



Connecticut State  
Colleges & Universities

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

### **INSTITUTION INFORMATION**

		<b>Contact</b>
<b>Name:</b>	<b>Manchester Community College :</b>	Debi Freund
<b>Reporting Office/Department:</b>	<b>Diversity &amp; Inclusion</b>	<b>Report Year: 2018</b>

### **NARRATIVE**

Institution's narrative explaining the reported sexual violence statistics and data, including:

Brief introduction about the institution, its history, its population and its efforts to ensure a safe and comfortable learning environment with respect to sexual violence.

### **POLICIES**

Institution's most recent policies regarding sexual assault, stalking, and intimate partner violence.\*

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (Effective 6/16/2016)  
BOR/CSCU Policy on Consensual Relationships (Effective 10/20/2016)  
BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child (Effective 1/10/2015)  
BOR/CSCU Student Code of Conduct (Effective 6/16/2016)

**Note:** \* It is permissible to reference links to the above-listed policies in institution reports. BOR policies are listed on the following web page: <http://www.ct.edu/regents/policies>.

### **WRITTEN NOTIFICATION**

Institution's most recent concise written notification of the rights and options of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies.

### **SEXUAL VIOLENCE STATISTICS AND DATA**

Institution reports containing the following statistics and data on sexual assault, stalking, and intimate partner violence for the preceding calendar year:

(See Conn. Gen. Stat. § 10a-55m(f) Reportable Statistics and Data Template)

Sexual Violence Reportable Statistics and Data

Concise and informative explanation of reportable sexual violence statistics and data, including clarification of number of incidents, reports, disclosures, discipline, and final outcomes.

### **PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION**

Public awareness, prevention, and risk reduction information submitted by institution:

Title IX Related Training Provided Spreadsheet  
Brochures  
Handbooks/Booklets/Pamphlets  
Bulletin Boards Information  
Flyers  
Online Statements of Campus Safety and Support Services (e.g., Women's Centers, etc.)  
PowerPoint Presentations

Supplemental information submitted by institution:

Public Safety Materials  
Institution Sexual Violence Reporting Procedures  
Institution Sexual Violence Forms  
Redacted Sample of Investigation Results  
Sexual Violence Website Information  
Documentation of Training Offerings, if available, including number of participants  
Other Sexual Violence Reports  
Other Supplemental Material

### **OTHER SUPPLEMENTAL INFORMATION**

Connecticut State Colleges and Universities (CSCU)												
Title IX Related Training Provided by Manchester Community College												
January 1, 2018 - December 31, 2018												
*Domestic Violence (DeV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) ** Primary- new employees/students ***Ongoing- throughout the year												
DEPARTMENT	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	PRIMARY** OR ONGOING?***	STUDENTS OR EMPLOYEES	LEARNING OBJECTIVES	DOCUMENTS
Student Life	January 4, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	6	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	January 16, 2018	Cougar Class	AST E202	T.J. Barber	New students	37	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	January 19, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	44	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	May 10, 2018	Cougar Class	Lowe 240	T.J. Barber	New students	37	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	May 25, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	53	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	June 4, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	73	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	June 15, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	39	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	June 25, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	77	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	July 13, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	80	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	July 20, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	27	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	July 30, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	88	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	August 10, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	94	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	August 17, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	98	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	August 20, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	98	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	August 30, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	98	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	December 12, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	7	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	December 13, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	10	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	December 14, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	10	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
Student Life	December 20, 2018	Cougar Class	Great Path Academy Community Commons	T.J. Barber	New students	4	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	new students		
MCC Police Department	Nov. 6, 13, 20, 27	Rape Defense		Manchester Police Department	Female Students, Staff and Faculty	18	Yes	Sexual Assault & Intimate Partner Violence	Primary	Female Students, Staff and Faculty	Self-defense techniques	
MCC Police Department	May 2, 9, 16, 23	Rape Defense		Manchester Police Department	Female Students, Staff and Faculty	18	Yes	Sexual Assault & Intimate Partner Violence	Primary	Female Students, Staff and Faculty	Self-defense techniques	
Diversity & Inclusion	October 22, 2018	Bringing in the Bystander	Great Path Academy Community Commons	Katrina Camerata	Entire MCC Community	17	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	Entire MCC Community		
Diversity & Inclusion	April 5, 2018	Bringing in the Bystander	Great Path Academy Community Commons	Katrina Camerata	Entire MCC Community	14	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	Entire MCC Community		
Diversity & Inclusion - MCC and WCSU	November 30, 2018	CSCU Diversity & Sexual Harassment Training	SBM Auditorium - MCC	D. Freund & J. Delgado	Statewide Faculty & Staff	162	Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	Faculty & Staff CSCU Statewide		
						1805*		Sexual misconduct, assault, & intimate				

