and CSCU's fundamental principles and values. It is the BOR's and CSCU's responsibility to protect our students' right to learn by establishing an environment of civility.

The disciplinary process is intended to be part of the educational mission of CSCU. Student disciplinary proceedings are not criminal proceedings and are not subject to court rules of procedure and evidence.

INTRODUCTION

This Student Code of Conduct (hereinafter the "Student Code" or "Code") is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education. The BOR has charged the President of the Board of Regents for Higher Education with developing procedures to protect those rights and to address the abdication of responsibilities in collaboration with the four State Universities, the twelve Community Colleges and Charter Oak State College. The Student Code describes the types of acts that are not acceptable in an academic community.

Disclaimer: This Code is neither a contract nor an offer of a contract between any BOR governed institution and any student. The provisions of this Code are subject to revision at any time.

PART A: DEFINITIONS

The following list of defined terms utilized throughout this Student Code is provided in an effort to facilitate a more thorough understanding of the Code. This list is not intended to be a complete list of all the terms referenced in the Student Code that might require interpretation or clarification. The Vice President for Student Affairs at a University, the Dean of Students at a Community College, the Provost at Charter Oak State College or their designee shall make the final decision of the interpretation of the definition of any term found in the Student Code. For purposes of interpretation and application of the Student Code only, the following terms shall have the following meanings:

- 1. "Accused Student" means any student accused of violating this Student Code.
- 2. "Advisor" means a person who accompanies an Accused Student or an alleged victim to a hearing (or a proceeding pertaining to a report of sexual violence) for the limited purpose of providing advice and guidance to the student. An advisor may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding pertaining to a report of sexual violence).
 - 3. "Appellate Body" means any person or persons authorized by the University Vice President for Student Affairs, Community College Dean of Students, Charter Oak State College Provost or their designee to consider an appeal from a determination by a Hearing Body that a student has violated the Student Code.
 - 4. "Calendar Days" means the weekdays (Mondays through Fridays) when the University or College is open.
 - "College" means either collectively or singularly any of the following institutions: Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.
 - 6. "Complainant(s)" means the person(s) who initiates a complaint by alleging that a Student(s) violated the Code.
 - "CSCU" means either collectively or singularly, any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.

- 8. "CSCU Affiliates" means individuals and/or entities with whom or with which the College or University has a contractual relationship.
- 9. "CSCU Official" means any person employed by the College or University to perform assigned administrative, instructional, or professional responsibilities.
- 10. "CSCU Premises" means all land, buildings, facilities, and other property in the possession of, or owned, used, and/or controlled by, the University or College, either solely or in conjunction with another entity.
- "Disciplinary Officer" or "Conduct Administrator" means a University, College or CSCU official who is authorized to determine the appropriate resolution of an alleged violation of the Code, and/or to impose sanctions or affect other remedies as appropriate. Subject to the provisions of this Code, a disciplinary officer or conduct administrator is vested with the authority to, among other duties: investigate a complaint of an alleged violation of the Code decline to pursue a complaint, refer identified disputants to mediation or other appropriate avenues of resolution, establish charges against a student, enter into an administrative agreement developed with an Accused Student in accordance with Section II-B-3 of this Code, advise a Hearing Body, and present the case before the Hearing Body.
- 12. "Hearing Body" or "Hearing Panel" means any person or persons authorized by the University Vice President for Student Affairs, Community College Dean of Students or Charter Oak State College Provost to determine whether a student has violated the Code and to impose sanctions as warranted, including a hearing officer or hearing board.
- 13. "Institution" means the University or College within CSCU.
- 14. "*Instructor*" means any faculty member, teaching assistant or any other person authorized by the University to provide educational services, including, but not limited to, teaching, research, and academic advising.
- 15. "Member of the CSCU Community" means any person who is a student, an official or any other person who works for CSCU, either directly or indirectly (e.g., for a private enterprise doing business on a CSCU campus).
- 16. "Policy" means the written regulations, standards, and student conduct expectations adopted by the BOR and found in, but not limited to the Student Handbook, the Residence Life Handbook, the housing contract, the graduate and undergraduate catalogs, and other publicized University and College notices.
- 17. "Prohibited Conduct" means the conduct prohibited by this Code, as more particularly described in Part I-D of this Code.
- 18. "Reporting Party" means any person who alleges that a student has violated this Code.

- 19. "Student" means either (1) any person admitted, registered, enrolled or attending any CSCU course or CSCU conducted program, whether full-time or part-time, and whether pursuing undergraduate, graduate or professional studies, or continuing education; (2) any person who is not officially enrolled for a particular term but who has a continuing relationship with a CSCU; or (3) any person within two calendar years after the conclusion of their last registered Community College course unless the student has formally withdrawn, graduated or been expelled from the College.
- 20. "Student Code" or "Code" means this Student Code of Conduct.
- 21. "Student Organization" means an association or group of persons that have complied with the formal requirements for University or College recognition.
- 22. "Support Person" means a person, who accompanies an Accused Student, a Reporting Party or a victim to a hearing for the limited purpose of providing support and guidance. A support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process.
- 23. "University" means any of the following institutions: Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, and Western Connecticut State University, whichever the alleged violation of the Code occurred.
- 24. "Shall" and "will" are used in the imperative sense.
- 25. "May" is used in the permissive sense.

PART B: APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT

1. <u>Application of the Student Code</u>: The Student Code shall apply to the four Connecticut State Universities, the twelve Community Colleges, and the on-line college:

Central Connecticut State University, Eastern Connecticut State University, Southern Connecticut State University, Western Connecticut State University; Asnuntuck Community College, Capital Community College, Gateway Community College, Housatonic Community College, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Northwestern Connecticut Community College, Norwalk Community College, Quinebaug Valley Community College, Three Rivers Community College, Tunxis Community College, and Charter Oak State College.

An alleged violation of the Student Code shall be addressed in accordance with the Code of Conduct, even if the accused Student has withdrawn from the Institution prior to the completion of the disciplinary procedures.

The Student Code shall apply to Students and to University Student Organizations. The term "student" shall generally apply to the student as an individual and to a Student Organization as a

single entity. The officers or leaders of a particular Student Organization usually will be expected to represent the organization during the disciplinary process. Nothing in this Student Code shall preclude holding certain members of a Student Organization accountable for their individual acts committed in the context of or in association with the organization's alleged violation of this Code.

- 2. <u>Distribution of the Student Code</u>: The Student Code shall be made readily available electronically and/or in a printed publication to students, faculty and staff. The office responsible for Student Affairs will annually distribute and make available to students, faculty and staff, electronically and/or in a printed publication, any revisions to the Code.
- 3. Administration of the Student Code: A University's and Charter Oak State College's Provost or a Community College's Dean of Students shall be the person designated by the institution President to be responsible for the administration of the Academic Misconduct portion of the Student Code. A University's Vice President for Student Affairs, a Community College's Dean of Students, or Charter Oak State College's Provost shall be the person designated by the institution President to be responsible for the administration of the Non-Academic Misconduct portion of the Student Code.

PART C: SCOPE OF AUTHORITY

A Student who is found responsible for engaging in conduct that violates the Student Code on any CSCU campus or on property controlled by the BOR or by any CSCU Affiliate or any CSCU sponsored function or event shall be subject to the sanctions described in this Code. The Student Code of Conduct also applies to online activities, where applicable. Students who attempt to engage in conduct that violates this Code, who knowingly encourage, aid or assist another person in engaging in such conduct, or who agree with another person, explicitly or otherwise, to engage in such conduct, may also be subject to disciplinary action.

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

Community College students conduct is subject to the Code on campus and off-campus whenever such conduct impairs College-related activities or affairs of another member of the College community or creates a risk of harm to a member or members of the College community. Students must be aware that, as citizens, they are subject to all federal and state laws in addition to all CSCU regulations governing student conduct and responsibilities. Students do not relinquish their rights nor do they shed their responsibilities as citizens by becoming members of the CSCU Community. However, where a court of law has found a student to have violated the law, an institution has the right to impose the sanctions of this Code even though the conduct does not impair institution-related activities of another member of the university or college community and does not create a risk of harm to the college or university community. The decision to exercise this right will be in the sole discretion of the President of the impacted institution or his/her designee.

Charter Oak State College applies this Code to matriculated and non-matriculated students, including those participating in portfolio assessment, credential evaluation, testing, or contract learning. Jurisdiction shall be limited to student conduct that occurs while students are taking Charter Oak State College courses or availing themselves of Charter Oak State College services. However, if a matriculated Charter Oak State College student is found guilty of student misconduct at another institution, including but not limited to misrepresentation of records from other institutions, the student may be subject to disciplinary action at Charter Oak State College.

PART D: PROHIBITED CONDUCT

The following list of behaviors is intended to represent the types of acts that constitute violations of this Code.

1. Academic misconduct, which includes, but is not limited to, plagiarism and all forms of cheating.

Plagiarism is defined as the submission of work by a student for academic credit as one's own work of authorship which contains work of another author without appropriate attribution.

Cheating includes, but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests or examinations; (ii) use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems or carrying out other assignments; (iii) the acquisition, without permission, of tests or other academic material belonging to a member of the University faculty or staff; and (iv) engaging in any other behavior specifically prohibited by a faculty member in the course syllabus.

- 2. Acts of dishonesty, including but not limited to the following:
 - a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution-issued document or record.
 - b. Knowingly furnishing false information to any CSCU Official, faculty member or office.
- 3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.
- 4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.
- 5. Sexual misconduct may include engaging in one of more 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; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
 - sexual flirtation, touching, advances or propositions
 - · verbal abuse of a sexual nature
 - pressure to engage in sexual activity
 - graphic or suggestive comments about an individual's dress or appearance
 - use of sexually degrading words to describe an individual
 - display of sexually suggestive objects, pictures or photographs
 - · sexual jokes
 - stereotypic comments based upon gender
 - threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.
- (b) **Sexual assault** shall include but is not limited to a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. Consent cannot be assumed because there is no physical resistance or other negative response. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). Consent must be affirmative. (See Sexual Misconduct Reporting, Support Services and Processes Policy).

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 (such as letting your friends hide in the closet to watch you 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.
- 6. Intimate partner violence is defined as:
 - Including intimate partner violence, which is 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, as defined in section 5 above; (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment, as defined in section 5 above or, (5) sexual exploitation, as defined in section 5 above.
 - Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
 - Threat of abuse, which can include 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, which can include 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.
 - 7. Violations of privacy, including, but not limited to, voyeurism and the use of web-based, electronic or other devices to make a photographic, audio or video record of any person without his or her express consent, when such a recording is intended or likely to cause injury or distress. This includes, but is not limited to: (i) surreptitiously taking pictures or videos of another person in spaces such as sleeping areas, bathrooms, gymnasiums, locker rooms, and changing areas; and (ii) sexually exploiting another person by electronically recording or permitting others to view or electronically record, consensual sexual activity without a partner's knowledge or permitting others to view or listen to such video or audio tapes without a partner's knowledge and consent. Publicizing or threatening to publicize such records will also be considered a violation of this Code.
 - 8. Hazing, which is defined as an act which endangers the mental or physical health or safety of a Student, or which destroys, damages, or removes public or private property for the purpose of initiation or admission into, affiliation with or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of this Student Code.

- 9. Stalking, which is defined as repeatedly contacting another person when:
 - a. The contacting person knows or should know that the contact is unwanted by the other person; and
 - b. 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.

- 10. Harassment, which is defined as conduct which is abusive or which interferes with a person's pursuit of his or her customary or usual affairs, including, but not limited to, such conduct when directed toward an individual or group because of race, ethnicity, ancestry, national origin, religion, gender, sexual orientation or expression, age, physical attribute, or physical or mental disability or disorder, including learning disabilities and mental retardation.
- 11. Conduct that is disorderly, lewd or indecent (including, but not limited to, public nudity and sexual activity in areas generally open to members of the campus community), breach of peace or aiding, abetting or procuring another person to breach the peace on CSCU premises or at functions sponsored by, or affiliated with the University or College.
- 12. Behavior or activity which endangers the health, safety, or well-being of oneself or others.
- 13. Offensive or disorderly conduct which causes interference, annoyance or alarm or recklessly creates a risk thereof at CSCU or CSCU premises, CSCU web or social media sites, at a CSCU-sponsored activity or in college or university courses, including cyber bullying. This offense does not apply to speech or other forms of constitutionally protected expression.
- 14. Unauthorized possession, duplication or use of keys (including, but not limited to, card access, card keys, fobs, etc.) to any CSCU premises or forcible and/or unauthorized entry on or into CSCU premises.
- 15. Starting fires, causing explosions, falsely reporting the presence of fire, bombs, incendiary or explosive devices, or falsely reporting an emergency.
- 16. Unauthorized or improper possession, use, removal, tampering or disabling of fire and/or safety equipment and warning devices, failure to follow standard fire and/or emergency safety procedures, or interference with firefighting or emergency response equipment or personnel.

- Use, possession, purchase, sale or distribution of alcoholic beverages, except as expressly permitted by law and CSCU regulations. Alcoholic beverages may not, under any circumstances, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.
- 18. Use, possession, purchase, sale, distribution or manufacturing of narcotics, controlled substances and/or drugs, including, but not limited to, marijuana and heroin, or drug paraphernalia, except as expressly permitted by law.
- 19. Use, possession or distribution of firearms, ammunition for firearms, other weapons or dangerous instruments, facsimiles of weapons or firearms, fireworks, explosives or dangerous chemicals. A dangerous instrument is any instrument, article or substance that, under the circumstances in which it is being utilized, is capable of causing death or serious physical injury. The possession of a deadly weapon or dangerous instrument on campus is strictly prohibited, even if such item is legally owned.
- 20. Gambling, including, but not limited to, promoting, wagering, receiving monies for wagering or gambling for money or property on CSCU premises.
- 21. Disruption or obstruction of any College or University function, activity or event, whether it occurs on or off the campus, or of any non-University or College function, activity or event which is authorized by the institution to occur on its premises.
- 22. Intentional obstruction of the free flow of pedestrian or vehicular traffic on CSCU premises or at University or College-sponsored or supervised functions or interference with entry into or exit from CSCU premises or with the free movement of any person.
- 23. Failure to comply with the directions of CSCU officials or law enforcement officers acting in the performance of their duties and/or failure to identify oneself to these persons when requested to do so.
- 24. Conduct that violates published BOR/CSCU policies, rules, and regulations, including, but not limited to, residence hall rules and regulations.
- 25. Conduct prohibited by any federal, state, and/or local law, regulation or ordinance.
- 26. Unauthorized use of CSCU property or the property of members of the CSCU Community or of CSCU Affiliates.
- 27. Theft, unauthorized use, or abuse of University or College computers and/or peripheral systems and networks, including, but not limited to:
 - a. Unauthorized access to CSCU computer programs or files;
 - b. Unauthorized alteration, transfer or duplication of CSCU computer programs or files:
 - c. Unauthorized use of another individual's identification and/or password;

- d. Deliberate disruption of the operation of CSCU computer systems and networks;
- e. Use of the Institution's computing facilities and resources in violation of copyright laws (including unauthorized peer-to-peer file sharing of copyrighted material, including, but not limited to, copyrighted music, movies, and software);
- f. Use of computing facilities and resources to send obscene messages (which are defined as messages which appeal mainly to a prurient, shameful or morbid interest in nudity, sex, excretion, sadism or masochism, go well beyond customary limits of candor in describing or representing such matters, and are utterly without redeeming social value); and
- g. Violation of the BOR Policy Statement on Acceptable and responsible use of Information Technology resources and/or any applicable BOR computer use policy.
- 28. Abuse of the CSCU conduct and disciplinary system, including but not limited to:
 - a. Failure to obey the notice from a Hearing Body or CSCU Official to appear for a meeting or hearing as part of the Student Conduct system;
 - b. Falsification, distortion, or intentional misrepresentation of information to a Disciplinary Officer or Conduct Administrator, or before a Hearing Body;
 - c. Initiation of a conduct or disciplinary proceeding knowingly without cause;
 - d. Disruption or interference with the orderly conduct of a disciplinary proceeding;
 - e. Attempting to discourage an individual's proper participation in, or use of, the disciplinary system;
 - f. Attempting to influence the impartiality of a Disciplinary Officer, Conduct Administrator or member of a Hearing Body prior to, and/or during the course of, the disciplinary proceeding;
 - g. Harassment (verbal or physical) and/or intimidation of a Disciplinary Officer, Conduct Administrator, or member of a Hearing Body prior to, and/or during the course of the disciplinary proceeding;
 - h. Failure to comply with the sanction(s) imposed under the Student Code; and
 - i. Influencing or attempting to influence another person to commit an abuse of the disciplinary system.

PART E: HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMATE PARTNER, DOMESTIC VIOLENCE & STALKING REPORTS

In addition to disciplinary procedures applicable to State University students in Section II, Community College students in Section III, or Charter Oak State College Students in Section IV, for any hearing

conducted involving allegations of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence the reported victim and the accused student shall each have the following rights::

- At any meeting or proceeding, both the reported victim and accused student may be accompanied by an advisor or support person of the student's choice provided the advisor or support person does not cause a scheduled meeting or hearing to be delayed or postponed and provided an advisor or support person may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding or pertaining to a report of sexual misconduct);
- 2. The reported victim of sexual misconduct is entitled to request that disciplinary proceedings begin promptly;
- 3. Any hearing regarding an accusation of sexual misconduct shall (i) be fair, prompt and impartial; (ii) be conducted by a Hearing Body annually trained in issues relating to sexual misconduct (iii) use the preponderance of evidence (more likely than not) standard; (iv) shall allow both the accused student and reported victim the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding; (v) shall provide both the accused student and the reported victim with equal access to any information that will be used during meetings and hearings; and (vi) invoke the standard of "affirmative consent" in determining whether consent to engage in sexual activity was given by all persons who engaged in sexual activity.
- 4. 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;
- 5. Any reported victim shall be provided written notice of the decision of the Hearing Body at the same time as the accused student, normally within one (1) business day after the conclusion of the Hearing. In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to any reported victim of sexual misconduct shall contain only the following: the name of the accused student, the violation committed, if any, and any sanction imposed against the accused student.
- 6. The reported victim shall have the same right to request a review of the decision of the Hearing Body (appeal rights) in the same manner and on the same basis as shall the accused student; however, if a request for review by a reported victim is determined to be properly made and if the review determines there is sufficient grounds for altering the decision of the Hearing Body, among the other actions that may be taken as set forth above, the sanction of the hearing may also be increased. Notwithstanding the foregoing, in any hearing pertaining to sexual misconduct both the reported victim and the accused student are entitled to be simultaneously provided notice of any change in the results of the hearing prior to the time when the results become final as well as to be notified when such results become final.

¹The standard of "Affirmative Consent" is set forth in the BOR Sexual Misconduct Reporting, Support Services and Processes Policy and is incorporated herein by reference.

PART F: CONDUCT AND DISCIPLINARY RECORDS

The written decision resulting from an administrative conference or a hearing under this Code shall become part of the student's educational record and shall be subject to the provisions of the Family Educational Rights and Privacy Act (FERPA). A student's disciplinary record shall be maintained separately from any other academic or official file maintained by the Institution. Disciplinary records will be maintained for a period of five (5) years from the date of the incident, except that the sanction of expulsion shall be noted permanently.

While student education records are generally protected from disclosure by FERPA, there are a number of exceptions to this rule. Students should be aware that a record concerning his/her behavior while a student at the College or University may be shared with other colleges or universities to which the student may subsequently wish to transfer or be admitted. Similarly, prospective employers may require a student to provide access to his/her education records as part of the employment application process. A record of having been sanctioned for conduct that violates Section I.D. of the Code may disqualify a student for admission to another college or university, and may interfere with his/her selection for employment.

PART G: INTERPRETATION AND REVISION

Questions regarding the interpretation of this Code shall be referred to the University's and Charter Oak State College's Provost or a Community College's Dean of Students or their designees for the administration of the Non-Academic Misconduct portion of the Student Code and to the University's Vice President for Student Affairs, a Community College's Dean of Academic Affairs or Charter Oak State College's Provost or their designees for the administration of the Academic Misconduct portion of the Student Code.

This Code shall be reviewed and revised, if and as necessary, every five (5) years, or as directed by the President of the Board of Regents for Higher Education.

II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS

Procedures for University students differ from those procedures applicable to either the Community Colleges or Charter Oak State College. This is due to the environmental, cultural, and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1) for University Students as set for in this Section II of the Code.

PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT

1. Instructor's Role:

When the instructor of record or his or her designee believes that an act of academic misconduct has occurred, he or she shall notify the student of the allegation and save any evidence of such misconduct in its original form. (Copies of the Accused Student's work will be provided to the Student upon request.) In addition, the instructor shall not transmit a final grade to the Registrar until such time as the allegation(s) of academic misconduct are finally determined. Each institution shall establish implementation guidelines in accordance with this Code.

- 2. <u>Information from Person Other than Student's Instructor</u>: Any member of the CSCU Community may provide information which might lead to a complaint against a Student alleging academic misconduct.
- 3. The Academic Misconduct Hearing Board: There shall be an academic misconduct hearing board convened by the University's Disciplinary Officer to consider allegations of academic misconduct lodged against a Student. The University's disciplinary officer shall be a non-voting member of the board and act as convener.
- 4. <u>Hearing Process</u>: The Accused Student shall be afforded adequate notice of the allegation, an opportunity to discuss the allegation with the instructor, and adequate time to request and prepare for a hearing. All parties shall have an opportunity to be heard and a record of the proceedings shall be made. The decision of a hearing board shall be communicated in writing.
- 5. <u>Sanctions</u>: If the academic misconduct hearing board determines that the Accused Student is "Not Responsible," the board shall not impose any sanctions. The board shall so advise the Student's instructor and the instructor shall reevaluate the student's course grade in light of the Board's determination. If the academic misconduct hearing board determines that the Accused Student is "Responsible," the academic sanction set forth in the instructor's course syllabus shall be imposed.

