

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

		INSTITUTION INFO	ORMATIO	DN	
Name:	Naugatuck Valley Community College		Contact: Jacquie Swanson		
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Reporting			Report		
Office/Department:	Title IX		Year:	2018	72-73T
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Institution's narrative exp the reported sexual violer statistics and data, includ	ice	-	,	s history, its population and its efforts to avironment with respect to sexual violence	
		POLICIE	S		с. 10 10
Institution's most recent p			act Reporting	ng, Support Services and Processes Policy	
regarding sexual assault, and intimate partner viole		(Effective 6/16/2016) BOR/CSCU Policy on Conse	neual Relatio	ionships (Effective 10/20/2016)	
and minimate particle viole		BOR/CSCU Policy Regarding	g Reporting	Suspected Abuse or Neglect of a Child	
		(Effective 1/10/2015)	G 1 (D)		
	2	BOR/CSCU Student Code of	Conduct (EI	Inective 6/16/2016)	
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	ning the fol	lowing statistics and data on se	xual assault,	, stalking, and intimate partner violence fo	r the
preceding calendar year: (See Conn Gen Stat § 1	$\Omega_{a-55m(f)}$	Reportable Statistics and Data	Template)		
Sexual Violence Repo	ortable Stat	istics and Data			
Concise and informat incidents, reports, disclose			ice statistics	s and data, including clarification of numbe	er of
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risk reduction informatio submitted by institution:		Brochures Handbooks/Booklets/Pamph	lets		
submitted by institution.	Ď	Bulletin Boards Information			
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Supplemental informatic submitted by institution:		Public Safety Materials			
		Institution Sexual Violence F Institution Sexual Violence F		rocedures	
		Redacted Sample of Investig		ts	
	δ	Sexual Violence Website Inf	ormation		
		Other Sexual Violence Repo		f available, including number of participant	IS

Other Supplemental Material

Narrative Re: Public Act 14-11, Safe and comfortable learning environment with respect to sexual violence.

CSCU INSTITUTION: Naugatuck Community College REPORTING OFFICE/DEPARTMENT: Student Services REPORTING CONTACT: Dean Sarah Gager, 203-575-8086 YEAR: 2017

Narrative:

Naugatuck Valley Community College offers quality, affordable education and training in response to evolving community needs by providing opportunities to individuals and organizations to develop their potential. NVCC is an engine of change within Waterbury and the broader community.

With two campuses; Waterbury and Danbury, the College has partnered with Safe Haven and the Women's Center of Danbury to help us communicate and educate our students on sexual assault and domestic violence in an effort to encourage appropriate behavior on our campuses and continue to provide a safe environment for students to achieve their academic goals. Expanding outreach to students and working with our community partners, the College provides a weekly forum for students to engage in conversation around healthy relationships, sexual assault, compassion and inclusion, and more. In addition, the College offers online training modules to supplement on campus efforts to effectively educate students on sexual assault and domestic violence prevention. Providing a safe, nurturing environment in which students can focus on their academic studies is paramount to student success.

Continuing Notice of Nondiscrimination: Naugatuck Valley 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, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability 203-575-8235. The following individual has been designated to handle nondiscrimination of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

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:

Terms, Usage and Standards

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

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

<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.

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

Sexual misconduct includes engaging in any of the following behaviors:

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

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- use of sexually degrading words to describe an individual
- display of sexually suggestive objects, pictures or photographs

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Sexual Misconduct Reporting Support Services and Processes Policy

- 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

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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:

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

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

- (1) notify law enforcement and receive assistance from campus authorities in making the notification; and,
- (2) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:
 - standing criminal protective orders;
 - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
 - temporary restraining orders or protective orders prohibiting the harassment of a witness;
 - ▶ family violence protective orders.

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All Sexual Misconduct Reporting Support Services and Processes Policy

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

Employee Conduct Procedures

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

Student Conduct Procedures

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

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

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

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

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

Sexual Misconduct Reporting Support Services and Processes Policy

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

Dissemination of this Policy

Upon adoption by the Board all 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.

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4.3 Consensual Relationships Policy	16-114	2016-10-20
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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.



CONNECTICUT STATE Colleges & Universities Board of Recents for Higher Education

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.

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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.
 - 5. "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.
 - 7. "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.
- 11. "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. <u>Administration of the Student Code</u>: 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 Universitysanctioned 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.

- 17. 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 consent¹" 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. <u>Instructor's Role</u>:

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. <u>The Academic Misconduct Hearing Board</u>: 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 m isconduct. (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. <u>Providing Information leading to a Complaint</u>: 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,</u> Intimate Partner, Domestic Violence or Other Sex Related Offense: See Section I.E.
- 4. <u>Pre-Hearing Investigation and Administrative Disposition:</u>
 - 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. <u>Hearing Bodies</u>: 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.
- 6. <u>Hearing Procedures</u>:
 - 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;
- 3) 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. <u>Record of Hearing</u>: 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. <u>Opportunity to Present a Defense</u>: 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. <u>Accused Student Can Choose Whether or Not to Testify in His or Her Own</u> <u>Defense</u>: 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. <u>Non-Appearance of Accused Student at Disciplinary Hearing</u>: 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. <u>Advisors and Support Persons</u>: 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

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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. <u>Written Notice of Decision</u>: 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. <u>Review</u>: 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. <u>Grounds for Review</u>: 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. <u>Review Procedures</u>: 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 newlyconstituted 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.
- 3. <u>Procedure</u>: 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.

- 1. 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. <u>Warning</u>: 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.
- c. <u>Probation</u>: Disciplinary probation is a designated period of time during which a 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 Community. 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 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. <u>Residence Hall Warning</u>: 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. <u>Residence Hall Probation</u>: 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. <u>Suspension</u>: 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 who has been excluded from all University premises to enter the premises of the student's home University for designated purposes.
- 1. <u>Expulsion</u>: 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 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 wellbeing 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.

Approved 3/13/2014; amended 4/17/2014; 1/15/2015, 6/16/2016



Those who report any type of sexual misconduct, including sexual harassment, sexual assault, stalking, and 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, stalking, and partner violence, will be treated seriously and with dignity by the College.
- Referrals to off-campus counseling and medical services are available immediately and confidentially, whether or not those who report an assault feel ready to make any decisions about reporting the assault to Public Safety, 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 *Student Code of 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:
 - Safe Haven of Greater Waterbury, 24/7 help line, Domestic Violence: 203-575-0036, Sexual Assault: 203-753-3613
 - Connecticut Coalition Against Domestic Violence CCADV, 888-774-2900
 - Domestic Violence Services of Greater New Haven-CCADV, The DVS hotline **203-789-8104** is available 24/7 Spanish speakers are also available
 - Connecticut Sexual Assault Crisis Services, Inc, Statewide 24 Hour Toll Free Hotline, 1-888-999-5545 English 1-888-568-8332 Español

Options for Changing Academic Housing, Transportation and Working Arrangements

Naugatuck Valley 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.



A Guide for Students: Sexual Misconduct & Interpersonal Violence

Naugatuck Valley Community College is committed to maintaining a safe and healthy campus climate for all students. Reporting any act of sexual misconduct and interpersonal violence is strongly encouraged. All disclosures or reports of sexual misconduct, including sexual harassment, sexual assault and intimate partner violence, will be treated seriously and with dignity by the College. The College can provide those who disclose or report sexual misconduct or interpersonal violence with many supportive options, including referrals to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct and interpersonal violence.

What do I do if I have experienced... ?

Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence, Domestic Violence, or Dating Violence? (Detailed Definitions are on the reverse)

YOU HAVE THE RIGHT TO:

→ Choose whether or not to DISCLOSE or REPORT sexual misconduct or interpersonal violence.

<u>Disclosure</u>: When you tell someone that you experienced sexual misconduct or interpersonal violence, but not necessarily for the purposes of officially reporting the incident to the college or to pursue disciplinary action. It's okay to tell someone because you need someone to talk to or need help finding resources and services.

<u>Report</u>: When you tell someone because you want the college to be aware of the act of sexual misconduct or interpersonal violence or you want to initiate a formal complaint and/or start a grievance or disciplinary process.

WAYS TO SEEK HELP:

➔ Preserve any evidence and seek medical attention:

- If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.
- Campus Security: (203)- 575- 8112 / Waterbury Police Department: (203) 574-6920

➔ DISCLOSURE - Seek Advice & Support:

- You have a choice to DISCLOSE CONFIDENTIALLY to the resources listed below.
- <u>Safe Haven of Greater Waterbury</u>, 24/7 help line, Domestic Violence: 203-575-0036, Sexual Assault: 203-753-3613
- <u>Connecticut Coalition Against Domestic Violence CCADV</u>, 888-774-2900
- <u>Domestic Violence Services of Greater New Haven-CCADV</u>, The DVS hotline 203-789-8104 is available 24/7
 - Spanish speakers are also available
- <u>Connecticut Sexual Assault Crisis Services, Inc</u>, Statewide 24 Hour Toll Free Hotline, **1-888-999-5545** English

1-888-568-8332 Español

Religious Leader or Mental Health Provider

If you choose to DISCLOSE to an NAUGATUCK VALLEY FACULTY or STAFF member, know that all faculty and staff are MANDATED REPORTERS. This means that any disclosed instance of sexual misconduct or interpersonal violence must be submitted to the Title IX Coordinator(s). Disclosures will only be maintained as numerical data for campus security (Clery Act, etc.) Further action will only be taken at the student's request or if the safety of the student or others is at risk.

- → REPORT File a REPORT on campus with the following individuals:
- Campus Security: (203) 575-8112 or : (203) 575-8113
- Title IX Coordinator: Jacquie Swanson 203-575-8043 jswanson@nv.edu
- Dean of Students: Sarah Gager 203-575-8086 sgager@nv.edu

Know Your Rights & Options

You have the right to...

- Take both Legal Action (criminal/civil action) and Disciplinary Action in accordance with the Student Code of Conduct and Policy Against Harassment against the individual allegedly responsible.
- **Request a change in Academic, Transportation and Working Arrangements :** Naugatuck Valley 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.
- 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

Both the reported victim and the accused student are entitled to the following ...

member or person in a dating relationship, and family violence protective orders.

- 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.

Sexual Misconduct Definitions	Interpersonal Violence Definitions
Sexual Harassment: can include any unwelcomed 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 intlmidating, hostile or offensive educational environment. Sexual Assault: is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without 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.	 Intimate Partner Violence: 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 Domestic Violence is an act between family or household members that includes but is not limited to: 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. Dating/Relationship Violence: Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.

Swanson, Jacqueline G

From: Sent: To: Cc: Subject: Attachments:	Monchun, Beth A Friday, August 31, 2018 11:00 AM DeFilippis, Daisy C NV-AllCampuswide On an Inclusive, Safe, Respectful and Supportive Environment ContNoticeofNonDiscrmNVCC14.doc; qa-title-ix-201709.pdf; Sexual Harrasment Prevention Policy 2018.pdf; Sexual Harrassment Prevention Policy Implementing Statement 2018.pdf; CCCPolicy Against Sexual Harassment.pdf
Importance:	High
Categories:	Yellow Category

On behalf of President De Filippis, please see the email below.

My Dear Colleagues,

As we receive our new and returning students and anticipate the challenges and opportunities of the fall semester, I write these words of affirmation of our commitment to keep our academic community one that is inclusive, respectful and safe for all our students.

In recent years there has been increased awareness about the prevalence of sexual harassment and assault in the United States in both professional environments and personal interactions. According to a July 2014 report in the Washington Post, "55% of over 1,500 colleges and universities with 1,000 or more students received at least one report of a forcible sex offense on campus in 2012. The same study underscored that there were more than 3,900 reports of forcible sex offenses on college campuses nationwide in 2012, up 50% in a period of three years."

To that end, we have posted brochures, flyers and posters in all offices and spaces that are accessible to students. Additionally, information is now on our website in several locations to effectively communicate how and where students can report incidents. We will continue to review our compliance with applicable laws and regulations (including Title IX and the Clery Act) to ensure that protections and procedures remain in place to promote prevention, preparedness and effective support services for potential victims of sexual misconduct.

As we work together as an engaged campus community in support of our students, I write to elicit your assistance in keeping our institution a safe and trusting environment. "If you see something, say something" is a maxim that applies in this area as well. If it feels wrong to be texting students or colleagues after hours, it probably is. If a colleague seems to be heading down a dangerous path, you may be the one person who can intercede and prevent irreparable harm. Each of us, faculty, administrators, staff and managers, must be vigilant in ensuring the respectful treatment of our students and of each other.

I attach for your information a number of pertinent publications and policies regarding sexual harassment, inappropriate conduct and relationships, Title IX, Affirmative Action, and maintaining a safe campus environment. In addition, the links below provide additional information on consensual relationships and sexual misconduct; the Student Handbook link is also attached.

http://www.ct.edu/files/policies/4.3%20Consensual%20Relationships%20Policy.pdf http://www.ct.edu/files/policies/5.2%20Ssexual%20misconduct%20reporting%20support%20and%20processes .pdf http://www.ct.edu/Bortals/0/documents/studenteersices/StudentLondbools.pdf

http://www.nv.edu/Portals/0/documents/studentservices/StudentHandbook.pdf

Please refer any questions or concerns to your dean, HR Director Kimberly Carolina, Title IX Coordinator Jacquie Swanson, or Equal Employment Officer Ron Clymer.