CSCU & Student Success	Ongoing	NotAnymore			New students	(2018/2019)	Yes	partner violence policy, Title IX.	Ongoing	new students		
YWCA	April 5, 2018	Table Event	MCC Cafeteria Lobby	Amanda Carrington	MCC Community		Yes	Sexual misconduct, assault, & intimate partner violence policy, Title IX.	Primary	MCC Community		





## **SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA**

**CSCU INSTITUTION: Manchester Community College**

**REPORTING OFFICE/DEPARTMENT: Diversity & Inclusion**

**INSTITUTION CONTACT: Debi Freund, Chief Diversity Officer/Title IX**

**Coordinator**

**YEAR: 2018**

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

Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence							
Type of Incident	Number of Investigations	Finding of No Violation or Not Responsible	Finding of Responsible & Expulsion	Finding of Responsible & Suspension	Finding of Responsible & Probation/Warning	Number of Findings Appealed	Appeal Outcome
Sexual Assault							
Stalking							
Intimate Partner 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>

**Manchester Community College  
2018 Report on Sexual Violence  
Table of Contents**

Checklist for Conn. Gen. Stat. 10a-55m (f) Sexual Violence Reporting Submission

**I. Narrative**

- Organization Information
- Reportable Sexual Violence Statistics and Data

**II. Policies**

- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processing
- BOR/CSCU Consensual Relationships
- BOR/CSCU Reporting Suspected Abuse or Neglect of a Child
- BOR/CSCU Student Code of Conduct

**III. Written Notification**

- Title IX: Sexual Misconduct
- Title IX: Incident Report Form
- Victims' Rights
- Domestic and Family Violence
- What You Can Do
- Statement Regarding Sexual Violence
- Stalking
- MCC and Community Resources
- Definitions of Terminology

**IIII. Sexual Violence Reportable Statistics and Data (2018)**

- Sexual Violence Reportable Statistics and Data
- Statutory References and Definitions

**V. Public Awareness, Prevention, and Risk Reduction Information**

- Brochures, Handbooks, Pamphlets, Flyers

**VI. Other Supplemental Information**

- MCC Public Safety Materials

**Narrative**



## I. Organization Information

Since 1963, Manchester Community College has been serving the citizens and communities of eastern Connecticut as a leading provider of educational excellence in our region, and one of the largest community colleges in the State of Connecticut. MCC serves 15,000 students per year, including nearly 10,000 credit students. The class of 2018 had more than 800 graduates earning degrees and/or certificates.

Academic excellence, technology-rich classrooms and learning spaces, flexible schedules, small class sizes and low tuition provide a quality education that's accessible to all who wish to learn. Programs are designed to fit the varying needs of students. Classes are held days, evenings, weekends and online – in both traditional and accelerated formats – and they prepare students for entry into a growing career field or transfer to a baccalaureate institution for further study.

MCC is recognized for excellence through the Harry S. Truman Scholarship Foundation, Aspen Institute Top 150 Community Colleges (2015) and a Top 150 National Workplaces for 2013.

### *Mission Statement, Shared Values*

The Mission of Manchester Community College is to advance academic, economic, civic, personal and cultural growth by providing comprehensive, innovative and affordable learning opportunities to diverse populations. MCC is a learning-centered community committed to access, excellence and relevance.