The academic misconduct hearing board may make a recommendation to change the academic sanction imposed by the instructor on the basis of its hearing of the evidence of academic misconduct. (Should the academic sanction not be changed pursuant to this recommendation, the University reserve the right to change the academic sanction.) Upon

consideration of the Accused Student's record of misconduct and/or the nature of the offense, the academic misconduct hearing board may impose additional non-academic sanctions in proportion to the severity of the misconduct. These sanctions may include the following: warning, written reprimand, discretionary sanctions, suspension and/or expulsion, as described in II.D of this Student Code of Conduct.

6. <u>Appeals</u>: The decision rendered by the academic misconduct hearing board may be appealed to the Provost/Academic Vice President, who shall review the record of the hearing, including any and all documents presented to the academic misconduct hearing board. An appeal shall be in writing and shall be delivered to the Provost/Academic Vice President within three (3) calendar days of receipt of the academic misconduct hearing board's written decision.

An appeal may be brought on any of four grounds: (a) a claim that error in the hearing procedure substantially affected the decision; (b) a claim that new evidence or information material to the case was not known at the time of the hearing; (c) a claim that the non-academic sanction(s) imposed were not appropriate for the violation of the Code for which the accused student was found responsible; and/or (d) a claim that the academic sanction imposed has resulted in a palpable injustice. The Provost/Academic Vice President shall have the right to deny an appeal not brought on any of the foregoing grounds. The decision rendered by the Provost/Academic Vice President shall be final and there shall be no further right of appeal.

PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT

The following procedures shall be followed in addressing allegations of non-academic misconduct.

- 1. Providing Information leading to a Complaint: Any person may provide information leading to the filing of a complaint against a Student or a Student Organization alleging a violation of the Student Code. A complaint must be made in writing and submitted to the University's Disciplinary Officer or Conduct Administrator.
- 2. Disciplinary Proceedings Against a Student Charged with a Violation of Law and a Violation of the Code: University proceedings may be instituted against an Accused Student who has been charged with a violation of state or federal law for conduct which also constitutes a potential violation of this Code (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. Proceedings under this Student Code may be carried out prior to, simultaneously with, or following the institution of civil or criminal court proceedings against the Accused Student. Determinations made or sanctions imposed under this Student Code shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University rules were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

- 3. <u>Disciplinary Proceedings Against a Student Charged with Sexual Assault, Sexual, Intimate Partner, Domestic Violence or Other Sex Related Offense: See Section I.E.</u>
- 4. Pre-Hearing Investigation and Administrative Disposition:
 - a. The Disciplinary Officer or Conduct Administrator may conduct an investigation to determine if the charges have merit and/or if they can be disposed of administratively by mutual consent of the Accused Student and the Disciplinary Officer or Conduct Administrator. Such disposition shall be final and there shall be no subsequent proceedings. If the charges are not admitted and/or cannot be disposed of by mutual consent, the Disciplinary Officer or Conduct Administrator may also present the case for the University at any subsequent hearing, but if he or she does, he or she shall not serve as a member of the Hearing Body.
 - The Disciplinary Officer or Conduct Administrator may conduct an investigation to b. determine if there is reason to believe the student has committed a violation of any part of Section I.D. of the Code and, after considering both the possible violation and the prior conduct record of the student, if the Disciplinary Officer or Conduct Administrator determines that a sanction of less than residential hall separation or suspension or expulsion from the University is appropriate, the Disciplinary Officer or Conduct Administrator shall schedule an administrative conference with the student. The student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the student shall have the opportunity to present information for the Disciplinary Officer's or Conduct Administrator's consideration. At the conclusion of the administrative conference, the Disciplinary Officer or Conduct Administrator shall determine whether it is more likely than not that the student has violated the Policy and, if so, impose a sanction less than residential hall separation, or suspension or expulsion from the University. The Disciplinary Officer or Conduct Administrator shall provide the student with a written explanation for the determination. The decision of the Disciplinary Officer or Conduct Administrator shall be final.
- 5. Hearing Bodies: A Student accused of misconduct has the right to be heard by an impartial Hearing Body. Any concern surrounding the impartiality of the Hearing Body or any member thereof will be referred to the Vice President for Student Affairs or his or her designee, who will review the matter and make a determination. Any Hearing regarding an accusation of sexual assault, sexual misconduct, intimate partner, domestic violence or other sex related offense or intimate partner violence shall be conducted by an impartial Hearing Body trained in issues relating to sexual assault, sexual violence, intimate partner, and domestic violence.

Hearing Procedures:

a. <u>Notice of Hearing</u>: Normally, a hearing will be conducted within ten (10) calendar days of the Accused Student being notified of the charges. Notice may be provided to the Accused Student by in-hand delivery, by registered mail, with delivery receipt attached or by certified mail, return receipt requested by University email or by overnight delivery with signature of recipient required. Should the

Accused Student refuse to accept in-hand delivery, a written statement of the attempted delivery of the notice signed by the person attempting to make such delivery shall constitute notice. Should the Accused Student refuse to sign for registered or certified mail, the postal document indicating such refusal shall constitute notice.

The notice shall advise the Accused Student of each section of the Student Code alleged to have been violated and, with respect to each such section, a statement of the acts or omissions which are alleged to constitute a violation of the Code, including the approximate time when and the place where such acts or omissions allegedly occurred.

The Accused Student shall be afforded a reasonable period of time to prepare for the hearing, which period of time shall not be less than three (3) Calendar Days. The Accused Student, the Reporting Party and/or any alleged victim may request a delay of the hearing due to extenuating circumstances. Any decision to postpone the hearing shall be made by the Disciplinary Officer or Conduct Administrator or by the Hearing Body, or by the designee of the Vice President for Student Affairs.

b. <u>Hearing</u>: Hearings shall be closed, but the Hearing Body may, in its discretion, admit any person into the hearing room. The Hearing Body shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceedings.

The Accused Student, the Reporting Party and any alleged victim shall have the right to be present at all stages of the hearing process except during the private deliberations of the Hearing Body and the presentation of sanctions. In hearings involving more than one Accused Student, the Hearing Body may determine that, in the interest of fairness, separate hearings should be convened.

In any Hearing alleging sexual assault, sexual, intimate partner, domestic violence or other sex related offense, any alleged victim and the Accused Student are entitled to:

- 1) be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
- 2) present evidence and witnesses on their behalf;
- in accordance with the Family Educational Rights and Privacy Act (FERPA), to have their identities kept confidential.

In addition, the alleged victim of sexual assault, sexual, intimate partner, domestic violence or other sex related offense is entitled to request that disciplinary proceedings begin promptly.

c. Record of Hearing: When expulsion or suspension from the University or residence hall separation is a possibility, the University shall make a recording of the hearing. The recording shall be the property of the University. No other recordings shall be made by any person during the hearing. Upon request, the Accused Student may

review the recording in a designated University office in order to prepare for an appeal of the decision rendered by the Hearing Body. Further disclosure of the recording shall be governed by applicable state and federal law.

- d. Opportunity to Present a Defense: The Accused Student shall have the full opportunity to present a defense and information, including the testimony of witnesses, in his or her behalf. The Reporting Party and the Accused Student may question the statements of any person who testifies in a manner deemed appropriate by the Hearing Body. The Reporting Party and the Accused Student may make concluding statements regarding the charges made and the information presented during the hearing. The Hearing Body may question the Accused Student and the Reporting Party, any witness presented by the Accused Student or the Reporting Party, and any other witness(e)s the Hearing Body may choose to call to testify.
- e. Accused Student Can Choose Whether or Not to Testify in His or Her Own Defense: The Accused Student who is present at the hearing shall be advised by the Hearing Body that he or she is not required to testify, to answer questions, or to make any statement regarding the complaint or the allegations set forth in the complaint. Refusal to do so shall not be considered by the Hearing Body to constitute evidence of responsibility.
- f. Non-Appearance of Accused Student at Disciplinary Hearing: If an Accused Student does not appear at a disciplinary hearing, the Hearing Body shall enter a plea of "not responsible" on behalf of such student and the hearing shall proceed in the normal manner of hearing evidence, weighing facts, and rendering judgment. The failure of an Accused Student to appear at the disciplinary hearing shall not be considered by the Hearing Body to constitute evidence of responsibility.
- g. Advisors and Support Persons: The Reporting Party, any alleged victim, and the Accused Student shall each have the right to be accompanied by an Advisor and Support Person. The Advisor and the Support Person should be someone whose schedule allows attendance at the scheduled date and time for the disciplinary hearing because delays will not normally be allowed due to the scheduling conflicts of an Advisor or Support Person.
- h. <u>Presentation of Evidence</u>: Only evidence introduced at the hearing itself may be considered by the Hearing Body in determining whether it is more likely than not that the alleged violation was committed by the accused student.
- i. <u>Evidence of Prior Convictions or Disciplinary Actions</u>: Evidence of prior criminal convictions or University disciplinary actions may be presented to the Hearing Body only after a determination of responsibility has been made and only for consideration in connection with determining the sanction.
- j. <u>Accommodation of Witnesses</u>: The Hearing Body may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the Reporting Party, the Accused Student, and/or other witnesses during the hearing by providing separate facilities, by using a visual screen, and/or by permitting

participation by telephone, videophone, closed circuit television, video conferencing, videotape, audio tape, written statement, or other means, where and as determined in the sole judgment of the Hearing Body to be appropriate.

k. Written Notice of Decision: The Accused Student shall receive written notice of the decision of the Hearing Body that shall set forth the decision rendered, including a finding of "responsible" or "not responsible," and the sanctions imposed, if any. The decision of the Hearing Body, as well as the sanction(s) imposed, if any, generally will not be released to third parties without the prior written consent of the Accused Student. However, certain information may be released if and to the extent authorized by state or federal law.

With respect to Hearings alleging sexual assault, sexual, intimate partner, domestic violence or other sex related offense, any alleged victim shall receive written notice of the decision of the Hearing Body at the same time as the Accused Student, normally within one (1) business day after the conclusion of the Hearing.

In accordance with the Family Educational Rights and Privacy Act (FERPA) the notice to any alleged victim of sexual assault, sexual, intimate partner, domestic violence or other sex related offense shall contain only the following: the name of the student, the violation committed and any sanction imposed against the student.

- 6. Review: An Accused Student may request that the decision of the Hearing Body be reviewed by the Vice President for Student Affairs or his or her designee. A request for review must be made in writing to the Vice President for Student Affairs or his or her designee within three (3) Calendar Days of the Accused Student's receipt of the written notice of decision. For good cause shown, the Vice President for Student Affairs may extend the three-University Calendar Day limitation on filing a request for a review. An Accused Student may request only one review of each decision rendered by the Hearing Body. A decision reached as a result of an Administrative Disposition may not be reviewed.
 - a. Grounds for Review: The Accused Student has the right to request a review of the decision of the Hearing Body on the grounds that: (i) the procedures set forth in this Code were not followed and, as a result, the decision was substantially affected; (ii) the sanction(s) imposed were not appropriate for the violation of the Code for which the Accused Student was found responsible; and/or (iii) new information, sufficient to alter the decision, or other relevant facts were not brought out in the original hearing because such information and/or facts were not known to the Accused Student at the time of the original hearing. The review shall be limited to a review of the record except as required to explain the basis of new information.
 - b. Review Procedures: In order to prepare for the review, the Accused Student may review the recording of the original hearing in a designated University office but will not be permitted to remove the recording from that office or make copies. The review will not be heard by anyone involved in the initial hearing. The review shall be considered and a decision rendered within ten (10) Calendar Days of the filing of the request for review.

If a request for review is granted, the matter shall be referred to the original Hearing Body for reconsideration of its original determination or to a newly-constituted Hearing Body for a new hearing, or the sanction imposed may be reduced, as appropriate. If a request is not granted, the matter shall be considered final and binding upon all involved.

- c. <u>Status of Student Pending Review</u>: All sanctions imposed by the Hearing Body shall be and continue in effect pending the outcome of a review. Any request to delay the commencement of sanctions pending a review must be made by the Accused Student, in writing, to the Vice President for Student Affairs or his or her designee.
- d. With respect only to Hearings related to sexual assault, sexual, intimate partner, domestic violence or other sex offense, the alleged victim shall have the same right to request a review in the same manner and on the same basis as shall the Accused Student as set forth above; however, in such cases, if a review by any alleged victim is granted, among the other actions that may be taken as set forth above, the sanction of the Hearing may also be increased.

Upon review, if the decision or sanction of the disciplinary proceeding is changed, any alleged victim must be notified in writing of the change indecision or sanction at the same time that the Accused Student is notified.

PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS

In certain circumstances, the Vice President for Student Affairs, or his or her designee, may impose an interim suspension or residence hall separation on an Accused Student prior to the hearing before the Hearing Body.

1. <u>Basis for Imposition of Interim Suspension or Residence Hall Separation</u>: An interim suspension may be imposed upon an Accused Student only: (i) to ensure the safety and well-being of members of the University Community or preservation of University property; (ii) to ensure the Student's own physical or emotional safety and well-being; or (iii) if the student poses an ongoing threat of disruption of, or interference with, the normal operations of the University.

A residence hall separation may be imposed if a Student's continued presence will disrupt the academic and social well-being of the residential community. Residence hall separation is the removal of a student from the University residence hall in which he or she resides. Such separation may include a restriction of access to all or designate University residence halls. During the period of the separation, the removed Student shall not be permitted to enter the designated hall(s) as a guest of another resident.

An interim suspension or residence hall separation is not a sanction and will continue in effect only until such time as a hearing on the alleged violation has been completed.

- 2. <u>Effect of Interim Suspension or Residence Hall Separation</u>: During the interim suspension or residence hall separation, the removed Student shall be denied access to the residence halls and/or to the campus (including classes) and/or all other University activities or privileges for which the Student might otherwise be eligible, as the Vice President for Student Affairs, or his or her designee, may determine to be appropriate.
- Procedure: The Accused Student shall be notified, either orally or in writing, of the pending imposition of an interim suspension or residence hall separation. Whenever possible prior to the imposition of the interim suspension or suspension, the affected Student will be afforded an opportunity to meet with the Vice President for Student Affairs, or his or her designee. Otherwise, the meeting will be held on the first Calendar Day that the Student is available.

At that meeting, the Accused Student will be advised of his/her reported behavior and be offered the opportunity to provide information upon which the determination may be based whether or not the Student engaged in conduct warranting an interim suspension or residence hall separation.

Any Student placed on an interim suspension will be given an opportunity to appear at an administrative conference or a formal hearing on the misconduct charges lodged against him or her in accordance with II.B.5 of this Code within ten (10) Calendar Days of being placed on such suspension, or as soon as practical after the Accused Student is prepared to participate in such a hearing.

PART D: DISCIPLINARY SANCTIONS

Sanctions which may be imposed for violations of the Student Code are listed below. In determining appropriate sanctions, the Hearing Body may take into consideration any and all prior violations of the Code for which the Accused Student was determined to be responsible. The Hearing Body shall have the authority to defer the imposition of any sanction when deemed appropriate. The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code, including the completion of all sanctions imposed, if any.

- Sanctions Which May Be Imposed for Violations of the Code: The following sanctions may be imposed, individually or in various combinations, on any student found to have violated the Student Code, and will be entered into the Student's disciplinary records. Notation of disciplinary sanctions shall be on file only in the appropriate office in the Division of Student Affairs and shall not be released without the written consent of the Student except to appropriate University enforcement personnel, University police, staff and administrators, or as required by law.
 - a. Warning: A disciplinary warning is a written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

- b. <u>Fine</u>: A sanction involving the imposition of a specified dollar amount due and payable by a specified date.
- Probation: Disciplinary probation is a designated period of time during which a C. Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within University Disciplinary probation may involve the imposition of certain restrictions and/or conditions upon the Student including, but not limited to, financial restitution, community service, fines, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required. If the Student fully complies with the terms and conditions imposed in connection with the disciplinary probation, full student privileges will be restored to the student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice of the alleged violation and the procedures set forth in this Code shall be followed.
- d. <u>Loss of Privileges</u>: Denial of specified privileges for a designated period.
- e. <u>Restitution</u>: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.
- f. <u>Discretionary Sanctions</u>: Work assignments, essays, service to the University, or other related discretionary assignments, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or noncollege professional may be required.
- g. Residence Hall Warning: A written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.
- h. Residence Hall Probation: Residence hall probation is a designated period during which an Accused Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the residence hall in which the Student resides. Residence hall probation may include restrictions and/or conditions on the exercise of residence hall activities and privileges. Periodic contact with a designated member of the residence hall staff or professional may be required. If the Accused Student fully complies with the terms and conditions imposed in connection with the residence hall probation,

full residence hall privileges will be restored to the Student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice and the procedures set forth in this Code shall be followed.

- i. <u>Residence Hall Separation</u>: Separation of the Student from the residence halls for a definite period of time, after which the Student is eligible to return. Conditions for readmission may be specified.
- j. <u>Residence Hall Expulsion</u>: Permanent separation of the Student from the residence halls.
- k. Suspension: Suspension is temporary disciplinary separation from all universities among CSCU and the denial of all student privileges. Suspension shall be effective on the date that notice of the suspension is provided to the Accused Student, or later, if so stated in the notice, and shall prescribe the date and conditions upon which the Student may petition for readmission to the University. A Student separated from all universities within CSCU by suspension may under the terms of the suspension be excluded from the premises of all CSCU premises when in the judgment of the suspending authority, the Student's continued presence would constitute a danger to persons or property or a threat to the academic process. Notwithstanding the foregoing, the suspending authority of the suspended Student's home University or his or her designee may authorize a suspended student who has been excluded from all University premises to enter the premises of the student's home University for designated purposes.
- Expulsion: Expulsion is permanent disciplinary separation from all universities within CSCU and the denial of all student privileges. Expulsion shall be effective on the date that notice of expulsion is provided to the Accused Student, or later, if so stated in the notice. A student separated from all universities of CSCU by expulsion may under the terms of the expulsion be excluded from all CSCU Premises when in the judgment of the expelling authority the Student's presence would constitute a danger to persons or property or a threat to the academic process.
- 2. Revocation of Admission and/or Degree: Upon the recommendation of the Hearing Body, admission to or a degree awarded from the University may be revoked by the University, acting through its President (or his or her designee) for fraud, misrepresentation, or other violation of University standards in obtaining admission or the degree.
- 3. Consequences of Failure to Comply with a Duly Assigned Sanction: Failure to comply with sanctions which have been assigned through a formal judicial process may lead to one or more of the following consequences:
 - a. Denial of access to certain university services, including, but not limited to housing and parking;

- b. Denial of access to administrative processes, including, but not limited to, course add/drop, pre-registration, registration, and room selection; and/or
- c. Withholding of the privilege of participation in university sponsored activities and/or public ceremonies, or formal disciplinary charges under II.B hereof.
- 4. Sanctions Which May Be Imposed on Student Organizations
 - a. <u>Sanctions</u>: Those sanctions listed in subsections 1.a through f of Section II.D.
 - b. <u>Loss of recognition</u>: Loss of recognition for a specified period of time results in the loss of privileges, such as the use of university space, access to student activity fee funding, and/or the privilege of functioning as a student organization. Loss of recognition for more than two (2) semesters shall require that an organization reapply for University recognition. Conditions for future recognition may be imposed by the hearing body.

III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS

Procedures for Community College students differ from those procedures applicable to either the Universities or Charter Oak State College. This is due to the environmental, cultural and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Community College Students as set for in this Section III of the Code.

PART A: DISCIPLINARY PROCEDURES (Academic and Non-Academic Misconduct)

In regard to College Students, the following procedures shall govern the enforcement of the Code:

- 1. Information that a student may have violated the Code should be submitted to the Dean of Students, Dean of Academic Affairs or other designee of the President (hereinafter referred to as "the Dean"), normally within thirty (30) calendar days of the date of a possible violation or within thirty (30) calendar days of the date that the facts constituting a possible violation were known.
- 2. Upon receipt of information relating to a possible violation, the Dean may immediately place restrictions on or suspend a student on an interim basis if, in the judgment of the Dean, the continued presence of the student at the College or continued participation in the full range of college activities poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process.
 - a. "Interim restrictions" are limitations on the Student's participation in certain College functions and activities, access to certain locations on campus or access to certain persons, that do not prevent the Student from continuing to pursue his/her academic program. A Student upon whom the Dean has placed interim restrictions shall be afforded written reasons for the restrictions, as well as the time period during which the interim restrictions shall apply. The decision of the Dean regarding interim restrictions shall be final.
 - b. "Interim suspension" is the temporary separation of the Student from the College that involves the denial of all privileges, including entrance to College premises. Prior to imposing an interim suspension, the Dean shall make a good faith effort to meet with the Student. At this meeting, the Dean shall inform the Student of the information received and provide the Student an opportunity to present other information for the Dean's consideration. Based upon the information available at that time, the Dean shall determine whether the Student's continued presence on campus poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process. A Student suspended on an interim basis by the Dean shall be provided written reasons for the suspension and shall be entitled to an administrative conference or a hearing as soon as possible, normally within ten (10) calendar days from the date the interim suspension was imposed. The decision of the Dean regarding an interim suspension shall be final.
- 3. Following the imposition of interim restrictions or interim suspension, if any, the Dean shall promptly investigate the information received by meeting with individuals who may have knowledge of the matter, including the accused Student, and by reviewing all relevant documents.

If upon the conclusion of the Dean's investigation, the Dean determines that there is insufficient reason to believe the Student has committed a violation of any part of Section I.D. of this Policy, the Dean shall dismiss the matter and shall so inform the Student in writing.