Mil gracias y bendiciones,

Daisy Cocco De Filippis, Ph.D. President

Daisy Cocco De Filippis, Ph.D. President Naugatuck Valley Community College 750 Chase Parkway, Waterbury, CT 06708 190 Main Street, Danbury, CT 06810 (203) 575-8083 phone http://www.nv.edu/



Continuing Notice of Nondiscrimination

Naugatuck Valley 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, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record.

The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.



UNITED STATES DEPARTMENT OF EDUCATION OFFICE FOR CIVIL RIGHTS

September 2017

Q&A on Campus Sexual Misconduct

Under Title IX of the Education Amendments of 1972 and its implementing regulations, an institution that receives federal funds must ensure that no student suffers a deprivation of her or his access to educational opportunities on the basis of sex. The Department of Education intends to engage in rulemaking on the topic of schools' Title IX responsibilities concerning complaints of sexual misconduct, including peer-on-peer sexual harassment and sexual violence. The Department will solicit input from stakeholders and the public during that rulemaking process. In the interim, these questions and answers—along with the *Revised Sexual Harassment Guidance* previously issued by the Office for Civil Rights¹—provide information about how OCR will assess a school's compliance with Title IX.

SCHOOLS' RESPONSIBILITY TO ADDRESS SEXUAL MISCONDUCT

Question 1:

What is the nature of a school's responsibility to address sexual misconduct?

Answer:

Whether or not a student files a complaint of alleged sexual misconduct or otherwise asks the school to take action, where the school knows or reasonably should know of an incident of sexual misconduct, the school must take steps to understand what occurred and to respond appropriately.² In particular, when sexual misconduct is so severe, persistent, or pervasive as to deny or limit a student's ability to participate in or benefit from the school's programs or activities, a hostile environment exists and the school must respond.³

¹ Office for Civil Rights, *Revised Sexual Harassment Guidance* (66 Fed. Reg. 5512, Jan. 19, 2001), *available at* <u>https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf</u> [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* <u>https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf</u> [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* <u>https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf</u> [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* <u>https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf</u> [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* <u>https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf</u> [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* <u>https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf</u> [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* <u>https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf</u> [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* [hereinafter 2001 Guidance]; *see also* Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), *available at* [hereinafter 2001 Guidance]; *see also* [hereinafter 20

https://www2.ed.gov/about/offices/list/ocr/letters/sexhar-2006.html.

² 2001 Guidance at (VII).

³ Davis v. Monroe Cty. Bd. of Educ., 526 U.S. 629, 631 (1999); 34 C.F.R. § 106.31(a); 2001 Guidance at (V)(A)(1). Title IX prohibits discrimination on the basis of sex "under any education program or activity" receiving federal financial assistance, 20 U.S.C. § 1681(a); 34 C.F.R. § 106.1, meaning within the "operations" of a postsecondary institution or school district, 20 U.S.C. § 1687; 34 C.F.R. § 106.2(h). The Supreme Court has explained that the statute "confines the scope of prohibited conduct based on the recipient's degree of control over the harasser and the environment in which the harassment occurs." Davis, 526 U.S. at 644. Accordingly, OCR has informed institutions that "[a] university does not have a duty under Title IX to address an incident of alleged harassment where the incident occurs off-campus and does not involve a program or activity of the recipient." Oklahoma State University Determination Letter at 2, OCR Complaint No. 06-03-2054 (June 10, 2004); see also University of Wisconsin-Madison Determination Letter, OCR Complaint No. 05-07-2074 (Aug. 6, 2009) ("OCR determined that the alleged assault did not occur in the context of an educational program or activity operated by the University."). Schools are responsible for redressing a hostile environment that occurs on campus even if it relates to off-campus activities. Under the Clery Act, postsecondary institutions are obliged to collect and report statistics on crimes that occur on campus, on noncampus properties controlled by the institution or an affiliated student organization and used for educational purposes, on public property within or immediately adjacent to campus, and in areas within the patrol jurisdiction of the campus police or the campus security department. 34 C.F.R. § 668.46(a); 34 C.F.R. § 668.46(c).

Each recipient must designate at least one employee to act as a Title IX Coordinator to coordinate its responsibilities in this area.⁴ Other employees may be considered "responsible employees" and will help the student to connect to the Title IX Coordinator.⁵

In regulating the conduct of students and faculty to prevent or redress discrimination, schools must formulate, interpret, and apply their rules in a manner that respects the legal rights of students and faculty, including those court precedents interpreting the concept of free speech.⁶

THE CLERY ACT AND TITLE IX

Question 2:

What is the Clery Act and how does it relate to a school's obligations under Title IX?

Answer:

Institutions of higher education that participate in the federal student financial aid programs are subject to the requirements of the Clery Act as well as Title IX.⁷ Each year, institutions must disclose campus crime statistics and information about campus security policies as a condition of participating in the federal student aid programs. The Violence Against Women Reauthorization Act of 2013 amended the Clery Act to require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking, and to include certain policies, procedures, and programs pertaining to these incidents in the annual security reports. In October 2014, following a negotiated rulemaking process, the Department issued amended regulations to implement these statutory changes.⁸ Accordingly, when addressing allegations of dating violence, domestic violence, sexual assault, or stalking, institutions are subject to the Clery Act regulations as well as Title IX.

INTERIM MEASURES

Question 3:

What are interim measures and is a school required to provide such measures?

Answer:

Interim measures are individualized services offered as appropriate to either or both the reporting and responding parties involved in an alleged incident of sexual misconduct, prior to an investigation or while an investigation is pending.⁹ Interim measures include counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, campus escort services, restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar accommodations.

⁴ 34 C.F.R. § 106.8(a).

⁵ 2001 Guidance at (V)(C).

⁶ Office for Civil Rights, Dear Colleague Letter on the First Amendment (July 28, 2003), available at <u>https://www2.ed.gov/about/offices/list/ocr/firstamend.html;</u> 2001 Guidance at (XI).

⁷ Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Pub. L. No. 101-542, 20 U.S.C. § 1092(f).

⁸ See 34 C.F.R. § 668.46.

⁹ See 2001 Guidance at (VII)(A).

It may be appropriate for a school to take interim measures during the investigation of a complaint.¹⁰ In fairly assessing the need for a party to receive interim measures, a school may not rely on fixed rules or operating assumptions that favor one party over another, nor may a school make such measures available only to one party. Interim measures should be individualized and appropriate based on the information gathered by the Title IX Coordinator, making every effort to avoid depriving any student of her or his education. The measures needed by each student may change over time, and the Title IX Coordinator should communicate with each student throughout the investigation to ensure that any interim measures are necessary and effective based on the students' evolving needs.

GRIEVANCE PROCEDURES AND INVESTIGATIONS

Question 4:

What are the school's obligations with regard to complaints of sexual misconduct?

Answer:

A school must adopt and publish grievance procedures that provide for a prompt and equitable resolution of complaints of sex discrimination, including sexual misconduct.¹¹ OCR has identified a number of elements in evaluating whether a school's grievance procedures are prompt and equitable, including whether the school (i) provides notice of the school's grievance procedures, including how to file a complaint, to students, parents of elementary and secondary school students, and employees; (ii) applies the grievance procedures to complaints filed by students or on their behalf alleging sexual misconduct carried out by employees, other students, or third parties; (iii) ensures an adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence; (iv) designates and follows a reasonably prompt time frame for major stages of the complaint process; (v) notifies the parties of the outcome of the complaint; and (vi) provides assurance that the school will take steps to prevent recurrence of sexual misconduct and to remedy its discriminatory effects, as appropriate.¹²

Question 5:

What time frame constitutes a "prompt" investigation?

Answer:

There is no fixed time frame under which a school must complete a Title IX investigation.¹³ OCR will evaluate a school's good faith effort to conduct a fair, impartial investigation in a timely manner designed to provide all parties with resolution.

Question 6:

What constitutes an "equitable" investigation?

¹⁰ 2001 Guidance at (VII)(A). In cases covered by the Clery Act, a school must provide interim measures upon the request of a reporting party if such measures are reasonably available. 34 C.F.R. § 668.46(b)(11)(v).

¹¹ 34 C.F.R. § 106.8(b); 2001 Guidance at (V)(D); see also 34 C.F.R. § 668.46(k)(2)(i) (providing that a proceeding which arises from an allegation of dating violence, domestic violence, sexual assault, or stalking must "[i]nclude a prompt, fair, and impartial process from the initial investigation to the final result"). ¹² 2001 Guidance at (IX); see also 34 C.F.R. § 668.46(k). Postsecondary institutions are required to report publicly

the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, and stalking, 34 C.F.R. § 668.46 (k)(1)(i), and to include a process that allows for the extension of timeframes for good cause with written notice to the parties of the delay and the reason for the delay, 34 C.F.R. § 668.46 (k)(3)(i)(A). ¹³ 2001 Guidance at (IX); see also 34 C.F.R. § 668.46(k)(3)(i)(A).

Answer:

In every investigation conducted under the school's grievance procedures, the burden is on the school—not on the parties—to gather sufficient evidence to reach a fair, impartial determination as to whether sexual misconduct has occurred and, if so, whether a hostile environment has been created that must be redressed. A person free of actual or reasonably perceived conflicts of interest and biases for or against any party must lead the investigation on behalf of the school. Schools should ensure that institutional interests do not interfere with the impartiality of the investigation.

An equitable investigation of a Title IX complaint requires a trained investigator to analyze and document the available evidence to support reliable decisions, objectively evaluate the credibility of parties and witnesses, synthesize all available evidence—including both inculpatory and exculpatory evidence—and take into account the unique and complex circumstances of each case.¹⁴

Any rights or opportunities that a school makes available to one party during the investigation should be made available to the other party on equal terms.¹⁵ Restricting the ability of either party to discuss the investigation (e.g., through "gag orders") is likely to deprive the parties of the ability to obtain and present evidence or otherwise to defend their interests and therefore is likely inequitable. Training materials or investigative techniques and approaches that apply sex stereotypes or generalizations may violate Title IX and should be avoided so that the investigation proceeds objectively and impartially.¹⁶

Once it decides to open an investigation that may lead to disciplinary action against the responding party, a school should provide written notice to the responding party of the allegations constituting a potential violation of the school's sexual misconduct policy, including sufficient details and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved, the specific section of the code of conduct allegedly violated, the precise conduct allegedly constituting the potential violation, and the date and location of the alleged incident.¹⁷ Each party should receive written notice in advance of any interview or hearing with sufficient time to prepare for meaningful participation. The investigation should result in a written report summarizing the relevant exculpatory and inculpatory evidence. The reporting and responding parties and appropriate officials must have timely and equal access to any information that will be used during informal and formal disciplinary meetings and hearings.¹⁸

INFORMAL RESOLUTIONS OF COMPLAINTS

Question 7:

After a Title IX complaint has been opened for investigation, may a school facilitate an informal resolution of the complaint?

Answer:

If all parties voluntarily agree to participate in an informal resolution that does not involve a full investigation and adjudication after receiving a full disclosure of the allegations and their options for formal resolution and if a school determines that the particular Title IX complaint is appropriate for such a process, the school may facilitate an informal resolution, including mediation, to assist the parties in reaching a voluntary resolution.

¹⁴ 2001 Guidance at (V)(A)(1)-(2); see also 34 C.F.R. § 668.46(k)(2)(ii).

¹⁵ 2001 Guidance at (X).

¹⁶ 34 C.F.R. § 106.31(a).

¹⁷ 2001 Guidance at (VII)(B).

¹⁸ 34 C.F.R. § 668.46(k)(3)(i)(B)(3).

DECISION-MAKING AS TO RESPONSIBILITY

Question 8:

What procedures should a school follow to adjudicate a finding of responsibility for sexual misconduct?

Answer:

The investigator(s), or separate decision-maker(s), with or without a hearing, must make findings of fact and conclusions as to whether the facts support a finding of responsibility for violation of the school's sexual misconduct policy. If the complaint presented more than a single allegation of misconduct, a decision should be reached separately as to each allegation of misconduct. The findings of fact and conclusions should be reached by applying either a preponderance of the evidence standard or a clear and convincing evidence standard.¹⁹

The decision-maker(s) must offer each party the same meaningful access to any information that will be used during informal and formal disciplinary meetings and hearings, including the investigation report.²⁰ The parties should have the opportunity to respond to the report in writing in advance of the decision of responsibility and/or at a live hearing to decide responsibility.

Any process made available to one party in the adjudication procedure should be made equally available to the other party (for example, the right to have an attorney or other advisor present and/or participate in an interview or hearing; the right to cross-examine parties and witnesses or to submit questions to be asked of parties and witnesses).²¹ When resolving allegations of dating violence, domestic violence, sexual assault, or stalking, a postsecondary institution must "[p]rovide the accuser and the accused with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.²² In such disciplinary proceedings and any related meetings, the institution may "[n]ot limit the choice of advisor or presence for either the accuser or the accused" but "may establish restrictions regarding the extent to which the advisor may participate in the proceedings.²³

Schools are cautioned to avoid conflicts of interest and biases in the adjudicatory process and to prevent institutional interests from interfering with the impartiality of the adjudication. Decision-making techniques or approaches that apply sex stereotypes or generalizations may violate Title IX and should be avoided so that the adjudication proceeds objectively and impartially.