MCC believes in: *Shared Understanding — Shared Responsibility — Shared Leadership*

### *Background and History of Organization*

As one of the largest of the 12 Connecticut community colleges, all of which are part of the state system, Manchester Community College strives to continuously set and raise the expectations of a community college education.

Founded in 1963, Manchester Community College currently offers associate in art and associate in science degrees in more than 40 disciplines. The College also offers certificate programs that focus on developing and strengthening occupational skills.

Manchester Community College is accredited by the Board of Governors for Higher Education and by the New England Association of Schools and Colleges, Inc., which accredits schools and colleges in the six New England States. Seven programs of study offered by MCC have been awarded national accreditation by their respective accrediting bodies. These include: Culinary Arts, Foodservice Management, Occupational Therapy Assistant, Paralegal, Physical Therapist Assistant, Respiratory Care and Surgical Technology.

### *Student Demographics*

Manchester Community College serves more than 15,000 students per year and 33 percent of students are studying full-time. Currently, more than 5,000 credit students are enrolled in the college each semester. The Continuing Education division serves more than 9,000 credit-free students each year. The average age of the full-time student is the traditional college age of 18-21; while part-time students are split with 43 percent aged 21 or younger and 33 percent aged 22-39. 53 percent of the full-time students are female and 47% are male, while for part time students 56% are female and 44% are male. Approximately 45 percent of MCC credit students are from underrepresented racial and ethnic groups.

While the college's primary service area includes the towns of Andover, Bolton, Columbia, Coventry, East Hartford, Glastonbury, Hebron, Manchester, Mansfield/Storrs, Marlborough, South Windsor, Tolland, Union, Vernon/Rockville and Willington. 100 of Connecticut's 169 towns are represented in MCC's student body.

## II. Sexual Violence, Prevention and Awareness Programs

In 2014, Manchester Community College created the Title IX Resources Team to provide leadership and direction to the College's efforts to develop and implement strategies for complying with federal and state requirements regarding sexual violence, dating violence, stalking and intimate partner violence.

The MCC Title IX Resources Team is composed of the following members:

- G. Duncan Harris, Dean of Student Affairs
- Peter Harris, Interim Dean of Student Affairs
- Debi Freund, Chief Diversity Officer, Title IX Coordinator
- Trent (TJ) Barber, Director of Student Activities
- Tuesday Cooper, Division Director
- Michael Davis, Lieutenant, MCC Police Department
- Nicole Esposito, Faculty
- Kathryn Kleis, Faculty
- Eduardo Miranda, Assistant Director, Human Resources
- Kristin Mesick, Clery Compliance Officer, MCC Police Department
- Penni Micca, Advocate, Interval House
- Joseph Navarra, Coordinator, Disability Services
- Samantha Plourd, Assistant to the Dean of Student Affairs
- Robert Turner, Counselor
- Umesh Vig, Director of International Students
- Sara Vincent, Director, Community Outreach

#### *Threat Assessment and Behavioral Intervention Team*

MCC also has a Threat Assessment and Behavioral Intervention Team (TABI) which is a diverse group of campus staff who work together to ensure MCC maintains a safe and civil environment in which everyone is comfortable working and learning. While the focus of TABI is primarily proactive, the group is reactive when necessary and responds to perceived threats to campus safety by implementing appropriate resources to address issues. The group also works to ensure MCC remains current regarding best practices in campus safety and campus civility by periodically facilitating campus training and workshop opportunities for the campus at large.

TABI Team Membership is composed of the following members:

- G. Duncan Harris, Dean of Student Affairs
- Peter Harris, Interim Dean of Student Affairs
- Debi Freund, Chief Diversity Officer, Title IX Coordinator
- Trent (TJ) Barber, Director of Student Activities
- Tuesday Cooper, Division Director
- Michael Davis, Lieutenant, MCC Police Department
- David Dubiel, Faculty
- Nicole Esposito, Faculty
- Kathryn Kleis, Faculty
- Eduardo Miranda, Assistant Director, Human Resources
- Dr. Pamela Mitchell, Associate Dean, Academic Affairs
- Kristin Mesick, Clery Compliance Officer, MCC Police Department
- Penni Micca, Advocate, Interval House
- Bryan Mulligan, Sergeant, MCC Police Department
- Joseph Navarra, Coordinator, Disability Services
- Tory Niles-Outler, Principal, Great Path Academy
- Samantha Plourd, Assistant to the Dean of Student Affairs
- Robert Turner, Counselor
- Umesh Vig, Director of International Students
- Sara Vincent, Director, Community Outreach

The TABI Team meets every other Monday throughout the year to keep up to date on issues, matters



and concerns within the college community.