- 4. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I. D. of this Code and, after considering both the possible violation and the prior conduct record of the Student, that a sanction of less than suspension or expulsion is appropriate, the Dean shall schedule an administrative conference with the Student. The Student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the Student shall have the opportunity to present information for the Dean's consideration. At the conclusion of the administrative conference, the Dean shall determine whether it is more likely than not that the Student has violated the Policy and, if so, impose a sanction less than suspension or expulsion. The Dean shall provide the Student with a written explanation for the determination. The decision of the Dean shall be final.
- 5. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I.D. of this Code and, after considering both the violation and the prior conduct record of the Student, that a sanction of suspension or expulsion is appropriate, the Dean shall provide the Student with reasonable written notice of a meeting and shall inform the Student that his/her failure to attend the meeting or to respond to the notice may result in the imposition of the maximum permissible sanction. At the meeting, the Dean shall provide the Student with a written statement that shall include the following:
 - a. a concise statement of the alleged facts;
 - b. the provision(s) of Section I.D. that appear to have been violated;
 - c. the maximum permissible sanction; and
 - d. a statement that the student may resolve the matter by mutual agreement with the Dean, or may request a hearing by notifying the Dean in writing, which must be received by 5:00pm on the following business day.
- 6. If the Student requests a hearing, he/she is entitled to the following:
 - a. to be heard within five (5) days or as soon as reasonably possible, by an impartial party or panel whose members shall be appointed by the Dean;
 - b. if the Dean appoints an impartial panel, to have a Student on the panel if requested by the Student;
 - c. to appear in person and to have an advisor who not shall attend as a representative of the Student. However, if there is pending at the time of the hearing a criminal matter pertaining to the same incident that is the subject of the hearing, a lawyer may be present for the sole purpose of observing the proceedings and advising the Student concerning the effect of the proceedings on the pending criminal matter;
 - d. to hear and to question the information presented;
 - e. to present information, to present witnesses, and to make a statement on his or her behalf; and
 - f. to receive a written decision following the hearing.
- 7. As used herein, the term "impartial" shall mean that the individual was not a party to the incident under consideration and has no personal interest in the outcome of the proceedings. Prior to the

commencement of the hearing, the Student who is subject to the hearing may challenge the appointment of an impartial party or panel member on the ground that the person(s) is (are) not impartial. The challenge shall be made in writing to the Dean and shall contain the reasons for the assertion that the person(s) is (are) not impartial. The decision of the Dean shall be final.

- 8. The written decision of the impartial party or panel shall specify whether, based on the information presented, it is more likely than not that the Student committed the violation(s) reported and shall state the sanction to be imposed, if any. The written decision shall be provided to the Student.
- 9. Sanctions imposed by an impartial party or panel are effective immediately. The President may, for good cause, suspend imposition of the sanctions imposed by the impartial party or panel to allow the Student time to prepare a written request for review. If a written request is received, the President may continue to suspend imposition of the sanctions until he has reviewed and acted on the Student's request.
- 10. A written request for review of the decision of the impartial party or panel must be received by the President within three (3) calendar days after the Student is notified of the decision and must clearly identify the grounds for review. The review by the President is limited to the record of the hearing, the written request, and any supporting documentation submitted with the request by the Student. The decision of the impartial party or the panel shall be upheld unless the President finds that:
 - a. a violation of the procedures set forth herein significantly prejudiced the Student; and/or
 - b. the information presented to the impartial party or panel was not substantial enough to justify the decision; and/or,
 - c. the sanction(s) imposed was (were) disproportionate to the seriousness of the violation.
- 11. Decisions under this procedure shall be made only by the college officials indicated.

PART B: DISCIPLINARY SANCTIONS

The prior conduct record of a Student shall be considered in determining the appropriate sanction for a Student who has been found to have violated any part of Section I.D. of this Code. Sanctions shall be progressive in nature; that is, more serious sanctions may be imposed if warranted by the prior conduct record of the Student.

A "sanction" may be any action affecting the status of an individual as a Student taken by the College in response to a violation of this Policy, and for the purposes of this Section III of the Code include but are not limited to the following:

- 1. "Expulsion" is a permanent separation from the College that involves denial of all Student privileges, including entrance to College premises;
- 2. "Suspension" is a temporary separation from the College that involves denial of all Student privileges, including entrance to college premises for the duration of the suspension, and may include conditions for reinstatement;

- 3. "Removal of College Privileges" involves restrictions on Student access to certain locations, functions and/or activities but does not preclude the Student from continuing to pursue his/her academic program;
- 4. "Probation" is a status that indicates either (a) serious misconduct not warranting expulsion, suspension, or removal of College privileges, or (b) repetition of misconduct after a warning has been imposed;
- 5. A "Warning" is a written notice to the Student indicating that he or she has engaged in conduct that is in violation of Section I.D. of this Code and that any repetition of such conduct or other conduct that violates this Code is likely to result in more serious sanctions;
- 6. "Community Restitution" requires a Student to perform a number of hours of service on the campus or in the community at large.

IV. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO CHARTER OAK STATE COLLEGE STUDENTS

Procedures for Charter Oak State College students differ from those procedures applicable to either the Community Colleges or the Universities. This is due to the environmental, cultural, and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Charter Oak State College Students as set for in this Section IV of the Code.

PART A: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS

Hearing participants may include the accused student(s), a complainant, witnesses, support person(s), and the members of the hearing body.

The complaining party, any alleged victim, and the student who has been charged shall each have the right to:

- 1. Be notified of all charges.
- 2. Review any written complaint(s) submitted in support of the charge(s).
- 3. Be informed of the hearing process.
- 4. Request a delay of a hearing due to extenuating circumstances.
- 5. Be accompanied by an advisor or support person during the hearing.
- 6. Be present at all stages of the hearing process except during the private deliberations of the hearing body.
- 7. Submit a written statement regarding the incident.
- 8. Give a personal statement.
- 9. Question all statements and other information presented at the hearing.
- 10. Present information and witnesses when deemed appropriate and relevant by the hearing body.
- 11. Be informed of the finding(s) as well as any sanctions imposed.
- 12. Present a personal or community impact statement to the hearing body upon a finding of "Violation."

In addition to the above-mentioned rights, a student who has been charged with a violation of the Student Code of Conduct shall have the right to:

- 1. Be notified of the proposed information to be presented and to know the identity of witnesses who have been called to speak at the hearing when the Chair of the disciplinary hearing knows such information.
- 2. Request an alternate hearing panel member when there is reasonable cause to believe that the hearing panel will be unable to conduct an impartial hearing.
- 3. Be presumed not to be in "violation" of the code unless the facts presented at the hearing prove otherwise.
- 4. Deny or admit violating the Code of Conduct.
- 5. Decline to give a personal statement.
- 6. Present Character Witnesses, if appropriate.
- 7. Receive a written notice of the sanction(s) imposed.

PART B: DISCIPLINARY PROCEDURES

The Administration and the Faculty of Charter Oak State College believe that all members of the academic community are entitled to expect compliance with Section I.D.1 Prohibited Conduct. Accordingly, any Student or employee of the College may initiate a disciplinary process in the manner specified by this section. Once the process has been initiated, all subsequent decisions concerning possible discipline of a Student or students rest with the appropriate College officials. The President shall designate the Provost or another College official to have responsibility for the disciplinary procedures.

- 1. A statement of possible violation must be filed in writing with the Provost within thirty (30) business days of the date of the alleged violation or within thirty (30) business days of the date the alleged violation was known. Said statement must specify the Student conduct in question and the part or parts of Section I.D.1 Prohibited Conduct, which it is alleged said conduct violates, if applicable.
- 2. If the Provost determines that the alleged conduct may violate the provisions of the Code or otherwise threatens the safety or order of the College, the Provost shall, within ten (10) business days of receiving a written statement, provide written notice to the Student of the statement of possible violation(s) and the fact that the allegations will be investigated. The investigation shall be conducted by the Provost and/or his or her designee(s), and may include but not be limited to interviews with witnesses, the complainant(s), and review of any pertinent materials and information, and shall include an interview with the Student suspected in engaging in misconduct conduct unless the Student suspected declines to be interviewed. The investigation shall be completed within thirty (30) business days of the Provost's receipt of the written statement of possible violation. A record of the investigations will be maintained.
- 3. Following completion of the informal investigation specified above, the Provost will (a) determine that there is insufficient basis in fact and dismiss the matter or (b) conclude that there is a sufficient factual basis for discipline.
- 4. If the Provost determines there is a sufficient factual basis for moving forward with disciplinary proceedings, he or she shall cause a written statement of charges to be provided to the Student. Said statement shall contain (a) a concise statement of the facts on which the charge is based; (b) a citation of the rule or rules alleged to have been violated; (c) a statement of the maximum penalty sought; (d) a statement that the Student may request a hearing by responding in writing to the Provost within thirty (30) business days requesting such hearing; and (e) a statement that failure to request a hearing may result in imposition of the penalty sought.
- 5. If the Student requests a formal hearing, the Student is entitled to the following: (a) a hearing be conducted within thirty (30) business days after receipt by Provost of a written request for a hearing; (b) to be heard by an impartial panel chaired by the Dean of the Faculty or his/her designee and composed of no fewer than two members of the Charter Oak State College Faculty, one appointed by the Dean of the Faculty and one Student appointed by the Student Association; (c) to appear in person or through a conference call or other mutually agreed upon electronic means, or to have a representative attend on his/her behalf; (d) be accompanied by a support person during the hearing; (e) to hear and have a reasonable opportunity to question adverse witnesses and to present evidence and testimony in his/her behalf; and (f) to receive a written decision within ten (10) business days following the hearing specifying the panel's

findings and the penalty assessed, if any. The hearing shall be taped and a record shall be maintained of this hearing.

6. Hearing: A hearing shall be conducted following the guidelines specified below:

On-site:

- a. A hearing shall be conducted in private.
- b. Admission of any person into the hearing room shall be at the discretion of the chair of the hearing body. The chair, who is the Dean of the Faculty or his/her designee, shall have the authority to discharge or to remove any person whose presence is deemed unnecessary or obstructive to the proceeding.
- c. Except as directed by the chair, support persons shall limit their role in a hearing to that of a consultant to the accused, to the complainant or to the victim.
- d. The complainant and the accused are responsible for presenting their respective witnesses, any additional information, and any concluding statements regarding the charges and the information.
- e. In a manner deemed appropriate by the chair, the complainant and/or the accused may question the statements of any person who testifies.
- f. The hearing panel may question any witness presented by the accused and the complainant, including the complainant and the accused as well as any other witnesses the chair may choose to call.
- g. Pertinent records, exhibits, and written statements may be accepted as information for consideration by the Hearing Body at the discretion of the chair.
- h. All procedural questions are subject to the final decision of the chair or the Provost.
- i. After the hearing has concluded, the hearing panel, in private, will decide whether the Student charged with misconduct is in violation of the Student Code of Conduct. The Dean of the Faculty or his/her designee may participate in the discussion, but is a non-voting member. Only evidence introduced at the hearing shall be considered in the determination of the decision. Each decision shall be made on the basis of whether or not the information presented at the hearing substantiates the charges in a more likely than not manner.
- j. If the panel finds that the student violated the Student Conduct Code, the panel, in private, shall review the Student's academic transcript and disciplinary record, hear a character witness, if appropriate, and impose the appropriate sanction (s). The decision of the panel will be provided in writing to the Provost. The decision and sanction will be sent to the student in writing by the Provost.
- k. A taped record of the hearing will be maintained. The record shall be the property of the College.

Via the Phone:

- a. For the accused or complainant who cannot attend in person, Charter Oak State College will set up a conference call.
- b. Twenty-one (21) business days before the hearing, the Provost must receive all materials to be presented by the accused and by the complainant, including the names and relationships of the character witnesses and support persons. The Provost will send copies of the materials to the hearing panel, the accused, and

- the complainant at least seven (7) business days before the hearing. The Provost will arrange for the conference call.
- c. The procedures outlined in the "on- site" section will be followed, unless they specifically apply only to the on-site hearing.
- d. Within ten (10) business days of the conclusion of the formal hearing, a Student may appeal the decision, in writing, to the President. An appeal shall be limited to a consideration of the verbatim record of the hearing and supporting documents for one or more of the following: a.) the process set forth in the guidelines was not followed and resulted in prejudice to the Student; b.) the evidence presented was insufficient to justify the decision; and c.) sanction(s) imposed was/were disproportionate to the gravity of the offense. The President may accept the decision of the hearing panel, overturn their decision, return the matter to the original hearing panel, or appoint a new hearing panel. The decision of the original hearing panel or the new hearing panel or the President will be sent to the Student in writing by the President and will be final.
- e. During any appeal period, any sanctions will remain in place and the Student will not be allowed to participate in a graduation ceremony nor graduate until the review process has been completed and a final decision rendered.

PART C: INTERIM ADMINISTRATIVE ACTION

The President or his/her designee may impose an interim "College Suspension" and/or other necessary restrictions on a Student prior to a hearing on the Student's alleged violation. Such action may be taken when, in the professional judgment of the President or his/her designee, a threat of imminent harm to persons or property exists.

Interim Administrative Action is not a sanction. Rather, it is an action to protect the safety and well-being of an accused Student, or other members of the College community, or greater community or to protect property. Such action is in effect only until a hearing is completed.

PART D: DISCIPLINARY SANCTIONS

Disciplinary penalty shall mean any action affecting the status of an individual as a Student taken by the College in response to a Student's misconduct in violation of Section I.D.1 Prohibited Conduct above, which penalties shall include but not be limited to:

- 1. Warning A written notice that the Student has violated College Policy and a warning that another violation will likely result in a more severe sanction.
- 2. Restitution Compensation for loss of or damage to property.
- 3. Academic Sanctions
- 4. Suspension Suspension is a temporary disciplinary separation from the College involving denial of all Student privileges, including entrance to College premises. A notation of "suspension" will be placed in the Student database but will not be placed on the Student transcript. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of suspension. Suspensions shall range from one semester to two years.
- 5. Students who are suspended will receive no refund of tuition or fees.
- 6. A Student who has been suspended must apply for re-matriculation if he/she plans to return.
- 7. Expulsion Expulsion is mandatory separation from the College involving denial of all Student privileges, including entrance to college premises for a minimum of 5 years.

- After the length of the term for expulsion has expired, the Student may request in writing directed to the Provost permission to re-matriculate. That permission must indicate why Charter Oak State College should allow the Student to return.
- 8. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of expulsion. A permanent notation of "Dismissed" shall be placed on the Student's transcript.

Failure to comply with requirements of Restitution or Academic Sanctions above will result in dismissal from the institution. The Student must complete the requirements of the sanction before he/she would be allowed to apply for readmission and/or graduate.



FOR CONN. GEN. STAT. § 10a-55m(f) HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT 2019 SUBMISSION

WRITTEN NOTIFICATION

Interpersonal Violence Information & Resources Information Gathered by: Marilyn Albrecht, Equity & Inclusion Coordinator

Understanding the Issues

What is Sexual Assault?

Sexual assault is any type of sexual contact or behavior that occurs without the explicit consent of the recipient. This includes but is not limited to: attempted or completed rape, molestation, or fondling (justice.gov).

What is Consent?

Consent is active and cannot be coerced. It is necessary at every stage of sexual contact and cannot be assumed when moving to another level of intimacy. Consent is always an ongoing process regardless of relationship status.

Consent must be: voluntary, sober, informed, mutual, honest and affirmative.

Consent is NOT present if someone is incapacitated by substances, has only agreed to an earlier act, says nothing, is never asked for consent, has been made to feel that they must say yes, or if someone uses their position of power to coerce someone into saying yes.

How do you know that someone has given consent? The only way to know for sure is to ask.

What is Stalking?

Stalking is any patterned behaviors or actions that instill fear in the victim, threaten their safety and/or health. These behaviors/actions may include, but are not limited to:

- Any form of non-consensual communications.
- Threatening or obscene gestures.
- Surveillance or being present outside the victim's classroom or workplace.

What is Relationship Violence?

Relationship violence, sometimes called intimate partner or domestic/dating violence, is a pattern of behavior in which one partner uses fear and intimidation to establish power and control over another partner. Dating and domestic violence occurs in all kinds of relationships and impacts people of all ethnicities, races, classes, abilities and nationalities.

• An abuser may use isolation, violence or the threat of violence, intimidation, financial control, or other means to control their partner. The abuser's behaviors usually escalate, especially if the victim tries to resist or leave.

What is Sexual Harassment?

Sexual Harassment is a form of discrimination that is sexual in nature. It is verbal or physical conduct that is so severe, persistent, or pervasive that it interferes with someone's ability to participate in or benefit from HCC's educational opportunities. It may involve harassment of women by men, of men by women, or harassment between persons of the same sex. The unwelcome behavior may be based on power differentials, a hostile environment, or a fear of retaliation.

Some examples of behaviors that may constitute sexual harassment include but are not limited to:

- Sexual flirtation or propositions
- Verbal abuse of a sexual nature
- Quid Pro Quo Harassment

 Graphic or suggestive comments about dress, appearance, or gender

How Can I Help?

Bystander intervention is a great way to address interpersonal violence.

All of us can work together to address these issues on our campus. We can all intervene to prevent interpersonal violence. Always consider your safety and the safety of those around you when considering intervention.

- To be a Proactive Bystander, you can:
 - Consistently speak out against these issues to friends, family members and whenever you're comfortable.
 - Educate yourself further on the issues discussed in this handout.
 - Don't laugh at sexist jokes or comments.
 - Empower survivors.
- To be a **Reactive Bystander**, people can find ways to safely step in to prevent problematic situations from escalating.
 - Assume responsibility for intervening (Don't be afraid to get involved).
 - Get help from friends, campus safety or other college staff.
 - Ask the person in potential danger if they want to leave.
 - Call the authorities.

How to get help and support on campus?

- Whenever someone at HCC experiences sexual misconduct, they are provided contact information for advocacy resources, counseling, and mental health services both on campus and in the community.
- If the misconduct was committed by an HCC community member we can investigate it as a violation of our student code of conduct.
- Housatonic Community College uses CSCU's policies and procedures which provide a consistent and fair process for all of our students, faculty, and staff.
- For more information about the sexual misconduct policy and reporting misconduct visit the links below:
 - https://www.hcc.commnet.edu/resources/StudentHandbook/index.asp
 - http://www.housatonic.edu/resources/titleIX.asp

Resources

Resources on Campus

HCC's Equity and Inclusion Coordinator (203) 332-8521 HCC's Department of Public Safety (203) 332-5025 HCC's Women's Center (203) 332-5268 HCC's Counseling Center (203) 332-5097 HCC's Dean of Students Office (203) 332-5184

Resources in the Community

The Center for Family Justice, Bridgeport (203) 334-6154 Women and Families Center, New Haven (203) 389-5010 Center for Sexual Assault Crisis, Stamford (203) 348-9346 CT Sexual Assault 24 hr. Hotline. 1-888-999-5545 CT Domestic Violence 24 Hr. Hotline 1-888-774-2900 Bridgeport Hospital 1-888-357-2396 St. Vincent's Medical Center (203) 576-5171 Connecticut State Police, Troop G (203) 696-2500 Bridgeport Police Department (203) 576-7671

Understanding the Issues

Sexual Assault is forcing by threat or physical force the following: penetration of the vagina or anus; oral sex; or contact with another person's genital area, groin, anus, inner thighs, buttocks or breast to exert power over the victim.

- ⇒ Anyone can be a victim or assailant regardless of sex or gender
- Examples include: rape, attempted rape, or intentional touching without consent.

Consent is active and must be given freely, willingly, and knowingly of each participant. Consent is indicated clearly by words or actions and can be revoked at any time by any involved person.

⇒ How do you know that someone has given consent?

-If you are not sure, ask!

Stalking is any pattern of behavior or action that would cause a reasonable person to fear for their safety or health. Such behaviors may include, but are not limited to:

- ⇒ Non-consensual communications face to face, telephone, email, etc.
- Threatening or obscene gestures.
- Surveillance or being present outside the victim's classroom or workplace.

Relationship violence, is a pattern of behavior in which one partner uses fear and intimidation to establish power and control over the other.

- This violence impacts people of all ethnicities, races, classes, abilities and nationalities.
- Also referred to intimate partner violence or domestic/dating violence.
- Intimate partner violence impacts people of all ethnicities, races, classes, abilities and nationalities.

An abuser may use a variety of factics, including but not limited to: isolation, violence or threat of violence, intimidation, and financial control. These behaviors usually escalate, especially if the victim resists or leaves the relationship.

Sexual Harassment is verbal and/or physical conduct that is sufficiently severe, persistent, or pervasive that it interferes with or limits someone's ability to participate in or benefit from HCC's programs or activities.

Some behaviors that may constitute sexual harassment include but are not limited

- Verbal abuse of a sexual nature
- Pressure to engage in sexual activity
- ⇒ Sexual jokes and comments
- Suggestion that in order to avoid problems a person must tolerate sexual advances



TITLE IX INFORMATION

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Statement Regarding Sexual Violence

- >> CSCU Student Code of Conduct Sexual Misconduct Policies and Procedures
- >> Continuing Notice of Non-Discrimination
- >> Frequently Asked Questions
- >> Annual Events

Sexual Misconduct Policy

The Connecticut state colleges and Construction Control is committed to advanting facilities and at all colleges or min analists have the experimenty to contrict the minute the pure rise of administration and also enquered. The 1745 shrares to O(1000) = 1000 + 1000esligates invested strives to provide safety, pto some account to sections it invalid in commutant and relationistic www.com.co

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Policy against Sexual Harassment

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or the complete description of conduct which may constitute sozial harassmont see the CSCL sexual M. Conduct. Sexual Assault, and Infiniate Partner Violence Policy and the Commission Board of Regents Student Code of Conduc-

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CSCU Student Code of Conduct Sexual Misconduct Policies and Procedures

Please Journload the Procedures PDF here.

Continuing Notice of Non-Discrimination

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Frequently Asked Questions

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HOW TO SUPPORT SOMEONE YOU CARE ABOUT A SURVIVOR OF SEXUAL ASSAULT

It's not always easy to know what to say when someone tells you they've been sexually assaulted, especially when that person is a family member, friend, or loved one.

Consider the following ways to show support:

- Listen. Be there. Communicate without judgment.
- If the survivor seeks medical attention or plans to report, offer to be there. Your presence can offer support.
- Share resources like the National Sexual Assault Hotline and online rainnorg, but realize that only they can make the decision to use them.
- Be patient. Remember, there is no timetable for recovering from trauma. Avoid putting pressure on them.