¹⁹ The standard of evidence for evaluating a claim of sexual misconduct should be consistent with the standard the school applies in other student misconduct cases. In a recent decision, a court concluded that a school denied "basic fairness" to a responding party by, among other things, applying a lower standard of evidence only in cases of alleged sexual misconduct. *Doe v. Brandeis Univ.*, 177 F. Supp. 3d 561, 607 (D. Mass. 2016) ("[T]he lowering of the standard appears to have been a deliberate choice by the university to make cases of sexual misconduct easier to prove—and thus more difficult to defend, both for guilty and innocent students alike. It retained the higher standard for virtually all other forms of student misconduct. The lower standard may thus be seen, in context, as part of an effort to tilt the playing field against accused students, which is particularly troublesome in light of the elimination of other basic rights of the accused."). When a school applies special procedures in sexual misconduct cases, it suggests a discriminatory purpose and should be avoided. A postsecondary institution's annual security report must describe the standard of evidence that will be used during any institutional disciplinary proceeding arising from an allegation of dating violence, domestic violence, sexual assault, or stalking. 34 C.F.R. § 668.46(k)(1)(ii).

²¹ A school has discretion to reserve a right of appeal for the responding party based on its evaluation of due process concerns, as noted in Question 11.

²² 34 C.F.R. § 668.46(k)(2)(iii).

²³ 34 C.F.R. § 668.46(k)(2)(iv).

DECISION-MAKING AS TO DISCIPLINARY SANCTIONS

Question 9:

What procedures should a school follow to impose a disciplinary sanction against a student found responsible for a sexual misconduct violation?

Answer:

The decision-maker as to any disciplinary sanction imposed after a finding of responsibility may be the same or different from the decision-maker who made the finding of responsibility. Disciplinary sanction decisions must be made for the purpose of deciding how best to enforce the school's code of student conduct while considering the impact of separating a student from her or his education. Any disciplinary decision must be made as a proportionate response to the violation.²⁴ In its annual security report, a postsecondary institution must list all of the possible sanctions that the institution may impose following the results of any institutional disciplinary proceeding for an allegation of dating violence, domestic violence, sexual assault, or stalking.²⁵

NOTICE OF OUTCOME AND APPEALS

Question 10:

What information should be provided to the parties to notify them of the outcome?

Answer:

OCR recommends that a school provide written notice of the outcome of disciplinary proceedings to the reporting and responding parties concurrently. The content of the notice may vary depending on the underlying allegations, the institution, and the age of the students. Under the Clery Act, postsecondary institutions must provide simultaneous written notification to both parties of the results of the disciplinary proceeding along with notification of the institution's procedures to appeal the result if such procedures are available, and any changes to the result when it becomes final.²⁶ This notification must include any initial, interim, or final decision by the institution; any sanctions imposed by the institution; and the rationale for the result and the sanctions.²⁷ For proceedings not covered by the Clery Act, such as those arising from allegations of harassment, and for all proceedings in elementary and secondary schools, the school should inform the reporting party whether it found that the alleged conduct occurred, any individual remedies offered to the reporting party or any sanctions imposed on the responding party that directly relate to the reporting party, and other steps the school has taken to eliminate the hostile environment, if the school found one to exist.²⁸ In an elementary or secondary school, the notice should be provided to the parents of students under the age of 18 and directly to students who are 18 years of age or older.²⁹

²⁴ 34 C.F.R. § 106.8(b); 2001 Guidance at (VII)(A).

²⁵ 34 C.F.R. § 668.46(k)(1)(iii).

²⁶ 34 C.F.R. § 668.46(k)(2)(v). The Clery Act applies to proceedings arising from allegations of dating violence, domestic violence, sexual assault, and stalking.

^{27 34} C.F.R. § 668.46(k)(3)(iv).

²⁸ A sanction that directly relates to the reporting party would include, for example, an order that the responding party stay away from the reporting party. See 2001 Guidance at vii n.3. This limitation allows the notice of outcome to comply with the requirements of the Family Educational Rights and Privacy Act. See 20 U.S.C. § 1232g(a)(1)(A); 34 C.F.R. § 99.10; 34 C.F.R. § 99.12(a). FERPA provides an exception to its requirements only for a postsecondary institution to communicate the results of a disciplinary proceeding to the reporting party in cases of alleged crimes of violence or specific nonforcible sex offenses. 20 U.S.C. § 1232g(b)(6); 34 C.F.R. § 99.31(a)(13). 29 20 U.S.C. § 1232g(d).

Question 11:

How may a school offer the right to appeal the decision on responsibility and/or any disciplinary decision?

<u>Answer</u>:

If a school chooses to allow appeals from its decisions regarding responsibility and/or disciplinary sanctions, the school may choose to allow appeal (i) solely by the responding party; or (ii) by both parties, in which case any appeal procedures must be equally available to both parties.³⁰

EXISTING RESOLUTION AGREEMENTS

Question 12:

In light of the rescission of OCR's 2011 Dear Colleague Letter and 2014 Questions & Answers guidance, are existing resolution agreements between OCR and schools still binding?

Answer:

Yes. Schools enter into voluntary resolution agreements with OCR to address the deficiencies and violations identified during an OCR investigation based on Title IX and its implementing regulations. Existing resolution agreements remain binding upon the schools that voluntarily entered into them. Such agreements are fact-specific and do not bind other schools. If a school has questions about an existing resolution agreement, the school may contact the appropriate OCR regional office responsible for the monitoring of its agreement.

Note: The Department has determined that this Q&A is a significant guidance document under the Final Bulletin for Agency Good Guidance Practices of the Office of Management and Budget, 72 Fed. Reg. 3432 (Jan. 25, 2007). This document does not add requirements to applicable law. If you have questions or are interested in commenting on this document, please contact the Department of Education at ocr@ed.gov or 800-421-3481 (TDD: 800-877-8339).

³⁰ 2001 Guidance at (IX). Under the Clery Act, a postsecondary institution must provide simultaneous notification of the appellate procedure, if one is available, to both parties. 34 C.F.R. § 668.46(k)(2)(v)(B). OCR has previously informed schools that it is permissible to allow an appeal only for the responding party because "he/she is the one who stands to suffer from any penalty imposed and should not be made to be tried twice for the same allegation." Skidmore College Determination Letter at 5, OCR Complaint No. 02-95-2136 (Feb. 12, 1996); *see also* Suffolk University Law School Determination Letter at 11, OCR Complaint No. 01-05-2074 (Sept. 30, 2008) ("[A]ppeal rights are not necessarily required by Title IX, whereas an accused student's appeal rights are a standard component of University disciplinary processes in order to assure that the student is afforded due process before being removed from or otherwise disciplined by the University."); University of Cincinnati Determination Letter at 6, OCR Complaint No. 15-05-2041 (Apr. 13, 2006) ("[T]here is no requirement under Title IX that a recipient provide a victim's right of appeal.").



Office of the President

Sexual Harassment Prevention Policy Naugatuck Valley Community College August 2018

It is the policy of Naugatuck Valley Community College to prohibit "sexual harassment." Sexual harassment is a form of sex discrimination which is illegal under state and federal law and is also prohibited by the College's Nondiscrimination Policy. Sexual harassment is defined as:

Any unwelcome sexual advances or requests 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 employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive employment environment.

Also prohibited is any romantic/sexual liaison between a professional or classified staff member and a student for whom that staff member has a teaching, advisory or other supervisory responsibility.

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience. The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. It may involve individuals of the same or opposite sex. This college will not tolerate sexual harassment in any form. All employees shall be responsible and accountable for maintaining an environment free from sexual harassment. Any employee or agent found to have engaged in sexual harassment as defined above will be subject to serious disciplinary action up to and including dismissal.

Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College. Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room 705A, and the telephone number is (203) 575-8110. Kimberly Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room 704B, and the telephone number is (203) 575-8056. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8044.

Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated. The Dean of Student Services is Sarah Gager. Her office is located at Kinney Hall, Room 509A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.

Concerns or complaints dealing with **third party vendors or contractors** should be directed to the Interim Dean of Administration, Dana Elm **or to the President for appropriate follow-up action**. Her office is located at Kinney Hall, Room K706B and the telephone number is (203) 596-2153.

All complaints of sexual harassment may be filed with the Title IX Coordinator. The Title IX Coordinator is Jacquie Swanson, Associate Director of Human Resources. Her office is located at Kinney Hall, Room K704C, and the telephone number is 203-575-8043.

Sincerely,

Shin laur ile Daisy Cocco De Filippis, Ph.D.

President Naugatuck Valley Community College



Sexual Harassment Prevention Policy Implementing Statement Naugatuck Valley Community College August 2018

What is sexual harassment?

Sexual harassment is a form of sex discrimination, which is illegal under state and federal law, and is also prohibited by the College's Nondiscrimination Policy. The College recognizes that sexual harassment undermines the integrity of employer-employee and student-faculty-staff relationships, and interferes with the right of all members of the College community to work and learn in an environment free from harassment. Such conduct will not be tolerated. Sexual harassment may be described as:

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 employment or education,
- (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or

(3) 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 employment or educational environment.

Examples of sexual harassment

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience. 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

 $\Box \Box$ sexual jokes

 $\Box\,\Box$ stereotypic comments based upon gender

 \Box threats, demands or suggestions that retention of one's employment or educational status is contingent upon toleration of or acquiescence in sexual advances.

Faculty, Employees, and Students covered by statement

The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. Sexual harassment may involve individuals of the same or opposite sex and, in the College environment may involve an employee and a student, an employee and another employee or a student and another student. Harassment in any of these relationships is a violation of the College's policy. Because of the power relationship between faculty and student, and between supervisor and subordinate employee, freedom of choice may be compromised in such relationships. Accordingly, this policy holds that where a faculty member or professional staff member has responsibility for a student through teaching, advising, supervision or other obligation, romantic or sexual liaisons between such persons shall be deemed a violation of this policy. Romantic or sexual liaisons between supervisors and subordinate employees, while not prohibited, are strongly discouraged.

It should be noted, additionally, that retaliation against a person, for complaining or being associated in any way with the resolution of a complaint of sexual harassment, also violates College policy.

What to do if you are the victim of sexual harassment.

 \Box Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College. Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room K702A, and the telephone number is (203) 575-8110. Kimberly Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room K704B, and the telephone number is (203) 575-8056. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8056.

□ □ Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated. The Dean of Student Services is Sarah Gager. Her office is located at Kinney Hall, Room K509A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.

□ A claim that an employee of a third party contractor has engaged in sexual harassment on College premises or in connection with the performance of the third party contract should be reported immediately to either the Interim Dean of Administration or to the President for appropriate follow-up action. The Interim Dean of Administration is Dana Elm. Her office is located at Kinney Hall, Room K706B, and the telephone number is (203) 596-2153.
 □ All complaints of sexual harassment may be filed with the Title IX Coordinator. The Title IX Coordinator is Jacquie Swanson, Associate Director of Human Resources. Her office is located at Kinney Hall, Room K704C, and the telephone number is 203-575-8043.

 $\Box\Box$ If complainant is under the age of eighteen (18) the BOR Policy Regarding Suspected Abuse or Neglect of a Child must be followed.

Complaint Process

It is the responsibility of the College official who receives the complaint to notify the Title IX Coordinator and to keep him/her informed throughout the process. Depending on the nature of the complaint and the desires of the complainant, the College official to whom the complaint has been made may attempt to resolve the complaint informally. Any informal resolution of a complaint must be approved by the College President. No person shall be forced to pursue informal avenues of resolution before filing a formal complaint of sexual harassment. If informal resolution is not possible or appropriate, a written complaint should be filed in accordance with the existing Discrimination Complaint Process for employees or Student Grievance Procedure for students. **The grievant and respondent will be notified of the outcome.**

All complaints of sexual harassment shall be taken seriously. It is expected that complaints will be made in good faith, however. Frivolous or vexatious complaints can cause irremediable damage to the reputation of an accused person, even though he or she is subsequently vindicated. Therefore, any person who files a false complaint of sexual harassment shall himself or herself be subject to disciplinary action, up to and including termination if an employee, or expulsion if a student. The rights of complainants and alleged harassers will be respected and, to the extent possible, the confidentiality of all parties will be protected, however, complete anonymity cannot be assured. **Complainants are protected from retaliation of any kind**.

In addition to invoking the appropriate grievance procedure, an employee may file a complaint with the Connecticut Commission on Human Rights and Opportunities in Hartford, CT., and/or the federal Equal Employment Opportunity Commission Regional Office in Boston, MA within 180 calendar days of when the alleged harassment occurred. A student may file a complaint with the federal Office for Civil Rights, U.S. Department of Education Regional Office in Boston, MA.

Publication

This document will be included in the Employees' Policy and Procedures Manual, and placed in the College's Weekly Bulletin, as well as available on the NVCC website. Notice of the College's policy against sexual harassment also shall be given to any independent contractor with whom the College has a business relationship, as a mandatory part of that contract.