#### *Manchester Community College Police Department Policies*

Policies utilized by the Department include Sexual Assault Incident Response and Investigation, Domestic Violence Investigation, Domestic Violence Lethality Program and Clery Act/Title IX/Violence Against Women Act.

#### *Training for Title IX Resource Team and TABI Members*

During this period, the Title IX Resource Team and the Threat Assessment Behavioral Intervention Team received onsite training from the Sexual Assault Crisis Service, a satellite of the New Britain YWCA; the administrator of the SAVE grant; and the President and CEO of Interval House. In addition, members attended the annual SAFE grant update program as well as a number of course offerings from the SAFE Project. Finally, two members of the Title IX team were certified as mediators by Quinnipiac University Law School's Mediation Certification program.

#### *The MCC Title IX Web Page*

The MCC Title IX Website contains the following:

- Title IX Incident Report Form - Anyone can complete the form and it is automatically sent to the Title IX Coordinator.
- Victims' Rights - this web page which directly links to the Connecticut State Colleges and Universities' Policy on Sexual Misconduct, Sexual Assault and Intimate Partner Violence Processes Policy, and the Connecticut Commission on Human Rights and Opportunities (CHRO) Sexual Harassment Prevention Policy and Complaint Procedure
- Domestic and Family Violence - this page includes information on Physical Abuse, Sexual Abuse, Emotional Abuse, Economic Abuse and Psychological Abuse. The page also has a direct link to all of the Community Resources available to MCC employees and students
- Definitions of Terminology - this page includes answers on *What is Sexual Assault, Sexual Misconduct and Sexual Harassment?* Also, *What is Interpersonal Violence?* and *What is Consent?* The page explains the legal definitions of each area.
- What You Can Do - this page is dedicated to what one should do if someone tells you about a sexual assault or interpersonal violence; and *What to Do if You are Sexually Assaulted*. The page also supplies direct links to the Incident Report form and to the MCC Community Resources Page.
- Statement Regarding Sexual Violence - includes the college's contacts and links to the CSCU Sexual Misconduct, Sexual Assault and Interpersonal Partner Violence policy.
- MCC and Community Resources - this page includes contact information for the Title IX Coordinator and the MCC Title IX Resource Team members. It also lists contact information for the Student Success Advising Center, the Women's Center and the MCC Police Department. It further lists contact information for Community Resources that assist with Domestic Violence and Sexual Assault related matters.
- Stalking - this page includes specific information about what to do if you are being stalked. A related link is provided to the Stalking Resources Center, National Center for Victims of Crimes, as well as a link to the list of MCC Resources.
- Title IX Checklist - this checklist for employees outlines what guidelines to use to complete a Title IX Incident Report. The page notes that all MCC employees are responsible employees and must report all incidents of sexual harassment, sexual violence, sexual misconduct, domestic/dating violence and stalking. It further includes the checklist to ensure discussions with any victim of sexual misconduct are handled appropriately.

Once again, during this year the Title IX Coordinator worked with the MCC Webmaster to ensure all pages on the Title IX website were up to date.



#### *Training for Faculty and Staff*

The college requires mandatory online training for all staff, faculty and adjuncts in the areas of Sexual Harassment, Title IX, and Workplace Bully and Violence Prevention. Human Resources monitors fulfillment of these requirements.

In addition, the College's Chief Diversity Officer/Title IX Coordinator, in conjunction with the Chief Diversity Officer from WCSU offered a three hour Title IX and Diversity Training Program to all CSCU employees statewide. Over 160 faculty and staff attended the program.