Some Dos and Don'ts include:

- DO respect them.
- DON'T pity them.
- DON'T assume anything, allow them to make their own choices.
 - o They have had their control taken away; try to avoid doing that again.
- **DO** comfort them. Bring them a blanket or cup of tea, make the environment comfortable.
- DO offer to accompany them, if they would like support.
- DON'T demand to know every detail of rape or assault.
- DO allow them to tell you as much or as little as they need to.
- DO remind them that what happened was not their fault.
- DO understand that healing takes time and is a difficult process.
- DON'T expect their fear to instantly disappear because they are safe when talking to you.
- **DON'T** make excuses for the perpetrator.
- DO recognize that every trauma is different and so is a person's reaction to it.

National Sexual Assault Hotline: 1-800-656-4673; local resources: https://centers.rainn.org/

HOW TO SUPPORT SOMEONE YOU CARE ABOUT A SURVIVOR OF DOMESTIC/DATING VIOLENCE

Some DOs and DON'Ts:

- DON'T judge.
- **DON'T** tell them that they need to leave the relationship. Only they know when it is safest to leave, and that may not be now. Instead try to discuss a way to be as safe as possible in the situation.
- DON'T put them in a position where they need to defend the abuser.
- DO listen to them. They are risking a lot to tell someone, show them you can be trusted.
- DON'T assume that you know what abuse looks and feels like. Abuse can take many forms.
- DO reassure them that this is not their fault, no one deserves abuse.
- **DO** tell your loved one they are not alone; you are there to help, or to help find others who can.
- DO use a code word with your loved one as a signal to call the police or any pre-determined need.
- DO tell your loved one that you are there for them no matter what.
- DO offer them a safe place, if this is realistic, or help them find one.
- It is OKAY for you to let your loved one know your feelings/concerns.

There are some trends relevant to abusive relationships that it may be helpful for you to know:

- Even if the abuser apologizes, it does not mean they will stop abusing.
- Alcohol or drug use does not cause abuse.
- Abuse is cyclical and tends to escalate.
- If it is safe for you and nobody in your household will tell the abuser, offer to let them store some emergency items in your home in case they need to leave quickly.
 - o Emergency items can include:
 - Documentation of the abuse (medical treatment records, the dates of the abuse, document any destroyed property with pictures w/ date and description).
 - Information about the abuser's car and workplace (for a restraining order).
 - Proof of finances (personal & joint bank accounts, credit card statements, insurance).
 - Emergency contacts and important numbers.
 - An emergency supply of prescriptions/medications and health records (for children).
 - Any information about firearms the abuser has access to.
- If children are involved:
 - They should consider working with domestic violence advocate/lawyer if they plan to leave with the children.
 - Someone should tell the children that abuse is wrong and that they should never get in the middle when abuse is taking place—they should go somewhere safe, and call the police if they can and tell the police: their name, address, and what is happening.

National Domestic Violence Hotline (1-800-799-7233); local program: [Domesticshelters.org]

Community Resources

The Center for Family Justice

753 Fairfield Ave., Bridgeport, CT, 06604

Phone: 203-334-6154 SA Hotline: 203-333-2233 DV Hotline: 203-384-9559

Satellite Locations:

Fairfield

Monroe

Trumbull

Stratford

Rape Crisis Center of Milford, inc.

70 West River Street, Milford, CT 06460

Phone: 203-874-8712

24/7 crisis hotline: 203-878-1212

Women's Center of Greater Danbury

2 West Street, Danbury, CT, 06810

Phone: 203-731-5200 SA Hotline: 203-731-5204 DV Hotline: 203-731-5206

Safe Haven of Greater Waterbury

29 Central Ave., Waterbury, CT, 06702

Phone: 203-575-0388 SA Hotline: 203-753-3613 DV Hotline: 203-575-0036

Women and Families Center

Meriden Office: 169 Colony Street

Phone: 203-235-9297

Middletown Office: 100 Riverview Center,

Suite 150

Phone: 860-344-1474

New Haven Office: 1440 Whalley Ave.

Phone: 203-389-5010

YWCA New Britain

19 Franklin Square, New Britain, CT, 06051

Phone: 860-225-4681

The Center for Sexual Assault Crisis

Counseling and Education 733 Summer St., Suite 503

Stamford, CT, 06901 Phone: 203-348-9346 Hotline: 203-329-2929

Susan B. Anthony Project

179 Water Street

Torrington, CT, 06790 Phone: 860-489-3798 Hotline: 860-482-7133

Statewide 24/7 Toll-Free Hotlines:

Sexual Assault: 1-888-999-5545 (English); 1-888-568-8332 (Español) Domestic Violence:1-888-774-2900 (English); 1-844-831-9200 (Español)



FOR CONN. GEN. STAT. § 10a-55m(f) HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT 2019 SUBMISSION

SEXUAL VIOLENCE STATISTICS & DATA



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

Colleges & Universities

CSCU INSTITUTION: Housatonic Community College

REPORTING OFFICE/DEPARTMENT: Title IX Coordinator

INSTITUTION CONTACT: Marilyn Albrecht

YEAR: 2018

	Incidents of Sexual		Assault, Stalking and IPV Reported to CSCU in 2018	n 2018	
	Security of the second				
Type of Incident	Number of Incidents	Incident Reported to	Respondent Identified	Respondent Identified	Confidential or
	Reported	Have Occurred in 2018	as Connected to the	as Connected to CSCU	Anonymous Reports
STATE STATE OF			Reporting Institution	Institution	
Sexual Assault	2	1			1
Stalking	1	1	1		
Intimate Partner Violence	9	9			1
(IPV)					

18118	Disciplina	ry Cases Resulting fron	n Investigations of Sex	Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence	timate Partner Violence	and the second second	
Type of Incident	Number of	Finding of No	Finding of	Finding of Responsible	Finding of	Number of	Appeal
	Investigations	Violation or Not	Responsible &	& Suspension	Responsible &	Findings	Outcome
- S. L. L.		Responsible	Expulsion		Probation/Warning	Appealed	
Sexual Assault							
Stalking	1	1					
Intimate Partner	1	1					
Violence (IPV)							

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



STATUTORY REFERENCES AND DEFINITIONS

SEXUAL ASSAULT

compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided Sec. 53a-70. Sexual assault in the first degree: Class B or A felony. (a) A person is guilty of sexual assault in the first degree when such person (1) by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse. (b) (1) Except as provided in subdivision (2) of this subsection, sexual assault in the first degree is a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court or, if the victim of the offense is under ten years of age, for which ten years of the sentence imposed may not be suspended or reduced by the court.

under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or (2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

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

engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C)

such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual the actor has supervisory or disciplinary authority over such other person.

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

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

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

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

to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person facility or program and the actor has supervisory or disciplinary authority over such other person.

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

SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE

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

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

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

- slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed (1)"Sexual intercourse" means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however by an object manipulated by the actor into the genital or anal opening of the victim's body; and
- (2) "Use of force" means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim.
- (b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.
- (c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

STALKING

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

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

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

- (b) A person is guilty of stalking in the second degree when:
- (1)Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for such person's physical safety or the physical safety of a third person; or
- (2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person's employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person's place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.
- (c) Stalking in the second degree is a class A misdemeanor.

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

PROGRAMMING:

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

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

"Risk Reduction"

"Risk Reduction" is not statutorily defined. However, the Federal regulations for the Violence Against Women Act amendments to the Clery Act (VAWA), provides the following definition: Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. While VAWA's definition is criticized as implying that victims can prevent sexual violence by participating in risk reduction programs, it is still helpful in categorizing institution's sexual violence programs and initiatives for reporting purposes. Examples of risk reduction programs related to sexual violence include, but are not limited to, the following: blue safety lights on campus, self-defense classes, safety tips, bystander intervention techniques, the buddy system, rape whistles, and related educational programing.



FOR CONN. GEN. STAT. § 10a-55m(f) HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT 2019 SUBMISSION

NARRATIVE



HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT REPORTING YEAR 2018

NARRATIVE DESCRIPTION OF STATISTICS AND PROGRAMMING

Introduction to Housatonic Community College

Housatonic Community College is located in Bridgeport, Connecticut's largest city and serves an area consisting of 11 towns in Southwestern Connecticut. A member of Connecticut State Colleges & Universities, the college opened its doors in 1966 as a branch of Norwalk Community College and became independent in 1967. The Housatonic Museum of Art and Sculpture Garden are part of the teaching mission of the college, with nearly 4,000 works in the collection and over 1,700 pieces displayed throughout the building.

The 2018 calendar year was the first year the Lafayette Hall expansion was fully operational. The expansion provides students and community members with a Welcome Center, a one-stop Student Services Center, as well as centralized student services division offices which allow the students easy and quick access to the services they need and allows for an efficient and complete registration and enrollment process. Other improvements include expansion to the library, science labs, art studios, and computer/Mac labs.

Housatonic offers associate degree programs in preparation for transfer to four-year institutions as well as occupationally-oriented associate degree and certificate programs, short-term, non-credit courses, along with seminars and workshops. These programs prepare students for employment and advancement in business, industry, manufacturing, health services, fine arts, theater, digital media, early childhood education, natural sciences, computer arts, information systems, and human services. The college also assists local businesses and institutions to train and update the skills of their workers. These services are provided through an open admissions policy at an affordable cost.

Housatonic is a student-centered institution and is a national Achieving the Dream Leader College and an Aspen Institute Aspen Prize for Community College Excellence Top 150 Institution. The College strives to provide high quality, accessible instructional and student services within an environment of mutual respect among faculty, staff, and students.

The College's exceptional support services include accessibility services, career and transfer counseling, academic support and tutoring, library facilities and instruction, English as a Second Language programming, a Counseling and Wellness Center, and an array of more than thirty student clubs and activities focusing on academic subjects, social interests, and career fields.

Outreach to the local community is part of the mission of the college. Non-credit courses, seminars, cultural events, and forums focus on the changing requirements of the workplace as well as personal enrichment.

Housatonic's Mission

Housatonic Community College, though a collaborative, learner-centered, technology-rich and stimulating educational environment, empowers all individuals to develop to their full potential as lifelong learners. As a knowledgeable and dedicated faculty and staff, we inspire students to contribute responsibly to our dynamic regional and global society.

Housatonic's Vision

By 2021, Housatonic Community College, empowered by resources and public support, will be a regional leader in higher education, workforce development, and community engagement with cutting-edge programs in science, technology, engineering, arts, mathematics and other disciplines that address the ever-changing needs of students, employers, and society.

Based on the requirements from Public Act 14-11, we have gathered and categorized information about the sexual assault, stalking and intimate partner violence incidence on campus, as well as the trainings we have held to educate our student body and campus community.

Trainings for Faculty, Staff, and Students

Housatonic Community College has worked to address the issues of sexual violence and other forms of interpersonal violence on its campus by providing programming through partnerships with multiple offices and service providers in the community as well as revisiting annual programming and developing new initiatives. The transient nature of the community college population can make programming complicated. The initiatives need to take a variety of forms and be timed when the most students can take advantage of them. They are developed to both educate our students and raise their awareness around the issues of violence against women. This also helps them feel more comfortable disclosing issues and reporting misconduct.

The Title IX Coordinator's Office started some new and continued previously utilized programming initiatives during 2018. The events included presenting at New Student Orientation, The Clothesline Project (for 2018 this was part of the Fresh Check Day), Don't Cancel Series, Title IX in-services for department directors or coordinators, and New Employee Sexual Harassment trainings.

The presentations at the New Student Orientation sessions were developed to educate students about campus policies and resources relevant to the Title IX and student conduct processes. The Clothesline Project provided both opportunities for education and student engagement; and as part of our Fresh Check Day event, it was part of an expansive opportunity for students to self-evaluate and gain access to great resources both on campus and in the community.

The Title IX Investigator and the Assistant Director of Student Activities received facilitator training in the Bringing in the Bystander Curriculum in 2017. During 2018, they continued that

work on campus facilitating three sessions, training a total of forty-nine students, faculty, and staff members.

During the 2018 reporting year, Housatonic Community College made changes to their website and the Title IX information page. This hopefully provides students with easier access to information and answers questions for students by providing an instant response to some general FAQs. The responses to the FAQs and the community resources were updated on an ongoing basis. The community continued to take advantage of the titleix@housatonic.edu email address to gain easy access for answers to their questions and express concerns they may have.

The programming highlight for the 2018 reporting year was our Don't Cancel Series which allowed us to reach 303 students in 18 sessions throughout the year. The sessions connected a wide range of academic topics to the area of violence against women and Title IX. This program allows classes that would otherwise be canceled to be covered by a member of the Title IX team. They develop a presentation that connects violence against women to the academic subject matter (i.e., Homelessness and Violence Against Women, Speak Up, Speak Out: How Stories Drive Movements, etc.). The series benefits the faculty and allows the students to be engaged in this area of learning throughout their educational experience. The issues that are discussed can be relevant beyond college and this program works to help students see this and allows them to consider these topics in a more universal way.

This reporting year was also the first time Housatonic used the Not Anymore web-based program throughout the entire calendar year. The program was not widely embraced on the campus, and we would like to implement strategies to increase its utilization going forward. We will investigate on campus partnerships to better take advantage of this resource. This program could be utilized in Freshman Seminar classes or other courses to not only increase our completion rate but also provide another way to educate our students on these important topics.

When examining our programming efforts, we can see some areas for improvement including addressing prevention and risk reduction through passive programming and ongoing campaigns. We are continuing to evolve our programming initiatives on campus, and we look forward to increasing and creating programming in more areas of the campus. The Don't Cancel Series has allowed us to schedule programs on a more consistent calendar. Going forward, we will review past strategies to see where our efforts can be improved and examine best practices to take advantage of better ways to reach and engage our students. We are glad that we could partner with community and campus departments to provide a variety of programs on campus.

Statistics, Data, and Context

This report shows a change in our reports and disclosures. We had one report that involved stalking and intimate partner violence. There was an investigation into that conduct; the other reports and disclosures were either anonymous or not related to on-campus or affiliated party conduct. As is the nature of our student population and campus design, it is typical for us to see more disclosures than reports. We continue to work to be available to our students and make an intentional effort to formalize campus procedures and reporting structures. We plan to continue to support our student population and ensure they know the resources available to them by increasing our engagement efforts. We take pride in knowing that our students are aware of the

people to whom they need to reach out when they experience interpersonal violence. We also increased our efforts to engage the faculty and staff in training around the issues of Title IX and violence against women. We held new employee trainings, spoke at "Meet & Greet" sessions and implemented web-based training for the faculty and staff. Some of the aforementioned new employee training was state mandated sexual harassment training for employees hired who hold supervisory roles on campus. In addition to these requirements, they were also trained on the responsibilities of employees, designated Responsible Employees. The plan for programming going forward will also be to provide an understanding of how students can reduce their risk of victimization, work to prevent interpersonal violence and be aware of the prevalence of these crimes.

Disclosures

During this reporting year, Housatonic Community College had seven disclosures all of which were related to intimate partner violence. All but one of the disclosures involved incidents in which the offending party was an unaffiliated person(s) or unknown. Five of the disclosures were based on abusive intimate relationships (one anonymous), one was a student disclosing that their mother was abusive, and the final disclosure was a student who was seeking services/ resources for a relative who was in an abusive relationship.

In each case, resources outlining options as well as contact information for services providers in the area were given to the disclosing students. If the students had an interest in or the ability to pursue legal avenues, they were provided the contact information for the campus public safety office as well as any relevant local law enforcement. Also, any student with questions about safety on campus was referred to the campus public safety director for an overview of safety and security measures in place on our campus. The students were also informed of their right to take legal action if they chose to do so at that point or at any point in the future. In cases where it was relevant, they were reminded that they could also report the conduct to HCC in the future as well.

Reports

During 2018, Housatonic Community College had two reports, one was of stalking and intimate partner violence and the other was an anonymous report of sexual assault.

In the first, a student brought a copy of their protective order to the Housatonic Public Safety office. The protective order named another HCC student; the parties were actively involved in the legal system due to multiple violations of the order. During the early stages of the investigation, the complainant stated that they wanted to be able to go the classes without issue. The respondent withdrew from all of their classes before providing a statement and opted not to participate in the investigation. The complainant was provided support service referrals both on campus and off. The interpersonal violence service provider in the area sent a campus advocate to meet with the student on campus to provide support services.

In the second, a student reported that another student had groped their breast during what started as consensual hug. The student initially wanted intervention but refused to include the other student's name; this limited the ability to investigate the conduct. The public safety director

attempted to find the student using security camera footage based on the approximate time and date provided by the reporting student. The time and date window provided was very wide, and they were not able to determine the other involved student. The reporting student was provided support service resources both on and off campus.

Housatonic did have two reports of misconduct that are not captured in the requirements of this report. We realize this report does not ask us to include these incidents but in the interest of transparency, we wanted to explain these as well. One of our student workers reported that a staff member in the office in which the student worked was making sexually inappropriate comments and disparaging comments about the student. The staff member was mandated to attend sexual harassment and diversity training and the student worker's request to work in another office was granted. The student was also provided support services materials.

An anonymous report came in from a student who asserted that a faculty member was making students uncomfortable in the classroom. The behaviors reported included: shoulder touches, arm grabs, and belittling nicknames such as "good girl" and "sweetie." The student asked to remain anonymous and the faculty member's behaviors were addressed by the Title IX Coordinator for faculty and staff. The instructor was directed to stop any inappropriate conduct including that which was described in the report and anything similar. These types of behaviors were highlighted as wrong by the title IX team at a faculty and staff meeting.

Conclusion and Next Steps

In 2018, Housatonic Community College saw an increase in intimate partner violence disclosures and a decrease in overall reports. Housatonic Community College has made a continued effort to be transparent with the students, staff and faculty about the availability of resources and the on-campus process. This effort coupled with the intentional programming has hopefully made it easier for our students to report concerns whenever they arise. Multiple departments have become involved in awareness and prevention programming including, but not limited to: the Office of Student Activities, the Title IX Coordinator's Office, the Human Resources Department, Academic Affairs and the Women's Center.

We plan to continue this increased awareness by instituting poster campaigns and additional active programs to show students their options and resources. We also noticed that unaffiliated individuals are becoming involved in more incidents. In response to this, the Title IX Coordinator's office will work with security to find creative ways to maintain our open community campus while also protecting our students, faculty, and staff. In previous years, we observed that technology played a role in some misconduct; as such, we will continue to address this phenomenon as technology is only becoming increasingly relevant in the lives of our students. We also want to address the increase in the intimate partner violence disclosures by potentially increasing partnerships with community organizations who can address these as fully confidential supportive resources that are not affiliated with the school.

The efforts to diversify the training and education held on campus has helped us reach more students and consistently adapt that which we are sharing with our students to provide the safest and best possible environment for them. We are going to continue to evaluate best practices and apply how we can continue to best serve our students.