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Daisy Cocco De Filippis, Ph.D., President Naugatuck Valley Community College



POLICY AGAINST SEXUAL HARASSMENT: Implementing Statement

Education That Works For a Lifetime

What is Sexual Harassment?

Sexual harassment is a form of sex discrimination which is illegal under state and federal law and is also prohibited by the Board of Trustees' Nondiscrimination Policy. The Board's policy recognizes that sexual harassment undermines the integrity of employeremployee and student-faculty-staff relationships and interferes with the right of all members of the College community to work and learn in an environment free from harassment. Such conduct will not be tolerated.

Sexual harassment may be described as:

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 employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) 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 employment or educational environment.

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience.

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 employment or educational status is contingent upon toleration of or acquiescence in sexual advances.

Policy Against Sexual Harassment: Implementing Statement Page 2

The perpetrator of sexual harassment, like the victim of such conduct, may be a man or a woman. Sexual harassment may involve individuals of the same or opposite sex and, in the College environment, may involve an employee and a student, an employee and another employee or a student and another student. Harassment in any of these relationships is a violation of the Board's policy.

Because of the power relationship between faculty and student, and between supervisor and subordinate employee, freedom of choice may be compromised in such relationships. Accordingly, this policy holds that where a faculty member or professional staff member has responsibility for a student through teaching, advising, supervision or other obligation, romantic or sexual liaisons between such persons shall be deemed a violation of this policy. Romantic or sexual liaisons between supervisors and subordinate employees, while not prohibited, are strongly discouraged.

It should be noted, additionally, that retaliation against a person for complaining or being associated in any way with the resolution of a complaint of sexual harassment also violates Board policy.

What To Do If You Are The Victim of Sexual Harassment

When an employee or student feels that he or she has been the victim of sexual harassment, he or she should report such incident(s) to a College official.

- Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is involved, the College Affirmative Action Officer, or another College official who has been designated by the President as a recipient of such complaints.
- Students may report incidents of sexual harassment to the Dean of Students or to such other College official as the President may have designated. Nothing shall prevent students from speaking to a college counselor about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.
- A claim that an employee of a third party contractor has engaged in sexual harassment on College premises or in connection with the performance of the third party contract should be reported immediately either to the President or to another appropriate College official as set forth in this document. The President will ensure that appropriate follow-up action is taken.

Depending on the nature of the complaint and the desires of the complainant, the College official to whom the complaint has been made may attempt to resolve the complaint informally. Any informal resolution of a complaint must be approved by the College

Policy Against Sexual Harassment: Implementing Statement Page 3

President. No person shall be forced to pursue informal avenues of resolution before filing a formal complaint of sexual harassment.

If informal resolution is not possible or appropriate, a written complaint should be filed in accordance with the existing Affirmative Action Grievance Procedure for Employees (see Board Policy 2.1.3) or Student Grievance Procedure for students (see Board Policy 5.2.2).

- For employees, a written complaint should be filed within fifteen (15) calendar days of the alleged harassment. This time frame may be extended by up to fifteen (15) additional calendar days if efforts at informal resolution have been made.
- For students, a written complaint should be filed within thirty (30) days of the date the grievant knew or should have known of the alleged harassment. However, a delay in filing a formal complaint will not be a reason for refusing to investigate such complaints. Although the ability to investigate may be compromised by delay, a written complaint will be treated in the manner prescribed by this policy if filed within 180 days of the date the student knew or should have known of the alleged harassment.

When a formal complaint of sexual harassment is received, the College will investigate it. The rights of all persons involved in the investigation shall be respected and every effort will be made to protect the confidentiality of both the alleged victim and the alleged harasser. Toward this end, only persons with a need to know shall be made privy to the complaint. However, complete anonymity cannot be assured, given the College's obligation under law to investigate and take appropriate action in all cases of sexual harassment.

All complaints of sexual harassment shall be taken seriously. It is expected that complaints will be made in good faith, however. Frivolous or vexatious complaints can cause irremediable damage to the reputation of an accused person, even though he or she is subsequently vindicated. Therefore, any person who files a false complaint of sexual harassment shall himself or herself be subject to disciplinary action, up to and including termination, if an employee, or expulsion, if a student.

In addition to invoking the available grievance procedure, an employee who believes he or she has been sexually harassed may file a complaint with the Connecticut Commission on Human Rights and Opportunities, 21 Grand Street, Hartford, CT 06106 and/or with the Equal Employment Opportunity Commission, One Congress Street, Boston, Massachusetts 02114, within 180 days of the date when the harassment occurred. A student who believes he or she has been sexually harassed may, in addition to the available grievance procedure, file a complaint with the federal Office for Civil Policy Against Sexual Harassment: Implementing Statement Page 4

Rights, U.S. Department of Education (Region 1), John W. McCormack Post Office and Courthouse, Room 222, Post Office Square, Boston, Massachusetts 02109.

Publication of Sexual Harassment Policy

This document shall be distributed to all members of the College community. Notice of the Board's policy against sexual harassment also shall be given to any independent contractor with whom a College has a business relationship, as a mandatory part of that contract.

Training

Training in the implementation of the Board's policy against sexual harassment and in sexual harassment prevention shall be provided for all supervisory employees, in accordance with the provisions of State law. Attendance at such training sessions shall be mandatory. In addition, awareness and sensitivity training for all employees and students is strongly encouraged.

w: mal/sexual harassment/sexual harassment policy Rev. 12/5/97



Connecticut State Colleges & Universities

SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Naugatuck Valley Community College REPORTING OFFICE/DEPARTMENT: Title IX INSTITUTION CONTACT: Jacquie Swanson YEAR: 2018

	Incidents o	Incidents of Sexual Assault, Stalking and IPV Reported to CSCU in 2018	and IPV Reported to CSCU	in 2018	
A STATE AND A STATE OF A STATE OF					
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	1	1	1	1	0
Stalking	1	1	Ъ	1	0
Intimate Partner Violence	0	0	0	0	ц
(IPV)					

	Disciplina	ry Cases Resulting from	n Investigations of Sex	Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence	itimate Partner Violenc	e
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
Sexual Assault	1	0	1	0	0	0
Stalking	1	0	1	0	0	0
Intimate Partner	0	0	0	0	0	0
Violence (IPV)						

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

PUBLIC ACT 14-11: SEXUAL VIOLENCE STATISTICS AND DATA

CSCU INSTITUTION: Naugatuck Community College REPORTING OFFICE/DEPARTMENT: Title IX INSTITUTION CONTACT: lacquie Swanson, Title IX Coordinator, 203-575-8043 YEAR: 2018

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

Explanation

- There was one incident of sexual violence at NVCC in 2018 that lead to an investigation of sexual assault and stalking. This lead to expulsion of the student and the disciplinary action was not appealed.
- There was one anonymous disclosure of intimate partner violence and it was kept confidential per the student's request. Services were offered.

Koona, and good continuing Yorke of Nondiscrimination; Mangatuek Valloy Community Colloge does not discriminate on the basis of race, color, roligious cored, age, sex, national origin, marinal status, ancestry, disability, exual outentiation, gender identity or present or part history of meral disorder, learning disability or present on the basis of race, alor, and giovanical status, and the contraction of gender disorder, learning disability or present of the distro. *Reveal outentiation*, *Reveal outentiati*, *Reveal out*
See Report	Awareness		Ongoing S	DoV, Dav, SA, S	Yes	25	Students/Emps	Safe Haven	Prism Lounge	Information Table	09/10/18	Student Activities
See Report		Stu/Emps	Ongoing S		Yes		Students/Emps	Safe Haven	Prism Lounge	ion Table	09/06/18	Student Activities
See Report	Male Sexual Violence Awareness	Stu/Emps	Primary	DoV, Dav, SA, S	Yes	20	Students/Emps	Safe Haven/NVCC/Uconn	E440	Voiceless	04/25/18	NVCC SGA
See Report	Support Survivors		Primary S	DoV, Dav, SA, S	Yes	20	Students/Emps	Women's Center	Plaza	Take Back the Night Yoga	04/24/18	Women's Center
See Report	Safety				Yes			Club	Café West	Jewlery & Bake Sale	04/16/18	Safe Space Club
See Report	Awareness	Stu/Emps		DoV, Dav, SA, S	Yes	10	Students/Emps	Safe Haven	Prism Lounge	Information Table	04/12/18	Student Activities
See Report	Awareness	Stu/Emps	Ongoing S		Yes	10	Students/Emps	Safe Haven	Prism Lounge	Information Table	04/12/18	Student Activities
See Report	Myths & Prevention	Stu/Emps	Primary S	DoV, Dav, SA, S	Yes	20	Students/Emps	Safe Haven	LS01	Myths & Prevenstion	04/11/18	Student Activities
See Report	Bystander	Stu/Emps	Primary S	DoV, Dav, SA, S	Yes	15	Students	Women's Center	ACE	Bystander Intervention	04/10/18	Women's Center
See Report	Sexual Assault Awareness	Stu/Emps		SA	Yes	50	Students/Emps	Human Serivces Club	Café West	Sexual Assualt Awreness Day	04/09/18	Human Services
See Report	Awareness	Stu/Emps		DoV, Dav, SA, S	Yes	10	Students/Emps		Prism Lounge		04/04/18	Student Activities
See Report	Awareness				Yes		Students/Emps	Safe Haven	Prism Lounge	Information Table	04/04/18	Student Activities
See Report	Awareness		Ongoing S	DoV, Dav, SA, S	Yes	10	Students/Emps	Safe Haven	Prism Lounge	Information Table	03/28/18	Student Activities
See Report	Awareness	Stu/Emps	Ongoing S	DoV, Dav, SA, S	Yes	10	Students/Emps		Prism Lounge	_	03/28/18	Student Activities
See Report	Bystander	Stu/Emps	Primary	DoV, Dav, SA, S	Yes	25	Students	Student Activities	T516	Bringing in the Bystander	03/27/18	Student Activities
See Report	Complexity and diversity of Gender Identity	Stu/Emps	Primary	SA	Yes	20	Students/Emps	Dr. Zane	1501	Understanding Gender Identity	03/26/18	Social Justice
See Report	Discrimination and Gender Parity		Primary	DoV, Dav, SA, S		30	Students/Emps	(INVEC FACULIY)	1501	Gender Parity	03/22/18	Center
	Sexual Harrassment Gender	Stu/Emps	10	M COLOR	Yes			Panel discussion		Sexual Harrassment,		Social
See Report	Healthy Sex Habits	Stu/Emps	Primary	DoV, Dav, SA, S	Yes	15	Students/Emps	Center for Safer Communities	Danbury Campus	Spring into Health	03/22/18	Danbury Campus
See Report	Awareness	Stu/Emps	Ongoing	DoV, Dav, SA, S	Yes	10	Students/Emps	Safe Haven	Prism Lounge	Information Table	03/22/18	Student Activities
See Report	Awareness	Stu/Emps	Ongoing		Yes		Students/Emps	Safe Haven	Prism Lounge		03/22/18	Student Activities
See Report	Awareness		1	DoV, Dav, SA, S	Yes	10	Students/Emps		Prism Lounge		02/28/18	Student Activities
See Report	Awareness	Stu/Emps			Yes		Students/Emps	Safe Haven	Prism Lounge		02/28/18	Student Activities
See Report	Awareness	Stu/Emps					Students/Emps		Prism Lounge		02/21/18	Student Activities
See Report	Awareness	Stu/Emps					Students/Emps	Safe Haven	Prism Lounge	Information Table	02/21/18	Student Activities
See Report	Awareness	Stu/Emps					Students/Emps	Safe Haven	Prism Lounge	Information Table	02/15/18	Student Activities
See Report	Awareness	Stu/Emps	Ongoing		Yes	10	Students/Emps	Safe Haven	Prism Lounge	Information Table	02/15/18	Student Activities
See Report	Healthy Relastionships	Stu/Emps	Primary	DoV, Dav, SA, S	Yes	15	Students/Emps	Women's Center of Greater Danbury	Danbury Campus	Navigating Relationships	02/08/18	Danbury Campus
See Report	Bystander	Stu/Emps	Primary	DoV, Dav, SA, S	Yes	30	Students	Safe Haven	1501	Bringing in the Bystander	02/06/18	Student Activities
See Report	Awareness	Stu/Emps		DoV, Dav, SA, S	Yes	10	Students/Emps		Prism Lounge	Information Table	02/06/18	Student Activities
See Report	Awareness	Stu/Emps		DoV, Dav, SA, S	Yes	10	Students/Emps		Prism Lounge	Information Table	02/06/18	Student Activities
See Report	Awareness	Stu/Emps				10	Students/Emps		Prism Lounge		01/31/18	Student Activities
See Report	Awareness		Ongoing	DoV, Dav, SA, S	Yes	10	Students/Emps	Safe Haven	Prism Lounge	ation Table	01/31/18	Student Activities
See Report	Sexual Harrassment, awareness, prevenstion. Mlaes and females	Stu/Emps	Primary		Yes	15	Students/Emps	Women's Center of Greater Danbury	Danbury Campus	Me too	01/25/18	Danbury Campus
DOCUMENTS	LEARNING OBJECTIVES	STUDENTS OR EMPLOYEES	PRIMARY** OR ONGOING?***	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	0 ^	NUMBER IN AUDIENCE	AUDIENCE	PRESENTER	LOCATION	NAME OF PROGRAM	DATE	DEPARTMENT
		ghout the year	***Ongoing= throughout the year	employees/students *		g (S) Prim	al Assault (SA), Stalkin,	Violence (DaV), Sexu	*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) ** Primary= new	*Domesti		
					1, 2018	2018 - December 31,	January 1, 2018 - [
				CU)	by NVCC	es and Unive	Connecticut State Colleges and Universities (CSCU) Title IX Related Training Provided by NVCC	Coni				