#### *Public Safety Escort Services*

The MCC Police Department provides escort service for all students and staff to college parking areas upon request.

#### *Blue Light Safety Lights*

MCC has 18 Blue Light safety lights installed around the entire campus to assist students and staff who need immediate assistance, and to promote safety throughout the MCC community.

### **III Sexual Violence Prevention and Awareness Campaigns**

#### *Dissemination of MCC Statement Regarding Sexual Violence*

Manchester Community College's Statement Regarding Sexual Violence is on the MCC Web Page dedicated to Title IX and has been placed in all public areas throughout the campus and distributed to staff and students. This information has also been placed in the 2018-2019 MCC Student Handbook and distributed to every student each semester. This statement provides information for students on sexual violence, student rights, how to file a complaint, resources available to students, and contact information for the Title IX Coordinator, Office of Student Affairs, Counseling and Advising Center, MCC Police Department, Public Safety, and the Connecticut Sexual Assault Crisis Services 24 Hour Hot Line, Connecticut Coalition Against Domestic Violence's 24 hour Hot Line, Interval House's 24 hour Hot Line, Domestic Violence Outreach Team and the Office of Victim Services, Connecticut Judicial Branch.

#### *MCC Non-Discrimination Notice*

Manchester Community College complies with all federal law and mandate to publish a *Continuing Notice of Nondiscrimination* on the website, in catalogs, announcements, bulletins, application forms, recruitment announcements and in newspapers, magazines, publications and other types of written materials. The following is published in these types of announcements:

#### Annual Public Notice of Non-Discrimination

Manchester Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, political belief, veteran status, sexual orientation, gender identity and expression, genetic information or criminal record in its programs and activities.

MCC offers associate in art and associate in science degrees in more than 40 disciplines, including: Accounting, Business, Business Office Technology, Computer Information Systems, Computer Science and Technology, Engineering and Technology, Fine Arts, Health Careers, Hospitality Management and Culinary Arts, and Human Services as well as General Studies, Humanities, and Liberal Arts and Science. In addition, certificate programs focusing on developing occupational skills are offered. Normally, admission to the College is open to high school graduates upon submission of a completed admissions application accompanied by official high school/college transcripts or diploma (or official copy of high school equivalency diploma), payment of the application fee and proof of immunization. Courses are also open to anyone with an interest in a subject area. Some programs of study have additional admissions requirements.

The following person has been designated to respond to inquiries regarding the non-discrimination policies: Debra Freund, Chief Diversity Officer (Title IX and Section 504/ADA Coordinator), Manchester Community College, Great Path, MS #9, P.O. Box 1046, Manchester, CT 06045-1046,



SSC L277. Manchester Community College is an Affirmative Action/Equal Opportunity Employer and strongly encourages the applications of women, minorities, persons with disabilities, and veterans.

#### Aviso Público Anual Anti-Discriminatorio

Manchester Community College no discrimina por motivos de raza, color, religión, credo, edad, sexo, nacionalidad, expresión o identidad de género, origen nacional, estado civil, ascendencia, historial presente o pasado de discapacidad intelectual, discapacidad de aprendizaje o discapacidad física, estatus de veterano, orientación sexual, información genética, o antecedentes penales.

MCC ofrece grados asociados en arte y ciencia en más de 40 disciplinas, incluyendo: Contabilidad, Administración de Empresa, Tecnología de Oficina, Sistemas de Información Computarizada, Ciencia de Tecnología Computarizada, Ingeniería y Tecnología, Bellas Artes, Carreras de Salud, Administración en Hospitalidad y Artes Culinarias, Servicios Humanos y Estudios Generales, Humanidades, Ciencia y Artes Liberales. En adición a grados asociados, ofrecemos certificados enfocados en el desarrollo de destrezas ocupacionales. Normalmente, admisión al Colegio es abierta a estudiantes graduados de escuela superior al someter y completar los requisitos de admisión. La aplicación de admisión debe acompañar prueba oficial de graduación de escuela superior, sea una transcripción o diploma (o equivalente), pago de la cuota para ser admitido y prueba de inmunización. Los cursos están abiertos al público con interés en cualquier disciplina o área de estudio. Algunos programas de estudio exigen requisitos de admisión adicionales.