FOR CONN. GEN. STAT. § 10a-55m(f) HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT 2019 SUBMISSION

PUBLIC AWARENESS, PREVENTION AND RISK REDUCTION INFORMATION

		, y	ii.)
		DOCUMENTS	Student Letter Template	Powerpaint Slides	*	попе	Flier	*
		LEARNING OBJECTIVES	Not Anymore for Community College Students is a reality-based suite of nine modules designed specifically for community college students. Featuring peer presenters of various ages as well as select scenarios. Not Anymore for Community College works to reduce interpersonal violence on campus. Student testimonials throughout the program foster viewer empathy to help prevent interpersonal violence.	Introduce students to the title IX and conduct processes at HCC. Outline the behaviors covered under title IX and our sexual misconduct policity.	Part of our Don't Cancel Program. Sociology professor requested a program showing the connection between violence against woman and homelessness. Started the session with a discussion of title IX and definitions of Domestic and Dating violence as well as sexual violence.	The students wanted to have a conversation around the landscape of dating and sexual relationships in the "new world" post #metoo,	Each semester HCC has a gathering of all newly hired employees and they are briefed on the departments on campus. An overview of the departmental roles and the services they provide on campus. The title IX process was reviewed and the steps for reports and disclosures were outlined.	Part of our Don't Cancel Program. This session was focused on using media literacy skills to evaluate the "archetpes" of LGBTQ representation in the media. Then a further discussion took place regarding messaging and the way this population or any typically underrepresented population is portrayed. This session began with an overview of Title 1X.
	ie year	STUDENTS OR EMPLOYEES	Students and Employees	Students	Students	Students	Employees	Students
	ng= throughout th	PRIMARY** OR ONGOING?***	Primary	Primary	Primary	Primary	Ргітагу	Primary
TY COLLEGE	/students ***Ongoi	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	DoV, DaV, SA, S	DoV, DaV, SA, S	DoV, SA	SA	DoV, DaV, SA, S	Gender Discrimination
rersities (CSCU)	2018 = new employees	TITLE IX RELATED	Yes	Campus conductand Title IX Procedures and Bystander Intervention	yes	yes	Ves	Ves
eges and Universi HOUSATONIC	8 - December 31, king (S) Primary	NUMBER IN AUDIENCE	Program is sent to all Students and Employees: Completed by 37 students 266 employees	105	99	15	16	ιn
Connecticut State Colleges and Universities (CSCU) ad Training Provided by HOUSATONIC COMMUNITY	Sxual Assault (SA), Stal	AUDIENCE	Students and Employees	New Students and Family Members	Sociology 101 Students	Students	New Employees	Students
C. Title IX Related T	ng Violence (DaV), S.	PRESENTER	Vector Solutions	Marilyn Albrecht & Kelly K. Hope	Marilyn Albrecht	Student Run discussion	Multiple	Marilyn Albrecht
Connecticut State Colleges and Universities (CSCU) Title IX Related Training Provided by HOUSATONIC COMMUNITY COLLEGE	stic Violence (DoV), Dati	LOCATION	Web-based training	Beacon Hall - Event Center	HCC Classroom	Women's Center - BH 371	Beacon Hall Event Center	HCC Classroom
	*Dome	NAME OF PROGRAM	Not Anymore	New Student Orientation - "I Know My Rights" Conduct and Title IX information Session (2 sessions on morning & one evening)	Don't Cancel - Homelessness and Violence Against Women (2 Sessions 11AM and 12:30PM)	Womens Center Discussion: Sexual Harassment and Dating in the #Metoo era	New Employee Meet & Greet Presentations	Don't Cancel - Queer Representation in the Media
		DATE	Ongoing	January 9th	February 20th	February 22nd	March 2nd	March 22nd
		DEPARTMENT	Student Affairs Division and Human Resources	Student Affairs Division	Behavioral and Social Sciences Academic Department	Women's Center	Human Resources	Humanities Academic Department

STN		1	±	¥	, ,	#
DOCUMENTS	none	*	Powerpaint Slides	Powerpoint Slides	Powerpoint Slides	Powerpoint Slides
LEARNING OBJECTIVES	During the Silent Witness Exhibit there are silhouettes with facts, statistics, common myths and stories about domestic and sexual violence all around the Housatonic Community College Campus. Students are encouraged to read the information and learn from the stories, Silent Witness is a multi-day event, taking place in both Housatonic Community College Buildings. There will be nine silhouettes in various locations around the campus.	Part of our Don't Cancel Program. This session focused on how the experience of trauma can affect a person's ability to parent. At the beginning of the session there was an overview of Title IX at HCC and definitions of Domestic and dating violence, sexual assault and stalking. We had a discussion about parenting styles and types of abuse.	Bringing in the Bystander®uses a community responsibility approach. It teaches bystanders how to safely intervene in instances where sexual violence, relationship violence or stalking may be occurring or where there may be risk that it will occur. *Academic Advising Office requested this training for their student workers.	Bringing in the Bystander®uses a community responsibility approach. It teaches bystanders how to safely intervene in instances where sexual violence, relationship violence or stalking may be occurring or where there may be risk that it will occur.	This was a training from faculty and Staff who serve in director roles so learn about how they can be more supportive and inclusive for our LGBTQ sides student population.	Introduce students to the title IX and conduct processes at HCC. Outline the behaviors covered under title IX and our sexual misconduct policity.
STUDENTS OR EMPLOYEES	Students and Employees	Students	Students Workers	Students	Staff and Faculty	Students & Family Members
PRIMARY** OR ONGOING?***	Ongoing	Primary	Primary	Primary	Primary	Primary
WHICH PROHIBITED BEHAVIOR WAS COVERED?*	SA	DoV, DaV, SA, S	DoV, DaV, SA, S	DoV, DaV, SA, S	Gender Discrimination	DoV, DaV, SA, S
TITLE IX RELATED	yes	yes	yes	yes	yes	Campus conductand Title IX Procedures and Bystander Intervention
NUMBER IN AUDIENCE	unknown - passive event	17	u	28	25	28
AUDIENCE	Students and Employees	Students	Student Workers	Students	Faculty and Staff	New Students and family Members
PRESENTER	N/A	Marilyn Albrecht	Marilyn Albrecht	Marilyn Albrecht & Medgine Bright	Marilyn Albrecht	Marilyn Albrecht & Kelly K. Hope
LOCATION	Multiple Campus Locations	HCC Classroom	1112	1109	BH-135	Beacon Hall - Event Center
NAME OF PROGRAM	Silent Witness	Don't Cancel - Interpersonal Violence and its Effect on Development and Parenting	Bringing in the Bystander	Bringing in the Bystander	Training for Directors and Coordinators	New Student Orientation - "I Know My Rights" Conduct and Title IX information Session (2 sessions one one for Students and one for "loved ones")
DATE	April 1st	April 11th	April 12th	May 1st	May 30th	June 21st
DEPARTMENT	Title IX Team	Behavioral and Social Sciences Academic Department	Title IX Team	Title IX Team and Student Activities Department	Human Resources and Academic Affairs	Student Affairs Division

	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN	TITLE IX	WHICH PROHIBITED BEHAVIOR WAS	PRIMARY** OR	STUDENTS OR	LEARNING OBJECTIVES	DOCUMENTS
Student Affairs Division Jui	July 10th	New Student Orientation - "I Know My Rights" Conduct and Title IX information Session (2 sessions one one for Students and one for "loved ones")	Beacon Hall - Event Center	Marilyn Albrecht & Kelly K, Hope	New Students and family Members	42	Ę	COVERED?* DoV, DaV, SA, S		٧.	introduce students to the title IX and conduct processes at HCc. Outline the behaviors covered under title IX and our sexual misconduct policity.	Powerpoint Siides
Student Affairs Division Au	August 22nd	New Student Orientation - "I Know My Rights" Conduct and Title IX information Session (2 sessions one one for Students and one for "loved ones")	Beacon Hall - Event Center	Marilyn Albrecht & Kelly K, Hope	New Students and family Members	232	Campus conductand Title IX Procedures and Bystander Intervention	DoV, DaV, SA, S	Primary	Students & Family Members I	ntroduce students to the title IX and conduct processes at HCC. Outline the behaviors covered under title IX and our sexual misconduct policity.	Powerpoint Slides
¥ Y	August 27th	New Employee Meet & E	Beacon Hall - Event Center	Multiple	New Employees	10	yes	DoV, DaV, SA, S	Primary	Employees	Each semester HCC has a gathering of all newly hired employees and they are briefed on the departments on campus. An overview of the departmental roles and the services they provide on campus. The title IX process was reviewed and the steps for reports and disclosures were outlined.	Flier
Humanities Academic Department	September 4th	Don't Cancel - Speak Up, Speak Out: How Stories Drive Movements	HCC Classroom	Marilyn Albrecht	Students	25	YES	S.A., S	Primany	Students	Part of our Don't Cancel program. This session was focused on how personal stories can fuel movements of change. A timline of the #metoo movement was used to demonstrate the phenomenon that occurs when the count when the count when also covered what behaviors are relevant to title IX and how they are connected.	* *
Humanities Academic Se	September 4th	Don't Cancel - More than the Sum of Our Parts: A Discussion of Intersectional Diversity	HCC Classroom	Marilyn Albrecht	Students	22	د ق ف پ	Diversity focus with a Primary Title IX Overview		Students	Part of our Don't Cancel program. This session was focused on intersectional diversity and identity, it started with an overview of Title IX and then a discussion of identity development, definitions and bias.	* *
Humanities Academic Se	September 19th	Don't Cancel - What is Failure?: Workplace Sexual Harassment Casestudy	HCC Classroom	Marilyn Albrecht	ENG 101 Students	16	yes	Quid pro Quo and Hostile environment. Harassment	Primary	Students	Part of our Don't Cancel Program. This session was focused on Failure: what it means and how it can be redefined. The session used the Clarence Thomas Confirmation hearing specifically the testimony by Anite Hill and Thomas's response as an example of a fawled process. The session started with an overview of Title IX at HCC.	* *
Humanities Academic Department	September 19th	Don't Cancel - Title IX Overview (2 sessions)	HCC Classrooms	Marilyn Albrecht	ENG 101 and 102 Students	39 (21,18)	yes	DoV, DaV, SA, S	Primary	Students	Part of Don't Cancel Program. The Class's professor asked the presenter to provide an overview of Title IX and information about how it impacts the students lives.	:

NTS .	ning the rthe ors d by and	ŧ.			
DOCUMENTS	*This training was an abridged version of the version of the Directors and Coordinators supported by multiple activities and group group discussions.	Powerpoint Slides	попе	*	*
LEARNING OBJECTIVES	A facilitated discussion with the Writing Center tutors about diversity in our student population and how different populations can experience institutions differently. We discussed services and definitions for LGBTQ students. Scenarios/roleplays with discussions.	Part of our Don't Cancel program. This session was focused on how personal stories can fuel movements of change, A timline of the #metoo movement was used to demonstrate the phenomenon that occurs when personal narratives drive change, We also covered what behaviors are relevant to title IX and how they are connected.	The Academic Advising and Student Success Center hosted two open house sessions to educate students about resources on campus. The students were provided with information about what is covered under Title IX and what they can expect in the process,	Part of our Don't Cancel Program. This session was created for our Advanced Manufaturing students. The session used clips from the movie "North Country" to illustrate the issue of sexual harassment in male dominated fields. The students did activities and had discussions around how to address this issue.	Part of our Don't Cancel program. This session of our Don't Cancel series was tailored to our Human Services Students. The presentation was an overview of the presentator's experience working in Human services with survivors of sexual assault and domestic/dating violence.
STUDENTS OR EMPLOYEES	Student workers	Students	Students	Students	Students
PRIMARY** OR ONGOING?***	Primary	Primary	Primary	Primary	Primary
WHICH PROHIBITED BEHAVIOR WAS COVERED?*	Y S	SA, S	DoV, DaV, SA, S	V	DoV, DaV, SA, S
TITLE IX RELATED	Gender Diversity	YES	yes	Yes	yes
NUMBER IN AUDIENCE	60	22	Арргох. 50	40	29
AUDIENCE	Writing Center Tutors	Students	Students	Students	Students
PRESENTER	Marilyn Albrecht	Marilyn Albrecht	Marilyn Albrecht	Marilyn Albrecht	Marilyn Albrecht
LOCATION	Academic Support Center	HCC Classroom	1112	HCC Classroom	НСС Classroom
NAME OF PROGRAM	Writing Center Training	Don't Cancel - Speak Up, Speak Out: How Stories Drive Movements (2 sessions)	Title IX overview at Advising Open House (2 sessions)	Don't Cancel - Sexual Violence in Male Dominated Fields (2 sessions)	Don't Cancel - Working in Human Services (2 sessions)
DATE	September 21st	September 26th	September 27th	October 3rd	October 8th & October 11th
DEPARTMENT	Academic Affairs Division - Academic Success Center	First Year Studies Academic Department	Advising and Student Success Center	Advanced Manufacturing Technology Certificate Program	Behavioral and Social Sciences Academic Department

ENTS			hair	2
DOCUMENTS	Tiler	*	Sample Chair Sign	:
LEARNING OBJECTIVES	The Clothesilne Project is a visual display of t-shirts that have been designed by survivors of violence or by someone who knows someone who has been victimized. The purpose of the Project is to increase awareness of the impact of interpersonal violence and break the silence around the issue, Survivors are given the opportunity to tell their story, make a t-shirt and hang it on the line, as well as make connections with other survivors. The line is a visual representation that they are not alone and it is a tribute to survivors. It shows the magnitude of the problem.	Bringing in the Bystander®uses a community responsibility approach. It teaches bystanders how to safely intervene in instances where sexual violence, relationship violence or stalking may be occurring or where there may be risk that it will occur. Professor requested this for her class.	The Empty Chair campaign is an ongoing event held at Houstonic Community College. The campaign raises awareness and seeks to prevent incidents of domestic violence, sexual assault, stalking, and other forms of interpersonal violence on campus, buring the event nine purple folding the event nine purple folding chairs will be assembled in different spots around the campus, each containing as heet with several accounts of these forms of violence as well as support services information in order to highlight the fact that this sort of violence impacts many facets of a personal file and can impede their participation in various activities. The 2018 Capaign featured real survivor satements pulled from the September 30th Hartford Courant Article, "Why I didnt report"	Part of our Don't Cancel Program. This session focused on evaluating social problems, specifically discussing the problem of sexual violence. The students then split into groups to discuss a related social problem of their choosing.
STUDENTS OR EMPLOYEES	Students and Employees	Students	Students and Employees	Students
PRIMARY** OR ONGOING?***	Primary	Primary	BuloBolo	Primary
WHICH PROHIBITED BEHAVIOR WAS COVERED?*	DoV, DaV, SA, S	DoV, DaV, SA, S	DoV, DaV, SA, S	DoV, DaV, SA, S
TITLE IX RELATED	Discussed support services for survivors and campus processes	Ves	Ves	yes
NUMBER IN AUDIENCE	Unknown; largescale event	15	unknown; ongoing event	10
AUDIENCE	Students	Students	Students and Employees	Students
PRESENTER	Marilyn Albrecht	Marilyn Albrecht	Marilyn Albrecht	Marilyn Albrecht
LOCATION	HCC Classroom	HCC Classroom	Gampus Common Areas	HCC Classroom
NAME OF PROGRAM	Freshcheck Day - Clothesline Project	Don't Cancel - Bringing in the Bystander		Don't Cancel - What's The Problem? (Examining the social problem of Sexual Violence)
DATE	October 9th	October 9th	November 5th-30th Empty Chair	November 6th
DEPARTMENT	Student Affairs Division	First Year Studies Academic Department	Title IX Team	First Year Studies Academic Department

DEPARTMENT	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	PRIMARY** OR STUDENTS OR ONGOING?*** EMPLOYEES	STUDENTS OR EMPLOYEES	LEARNING OBJECTIVES	DOCUMENTS
Behavioral and Social Sciences Academic Department	November 8th	Don't Cancel - The Cycles of Homelessness, HCC Classroom VAW, & Trauma	НСС Classroom	Marilyn Albrecht	Students	12	\es	DoV, DaV, SA, S	Primary	Students	Part of our Don't Cancel Program. This was another session of a previously developed Sociology professor's request a program connecting volence against woman to homelessness. Started the session with a discussion of title IX and definitions of Domestic and Dating violence as well as sexual violence.	**
Human Resources	November 30th & December 7th	New Employee: Sexual Harassment training (2 Bessions)	HCC Classroom	Mariyn Albrecht	Employees	71	yes -reporting procdures	bov, bav, sA, s	Primary	Employees	This training was an overview of Sexual harassment policies, procedures and state regulations. The attendees were all new employees with some level of supervisory reposnibilities. The content of the training also reviewed the responsibilities of responsible employees and what to do when a student reports or discloses a victimization.	Powerpoint slides
				** Some of these	se presentations h	presentations have been provided for your reference. **	led for your ret	erence. **				

*Not Anymore – Student Notification Letter

Dear [Incoming Student],

At [Housatonic Community College] we pride ourselves on providing an enlightening college experience, which demands a safe and healthy student environment. To that end, we are [requiring] that you view *Not Anymore*, an online interpersonal violence prevention program from Student Success[™]. This video-based program will provide critical information about Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking, and much more. *Not Anymore* will help you better understand how vitally important these issues are and what you can do to help make your campus safer.

Program Instructions

The online program will be available to take as of [enter date]. You are required to complete the program by [May 26, 2017]. You are required to earn at least an [70%] on the program, which will prompt you to retake the post-test until you achieve this score. The program also will allow you to review the program videos before you retake the post-test.

Step 1: Log on to Not Anymore at: School specific link

Step 2: Enter your access code: school specific code

Step 3: You will be taken to the *Not Anymore* Account Setup Page. Follow the instructions provided. Remember the email and password you enter, as they will allow you to leave and reenter the program to complete the program in several sittings if you choose without having to start over. If you run into problems taking or reentering the program, do not start over. Contact us through the HELP button and we will assist you.

You will retain access to the programs until at least May 31, 2017 for reference purposes.

If at any time you have general questions or concerns regarding the program requirements, please contact your school at [malbrecht@housatonic.edu]. If you have any technical difficulties with the program, please contact Student Success™ through the program HELP button or at terrylynn.pearlman@studentsuccess.org.

Disclosure

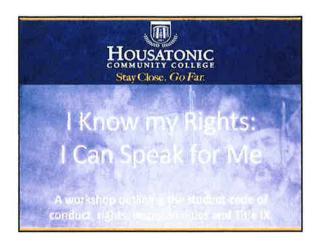
The training contains sensitive material involving sexual and interpersonal violence. While trigger warnings and resources are provided throughout the program, we understand such programming may be problematic for some viewers. Please contact [the Counseling Center] for support and/or to discuss alternatives.

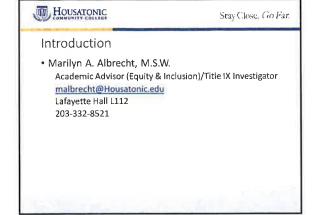
We thank you in advance for your diligent participation in this critical program. Through the Student Success™ programs and our other campus efforts and resources, we are becoming a nationwide model for a safer campus.

Sincerely,

[Marilyn Albrecht]

Representative student comments about Not Anymore:





HOUSATONIC COMMUNITY COLLEGE

Stay Close, Go Far.

Student Conduct Overview

This Student Code of Conduct is intended to present a clear statement of student rights and responsibilities established by the Board of Regents for Higher Education.

The Student Code describes the types of acts that are not acceptable in an academic community.

• Appendix I: Section I. Student Code of Conduct Part D: Prohibited Conduct



Stay Close. Go Far.

HCC's policies

- Housatonic is a community that takes many forms.
- It is the policy of HCC to foster a campus environment that is free from intimidation and one where students can reach their fullest potential.
- HCC is committed to providing an environment free of personal offenses.



Stay Close, Go Far.

What is Title IX?

- "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."
- It allows all students to attend school in an environment free of harassment and gender based violence.



Stay Close. Go Far.

Know your IX

Know Your Nine



Stay Close, Go Far.

How does Title IX apply at HCC?

Here at HCC we take the responsibility of Title IX very seriously.

- Students have many options for handling incidents of sexual misconduct.
 - They can inform any faculty or staff members
- · If they are seeking help based on an incident in the past or that happened off campus we will provide services and support based on their individual needs.
- If the conduct is related to a person affiliated with HCC will still provide those resources and investigate the conduct as a violation of our code of
- We use policies and procedures directed by CSCU and that provides a consistent and fair process for all of our students, faculty, and staff.



Stay Close, Go Far.

Consent

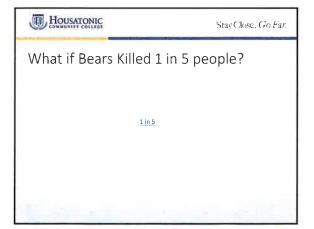
- · Consent [is]:
 - Active and cannot be coerced,
 - It must be freely given.
 - · Necessary at every stage of sexual contact
- . Cannot be assumed when moving to another level of intimacy,
- ** If you want it you have to ask for it and respect the answer
- Consent is NOT if someone is incapacitated by substances, has only agreed to an earlier act, says nothing, is never asked for consent, or has been made to feel that they must say yes, $\,$

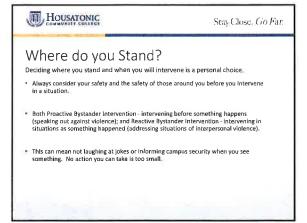


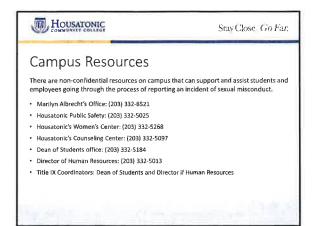


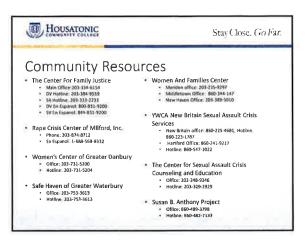
Bystander Intervention involves developing the awareness, skills, and courage needed to intervene in a situation when another individual needs help.

Bystander intervention allows individuals to send powerful messages about what is acceptable and expected behavior in our community.











Homelessness and Violence Against Women

Marilyn A. Albrecht, M.S. W.



Agenda

- Definitions & Statistics
- Bras and Shgma
- Service Gaps & Solutions
- Activity
- · Survey



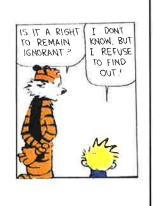
Definitions

Sexual Violence

Intimate Partner Violence
Both of these occur on continuouss

Homeless

Hidden Homeless



Sexual Violence Statistics

More than 50% of sexual assaulting the reputed ascury this Unite of their home.

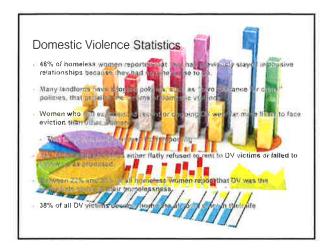
51% of girls and 100 of 100/5 redortes examinable at home as the reason they have a distribution of the 1.7 million 112 have distributed by the sexual as 1, 18TO.

Against American Statistics of the sexual assaulting the sexual as 1, 18TO.

Against American Statistics of the sexual assaulting the sexual assa

Homeless women are "particularly vulnerable to multiple forms of interpersonal victimization, including sexual and physical assault at the hands of strangers, acquaintances, pimps, sex traffickers, and intimate partners on the street, in shelters or in precarious housing situation"

-Goodman, Fels & Glenn, with contributions from Benitez, the National Online Resource Center, Violence Against Women,



A recent study if homeless families in 3 types of housing programs found that 93% of mothers experienced at least one trauma and 81% experienced multiple traumatic events.

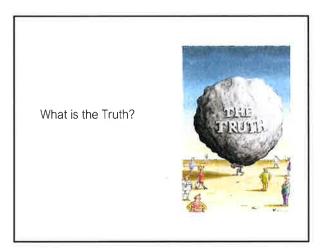
79% experienced trauma in childhood, 82% in adulthood, and 91% in both. Violent victimization was the most common type.

SOUL BLUE HAS SHEND HOOK HINCES AS LITTLE HASTE, ON GREEN THE HASTE, ON

Hayes, M., Zonneville, M., & Bassuk, E. (2013)











References Aggression and Motion Sonavirus

Albrecht, Marilyn

From:

Carter, Sarah

Sent:

Thursday, March 1, 2018 3:37 PM

To:

Gough, Christopher K; Avant, Robin L; Ellis, Rose R; Gard, Evelyn M; Thomas, Anisha; Wood, Kimberly K; Hope, Kelly K; Tecun, Marianne; Medina, Carmen; Albrecht, Marilyn;

Wehr, Marilyn L; Adomako Ayisi, Kofi A; Barnes, Sandra

Cc:

Lugo, Miguel A

Subject:

New Employee Meet & Greet - Tomorrow (March 2nd) from 9am-11am

Importance:

High

Good afternoon,

Thank you for agreeing to speak briefly at tomorrow's New Employee Meet & Greet Breakfast. Below is the itinerary. If there are any scheduling concerns, please contact me.