See Report	Sex Traficking Awareness	Stu/Emps	Primary	SA	Yes	20	Students/Emps	Selah	MCC	Wareness of Sex Trafficking	4/19/18 & 4/20/18	MCC and Selah
	Healthy Relastionships	Students	Primary	Dov, DaV	Yes	10	Male Students	Linda Blozie	Ekstrom Hall	Choose		Bridge to College
See Report	Relay Solidarity	Stu/Emps	Primary	Dov	Yes	250	Students/Emps	Safe Haven	Café West	Fresh Check	11/09/18	Student Activities
	Health Field Resources	Stu/Emps	Primary	DoV, DaV, SA	Yes	300	Students/Emps	Safe Haven	Health Sciences	Resources for SA,DV	10/01/18	Dean of Students
See Report	Awareness	Stu/Emps	Ongoing	DoV, Dav, SA, S	Yes	25	Students/Emps	Safe Haven	Prism Lounge	Information Table	09/27/18	Student Activities
		out curbs	Suloguo	DOV, DAV, SA, S	Ies	2	orngents/ Embs	sare naven	Prism Lounge	Information Table	8T/07/60	Student Activities











Section Six (CONTINUED) GLOSSARY

Pretrial: in a criminal case, a meeting with the prosecutor, defense attorney, and judge where they talk about what will happen next in the case.

Probation: when a convicted offender is released by the court under supervision of a probation officer. Probation may be ordered instead of or after prison.

Prosecute: to proceed against a person in a criminal case. **Prosecutor**: also called the state's attorney; an attorney who represents the state in a criminal case.

Protective order (PO): an order by the criminal court to protect a victim/survivor from threats, harassment, or violence and often any contact by a defendant who is or was a family or household member, parent of the victim's/survivor's child or dating the victim/survivor. The court can also issue a PO to protect a victim/survivor who has been stalked, harassed, or sexually assaulted by a person not known to her or him. A PO is requested by the prosecutor and usually ends when the case ends. Violation of a PO is an additional crime for which the defendant may

be arrested.

Restraining order (RO): a civil court order that protects a victim/ survivor from threats, harassment, or violence and often any contact by a defendant who is or was a family or household member, parent of the victim/survivor's child, or dating the victim/survivor. A RO after a hearing lasts for 6 months from the date of the order unless the judge orders a different length of time. Violation of a RO is a crime for which the defendant may be arrested.

S C

Secondary victims: family, loved ones, or friends of the victim/ survivor who have also been affected by the assault. Sentence: the punishment ordered by the judge. Sentence Review Division: a panel that decides if a criminal sentence should be changed.



 Many victims/survivors experience intense emotions. Some victims/survivors have physical symptoms. There may be times when your thoughts and feelings are focused on the assault. You may: Feel angry; other times you may feel anxious or depressed. Be unable to sleep or you may have unwanted memories, flashbacks, or nightmares. Experience changes in your eating habits. Be afraid to be left alone or you may want to be left alone. 	 During a sexual assault, a victim/survivor may feel powerless or terrified of being seriously injured or killed. Fears about personal safety are a very common response to a sexual assault. The first reactions that many sexual assault victims/survivors experience are shock, disbelief, or fear. You may: Seem very upset or calm and in control. Feel numb or dazed, withdrawn or distant from other people. Not be sure of who to tell or what to do. Not be sure of how you feel. Want to forget about what happened. 	Section One INFORMATION FOR ADULT AND CHILD VICTIMS/SURVIVORS OF SEXUAL ASSAULT The trauma caused by sexual assault often results in emotional stress that may be long lasting. Each person reacts differently to stress. There is no right or wrong way to act. It may be helpful for you to know some of the most common responses sexual assault victims/ survivors have experienced.	
Offender: person who commits an offense. Parole: release from prison after serving part of a sentence. Plea: the defendant's response to the criminal charges (usually guilty, not guilty, or no contest). Plea agreement: an agreement between the prosecutor and the defendant about the charges, plea, and sentence. If a plea agreement is reached and accepted by the court there is no trial. Pre-sentence investigation report (PSI): a background investigation completed by a probation officer on the person who has been convicted of a criminal offense. Victims/survivors may give information about the effects of the crime on her or his life, as well as feelings about the defendant and the sentence.	be convicted without admitting guilt for the crime charged (also called nolo contendere). Although a finding of guilty is entered on the criminal court record, the defendant can deny the charges in a civil action. Nolle: also called nolle prosequi; a disposition in a criminal or motor vehicle case where the prosecutor agrees to drop the case against the defendant but keeps the right to reopen the case and prosecute at any time during the next 13 months. The nolle is entered on the court record and the defendant is released from custody. If the defendant stays out of trouble during the next 13 months, the case is removed from the official court records.	Misdemeanor: a crime that carries a maximum penalty of one year in prison with up to a \$2,000 fine. N No contact order (NCO): a court order that tells a defendant that he or she cannot contact a victim/survivor. An NCO can be ordered by a judge, a bail commissioner, a probation officer, or a parole officer. Violation of an NCO may result in an increase in bail or re-arrest. No contest: a plea in a criminal case that allows the defendant to	

1

Section One (CONTINUED) VICTIMS/SURVIVORS OF SEXUAL ASSAULT INFORMATION FOR ADULT AND CHILD

് Bed or pant wetting; unexplained changes in behavior, such as: show very little reaction. Children may experience sudden or react. Some children may seem very upset, while other children and emotional pain as adults. It's hard to predict how a child will Children who are sexually abused may have the same feelings CHILD SEXUAL ABUSE VICTIMS/SURVIVOR

- ന് Problems in school;
- ్త Sexual play with friends or toys;
- ් Low self-esteem;
- ് Inability to sleep;
- Withdrawal from people;
- ് Change in bathroom habits;
- ് Fussiness;
- ふ Increased quietness;
- ් Depression;
- ് Anxiety;
- െ Risk taking or destructive behavior;
- ా Anger or aggression;
- ් Loss of appetite;
- ഹ് Nightmares;
- ŝ Development of new fears (for example, fear of going to bed, fear of dark, fear of being alone).

Contaminated: polluted by contact.

access resources court case, how to exercise her or his rights, and how to Victim Services who help crime victims/survivors understand the Court-based victim services advocate: employee of the Office of Conviction: to be found guilty of committing a crime.

schedules hearing dates. the case. The court clerk's office receives all court papers and Court clerk: the person who keeps the official court record of

considered crimes against the state, not the victim/survivor. All criminal violations, including sexual assaults, are legally Criminal court: the court that decides matters involving crimes

is the person being sued. charged with a crime. In civil cases, the defendant or respondent Defendant: in criminal cases, the person who is arrested and

ask the victim questions before the trial Deposition: an interview where the lawyer for the defendant can Department of Correction (DOC): the statewide prison system.

dropped and removed from the official record and given to a victim/survivor after a sexual assault exam and done, and what medications and treatment were given. evidence collection. It has contact information, what tests were Dismissal: when the criminal case against the defendant is Discharge instructions: a form completed by a doctor or nurse Deteriorate: to worsen or decline in value or quality

violence agency. violence and their families, generally employed by a domestic trained to support and help victims/survivors of domestic Family violence victim advocate: a certified advocate specially

to a term of imprisonment of more than one year. Felony: any criminal offense for which a person may be sentenced

Section Two (CONTINUED)

SHOULD I HAVE EVIDINCE COLLECTED IF I AM NOT

SURE ABOUT REPORTING TO THE POLICE? It's important to have evidence collected as soon as possible after a sexual assault, even if you have not decided to report the assault to the police. Evidence may be lost or destroyed as time passes. If you are not sure about reporting to the police, you may have the exam completed and the evidence collected will be submitted anonymously. The State of Connecticut will hold the evidence for 60 days to give you time to decide if you will report the crime to the police. If it has been more than 60 days you can still report to the police, but the evidence collected during the exam may not be usable in the investigation and trial.

FOLLOW UP MEDICAL CARE

At the hospital, you may be tested for STIs and pregnancy. These tests will only tell if you were pregnant or had an STI before the sexual assault. Even if you were given medication to treat possible STIs and pregnancy, it is very important that you be tested again in 2 weeks. This follow-up medical care can be done by your own doctor or at a clinic, such as Planned Parenthood.

The discharge instructions form given to you when you leave the hospital has important information. Bring that document with you to any follow-up medical appointments.

DEPARTMENT OF CHILDREN AND FAMILIES Child Abuse and Neglect Hotline

Statewide 24 hour Toll-free Hotline 1-800-842-2288

The Department of Children and Families Hotline is available 24 hours a day, 7 days a week to take calls from people with questions, concerns, and reports of child abuse and neglect. The Hotline also provides evening, weekend, and holiday investigation responses to immediate situations about child abuse and neglect.

GIVED MAY OF CONVECTION 2 1-12

Statewide 24 hour Toll-free Hotline 2-1-1 or 1-800-203-1234 www.infoline.org

United Way 2-1-1 is a free information and referral service. 2-1-1 is available 24 hours a day, every day of the year.

GRIATER BARTFORD CHILDREN ADVOCACY CENTER AT 5T. FRANCIS Office: 860-714-5052 www.childabuseservicesct.org

The Greater Hartford Children's Advocacy Center at St. Francis is dedicated to helping families and children affected by child abuse or child sexual abuse and offers support, advocacy, and education to child victims/survivors of sex abuse and their parents.

Section Two (CONTINUED) MEDICAL CARE

WHO PAYS FOR THE EXAM AND EVIDENCE COLLECTION?

You do not have to pay for the exam and evidence collection. The Office of Victim Services (OVS) of the Connecticut Judicial Branch reimburses hospitals for the sexual assault exam and the cost of completing the evidence collection. It is against state law for a victim/survivor to receive a bill for the sexual assault exam and evidence collection. [Section 19a- 112a (e) of the Connecticut General Statutes]

The hospital may bill you or your insurance company for the costs of treatment for other injuries (for example, x-rays or stitches).

The OVS Compensation Program may be able to help pay treatment related bills. (See page 26 for contact information.)

If you receive a hospital bill for the sexual assault exam and evidence collection, please call OVS (1-888-286-7347 or 860-263-2761) or a sexual assault advocate (See pages 24-25 for contact information.)

> OFFICE OF VICTIM SERVICES Victim Services Toll-Free Helpline: 1-800-822-8428 Compensation Toll-Free: 1-888-286-7347 Compensation: 860-263-2761 Administration: 860-263-2760 www.jud.ct.gov/crimevictim

- as medical, dental, counseling, and lost wages. ∽ Court-based help that includes advocacy during court cases
- and telling victims/survivors about their rights. S Toll-free helpline for information on rights and referrals to resources.
- Notification programs that offer information to victims/ survivors and other eligible persons about an offender's status in the criminal justice system, changes in an inmate's status, requests made by a convicted sex offender for changes in status on his or her registration with the Sex Offender Registry, when protective orders end, and five weeks before a restraining order ends.

Section Three (CONTINUED) CRIMINAL JUSTICE PROCESS

WHAT ROLE WILL FRAY IN THE CRIMINAL COURT PROCESS?

During the court hearings, your information will help the prosecutor consider the strengths and weaknesses of the case to decide on the proper charges.

- ✓ Your participation in the criminal justice system helps inform all those working on the case.
- The judge and the jury, if there is a jury, consider all the information and make the final decision whether the offender is guilty or not guilty. Whatever the decision, your information is crucial but only a part of all the information considered.
- Your victim impact statement will tell the judge how the crime has affected you physically, emotionally, and financially.
 If the defendant is found guilty, you can give information to
- the probation officer for the pre-sentence investigation report that the judge will use to decide on a sentence.
- Sour victim impact statement will tell the Board of Pardons and Paroles how you feel about the immate's parole release or if the immate should have any conditions with the release.
- So When the offender is placed on probation, information you give to the probation officer will help in the development of a supervision plan.

DO ENEED MY OWN LAWYER? Eo<u>cthe Clubing Case</u>

The State of Connecticut has lawyers called state's attorneys or prosecutors, who represent the state and handle the criminal case. They may need you as a witness for the state's case against the defendant. You may hire your own lawyer to represent your rights as a crime victim. A sexual assault advocate or an OVS victim services advocate can also help you understand and exercise your rights.