La siguiente persona ha sido designada para responder consultas relacionadas a nuestra póliza anti-discriminatoria: Debra Freund, Directora de Diversidad (Título IX y la sección 504/ADA Coordinador) en Manchester Community College; Great Path, MS#9, P. O. Box 1046, Manchester, CT 06045-1046; SSC L277. Manchester Community College está bajo el plan de Acción Afirmativa / Empleador de Igualdad de Oportunidades y alienta encarecidamente las aplicaciones de mujeres, minorías, personas con discapacidad y veteranos.

#### *Syllabus Insert*

The following insert is now included at the top of all syllabi at the College. The statement is also directly emailed to all students and it is included in all course offerings, brochures and handbooks.

Manchester Community College is committed to fostering a safe and productive learning environment. Title VII, Title IX, Connecticut State Colleges and Universities, and MCC policies prohibit harassment, discrimination, and sexual misconduct. Sexual harassment (including sexual violence) has the purpose or effect of interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive work or academic environment.

Sexual harassment in any form will not be tolerated at MCC. We encourage anyone who experiences harassment, discrimination, sexual misconduct to talk with someone about what happened to them so they can get the support they need and MCC can respond appropriately.

There are confidential and non-confidential resources and reporting options available to you. MCC faculty and staff are required to report incidents of sexual misconduct to MCC's Title IX Coordinator and thus cannot guarantee anyone confidentiality. A list of resources is available at [www.manchestercc.edu/title-9](http://www.manchestercc.edu/title-9). If you wish to report sexual misconduct or have questions about school policies and procedures regarding sexual misconduct, please contact MCC's Title IX Coordinator Debi Freund, SSC #L277, 860-512-3107, [dfreund@mcc.commnet.edu](mailto:dfreund@mcc.commnet.edu).

#### *Placement of Sexual Violence Materials in Areas Highly Frequently by Students*

Information concerning sexual violence is placed throughout the College on bulletin boards, the Admissions Office, Academic Support Center, MCC Police Department and the Dean of Student Affairs Office. Material is available to all faculty and staff. This information includes MCC Contacts and Community Resources and 24 hour numbers. During this year flyers concerning Sexual Violence Awareness and notice of assistance and support were placed in both male and female student restrooms throughout the campus.

### **III. Reportable Sexual Violence Statistics and Data**

Manchester Community College offered numerous sexual assault and stalking prevention



awareness, risk reduction programs; bystander training and prevention, awareness and risk reduction programs regarding intimate partner violence in 2018. Please see the attached spreadsheet for more detailed explanation. More than 3,000 members of the MCC community participated in training during 2018.

There was one (1) incident of sexual violence in the area of intimate partner violence this year. The Campus Police met with both parties and offered supportive services. The numbers of incidents continue to be low on campus and we attribute this to the heightened awareness, prevention and risk reduction programming and training the college provides.

## STATUTORY REFERENCES AND DEFINITIONS

### SEXUAL ASSAULT

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

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

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

**Sec. 53a-71. Sexual assault in the second degree: Class C or B felony.** (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care

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enrolled in a school in which the actor works or a school actor; or (9) the actor is a coach in an athletic activity or a agent of coaching or instruction from the actor and (A) is a pool setting, or (B) is under eighteen years of age; or (10) the supervision over such other person by virtue of the actor's in a program or activity, and such other person is under the direction of the Commissioner of Developmental Services

in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

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

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

**Sec. 53a-73a. Sexual assault in the fourth degree: Class A misdemeanor or class D felony.** (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual



contact without such other person's consent; or (3) such person engages in sexual contact with an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

### **SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE**

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

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

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

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

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

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

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

### **STALKING**

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

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

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

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

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

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

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

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

(b) Stalking in the third degree is a class B misdemeanor.

## **PROGRAMMING:**

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

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

### **"Risk Reduction"**

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

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

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