Meet and Greet Breakfast

Beacon Hall Events

Center

March 2, 2018-

9:00am-11:00am

TIME	EVENTS
9:00-9:30	Breakfast
9:30-9:35	Sergeant Gough
9:35-9:40	Dean Avant
9:40-9:45	Dean Ellis
9:45-9:50	Assoc. Dean Gard
9:50-9:55	Anisha Thomas
9:55-10:00	Kimberly Wood
10:00-10:05	Kelly Hope
10:05-10:10	Marianne Tecun

10:10-10:15	Carmen Medina
10:15-10:20	Marilyn Albrecht
10:20-10:25	Marilyn Wehr
10:25-10:30	Kofi Adomako- Ayisi/ Sandra Barnes
10:30-11:00	Breakfast Wrap-Up

Sarah Carter

Assistant Director of Human Resources & Diversity Housatonic Community College 900 Lafayette Blvd Bridgeport, CT 06604 scarter@hcc.commnet.edu 203-332-5977

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An Affirmative Action/Equal Opportunity Employer. Protected group members are encouraged to apply.

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QUEER REPRESENTATION IN THE MEDIA

DON'T CANCEL PRESENTATION



WHY
AM
I
HERE
TALKING
TO
YOU?



SESSION AGENDA HERE'S THE PLAN...

- Introduction (Already done)
- Definitions
- Stereotypes
- Media Literacy Concepts
- · What's out there?
- Next Steps

DEFINITIONS

- Media Literacy
- Persuasion techniques
- LGBTQ
- Media Representation
- Stereotypes

MEDIA LITERACY CONCEPTS & TECHNIQUES

- Media is a construct of our culture.
- Media uses "the language of persuasion,"
- Media messages reflect the values and viewpoints of media makers.
- We process time-based media differently then static media
- Media effects are subtle.
- Our media system reflects the power dynamics in our society
- Changing the media system is a justice issue



LGBTQ STEREOTYPES

STEREOTYPIC REPRESENTATION

- The Gay Best Friend (Aka, Comic relief)
- · The Predator
- · "Bury Your Gays" & "Dead Lesbian Syndrome"
- · Gay people as villains

POSITIVE REPRESENTATION EXAMPLES



WHAT ARE THE NEXT STEPS?

WHERE IS THERE ROOM FOR IMPROVEMENT?

HOW DO WE ENCOURAGE BETTER REPRESENTATION OF ALL GROUPS?

Queer Representation in the Media (Don't Cancel Presentation) Outline

Introduction slide: Why am I here talking to you today? Introduce the lecture and me.

Session Agenda:

- Introduction (Already done)
- Definitions
- Stereotypes
- Media Literacy Concepts
- What's out there?
- Next Steps

Definitions:

- Media Literacy
- Persuasion techniques
- LGBTQ
- Media Representation
- Stereotypes

Media Literacy Concepts & Techniques:

- Media is a construct of our culture.
- Media uses "the language of persuasion."
- Media messages reflect the values and viewpoints of media makers,
- We process time-based media differently than static media.
- Media effects are subtle.
- Our media system reflects the power dynamics in our society.
- Changing the media system is a justice issue

Class Discussion on LGBTQ Stereotypes

Representation Discussion:

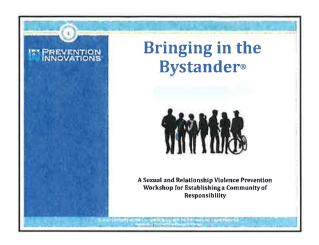
Stereotypic Representation Slide:

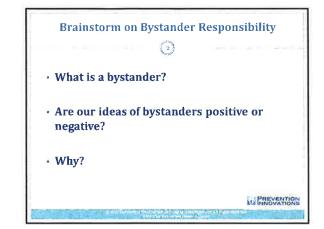
- The Gay Best Friend (Aka. Comic relief)
- The Predator
- "Bury Your Gays" & "Dead Lesbian Syndrome"
- Gay people as villains

Positive Representation Examples

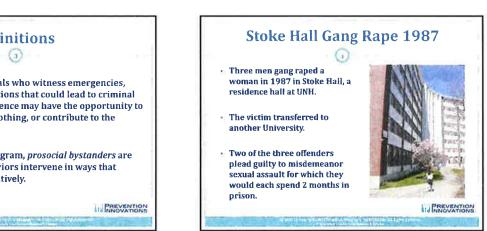
- What makes a positive example?
- What are the benefits?
- What are the negatives?
- How is this similar to other under-represented groups? How is it different?

What are our next steps?

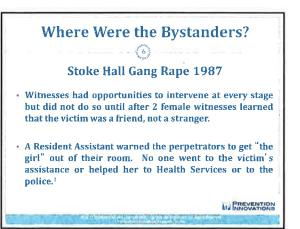




Definitions · Bystanders are individuals who witness emergencies, criminal events or situations that could lead to criminal events and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior. In the context of this program, prosocial by standers are individuals whose behaviors intervene in ways that impact the outcome positively. PREVENTION







Where Did the Study Of Bystanders Begin?

The Case of Kitty Genovese

- Kitty Genovese was stalked and stabbed outside her apartment in Queens, NY, in 1964.
- Despite the fact that there were many individuals who either saw or heard the attack, little was done in assisting her. She died as a result.
- This became a national story and prompted social scientists to start researching the bystander phenomenon.

PREVENTION

Bystander Research Confirms



RECOGNIZE SITUATION

You must be aware of the problem and recognize the negative impact on the victim. $\!\!^2$

BEING ASKED

 Those who are asked and agree to help, are far more likely to intervene than those who are not asked.³

DOLE MODEL

 People who witness prosocial interventions are more likely to effectively intervene in the future.⁴

GROUP SIZE

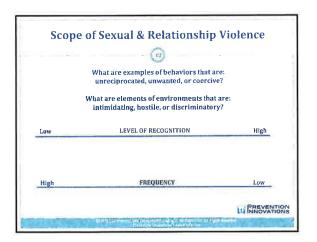
The more people are present, the lesser the likelihood of a bystander effectively intervening. 5 PREVENTION

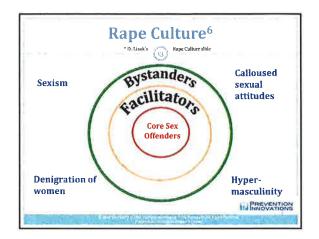
Carlo Control Control

Bystander Action: In Person 3 Samaritans Disrupt Alleged Rape in Progress Oct 29, 2007 By DAVID SCHOELZ For good Savaritanies discripted the alleged rape of a 22-year-eld Origon woman, charled good on and inching the suppers cold authorities artived, picke said. Poice in Salam, Ora-mapped to a 19 or 16 and ryst Standay member from a young woman who reported that she and from friends had just conformed a rase who appeared to be required as the product of the produc









Just the Facts: Swartout et al.



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

PREVENTION

Facts about Sexual Violence



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

PREVENTION

Facts about Relationship Violence



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

PREVENTION NOVATIONS

Consequences of Sexual & Relationship Violence



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

PREVENTION

And the state of t

THE FOUR THINGS EXERCISE

Bystanders Have an Impact



- Community responses to sexual assault victims have powerful impact on survivors' functioning.²⁵
- Negative experiences that victims encounter with community members in the criminal justice or medical systems that can cause "secondary victimization."
- Negative interactions increase psychological distress for survivors.²⁷

PREVENTION

Bystanders Have an Impact



- Most crimes (about 66% of all violent crimes) occur in the presence of a bystander.²⁸
- For all types of crimes, bystanders are more likely to help the situation than to make it worse.²⁹
- The presence of a third party is significantly related to whether the police are notified.³⁰
- Less than a quarter of third parties present during a violent crime are harmed themselves.¹¹

REMEMBER: A CLOSE FRIEND IS MOST LIKELY TO BE TOLD IN THE CASE OF SEXUAL ASSAULT OR RELATIONSHIP VIOLENCE.

PREVENTION

Bystanders Have an Impact



Bystanders can have positive impact two ways:

Bystanders can broaden support systems for survivors.

This is crucial given research that shows positive social support in the aftermath of trauma can promote resilience and recovery, and that friends of sexual assault victims are frequently the first and only to know about the incident.

AND

Bystanders can intervene before crimes happen.

PREVENTION

Decision Making Process Least safe Close up With others Distant Safest PREVENTIONS

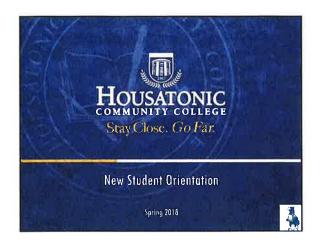
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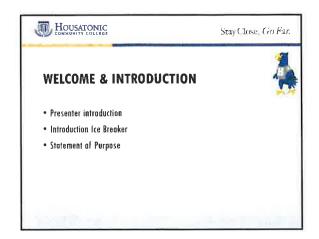


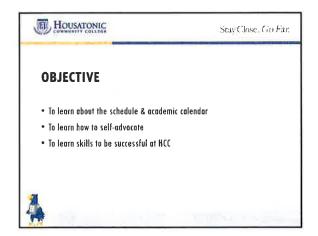
- "Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that had made it possible for evil to triumph."
 - Haile Selassie
- "The world is a dangerous place to live,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

PREVENTION

1. Keepa, P. (1988, February). Desgrous parties. New Employd Monthly, pp. 52-57, pp. 92-93, Bestieved from http://februity.ord.ord.ord.br.fl.lland.yd. ph. Orbegrous. Parties pdf. 2. Blaston, C. D. (1988). A February in Desgrous. Parties pdf. 2. Blaston, C. D. (1989). A February in and presculed behavior. In D.T. Gilbert, S.T. Fiske, B. Lindzey, G. (Eds.). The handbook of social psychology, U. 270-278. Committees and the responsive bystander: Two field responsives: Journal of Personality and Social Psychology, U. 270-278. 2. Blaston, C. D. (1998). Blaston, MA. McGreet, D. D. T. Gilbert, S.T. Fiske, B. Lindzey, G. (Eds.). The handbook of social A Blaston, C. D. (1998). Blaston, MA. McGreet, D. D. T. Gilbert, S.T. Fiske, B. Lindzey, G. (Eds.). The handbook of social A Blaston, D. (1998). Parties and proposal parties and helping. Psychological Bulletin 89, 208-234. 3. Blaston, D. B. Miller, P.M. (Losen, MA: Willer, M. Y. Thumpun, M. P., Albey, A. & Bulle, A. E. Lindzey, G. (Eds.). The handbook of social field and the social proposal parties and helping. Psychological Bulletin 89, 208-234. 5. Estade, B. & Miller, P.M. (Losen, MA: Willer, M. Y. Thumpun, M. P., Albey, A. & Bulle, A. E. Lindze, T. Galletin, S. (1984). The social psychological Bulletin 89, 208-234. 5. Estade, B. & Miller, P.M. (1990). Repeat and psychological Bulletin 89, 208-234. 5. Estade, B. & Miller, P.M. (1990). Repeat and analysis of miller and psychological Bulletin 89, 208-234. 5. Estade, B. & Miller, P.M. (1990). Repeat and analysis of miller supports of the social psychological Bulletin 89, 208-234. 6. Elak, B. & Miller, P.M. (1990). Repeat and analysis of the compass with a spiral anamapina. Jamen of Branchison Miller Bulletin 89, 208-24. 6. Elak, B. & Miller, P.M. (1990). Repeat and analysis of the compass with a spiral anamapina. Jamen of Branchison Miller 89, 208-24. 6. Elak, B. & Bulletin 89, 208-24. 6. Elak, B. & Miller, P.M. (1990). Repeat and analysis of the spiral anamapina. Jamen of Branchison Miller 80, 208-24. 6. Elak, B. & Bulleti

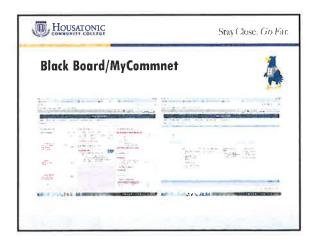






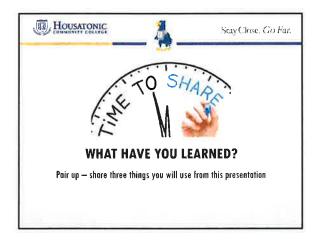


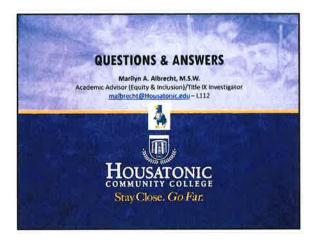








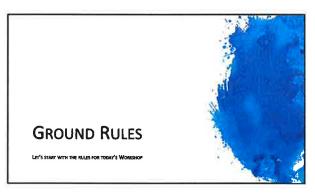




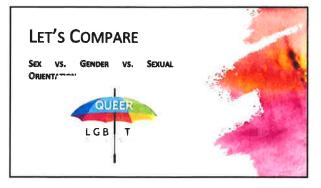




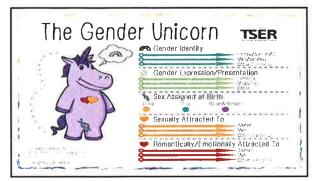






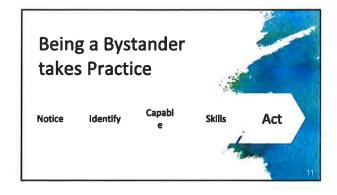


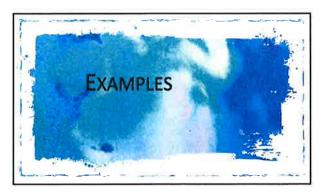






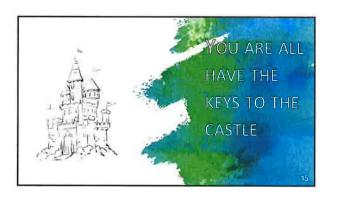




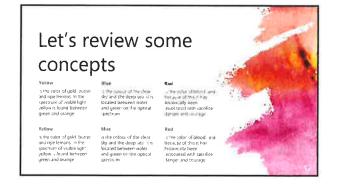














Join us for a MEET & CREET

2:30PM Mon 8/27

All are encouraged to come and meet the new HCC employees. Refreshments will be provided.

Beacon Hall Events Center

SecondFloor

Room 214

Refer any questions to Miguel Lugo or LaTora Teel

Miguel Lugo-(203)332-5232 mlugo@hcc.commnet.edu - Latora Teel (203)332-8539 LTeel@hcc.commnet.edu

Albrecht, Marilyn

From:

Lugo, Miguel A

Sent:

Friday, August 24, 2018 2:06 PM

To:

HC-Community

Subject:

Meet and Greet Presenters

Hello Everyone,

Below is an updated list of presenters for the New Employee Meet and Greet. This list reflects the addition of two more speakers, they have been highlighted.

Speakers, we ask that you give brief presentations no more than 3 minutes so that we do not eat up time from the Welcome Back Event. Thank you all!

- Robin Avant, Dean of Academic Affairs
- Dr. Kim McGinnis, Dean of Students
- Alese Mulvihill, Associate Dean of Student Success
- Kimberly Wood, Director of the Student Services Center
- Evelyn Gard, Associate Dean of Marketing and Communications
- Megan Cacioppo, Marketing Coordinator
- Gail Stevens, Educational Partnership Coordinator
- Sargent Chris Gough, Director of Campus Security
- Ryan Farrington, Director of Education Technology
- Marianne Tecun, Director of Academic Support Center
- Andrew Pelletier, Center for Academic Progress (CAP) Coordinator
- Karyn Smith, Writing Center Coordinator
- Pam Walsh, Director of Continuing and Professional Education Programs
- Shelley Strohm, Director of Library Services
- Dr. Kelly Hope, Director of Student Activities
- Marilyn Wehr, Marilyn Wehr, Accessibility Services Coordinator/Counselor
- Marilyn Albrecht, Academic Advisor (Equity & Inclusion)/Title IX Investigator
- Laura Turiano, Center for Teaching/Associate Professor of Psychology/Human Services
- Anisha Thomas, Director of Career Services.
- Carla Mackintosh, Scholarship and Operations Manager
- Dr. Rose Ellis, Dean of Administration and Institutional Effectiveness

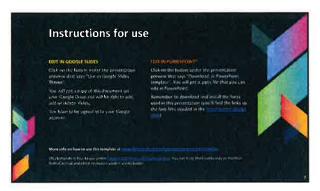
Miguel Lugo

Human Resource Assistant Housatonic Community College 900 Lafayette Blvd Bridgeport, CT 06604 mlugo@hcc.commnet.edu 203-332-5232

A Member of the Connecticut State Colleges and Universities

An Affirmative Action/Equal Opportunity Employer. Protected group members are encouraged to apply.















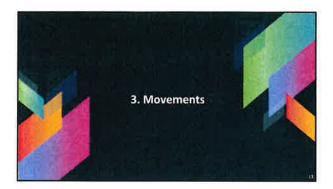














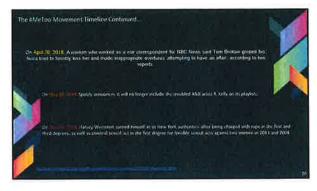


















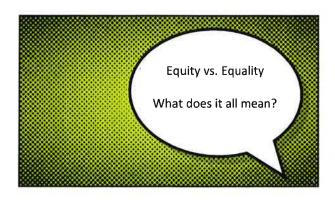


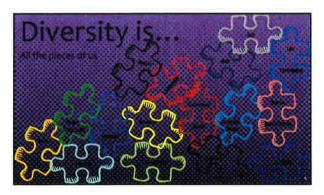


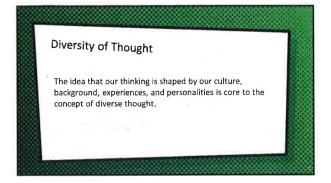














What is a Bias?

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually unfair.

Blases may be held by an individual, group, or institution.

There two types of biases:

Conscious bias (also know as explicit bias)

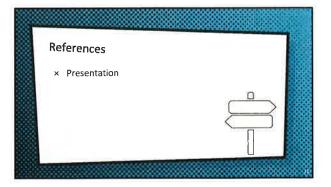
**Unconscious bias (also know as implicit bias)



89,526,124\$
That's a lot of money

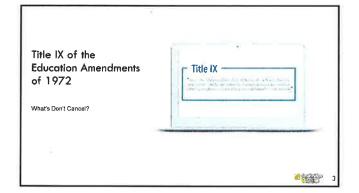
185,244 users
And a lot of users

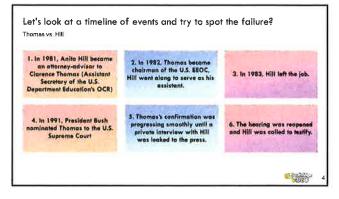
100%
Total success!







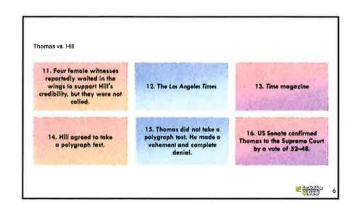


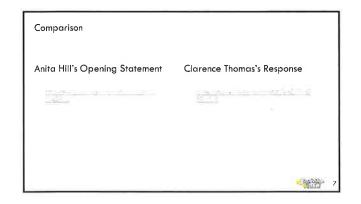


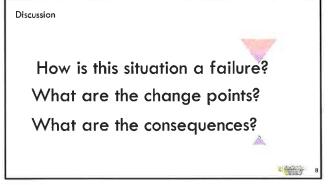
7. In October 1991, Hill mode a statement in a the televised hearings that Thomas had sexually herased her while he was her supervisor.

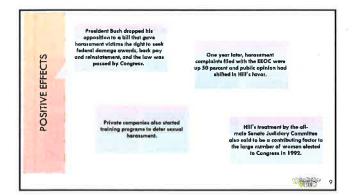
8. According to Hill, Thomas during her two years of ampleyment as his assistant, and, offer she declined his requests, he used work situations to discuss assual subjects.

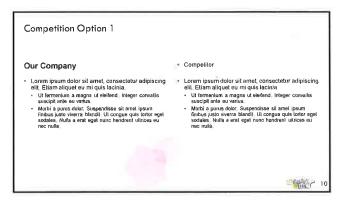
10. Thomas sold he considered Hill a friend whom he had helped at every turn, so when accossitions of horessment come from her they were particularly huriful.