CONNECTIONT AUDANCE MEMBER PROGRAMS The Center for Family Justice, Inc. Rape Crisis Services

(Bridgeport) Hotline: 203-333-2233 Office: 203-334-6154

Women's Center of Greater Danbury, Inc. Sexual Assault Crisis Services Hotline: 203-731-5204 Office: 203-731-5200

Women and Families Center Sexual Assault Crisis Services (Meriden/Middletown/New Haven) Hotline: 203-235-4444 Office: 203-235-9297 (Meriden) Office: 860-344-1474 (Middletown) Office: 203-389-5010 (New Haven)

Rape Crisis Center of Milford Hotline: 203-878-1212 Office: 203-874-8712

Section Three (CONTINUED) CRIMINAL JUSTICE PROCESS

The following information will help you better understand juvenile court:

- √ Juvenile cases are handled in the court that serves the juvenile's town of residence, which may not be the same town where the assault happened.
- Certain serious cases involving juveniles over the age of 14 may be transferred to the criminal court, where the juvenile will be prosecuted and, if convicted, sentenced as an adult.
- Victims/survivors of juvenile defendants have certain rights, including the right to be at or be represented at the hearings involving the case, to learn the identity of the juvenile, the status, and the outcome of the case. (Note: you can't give this information to anyone else without permission from the judge.)
- ☆ People who were found guilty of committing a crime when they were a juvenile may petition the court to have their juvenile records erased after a period of time, if they don't commit more crimes.

For more information about juvenile court or about your rights as a victim/survivor of a juvenile defendant, contact the juvenile court prosecutor or the juvenile probation officer assigned to the case. For a listing of juvenile probation offices and juvenile courts go to www.jud.ct.gov/directories.htm.

Right to return of property

You have the right:

Right to profits

You have the right:

 So file a lawsuit seeking any profits the offender might receive from any book, movie, or dramatization of the crime if the offender is convicted. [Section 54-218 of the Connecticut General Statutes]

If you have any questions about your rights or need help with them, you may call a sexual assault advocate or the Office of Victim Services. (See pages 24-26 for agency contact information.)

Section Three (CONTINUED) CRIMINAL JUSTICE PROCESS	
If the defendant is guilty, the judge will decide on a sentence based on many facts including information given by the victim/survivor in a victim impact statement and the pre-sentence investigation.	ም አ
The defendant has a right to appeal the guilty verdict to the appellate court. The appellate court may agree with the sentence, order a new trial, or may not accept the case.	<u>ş</u> ,
You may find the criminal justice system confusing. The following charts give an overview of the different phases of the process:	
ARREST ~ The accused is arrested (either by arrest warrant or	ŝ
 without a warrant). The accused is told of the charges. Bail is set and a no contact order may be ordered. If bail is posted, the accused is released until the next court date. 	\$,
ARRAIGNMENT	
 Public defender is appointed or defendant is given time to hire an attorney. The amount of bail is reviewed by a judge and can be kept the same, lowered, or increased. 	ŝ
\sim The court may issue a protective order.	

 $\sim\,$ Depending on the charges, the case will stay in the Part B court (Geographical Area) or be transferred to

the Part A court (Judicial District).

dits in mitfication and to take part in the court process **u have the right:**

- To be told of any court hearing (arrest, arraignment and release on bail, entry of a plea, trial or sentencing) by providing the prosecutor with a current mailing address and telephone number. [Section 51-286e of the Connecticut General Statutes]
- ∽ To tell the judge how the crime affected you by giving a victim impact statement. You may talk to the judge in court or you may give written comments to the prosecutor or OVS courtbased victim services advocate who will give them to the judge. This statement can be made before the plea agreement is accepted and at a sentencing hearing. [Section 54-91c of the Connecticut General Statutes]
- So To be told when the defendant applies for accelerated rehabilitation and an opportunity to tell the judge what you think about that. [Section 54-56e of the Connecticut General Statutes]
- To be told if the criminal case has been dismissed and to file an application for the name of the defendant(s) and other information from the erased records if you have filed or will file a civil action for losses or damages because of the crime. Your request must be made to the court within 2 years of the dismissal. [Section 54-142c of the Connecticut General Statutes]
- ⁵ To be told when the inmate has applied to the Board of Pardons and Paroles, Department of Correction (DOC), sentencing judge or Sentence Review Division. You must file a request with OVS or DOC. [Sections 54-228, 54-230 of the Connecticut General Statutes]

SENTENCING

- \sim If the defendant is found guilty, sentencing will take place at a later date.
- ~ The judge decides the sentence based on many factors, including the victim impact statement and information given by the victim/survivor in the pre-sentence investigation (PSI).

APPEAL

- $\sim~$ The defendant can appeal the guilty verdict.
- ~ The appellate court may agree with the sentence, order a new trial, or not accept the case.

HOW CAN 1 BE NOTIFIED OF COURT DATES AND THE STATUS OF THE CRIMINAL CASE? Connecticut Statewide Automated Victim Information and Notification (CT SAVIN) is a free, confidential service that notifies registered crime victims/survivors about a defendant's status in

the criminal justice system. To register for notification with CT SAVIN, go to www.jud.ct.gov/crimevictim or call 1-877-846-3428

Section Four

Victims/survivors of crime in Connecticut have rights that are protected by state law. A summary of these rights are in this section.

RIGHTS OF CRIME VICTIMS

Connecticut Constitution Article First, Section 8(b) As a crime victim, you have certain rights under the Connecticut Constitution.

You have the right to:

- Se treated with fairness and respect throughout the criminal justice process.
- ్ Get information about the arrest, conviction, sentence, imprisonment, and release of the offender.
- ↔ Be reasonably protected from the accused throughout the criminal justice process.
- ക Be told of court dates.
- ∽ Talk to the prosecutor about the case
- S Have the chance to agree or disagree with any plea agreement between the offender and the prosecutor and to make a statement to the court before the court decides if it will approve the agreement.
- Attend the trial and all other court proceedings (arraignment, pre-trial, and sentencing) unless you are testifying, in which case the court may decide that you should not be allowed to attend the trial.
- Make a statement to the court at sentencing.
- s Restitution for expenses or property lost because of the crime.
- ∽ Have the case completed in a fair and timely manner.

Section Four CONTINUED

Right- to confidentiality

You have the right:

- To have your conversations with a sexual assault advocate stay confidential and not be used in court without your permission. [Section 52-146k of the Connecticut General Statutes]
- ∽ Not to have your present or prior sexual conduct brought up during the trial unless the court, after a hearing, decides that it is necessary for the trial. You may wish to speak with the prosecutor about this. [Section 54-86f of the Connecticut General Statutes]
- ∽ Not to have your address or telephone number made known in the courtroom during any hearing in the prosecution of cases involving sexual assault, injury or risk of injury to a child, or impairing the morals of a child, unless the judge finds that they are important to the case. [Section 54-86d of the Connecticut General Statutes]
- ∽ To have your name and address in the court records stay
 confidential from people not involved in the case and
 released only by an order of the court. [Section 54-86e of the
 Connecticut General Statutes] The accused will have access to
 this information through his or her attorney.

PRE-TRIAL HEARINGS

- ∼ There will probably be several hearings over a period of time (could be one year or longer).
- ∼ The hearings involve conversations between the attorneys and sometimes the judge.
- $\sim~$ The defendant enters a plea, usually not guilty.
- A plea bargain may be negotiated.

TRIAL

- Trials are usually in front of a jury. The selection of the jury could take several days.
- The prosecutor and defense attorney present witnesses and evidence and have the opportunity to question the witnesses from each side.
- The victim/survivor may testify as a witness for the prosecution.
- $\sim\,$ The judge gives the jury instructions on the law.
- The jury deliberates and decides on a verdict. All jurors must agree on a verdict of guilty or not guilty.
- There is a misirial if all of the jurors don't agree on a verdict.
- \sim In a mistrial, the prosecutor may decide to have another trial or drop the charges.

Section Four (CONTINUED)

Nights to notification and to take part in the court process (Continued)
 To tell the Board of Pardons and Paroles in person or in writing if the inmate should be released on parole or if the inmate should have any conditions with the release. [Section 54-126a of the Connecticut General Statutes]

To file a notification request with OVS or DOC, please fill out a Confidential Request for Notification of Status of Inmate (JD-VS-5) form. The form can be found online at www.jud.ct.gov/crimevictim or by calling OVS (1-800-822-8428) or DOC (888-869-7057).

Rights to protection

You have the right:

- To ask that special considerations be taken during your child's testimony, in or out of court, if you are the parent of a sexual assault or abuse victim/survivor and your child was 12 years of age or younger at the time of the offense. [Section 54-86g of the Connecticut General Statutes]
- ∽ To ask for the arrest of the offender, to ask for a protective order from the court, and to apply for a restraining order from the court to prevent further injury. A sexual assault advocate or an OVS court-based victim services advocate can explain these orders. [Sections 46b-15, 46b-38c of the Connecticut General Statutes]

WHAT HAPTENS IN THE CRIMINAL JUSTICE PROCESS? You always have the right to ask questions about the case. If the offender is arrested, someone from the state's attorney's office (a prosecutor or an investigator) may contact you. You may also be contacted by an OVS court-based victim services advocate who is there to help you during the criminal case. A sexual assault advocate can also support and help you through the criminal case.

If the offender is arrested, he or she may be released on bail. If you are afraid, you can contact a sexual assault advocate to discuss your fears and the options available to you. You may ask the prosecutor to request that the court issue a protective order to prohibit the defendant from contacting you or your family directly or indirectly, while the case is pending.

If the defendant contacts you in any way you can tell the police and the prosecutor. As a result of the contact, the defendant's bail may be increased, the defendant's release on bail may be revoked, or new charges may be brought against the defendant. You may ask the prosecutor, sexual assault advocate, or an OVS courtbased victim services advocate to explain any changes to you.

The defendant must plead guilty or not guilty. In most cases the plea is not guilty. This will protect the defendant's right to a trial, even if there is a plea agreement reached at a later time.

If the case goes to trial, you may be called as a witness for the prosecution. After all of the evidence and testimony is given, the judge will give the jury instructions on the law. The jury will decide if the defendant is guilty or not guilty based on the evidence presented.

 Section: Five WHERE TO GET NELP AND INFORMATION CONNECTION ALTANCE TO END SEXUAL VIOLENCE (Source) (CONNEACS) Statewide 24 hour Toll-free Hotlines 1-888-999-5545 English -888-568-8322 Spanish Office: 860-282-9881 endsexualviolencectorg The Connecticut Alliance to End Sexual Violence (CT Alliance) has 9 member programs located throughout the state. Each community-based center offers free, confidential services to victims of sexual assault and their loved ones, including: Crisis intervention and short-term counseling for victims/ survivors and secondary victims. Someone to be with you and to help you at the hospital and with the police. Information and referral for other needs and counseling: Male counselors to work with victims/ survivors, family members, friends, and loved ones.

Hypersonale to suc the offerver:

You will want to hire a lawyer if you decide to file a lawsuit against the offender in civil court. A sexual assault advocate can help you find a lawyer who specializes in helping victims/ survivors in civil cases.

WHAT IS THE DEFENDANT'S LAWYER OR EAVISTICATOR CONTACTS MET

You do not have to talk to anyone about the assault unless you have been subpoenaed to go to court or go to a deposition. A deposition is an interview where the lawyer for the defendant can ask you questions before the trial. If you are subpoenaed, you are only required to talk about the assault in court or at the deposition.

Keep in mind that anyone working for the defendant is trying to get information to help the defendant. You may decide that you do not want to talk with them or, if it is a criminal case, that you want the prosecutor to be there. You can always find out who wants to talk to you and who they are working for before you decide to talk to that person. If you have any questions, you can contact the prosecutor, a sexual assault advocate, or an OVS court-based victim services advocate.

WHAT IF THE OFFENDER IS A JUVENIL D

A case that involves a juvenile defendant (someone under the age of 17 and as of July 1, 2012, someone under the age of 18) is usually heard in the juvenile court, not in the criminal court where the cases of adult defendants are heard. While juvenile cases are ike adult cases, there are also many differences.

YWCA of New Britain

Sexual Assault Crisis Services (New Britain/Hartford) Hotline: 860-223-1787 (New Britain) Office: 860-225-4681 Hotline: 860-547-1022 (Hartford) Office: 860-241-9217

The Center for Sexual Assault Crisis Counseling and Education (Stamford) Hotline: 203-329-2929 Office: 203-348-9346

Susan B. Anthony Project (Torrington) Hotline: 860-482-7133 Office: 860-489-3798

Safe Haven of Greater Waterbury, Inc. Hotline: 203-753-3613 Office: 203-575-0388

Sexual Assault Crisis Center of Eastern Connecticut (Willimantic/New London) Hotline: 860-456-2789 (Willimantic) Office: 860-456-3595 Hotline: 860-437-7766 (New London) Office: 860-442-0604

Section Three CRIMINAL JUSTICE PROCESS

Many victims/survivors of sexual assault choose to report the crime to the police and take part in the criminal justice process. The hearings are difficult for many victims/survivors, but support is available.

REPORTING TO THE POLICE

Connecticut state law doesn't require an adult sexual assault victim/survivor to report the sexual assault to the police. If you choose to report, it's helpful to report the sexual assault to the police as soon as possible. In many cases, the ability to arrest and prosecute the offender depends on prompt reporting. The hospital staff or a sexual assault advocate can call the police for you or you may call the police yourself.

During your meeting with the police, you will be asked to tell them in your own words what happened to you, including a description of the offender, where the sexual assault happened, and any other information about the crime.

Tell the police about any things that might have been touched during the assault (for example, clothing, sheets) because they may be taken as evidence. If you had a sexual assault exam and evidence collected at a hospital, give the police the control number listed on the discharge instruction sheet the hospital gave you.

Sometimes arrests do not happen quickly or at all because the police do not have enough information or evidence to make an arrest. If you remember other information later, it is important to call the police to update your statement.

A victim/survivor who reports the sexual assault to the police cannot be asked or required to take a lie detector test by a police officer, prosecutor, or investigator. [Section 54-86j of the Connecticut General Statutes]

Section Five (continued) WHERE TO OF ALLY AND INFORMATION

CONNECTICUT STATEWIDE AUTOMATED VICTIMS INFORMATION AND NOT FICATION (CT SAVIN) Toll-Free: 1-877-846-3428

www.jud.ct.gov/crimevictim/

CT SAVIN is a free, confidential service that offers crime victims/ survivors and the public access to current information and notification about an offender's status in the criminal justice system. Registration and notifications are available in English or Spanish.

OEPARTMENT OF CORAFCITOR VICTIM SERVICES UNIT Office: 888-869-7057 www.ct.gov/doc

Victims/survivors and other eligible persons may register with the DOC Victim Services Unit to request notification when an inmate is released, escapes, or scheduled for a sentence review or parole hearing. Registrations and notifications are confidential.

HV TESTAG

Many victims/survivors who have been sexually assaulted are concerned about getting HIV (human immunodeficiency virus). HIV is the virus that causes AIDS (acquired immune deficiency syndrome).

Statistics show that the risk of being infected with HIV from a onetime sexual assault is low.

At the hospital, a medical provider should give you information on HIV risks, testing, and treatment choices. HIV testing is not part of a sexual assault exam and you do not have to be tested at the hospital. A test given shortly after the assault will only tell if you were infected before the assault. It may take up to 6 months to know if you have been infected by the offender.

Whether the sexual assault happened recently or in the past, you should talk to a knowledgeable person for advice on testing choices. An HIV counselor or sexual assault advocate can offer support, information, and direct you to testing sites where you can get free (or very low cost) anonymous HIV testing and counseling.

Connecticut state law gives you the right, in some cases, to ask the court for the defendant to be tested for HTV. [Sections 54-102a (b) to 102c of the Connecticut General Statutes] A sexual assault advocate or an OVS victim services advocate can give you more information.

Section Five (CONTINUED) WHERE TO GET HELP AND INFORMATION

PLANNED PARENTHOOD OF CONNECTICUT Statewide Toll-free: 1-800-230-PLAN Administrative Office: 203-865-5158 www.plannedparenthood.org

Planned Parenthood of Connecticut has 19 health centers across the state that offer affordable, high quality health care for women and men.

CONNECTICUT COALITION AGAINST DOMESTIC VIOLENCE Statewide 24 hour Toll-free Hotline: 1-888-774-2900 Office: 860-282-7899 www.ctcadv.org

Connecticut Coalition Against Domestic Violence, Inc. (CCADV) has 18 member programs located throughout the state. Each community-based center offers free, confidential services for victims/survivors of domestic violence, including: ~ 24-hour Hotline with immediate access to certified domestic

violence counselors

∽ Referrals. ∽ Family violence victim advocates

් Shelter.

Section Two

Because of the violent and invasive nature of sexual assault, it is important for you to receive medical treatment, even if you are not sure about reporting the assault to the police.

WHAT HAPPENS IF I GO TO THE HOSPITAC

You will be examined and treated for injuries and given antibiotics for sexually transmitted infections (STIs). Women and adolescent girls, who are concerned about becoming pregnant, will be offered emergency contraception (EC).

With your permission, a sexual assault exam and evidence collection may be done by a nurse or doctor. Because the evidence on a victim's body may deteriorate or become contaminated, evidence must be collected soon after the assault. In Connecticut, exams and evidence collection can be done up to 120 hours (5 days) after the assault. If you consent to the exam and evidence collection, the nurse or doctor will collect samples from your body (for example, hair, semen) which might help the investigation of the crime and the state's criminal case against the accused.
The samples may be used as evidence in court. The presence or absence of evidence does not prove whether a person has been sexually assaulted.

Spotion Six continuen
G Geographical Area (GA): the court location where most criminal
and motor vehicle cases are heard. The court location where all arraignments happen.
Hearing: a legal proceeding held before a judge.
HIV counselor: a counselor specially trained about HIV and
AIDS, who gives information about the disease, testing options and limitations of the tests. Counselors work at testing treatment
sites throughout the state.
Investigator: someone who investigates the facts of a case for
a lawyer. Prosecutors and defense attorneys use investigators.
Prosecutors also use investigators who are called inspectors.
וווווענה: להנצמור צבלו זורש כמודבכתמושו זוומתומתמיו מדלהזפמונ
Judge: a person who hears and decides cases and proper
punishments for the courts.
Judicial District (JD): the court where the more serious criminal
Lases and most trying and many matrices are readed. Invenile offender: a person under the age of 17 who commits a
crime . Effective July 1, 2012, a person under the age of 18 will be
tried as a juvenile.
Lawsuit (to sue): a case filed in civil court by a person sung for
asking the court to order someone to do something or to stop
doing something.
M
Marshal: a judicial marshal is a person responsible for courthouse security, including the metal detectors at the entrance of each
courthouse and keeping order in each courtroom. A state marshal
is a person who gives copies of legal papers to a person named in
a lawsuit.

Avoid other people or situations that remind you of the assault.

A Have trouble concentrating or making decisions.

Experience a change in your relationship with your partner.
 Feel the need to change your job, where you live, or daily

routine to attempt to gain a sense of control and safety.

Many victims/survivors know the person who assaulted them. A victim/survivor may feel vulnerable long after the assault, even if the offender is charged and prosecuted.

Because of myths about sexual assault, many victims/survivors feel shame, self-blame, and guilt. Many victims/survivors also feel devalued or humiliated. Sometimes these feelings are a reaction to being forced by the offender to take part in the crime. These feelings may also be reinforced by the reactions of others, who may criticize a victim's/survivor's behavior. The offender is always responsible for the sexual assault. It is never the victim's/ survivor's fault.

HEALING & RECOVERY

Healing from a sexual assault is a process that is different for each victim/survivor. It may help to talk to a sexual assault advocate who has experience in helping victims/survivors.

A sexual assault advocate can offer a safe and private place to talk about your feelings, your concerns about the assault, and offer information and support. A sexual assault advocate will not judge you or make decisions for you.

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GLOSSARY.	12.10

Sexual assault advocate: a certified advocate employed by a sexual assault crisis service, who is specially trained to support and help victims/survivors of sexual assault and their families. Statement: a written or verbal statement of facts by a witness about a crime. State's attorney: also called the prosecutor; an attorney who represents the state in criminal cases.

Subpoena: a written order by a judge or lawyer requiring that a specific person appear in court on a specific date. Documents can also be subpoenaed.

Testimony: statements made under oath by a witness or persons involved with the case.

Trial: examination and hearing of evidence before a court to decide on the charges or claims.

No. of the second s

Victim Impact Statement (VIS): a written or verbal statement by the victim/survivor or family members that explains how the crime affected her or his life. This statement will be considered by the judge when deciding if to accept a plea agreement and a proper sentence and by the Board of Pardons and Paroles when deciding if a convicted offender should be released from prison on parole with or without conditions.

Witness: a person who testifies to what they saw, heard, or did.

Youthful offender: some offenders who have been arrested for a crime committed at the age of 17 and who meet other eligibility requirements are prosecuted as a youthful offender instead of as a juvenile or as an adult. The court file and proceedings are confidential and youthful offender sentences are not considered convictions. Effective July 1, 2012, persons under the age of 18 will be prosecuted as juvenile offenders.

For immediate assistance call our toll-free crisis line at 888-774-2950.	l-free crisis line at 888-774-2900		
Center for Domestic Violence	Prudence Crandall Center		
Ansonia, CT (203) 736-9944	New Britain, CT + (860) 225-6357		
The Center for Women & Families	Center for Domestic Violence Services at BHcare		
Bridgeport, CT (203) 384-9559	New Haven, CT (203) 789-8104		
Women's Center of Greater Danbury Danbury CT 1 (2013) 731-5204	Safe Futures		
	New London, CT (860) 701-6000		
Uomestic Violence Program United Services, Inc.	Domestic Violence Crisis Center Norwalk CT 1 12013) 853 1080		
Dayville, CT (860) 774-8648	Women's Support Services		
Network Against Domestic Abuse	Sharon, CT (860) 364-1900	NAA iseners	
24C4-CO (000) / 24C4-C	Domestic Violence Crisis Center		
Greenwich VIMCA	Stamford, CT (203) 588-9096		Receivered and
Greenwich, CT (203) 622-0003	Susan B. Anthony Project	SIGNS AND HOW TO	
Interval House			
Hartford, CT (860) 527-0550	Waterbury, CT (203) 575-0036		
Meriden-Wallingford Chrysalis	Domestic Violence Program		
	United Services, Inc.	NAN	
Middletown, CT (860) 347-3044	······································		
CCADV 912 Silas Deane Highway Wethersfield, CT 06109	912 Silas Deane Highway, Lower Level Wethersfield, CT 06109		
(860) 282-78	(860) 282-7899 www.ctcadv.org		
CCADV is funded in part by the CT Department of Social Services; CT Office of Policy & Management: CT Judicial Branch Office of Victor Social Services; CT Office of Policy	scial Services; CT Office of Policy		
& Human Services; U.S. Department of Justice, Office on Violence Against Women	on Violence Against Women,		
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Risk Factors for Lethality

Between 2002 and 2011, there was an average of 16 intimate partner homicides per year in Connecticut. Research demonstrates that certain factors present in an abusive relationship often lead to greater risk for increased violence that could turn fatal. Some of these risk factors include:

• The physical violence has increased in frequency or severity in the past 6 months

Your abuser has used or has threatened to use a weapon against you

Your abuser has threatened to kill you or your children
 You believe your abuser might try to kill you

Your abuser has a gun or can get one easily

You abuser has tried to choke you

Your abuser is violently and constantly jealous

Your abuser controls most of your daily activities

You have left, separated from or divorced your abuser



1 in 4 women have experienced severe physical violence by an

Shares and the state of the sta

intimate partner at some point in their life.

Domestic violence defined DOMESTIC VIOLENCE IS A PATTERN OF COERCIVE, CONTROLLING BEHAVIOR THAT CAN INCLUDE PHYSICAL ABUSE, EMOTIONAL OR PSYCHOLOGICAL ABUSE, SEXUAL ABUSE OR FINANCIAL ABUSE It is a pervasive life-threatening time that differs throwands of hypothesis of connectional regardless of acce. economic status regions

It is a pervasive, lite-threatening crime that affects findusances of individuals in Connecticul regardless of age, economic status, race ethnicity, jeligion, sexual orientation of education. Victims are left fealing seared confused, dependent and insecure about their ability to survive on their own, financially or otherwise. The children of a barrored parent must contend with these same fears and realities

Signs of an abusive relationship

Abusers use a variety of methods to control, intimidate and isolate victims including:

Stalking and harassment, such as following you or coming to your home

or work uninvited

Physical violence, such as pushing, slapping or hitting

Economic control, such as refusing to give you money or preventing you from working

from working

Being overly jealous about your relationships with others
 Disconcepting your family and friends and keeping you from see

 Disrespecting your family and friends, and keeping you from seeing or talking to them

Controlling means of communication, such as your phone or computer

Things you can do

While having experienced any of the listed risk factors does not guarantee that your situation will become fatal, extensive research by Dr. Jacquelyn C. Campbell, et. al. shows that these factors are often present prior to intimate partner homicide. There are steps you can take to increase your safety:

• Call 911 if you are in immediate danger.

• Always trust your gut

• Don't minimize your abuser's behavior or the level of danger present. • Call the statewide, toll-free crisis hotline at 1.888.774.2900 to speak with

a certified domestic violence counselor. • Work with your local domestic violence agency to develop a safety plan. • Speak with an advocate about the legal options that are available,

such as restraining orders.

OF FEMALES KILLED WITH A FIREARM, ALMOST TWO-THIRDS ARE KILLED BY AN INTIMATE PARTNER.

0.007774/0.0088.000 and inclusive manner to all victims. We strive to provide services in a thoughtful, culturally-specific They provide the following confidential services free of charge: ASSISTANCE INCLUDING EMERGENCY & TRANSITIONAL HOUSING. • 24-hour, toll-free ON ANY GIVEN DAY IN CONNECTICUT, OVER 750 VICTIMS SEEK OUR 18 MEMBER AGENCIES SERVE OVER 57,000 VICTIMS PER YEAR. crisis line with What visitin services are provided by CCADV member agencies? counselors access to certified Support groups Safety planning Counseling Court advocacy ACCESS TO IMMEDIATE HELP all the statewide, toll-free crisis line. you or someone you know needs help ABOUT PLANNING FOR THEIR SAFETY ABOUT THE FUTURE. AND MORE HOPEFUL LOCAL DOMESTIC VIOLENCE AGENCY WERE WHO SOUGHT ASSISTANCE FROM THEIR MORE KNOWLEDGEABLE 95% OF SURVIVORS A 2010 STUDY SHOWED THAT Information & referrals Emergency shelter Community education

We Talk About Sexual Assault

the author and do not necessarily represent the official position or policles of funders.