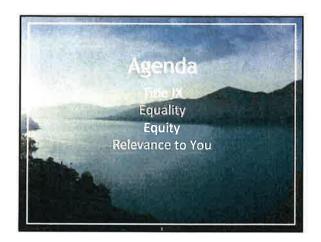






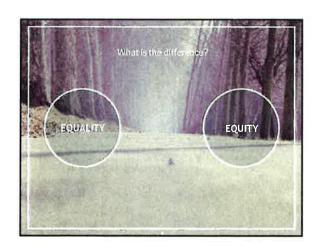


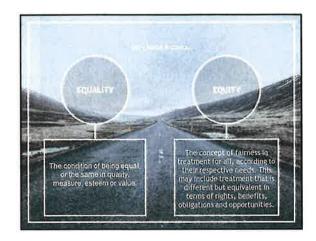


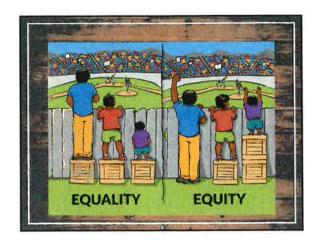








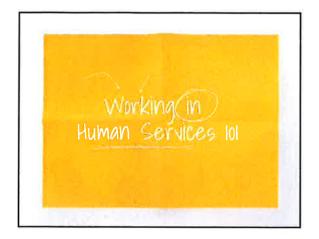






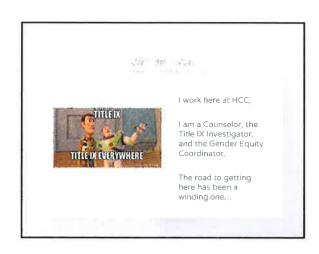


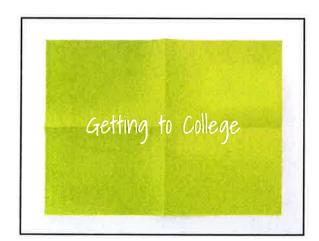


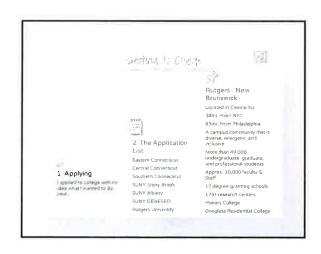




My Academic Path
My Career Path
My Motivation
Trends in Social Service



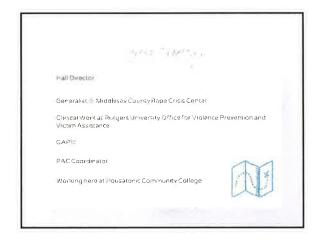


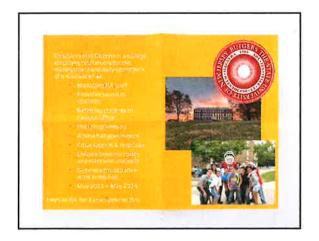




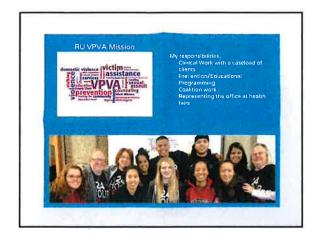






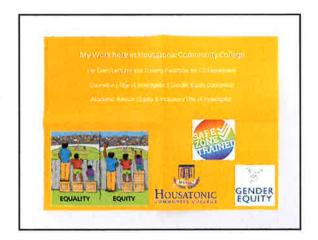




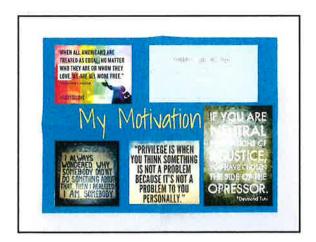








Why do you mant to work in Human Services?



JUST THE PROPERTY OF

A males student (22 years old) has been coming to see you for a few weeks. He is a survivor of sexual assault. He has been hesitant to share the details of his experience. He had not told any of his family or friends about his assault. He has shown signs of PTSD including: nightmares, hypervigilance, panic stacks, and anxiety. He has missed a few sessions and has only recently, started answering your emails and phone calls after 3 weeks. He comes into your office for an unscheduled session with you. He was tells you that he was in the hospital with an ulcer. During the hospital stay he was "forced" due to the circumstances to tell his dad what happened

- M How would you proceed?
- What other information do you need?

NE EXPRESE AT

Tyler is a 4 year old preschool student who has been diagnosed with ADHD and he is non/minimally verbal. He is enroiled in a school readiness program. His school readiness skills are far behind his classmates, especially in fine motor skills. He is also very irritable, oppositional, and frequently has tantrums when he gets frustrated(which often including throwing things). It typically takes about ten minutes for Tyler to calm down. His parents and school are concerned about Tyler's noncompliant and aggressive behaviors, which continue to affect both his learning and relationships with peers

- ☐ How would you proceed?
 ☐
- What other information do you need?

York P THE STREET

What is Direct Service?

Identify people who need help

Assess clients' needs, situations, strengths, and support networks to determine their goals

Develop case plans

Help clients adjust to changes and challenges in their lives, and navigate community services and supports Respond to crisis situations

Advocate for and help clients get resources that would improve their well-being

Follow up with clients to ensure that their situations improve

Evaluate services provided to ensure that they are effective

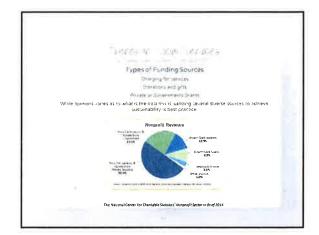
TRACTIC DOMESTICS

What is Systems Work?

Generally, systems theory is concerned with the structure of complex systems, with a special emphasis about how parts relate to each other and to the whole system.

On the macro level, social workers are concerned about the social welfare of entire communities and societies,

Working to understand the social structure of communities, and attempt to advocate for policies and programs that promote social justice, economic prosperity, equality and high standards of living within those communities.

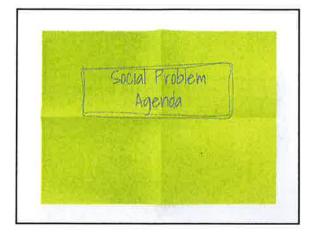


Egypt to the state

Self-reported reasons for not seeking professional mental health services

- Perception that professional nelo-sinot needed due to problems being minor or transient.
- Lack of time
- Preference for self-management of problems
- Preference for seeking help from family or friends
- Pragmatic barriers to accessing services such as long waiting period to see professionals, financial concerns, not knowing where to go for help
- Concerns about stigma and discomfort related to discussing problems with professionals
- Doubt that professional help would be ber efficial
- Negative past expenences with professional help seeking

https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3788673/





disample of it was problem

The history of attention given to rape and sexual assault in the United States before and after the 1970s provides an example of how social agendas can change.

Acts of sexual violence against women have probably occurred from the beginning of humanity and certainly were very common in the United States before the 1970s,

Tournelle of A solly a rober

Although men were sometimes arrested and prosecuted for rape and sexual assault, sexual violence was otherwise Ignored by legal policymakers and received little attention media.

Many people thought that rape and sexual assault were just something that happened,

Thus although sexual violence existed, it was not considered a social problem.

Example of a lace prosent

When the contemporary women's movement began in the late 1970s, it soon focused on rape and sexual assault as serious crimes and as manifestations of women's inequality.

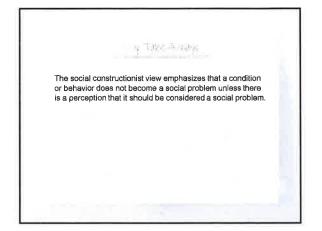
Thanks to this focus, rape and sexual assault eventually entered the public consciousness, views of these crimes began to change, and legal policymakers began to give them more attention.

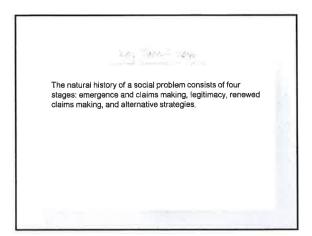
In short, sexual violence against women became a social problem.

http://open.lib.umm.edu/socialproblems/shapter/1-1 what is a social problem/

KEY TOOL A NOW.

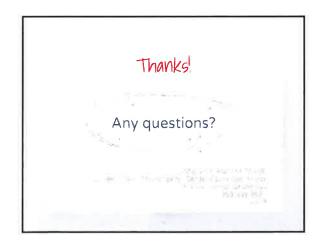
The definition of a social problem has both an objective component and a subjective component. The objective component involves empirical evidence of the negative consequences of a social condition or behavior, while the subjective component involves the perception that the condition or behavior is indeed a problem that needs to be addressed.













FREE FOOD



T-SHIRT

MASSAGE CHAIRS

BOOTHS

Therapy dogs

Alumni are welcome!

Join HCC for a Mental Health & Wellness Event

Tuesday, October 9, 2018

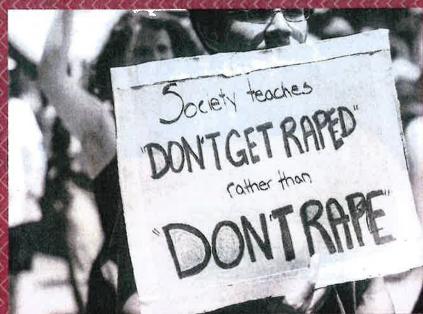
11:00 am - 2:00 pm HCC Courtyard

#freshcheckdayhcc

For more information contact Indira Reddy, Lafayette L205, IReddy@Housatonic.edu



Rape and sexual assault are far too common or college campuses and can have a serious impact on mental health.



HELP END
RAPE
CULTURE AND
PREVENT
SEXUAL
VIOLENCE.

RISE



ARISE MANAGEMENT OF THE PROPERTY OF THE PROPER





Jed Model Fulfillment:

Develop life skills
Increase help-seeking behavior



What is the Message?

Here's the overall take away from Rise Up.

- ✓ Educate about the mental health effects of sexual assault and resources that can help
- ✓ Bring awareness to rape culture and the impact of victim blaming
- ✓ Empower all students to be active and informed bystanders

Note: The issue of sexual assault is a deeply personal one for many. Booth messaging and activities should be handled with extreme sensitivity.

What Does it Look Like?

Check out some photos of Rise Up in action!









Empty Chair Campaign Fall 2018



On September 30th The Hartford Courant released a reader response article in their INSIGHT section. They asked readers:

"I felt like I couldn't come forward because..."

One reader responded:

"Because I was just a child, I was hugely ashamed, was sure it was my fault, that I would be blamed, that it would be used against me forever. At that time "it" did not even have a name. In my 40s, panic attacks finally drove me to therapy. That's when I began to understand how hugely life-altering the abuse had been."

-Name withheld

You will see purple chairs around campus each with an individual response. When you do please consider taking a minute to read them and consider how difficult it is to come forward. If you feel like you would benefit from talking to someone about these issues know that there are connections for you both on campus and in the community.

Please don't hesitate to reach out

Resources on Campus

Dean of Student Affairs Kimberly McGinnis
Title IX Coordinator

Phone: (203) 332-5183 | Office: A110

Marilyn A. Albrecht, M.S.W.

Counselor Title IX Investigator Gender Equity Coordinator Phone: 203-332-8521 | Office L309

HCC's Counselors are located on the 2nd and 3rd floors of the Lafayette Hall Expansion

HCC's Women's Center: BH 371

Community Resources

The Center for Family Justice

753 Fairfield Ave., Bridgeport, CT, 06604 Phone: 203-334-6154 SA Hotline: 203-333-2233 DV Hotline: 203-384-9559 Satellite Locations: Fairfield, Monroe, Trumbull, Stratford

Rape Crisis Center of Milford, Inc.

70 West River Street, Milford, CT 06460 Phone: 203-874-8712 24/7 crisis hotline: 203-878-1212

Statewide 24/7 Toll-Free Hotlines

Sexual Assault:

1-888-999-5545 (English) 1-888-568-8332 (Español)

Domestic Violence

1-888-774-2900 (English) 1-844-831-9200 (Español)



Housatonic.edu | 203.332.5000 | 900 Lafayette Blvd., Bridgeport, CT HCC is an Achieving the Dream Leader College, ranked by the Aspen Institute among nation's top 150 community colleges for 2017









Is this Sexual Harassment?
A co-worker tells a sexually explicit joke to a group?

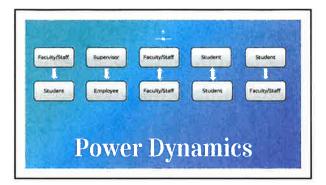
A faculty member repeatedly offers to drive a student home after class?

An employee receives a had evaluation after they turn down the sexual proposition of their supervisor?

Definition of Sexual Harassment

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Examples of Sexual Harassment

Unwelcome Sexual Advances
Suggestive or Lewd Remarks
Unwanted Hugs, Touches, Kisses
Requests for Sexual Favors
Derogatory posters, cartoons, drawings or emails
Sex stereotyping
Sexual assault

Myths and Facts: Sexual Harassment

Myth

Most people enjoy sexual attention at work and/or school.

Fact

Not necessarily. One person's teasing may be another's sexual harassment. Some people may be angry, while others may be embarrassed.

Myths and Pacts: Sexual Harassnient

Myth

Harassment will stop if a person just ignores it.

Fact

Harassers often believe that if a person ignores harassing behavior, s/he likes it. The lack of response is seen as approval or or encouragement.

Myths and Facts: Sexual Harassment

Myth

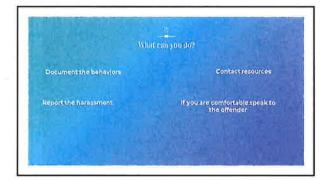
If women watched the way they dressed, there would not be a problem with sexual harassment.

Fact

Sexual harassment can happen to anyone, no matter what they wearlit has more to do with power than with sexual attractiveness or appearance.

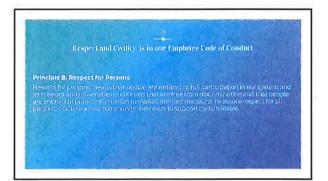


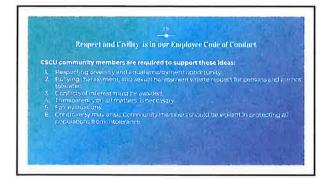






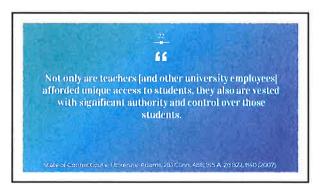


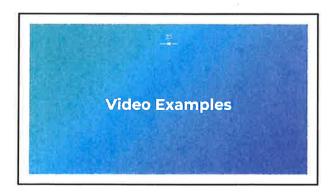










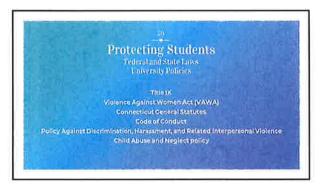


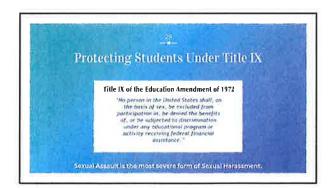




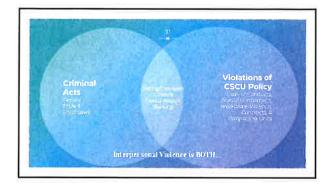




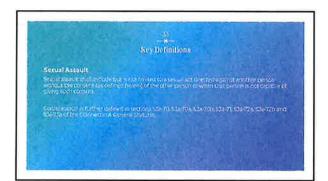












Key Definitions

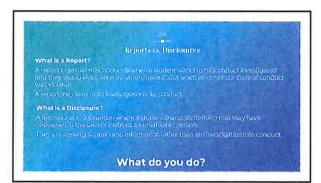
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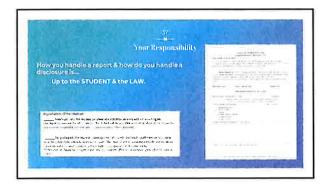
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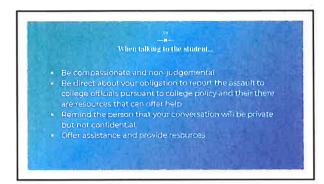
Key Definitions

Intimate Partner Violence

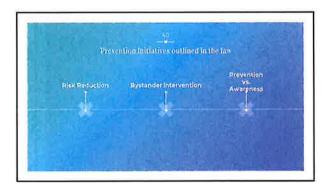
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Risk Reduction

Risk reduction tips can often take a victim-biaming tone. With no intentiorato victim-biaming said with recognition that one, those who coment sexual victimes are responsible for those actions, those surgestions may reverthelms mere someone reduce the risk of excepting ring a non-comensus assival act.

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If you remove yourself from the onysid a force including aggressor.
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Risk Relation

These suggestions may nell some negative the risk of being accused of anxial misconduct.

* Clearly communicately our intentions for your soxual partner and give them a chance to clearly relate their intentions for your soxual partner and give them a chance to clearly relate their intentions for your soxual partner and give them a chance to clearly relate their intentions.

* DON'T MAKE ASSUMPTIONS about consequent (if there are any obsolitions or ambiguity then your DO NOT have sonased).

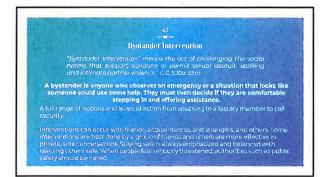
* MIKE DIMESSACK Stummyour continering a clear induction that you should STOP, defuse any requal tension and communicate better.

* Don't take advantage of someone's our intentions or druggest state, even if they do not not hermaceuse.

* Resize that your observat partner coald be intimidated by you, or tearful:

* Uncastant that consent to sample form is sexual persacor does not automatically imply consent to any other forms of soxual behavior.

* Silence and passivity does not ecual consent.





Policy Violations

A violation of policy occurs when the harassment is made either explicitly or implicitly a term or condition of the individual settle logitiment, participancy appraisal, or evaluation or a canarnic performance.

These actions have the effect of cheating a hostile working or learning environment.

Retaliation against an Individual for inling a demote naises or demote naises or observational or charge of observational participating in an investigation, or epiticial investigation or epiticial in the profit of the profit o

Consequences and Risks

Individuals who commit acts of sexual harassment may face disciplinary action.

Disciplinary action may includes verbal countries of warning, suspension, termination/exputsion.

What to expert when you file a report

Title IV Connections

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Claims in value of a life value

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Public Safety is always to species

What to expert when you file a report

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Frequently Askad Questions

Can I file an anonymous or confidential committees.

Can I file an anonymous or confidential committees.

What If my superviser is aware of the harassment and does nothing, or my supervisor is respons be for the harassment?

What should I do if the behavior occurs off site between two co-workers no witnesses?

If the sexually harassing behavior occurs off site between two co-workers no set in CSOV's Policy apply?

What should I do if I am not sure what her behavior is sexual harassment?





FOR CONN. GEN. STAT. § 10a-55m(f) HOUSATONIC COMMUNITY COLLEGE SEXUAL VIOLENCE REPORT 2019 SUBMISSION

SUPPLEMENTAL INFORMATION

III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS

Procedures for Community College students differ from those procedures applicable to either the Universities or Charter Oak State College. This is due to the environmental, cultural and administrative differences within the types of the institutions comprising CSCU. Procedures for addressing allegations and sanctions regarding academic misconduct (as defined in Section I.D.1 above) for Community College Students as set for in this Section III of the Code.

PART A: DISCIPLINARY PROCEDURES (Academic and Non-Academic Misconduct)

In regard to College Students, the following procedures shall govern the enforcement of the Code:

- 1. Information that a student may have violated the Code should be submitted to the Dean of Students, Dean of Academic Affairs or other designee of the President (hereinafter referred to as "the Dean"), normally within thirty (30) calendar days of the date of a possible violation or within thirty (30) calendar days of the date that the facts constituting a possible violation were known.
- 2. Upon receipt of information relating to a possible violation, the Dean may immediately place restrictions on or suspend a student on an interim basis if, in the judgment of the Dean, the continued presence of the student at the College or continued participation in the full range of college activities poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process.
 - a. "Interim restrictions" are limitations on the Student's participation in certain College functions and activities, access to certain locations on campus or access to certain persons, that do not prevent the Student from continuing to pursue his/her academic program. A Student upon whom the Dean has placed interim restrictions shall be afforded written reasons for the restrictions, as well as the time period during which the interim restrictions shall apply. The decision of the Dean regarding interim restrictions shall be final.
 - b. "Interim suspension" is the temporary separation of the Student from the College that involves the denial of all privileges, including entrance to College premises. Prior to imposing an interim suspension, the Dean shall make a good faith effort to meet with the Student. At this meeting, the Dean shall inform the Student of the information received and provide the Student an opportunity to present other information for the Dean's consideration. Based upon the information available at that time, the Dean shall determine whether the Student's continued presence on campus poses a danger to persons or property or constitutes an ongoing threat of disrupting the academic process. A Student suspended on an interim basis by the Dean shall be provided written reasons for the suspension and shall be entitled to an administrative conference or a hearing as soon as possible, normally within ten (10) calendar days from the date the interim suspension was imposed. The decision of the Dean regarding an interim suspension shall be final.
- 3. Following the imposition of interim restrictions or interim suspension, if any, the Dean shall promptly investigate the information received by meeting with individuals who may have knowledge of the matter, including the accused Student, and by reviewing all relevant documents.

If upon the conclusion of the Dean's investigation, the Dean determines that there is insufficient reason to believe the Student has committed a violation of any part of Section I.D. of this Policy, the Dean shall dismiss the matter and shall so inform the Student in writing.

- 4. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I. D. of this Code and, after considering both the possible violation and the prior conduct record of the Student, that a sanction of less than suspension or expulsion is appropriate, the Dean shall schedule an administrative conference with the Student. The Student shall be given reasonable notice of the time and place of the conference. At the administrative conference, the Student shall have the opportunity to present information for the Dean's consideration. At the conclusion of the administrative conference, the Dean shall determine whether it is more likely than not that the Student has violated the Policy and, if so, impose a sanction less than suspension or expulsion. The Dean shall provide the Student with a written explanation for the determination. The decision of the Dean shall be final.
- 5. If upon the conclusion of the Dean's investigation, the Dean determines that there is reason to believe the Student has committed a violation of any part of Section I.D. of this Code and, after considering both the violation and the prior conduct record of the Student, that a sanction of suspension or expulsion is appropriate, the Dean shall provide the Student with reasonable written notice of a meeting and shall inform the Student that his/her failure to attend the meeting or to respond to the notice may result in the imposition of the maximum permissible sanction. At the meeting, the Dean shall provide the Student with a written statement that shall include the following:
 - a. a concise statement of the alleged facts;
 - b. the provision(s) of Section I.D. that appear to have been violated;
 - c. the maximum permissible sanction; and
 - d. a statement that the student may resolve the matter by mutual agreement with the Dean, or may request a hearing by notifying the Dean in writing, which must be received by 5:00pm on the following business day.
- 6. If the Student requests a hearing, he/she is entitled to the following:
 - a. to be heard within five (5) days or as soon as reasonably possible, by an impartial party or panel whose members shall be appointed by the Dean;
 - b. if the Dean appoints an impartial panel, to have a Student on the panel if requested by the Student;
 - c. to appear in person and to have an advisor who not shall attend as a representative of the Student. However, if there is pending at the time of the hearing a criminal matter pertaining to the same incident that is the subject of the hearing, a lawyer may be present for the sole purpose of observing the proceedings and advising the Student concerning the effect of the proceedings on the pending criminal matter;
 - d. to hear and to question the information presented;
 - e. to present information, to present witnesses, and to make a statement on his or her behalf; and
 - f. to receive a written decision following the hearing.
- 7. As used herein, the term "impartial" shall mean that the individual was not a party to the incident under consideration and has no personal interest in the outcome of the proceedings. Prior to the

commencement of the hearing, the Student who is subject to the hearing may challenge the appointment of an impartial party or panel member on the ground that the person(s) is (are) not impartial. The challenge shall be made in writing to the Dean and shall contain the reasons for the assertion that the person(s) is (are) not impartial. The decision of the Dean shall be final.

- 8. The written decision of the impartial party or panel shall specify whether, based on the information presented, it is more likely than not that the Student committed the violation(s) reported and shall state the sanction to be imposed, if any. The written decision shall be provided to the Student.
- 9. Sanctions imposed by an impartial party or panel are effective immediately. The President may, for good cause, suspend imposition of the sanctions imposed by the impartial party or panel to allow the Student time to prepare a written request for review. If a written request is received, the President may continue to suspend imposition of the sanctions until he has reviewed and acted on the Student's request.
- 10. A written request for review of the decision of the impartial party or panel must be received by the President within three (3) calendar days after the Student is notified of the decision and must clearly identify the grounds for review. The review by the President is limited to the record of the hearing, the written request, and any supporting documentation submitted with the request by the Student. The decision of the impartial party or the panel shall be upheld unless the President finds that:
 - a. a violation of the procedures set forth herein significantly prejudiced the Student; and/or
 - b. the information presented to the impartial party or panel was not substantial enough to justify the decision; and/or,
 - c. the sanction(s) imposed was (were) disproportionate to the seriousness of the violation.
- 11. Decisions under this procedure shall be made only by the college officials indicated.

PART B: DISCIPLINARY SANCTIONS

The prior conduct record of a Student shall be considered in determining the appropriate sanction for a Student who has been found to have violated any part of Section I.D. of this Code. Sanctions shall be progressive in nature; that is, more serious sanctions may be imposed if warranted by the prior conduct record of the Student.

A "sanction" may be any action affecting the status of an individual as a Student taken by the College in response to a violation of this Policy, and for the purposes of this Section III of the Code include but are not limited to the following:

- 1. "Expulsion" is a permanent separation from the College that involves denial of all Student privileges, including entrance to College premises;
- 2. "Suspension" is a temporary separation from the College that involves denial of all Student privileges, including entrance to college premises for the duration of the suspension, and may include conditions for reinstatement;

- 3. "Removal of College Privileges" involves restrictions on Student access to certain locations, functions and/or activities but does not preclude the Student from continuing to pursue his/her academic program;
- 4. "Probation" is a status that indicates either (a) serious misconduct not warranting expulsion, suspension, or removal of College privileges, or (b) repetition of misconduct after a warning has been imposed;
- 5. A "Warning" is a written notice to the Student indicating that he or she has engaged in conduct that is in violation of Section I.D. of this Code and that any repetition of such conduct or other conduct that violates this Code is likely to result in more serious sanctions;
- 6. "Community Restitution" requires a Student to perform a number of hours of service on the campus or in the community at large.

Housatonic Community College Sexual Misconduct Disclosure Form

Expectation of the Student: Disclosure only: The student can share about their experience without launching an investigation based on the information. The student will be provided with information about resources and assistance available to them both on campus and in the community. Filing a Report: The student is sharing information with the faculty/staff member in order to have the college take action to address the issue. The student will be provided with information about resources and assistance available to them both on campus and in the community. ** This student should be brought to the Dean of Students office or the campus safety office to make a report. Date of Disclosure: _____ Faculty/Staff Member: _____ Department: Information provided by the student Name of Student making the Disclosure: ______ Banner ID: _____ ** The student can choose to remain anonymous (use initials and leave the Banner ID blank). ** ** The information provided will only be used for data and reporting purposes. ** **General category of misconduct:** Date of Incident: ____ Sexual Harassment _____ Sexual Assault _____ Stalking Intimate Partner Violence ____ Domestic Violence ____ Dating Violence Synopsis of information provided by the student: Please list the resource materials provided to the Student:

Please submit this form to the Title IX investigator in LH-A202 within 48 hrs. of the disclosure.

Definitions from CSCU Student Code of Conduct

Sexual Misconduct may include engaging in one or more of the following behaviors:

- Sexual harassment, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; (2) submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.
- Sexual Assault, shall include but is not limited to a sexual act directed against another person when that person is not capable of giving consent.
- Consent: the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.
 - Consent can be withdrawn at any time (that person will have not consented to any activity that took place after that point).
 - Consent cannot be assumed because there is no physical resistance or other negative response.
 - A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent).
- Intimate partner violence is defined as 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: sexual assault, domestic
 violence, or sexual harassment. The violence can include, but is not limited to: physical abuse, verbal
 abuse, sexual abuse, emotional abuse, financial abuse, and threats of violence.
- Stalking, which is defined as repeatedly contacting another person when: a. The contacting person knows or should know that the contact is unwanted by the other person; and b. 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, social media sites or any other internet communication) or remaining in the physical presence of the other person.

Examples of behaviors which may constitute sexual misconduct are outlined on pages 129-131 of the HCC student handbook.

Investigative Report

Housatonic Community College Office of the Title IX Coordinator 900 Lafayette Blvd. Bridgeport, CT 06604

Investigator(s):

Date

The report is the product of an investigation into the complaint made by <u>COMPLAINANT NAME(S)</u> against <u>RESPONDENT NAME(S)</u>, specifically, to determine if it is more likely than not that the respondent violated Housatonic Community College's Sexual Misconduct Policy. This investigation was conducted by the Title IX Coordinator's office. This report summarizes the investigation's findings in order to assist in the determination of any sanctions.

Reported Violation:

Specific violation, page within the policy, Student Code of Conduct, Sexual Misconduct Policy, which reads:

This accusation pertains to the student conduct policies, List part, Section, and Sub-section. The policy is on page ____ of the 2015-2016 student handbook. The policy reads:

Quote the policy from the Code of Conduct

Parties Interviewed:

COMPLAINANT

RESPONDENT

Complainant Identified Witnesses:

Respondent Identified Witnesses:

Other relevant parties

Background and Investigative Findings:

On <u>DATE</u>, <u>COMPLAINANT</u> reported a code of conduct violation by <u>RESPONDENT</u> on <u>DATE OF VIOLATION</u> in <u>LOCATION OF VIOLATION</u>.

Does <u>COMPLAINANT</u> wish to pursue law enforcement of any kind? AND the party who received the initial report forwarded the report to the Title IX Coordinator's office.

COMPLAINANT met with Title IX Coordinator's office on I	<u>DATE</u> , the first available time that	
COMPLAINANT could meet to discuss the complaint and	subsequently placed INTERIM MEASURES	of n
contact between the parties.		
Synopsis of event		
List of supplemental evidence		
		1
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		1

Findings and Conclusion:

In the above referenced matter, the investigation did/did not show that RESPONDENT more likely than not violated our Code of Conduct. It is the recommendation of the investigator that a charge letter be drafted and RESPONDENT can choose whether or not to take responsibility and receive their sanctions.

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Statement Regarding Sexual Violence

- >> CSCU Student Code of Conduct Sexual Misconduct Policies and Procedures
- >> Continuing Notice of Non-Discrimination
- >> Frequently Asked Questions
- >> Annual Events

Sexual Misconduct Policy

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Domestic Violence

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CSCU Student Code of Conduct Sexual Misconduct Policies and Procedures

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Frequently Asked Questions

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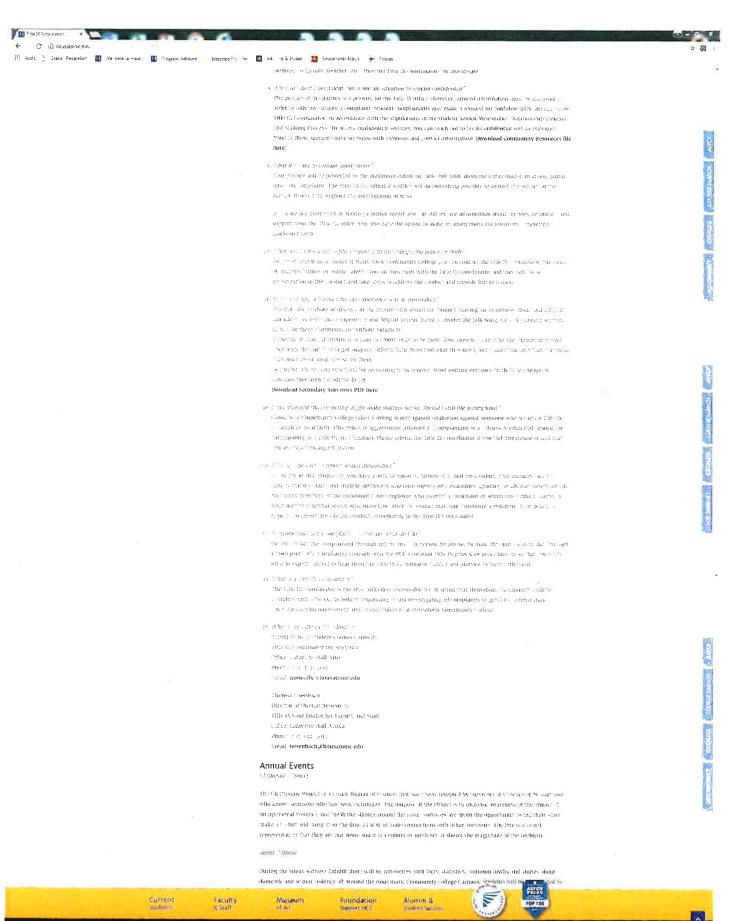
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Statement Regarding Sexual Violence

In General

The College is committed to creating a community that is safe and supportive of people of all gender and sexual identities; this statement pertains to the entire campus community, whether on ground or virtual, students, faculty, and staff. Two of the College's primary concerns are the health and well-being of each individual and fostering healthy interpersonal relationships. The principles of the Board of Regents *Policy on Student Conduct* (integrity, equity, respect and responsibility) address elements necessary for healthy interpersonal relationships and these principles are especially important when relationships become intimate. Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, against anyone is unacceptable and is both a crime under State law and a violation of College policies, including but not limited to: *Policy on Student Conduct, Violence Prevention and Response Statement, Statement Against Harassment.* The College is committed to providing an environment free of personal offenses.

Reporting Encouraged

The College strongly encourages the reporting of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedy, or both. The only way that action can be taken against anyone who violates another in such a manner is through reporting. The College can 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 assault. The College will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. College employees, victim advocates or community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place.

Mandated Reporting

Mandated reporting requirements of the Child Protection Law may require that a report be made to the Connecticut Department of Social Services whenever the College receives a report that a person under eighteen (18) years of age may have been sexually assaulted. In addition, those College employees who qualify as Campus Security Authorities under the Jeanne Clery Act have a duty to report information that comes to their attention of a possible sexual assault regardless of the age of the reported victim. The College also employs individuals who are members of professions that are mandated reporters under Connecticut law, such as early childhood professionals, nurses and others. In order to comply with the ethical requirements of their profession and the law, any such professional who receives a report of sexual violence may not be able to maintain the confidentiality of the reported violence.

Privacy of Information Reported

When the College receives a report of sexual assault and/or sexual misconduct, reasonable steps will be taken to preserve the privacy of the person reported to have been the victim while promptly investigating and responding to the report. While the College will strive to maintain the confidentially of the information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the College also must fulfill its duty to protect the College community and to assure that the appropriate disciplinary processes are implemented. As such, complete confidentiality cannot always be guaranteed.

Confidential resources, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center are bound by state statutes and professional ethics from disclosing information about reports without written releases. Information that such persons receive from the reporter of a sexual assault or the person reported to have been assaulted 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, s/he must speak with a full confidential resource. The following is a partial list of such confidential resources in the College's service region:

The Center for Women and Families, Bridgeport (20) 384-9559 Women's Center of Greater Danbury (203) 731-5204 Women and Families Center, New haven (203) 235-4444 Center for Sexual Assault Crisis, Stamford (203) 348-9346 Adult Survivors of Child Abuse, Norwalk (203) 348-9346

Where it is deemed necessary for the College to take steps to protect the safety of the reported victim and/or other members of the College community, the College will seek to act in a manner so as not compromise the privacy or confidentiality of the person reported to be a victim of a sexual assault to the extent reasonably possible.

Rights and Options of Those Who Report

Those who report any type of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, to a College 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, including sexual harassment, sexual assault and intimate partner violence, will be treated seriously and with dignity by the College.
- Referrals to off-campus counseling and medical services that are available immediately and confidentially, whether or not those who report an assault feel ready to make any decisions about reporting the assault to police, the Dean of Students or the College's Title IX Coordinator.
- Those who have been assaulted have the right to take both legal action (criminal/civil action) and action in accordance with the *Policy on Student Conduct* and *Policy Against Harassment* against the individual allegedly responsible.
- Those who may wish that her/his report of an assault to be handled in a confidential manner may contact the Center for Sexual Assault Crisis, Stamford (203) 348-9346 – bound by state statutes and professional ethics to maintain confidentiality without written releases.

Options for Changing Academic, Transportation and Working Arrangements

Housatonic Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation or working situations as well as honoring lawful protective or temporary restraining orders.

• 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;

Housatonic's Office of Public Safety (203) 332-5025 Connecticut State Police (203) 696-2500 Bridgeport Police Department (203) 576-7671

Agency Contact Information

It is the Practice of the College that whenever the College's Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, the College's Title IX Coordinator or other employee shall immediately provide student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using campus, local advocacy, counseling, health, and mental health services. The following list of services, including contact information, is provided for this purpose:

- The Center for Women and Families, Bridgeport (203) 384-9559
- Women's Center of Greater Danbury (203) 731-5204
- Women and Families Center, New haven (203) 235-4444
- Center for Sexual Assault Crisis, Stamford (203) 348-9346
- Adult Survivors of Child Abuse, Norwalk (203) 348-9346
- Housatonic Department of Public Safety (203) 332-5025
- Bridgeport Center for Women & Children (203) 333-2233
- St. Vincent's Medical Center (203) 576-5171
- Connecticut Sexual Assault Crisis Services 1-888-999-5545
- Bridgeport Hospital 1-888-357-2396
- Connecticut Office of Victim Services 1-800-822-8428

Right to Notify Law Enforcement & Seek Protective and Other Orders

Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, 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;
 - relief from physical abuse by a family or household member or person in a dating relationship; and
 - family violence protective orders.

Information pertaining to how to apply for a restraining is available at: http://jud.ct.gov/Publications/fm142.pdf as well as through the Office for Victim Services.

In addition, the Office of Victim Services (OVS), Connecticut Judicial Branch, is the state's lead agency established to provide services to victims of violent crime. For further information, including contact information for the OVS, see: http://jud.ct.gov/crimevictim/index.html or call 1-800-822-8428.

Students should be aware that under Connecticut law (Public Act 12-114, entitled An Act Concerning Domestic Violence) that became effective on October 1, 2012, among other provisions, requires clerks of court, upon request of the protected person, to send notice of a protective order to the President and the special police force, if any, at the College or University at which the victim is enrolled. The full text of the statute can be found at:

http://www.cga.ct.gov/2012/ACT/PA/2012PA-00114-R00HB-05548-PA.htm

Student Conduct Procedures

The **Board of Regents Policy on Student Conduct** provides the procedures for the investigation and resolution of complaints regarding student conduct, including those involving sexual harassment, sexual assault and intimate partner violence.

The College's Dean of Students or Title IX Coordinator can assist in explaining the student conduct process. The Dean of Students, Title IX Coordinator or designee are the designated recipients of reports of violations of the *Expectations for Student Conduct* set forth in the *Policy on Student Conduct*. The Dean of Students also administers the *Policy on Student Conduct* process regarding any such reports. The *Policy on Student Conduct* provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for complainants and accused students.

Time to Report

To summarize the procedures, normally reports must be received by the Dean of Students or other designee of the President Director of Public Safety, Master Sergeant Chris Gough (203) 332-5024 within thirty (30) days of the date of a possible violation or within thirty (30) days of the date the facts constituting a possible violation were known. However, the College recognizes that the decision to file a report of sexual misconduct or relationship violence is difficult and may take some time. Because memories may fade and witnesses may become inaccessible, the sooner information is gathered, the greater is the ability of the College to effectively investigate and resolve the matter fairly to all parties concerned.

Danger to Persons, Property or Academic Process: Interim Suspension or Restriction
Upon receipt of a report, the Dean must initially determine if, based upon the reported incident, the continued presence of the reported violator would constitute an unreasonable danger to the persons, property or academic process of the College. If the Dean so determines, the Dean is authorized to suspend or restrict the reported violator on an interim basis.

Investigation

The Dean is expected to conduct a thorough and impartial investigation into the report and, upon the conclusion of the investigation, the Dean must decide whether the information gathered leads to the conclusion that the reported student committed the reported violation.

Range of Sanctions

The **Policy on Student Conduct** provides sanctions for any violation of the Policy that range from a warning to separation from the College depending on the severity and the extent of the behavior,

among other factors. The purpose of sanctions includes, but is not limited to: changing student behavior, protecting the College community from further violations and fostering a campus environment that is conducive to learning, teaching and working.

Upon the conclusion of the investigation, the Dean must determine whether or not the sanction for the violation involves suspension or expulsion from the College.

Violation Not Warranting Suspension or Expulsion

If the Dean determines the violation does not warrant suspension or expulsion from the College, then the Dean is expected to conduct an Administrative Conference and decide, after informing the accused student of the results of the investigation and after providing the accused student with an opportunity to provide additional information, whether a violation has occurred and, if so, what sanction not involving suspension or expulsion is appropriate. There is no right of review from such a decision of the Dean.

• Violation Warranting Suspension or Expulsion: Resolution Options
If upon the completion of the investigation the Dean determines that the reported student has violated the Expectations for Student Conduct and that suspension or expulsion is warranted, the Dean shall offer the accused student a statement of the results of the investigation, a proposed agreement in lieu of a hearing and a statement of the student's rights at a hearing should there be a hearing.

Rights of Both the Reported Victim and the Accused

Additionally, both the reported victim and the accused student are entitled to the following:

- to be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
- to request that student conduct proceedings begin promptly;
- to have student conduct proceedings be conducted by an official trained in issues relating to sexual assault and intimate partner violence;
- to present information, including other persons, on their behalf;
- to have the student conduct proceedings use the more likely than not standard in determining whether a violation of the *Expectations for Student Conduct* has been committed, i. e., whether it is more likely than not that the reported act of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, was committed by the accused student.
- to be informed in writing of the results of the proceeding as soon as possible after it concludes, normally no later than the next business day after it concludes; and
- consistent with the requirements of the Family Educational Rights and Privacy Act (FERPA) and other federal and State laws, have their identities kept confidential.

Key Definitions

Sexual assault is defined to mean first, second, third and fourth degree sexual assault as well as aggravated first degree sexual assault and third degree sexual assault with a firearm as more specifically defined in Connecticut State law.

Sexual Misconduct is defined as:

- Non-consensual sexual intercourse, which includes any sexual intercourse (anal, oral, or vaginal), however slight, with any body part or object, by a man or a woman, without effective consent.
- Non-consensual sexual contact, which includes sexual touching, however slight, with any object, by a man or a woman, without effective consent.
- Sexual exploitation, which includes non-consensual, unjust or abusive sexual advantage taken by a student of another, for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute non-consensual sexual intercourse, non-consensual sexual contact or sexual harassment. Examples of sexual exploitation include, but are not limited to: prostitution, videotaping consensual sex without a partner's consent, peeping tommery and knowingly transmitting sexually transmitted infections without a partner's knowledge.

Consent is defined as informed, freely and actively given assent, involving an understandable exchange of affirmative words or actions, which indicates a willingness to participate in mutually agreed upon sexual activity. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. Consent may not be given by a minor or by any individual who is incapacitated, whether voluntarily or involuntarily, by drugs and/or alcohol. Past consent of sexual activities does not imply ongoing future consent.

Stalking is defined as any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.

Relationship violence is defined as:

- Including intimate partner violence, which is 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; and (3) domestic violence (which includes various crimes) and first, second, and third degree stalking as more specifically defined in Connecticut State law.
- Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
- Threat of abuse, which can include 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, which can include 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.
- 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; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual's dress or appearance
- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

RESOURCES

A variety of support resources are available on campus and in the community to assist in dealing with sexual violence. These resources are available whether or not the incident occurred on campus or off campus.

The College and community partners provide a range of services, resources, and mechanisms. In all cases, the choice may begin with an exploratory conversation. Making contact does not obligate anyone to utilize services or make any report.

For support and information on available options contacting any of the following is encouraged:

Housatonic's Office of Public Safety (203) 332-5025 Housatonic's Women's Center (203) 332-5268 Housatonic's Counseling Center (203) 332-5097 Dean of Students Office (203) 332-5184

Additional Resources (Available 24 hours a day, 7 days a week)

- The Center for Women and Families, Bridgeport (20) 384-9559
- Women's Center of Greater Danbury (203) 731-5204
- Women and Families Center, New haven (203) 235-4444
- Center for Sexual Assault Crisis, Stamford (203) 348-9346
- Adult Survivors of Child Abuse, Norwalk (203) 348-9346
- Adult Survivors of Child Abuse, Norwalk (203) 348-9346

- Housatonic Department of Public Safety (203) 332-5025
- Bridgeport Center for Women & Children (203) 333-2233
- St. Vincent's Medical Center (203) 576-5171
- Connecticut Sexual Assault Crisis Services 1-888-999-5545
- Bridgeport Hospital 1-888-357-2396
- Connecticut Office of Victim Services 1-800-822-8428

SEXUAL ASSAULT AWARENESS & EDUCATION

Training is planned for faculty, staff members, and administrators. Each entering student will be given an emergency sexual assault notification card that explains available services for victims of sexual assault, as well as the immediate response role of College personnel.

CONCLUSION

All members of the College community share a responsibility for upholding this practice as we strive to attain our goal of creating a community that is safe and free of violence.