CONVIVACS' projects and services are made possible through funding from: Office of Victime Services, superior Court Operations Division's State of Connecticut Judicial Branch, Victime of Crimer Net Victim Assistance Net Crant Program; U.S. Department of Justice; Office on Violence Against Women and Office for Victims of Crimer State of Connecticut. Department of Public Health. Department of Correction and Office of Policy and Management; U.S. Department of Health and Human Services. Centers for Disease Office of Policy and Management; U.S. Department of Health and Human Services. Centers for Disease Office of Policy and Management; U.S. Department of Health and Human Services. Centers for Disease Office of Policy and Management; U.S. Department of Health and Human Services. Centers for Disease Office of Policy and Management; U.S. Department of Health and Human Services. Centers for Disease Office of Policy and Management; Department of Health and Human Services. Centers for Disease Office of Policy and Prevention; and private grant and ophations. Ponts of view in this document are those of Control and Prevention; and private grants and donations. Ponts of view in this document are those of Control and Prevention; and private grants and donations. Ponts of view in this document are those of Control and Prevention; and private grants and donations. Ponts of view in this document are those of Control and Prevention; and private grants and donations. Ponts of view in this document are those of Control and Prevention; and private grants and donations.

You Can Tell Us About it

860-282-9881



Connecticut Sexual Assault Crisis Services: Inc. 96 Pitkin Street East Hartford, CT-06108 Some people question if what happened to them can really be called rape, especially if they knew the perpetrator.

EVEN IF

You had sex before... You knew the person... You trusted the person... You didn't fight back... It happened a long time ago... You never told anyone...

SEX WITHOUT YOUR CONSENT IS RAPE.

It is illegal and it is wrong.

Sexual assault is a general term that includes rape, sexual contact and other unwanted sexual behavior.

- Talk to a friend or someone you feel comfortable confiding in.
- Call the free and confidential sexual assault hotline: 888-999-5545 (English) 888-568-8332 (Español)
- The hotline is available anytime, day or night, you want to talk and you don't have to give your name.
- Consider getting medical assistance.
- Remember that you can't control another person's behavior.
- It's not your fault.
- You are not alone.

How to help a friend/family member who has been sexually assaulted:

- Believe your friend/family member.
- Tell your friend/family member that she/he is not to blame for the assault.
- Urge your friend/family member to get medical assistance.
- Remember, your supportive response will help the victim deal with the trauma of the abuse.
- Ask before touching your friend/family member.
- Don't pressure your friend/family member to give details; allow her/him to talk at her/his own pace.
- Call the sexual assault hotline if you have any questions or need support for yourself.

IN CONNECTICUT, IF YOU ARE THE VICTIM OF SEXUAL ASSAULT YOU ARE GIVEN THE RIGHT TO:

- Have your conversations with a sexual assault counselor remain confidential and not be used in court unless you give permission for them to be used.
- Not have your name, address or phone number disclosed in the courtroom during any proceeding in the prosecution of the case.
- Have your name and address remain confidential from people not involved in the case (the offender will have access to this information through his/her attorney) and released only by an order of the court.
- Apply for victim compensation for any injury you have suffered as a result of the crime.

IN ADDITION, THE STATE CONSTITUTION GIVES CRIME VICTIMS AND THEIR FAMILIES THE RIGHT TO;

- Be treated with fairness and respect through the criminal justice process.
- Have the case heard and resolved in a fair and reasonable amount of time.
- Be reasonably protected from the offender throughout the criminal justice process.
- Receive notification of court proceedings.
- Attend the trial and all other court proceedings.
- Communicate with the prosecution.
- Have the opportunity to support or disagree with any agreement between the prosecutor and the offender, about the charges and sentence, and to make a statement to the court before it accepts the agreement.
- Make a statement to the court at sentencing.
- Restitution.
- Be given information about the arrest, conviction, sentence, imprisonment and release of the offender.

FOR HELP OR MORE INFORMATION

Call the 24-hour, toll-free, confidential hotline

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

You will be connected to the sexual assault crisis center closest to you.

Sexual Assault Crisis Centers Provide:

- Certified sexual assault crisis counselors
 - Bilingual staff (Spanish/English)

Medical accompaniment

- Legal advocacy
- Support groups
- Information and referral

These services are free and available to you regardless of race, sexual orientation, religion or immigration status.



maybe a friend, a co-worker, or even a family by the persons who are supposed to love them victims to acknowledge they are being abused member. For many reasons, it is often hard for in your life may be facing violence at home -Whether you know it or not, some of the people

desire for power and control. The list can help in a violent relationship. nomic, and physical - come from the batterer's All of these forms of abuse - psychological, ecodemonstrated by batterers and abusive people. you recognize if you or someone you know is This list identifies a series of behaviors typically

Abusing Authority

making big decisions; using "logic". ments are "the truth"); telling them what to do; Always claiming to be right (insisting state-

Disrespect

things about their friends or family. down in front of other people; saying bad responding, twisting their words; putting them Interrupting; changing topics; not listening or

Abusing Trust

them; being overly jealous. Lying, withholding information; cheating on

to help with childcare or housework. taking a fair share of responsibility; refusing Not following through on agreements; not Breaking Promises

Economic Control

otherwise preventing them from using the car. social service agencies. threatening to report them to welfare or other taking their money; taking their car keys or them work; refusing to give them money or Interfering with their work or not letting

saying the abuse didn't happen: shifting taking the victims' concerns about it seriously: responsibility for abusive behavior. Making light of abusive behavior and not Minimizing, Denying & Blaming

Emotional Withholding

attention, or compliments; not respecting teelings, rights, or opinions. Not expressing feelings; not giving support.

saying or doing things that will have negative or other forms of self-harm; deliberately consequences (e.g., telling off the boss) Abusing drugs or alcohol; threatening suicide Self-Destructive Behavior

Isolation

Preventing or making it difficult for them to telling them where they can and cannot go. see friends or relatives; monitoring phone calls;

Harassment

them in public: refusing to leave when asked them: checking up on them; embarrassing Making uninvited visits or calls; following

Adapted with permission from the "Take Action Kit" from the Family Violence Prevention Fund and from "Domestic Violence: The Facts" from Peace at Home.





Explain that domestic that they can seek robbery or rape - and as much of a crime as the police or courts. violence is a crime protection from

happen right away.

time and may not that for many victims. CONCERN for their firmly expressing your to be their friend while relationship, continue

* If they remain in the relationship can take leaving an abusive Safety, Remember jealousy... not anything.

in a relationship - not alcohol or drugs, not financial pressure, not depression, not there's never an excuse for physical violence

• Let them know that you care about them and that it's not their fault. Explain that

by you.

LiStell without judging. Your friend.

negative messages. They may feel ashamed. inadequate, and afraid they will be judged

relative or co-worker may believe the abuser's

 $* {
m ASK}$ direct questions about their situation.

CSE

days later. Don't rush into providing a solution. gently. Give them time to talk. Ask again a few
Emphasize that When they are ready. and that it does not go away on its own. worse and becomes more frequent with time, emphasize that domestic violence tends to get and that help is available. Also they can make a choice to leave the relationship.

along with the date the contact was made. on their answering machine or voice mail, e-mail sent from the abuser, or messages left abuser has broken the law. If they choose, If they have an order of protection, let them they can ask the police to arrest the abuser know that by contacting them in any way the for doing so, especially if they have evidence Encourage them to save letters or



 Many battered immigrant or have been convicted conditions of their visa of certain crimes. documents, violated U.S. on fraudulent they have entered the deported unless have a valid yisa, they U.S. citizens, lawful immigrant victims are cannot be permanent residents, or that status away. You immigration status do should know that if batterer cannot take not know that their victims who have legal

> * Let the young people in your life know there are places they can go for help. if anyone they date ever hits or hurts them early on that violence in a relationship is circumstances. Make sure they know that never acceptable, under any

 Invite community leaders to Speak Out where youth gather. against domestic violence at school assemblies Boy and Girl Scout meetings, and other places

Take domestic violence SCTIOUSLY at all

not a laughing matter. Doing this sends the times, and demand that domestic violence is powerful message that violence, take a stand It you hear a triend joke about domestic your friends do the same.

opportunities. and Volunteer ers, educational materials violence agency for speakand local schools to contact the local domestic place, faith community, Encourage your work-



r than you think. yourself or someone you

888-774-290

* Make a personal commitment to talk about enlisted to get involved too. of abuse, or with co-workers who might be you suspect is either a victim or perpetrator domestic violence whether it is with a friend

Support your local domestic violence or financial supporter. agency by becoming a VOLUNTEEr

* Make sure that the places in your community gyms, supermarkets, laundromats, businesses, post offices, libraries etc. -

and where to go for help about domestic violence have information

* Remember that domestic excuse for abuse. or physical ability. ethnicity, religion, straight communities There's never an education, income violence happens in regardless of age, race. transgender, and lesbian, gay, bisexuat,

closer than you think.

S. W

stopdomesticviolence.ii



affected by domestic violence. Services provided counseling, support groups, advocacy, children's emergency shelter, 24-hour crisis intervention. of emergency and support services to those public awareness. programs and prevention through education and include but are not limited to safety planning. The member organizations provide a strong network

The Coalition's member agencies are:

The Umbrella Ansonia (203) 736-9944	
Prudence Crandall Center New Britain (860) 225-6357	,

Bridgeport (203) 384-9559 The Center for Women & Services of Greater New Domestic Violence New Haven Haven

(203) 789-8104

Families

(203) 731-5206 Women's Center of Greater Danbury Danbury

SECT

The Women's Center of

Domestic Violence Program United Services New London (860) 701-6000 Center

Dayville (860) 774-8648 Norwalk

Domestic Violence Crisis

(203) 852-1980

Women's Support Services

Sharon

(860) 364-1900

Domestic Violence Crisis

Greenwich YWCA Domestic Abuse Service Center

Middletown (860) 347-3044

(860) 456-9476 Willimantic United Services

New Horizons

Meriden (203) 238-1501

(203) 575-0036 Waterbury Safe Haven

Domestic Violence Program

Chrysalis

Meriden-Wallingford

(860) 527-0550

Torrington (860) 482-7133

Susan B. Anthony Project

Hartford Interval House (203) 622-0003 Greenwich

(203) 357-8162 Stamford Enfield Domestic Abuse

(860) 763-4542

Network Against

If you have been sexually assaulted:

- Taik to a friend that you feel comfortable confiding in and call the sexual assault hotline.
- The hotling is available any time, day or highl, you want to talk. It's free, confidential and you don't have to give your name.
- Remember that you can't control another person's behavior. It's not your fault.
- Consider getting medical assistance.
- You are not alone. A national study estimates that 61.6% of all victims of sexual assault were under 18.

How to help a friend, child of other family member who has hern sexually assaulted:

- * Believe your friend.
- Tell your friend that she/he is not to blame for the assault.
- Don't gossip about the assault.
- Urge your friend to get medical assistance.
- Remember: your supportive response will help the victim to deal with the trauma of the abuse.
- Ask hefore touching the victim.
- Don't pressure your friend to give details; allow the victim to talk at her/his own pace.
- Call the sexual assault hotline if you have questions or need support for yourself.
- Deal with your anger another time.

Call toll free sexual assault hotline

888.999-5545 (English)

878.568.8332 (Español)

You will be connected to the nearest sexual assault crisis service. Each center provides:

"A leave crisis houtes

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province the criptle to the tool

artar wer also de pundan-

CONNSACS "projects and services are made possible through funding from: Office of Victim Services, Superior Court Operations Division, State of Connecticut Judicial Branch, Victims of Crime Act Victim Assistance Act Grant Program; U.S. Department of Justice, Office on Victence Against Women and Office for Victims of Crime; State of Connecticut, Department of Public Health, Department of Correction and Office of Policy and Management; U.S. Department of Health and Humani Services, Centers for Disease Control and Prevention; and private grants and donations. Points of view in this document are those of the author and do not necessarily represent the official position or policies of funders.





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Connecticut Sexual Assault Crisis Services, Inc. 96 Pitkin Street East Hartford, CT 06108 860-282-9881 www.connsacs.org

if happened a long time ago... there was no fighting back...

gou never told anyone...

Sucon si su and si a whore

Andre a

Sex without consent

炎 you trusted the person...

🎄 you knew the person...

the date cost a lot of money...

🦥 you had sex before...

w you were dating for a long time...

what happened can really by

Some people question if

👼 you were kissing, etc...

.

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and other rape as well as incest, sexual harassment and other unwanted sexual behavior occurring on a continuum from lewd comments to rape. - Exhibitionist (flasher) - Voyeurism (peeping tom) - Sexual Harassment - Unwanted Sexual Contact - Rape	DATE/ACQUAINTANCE RAPE: Date rape means that the rape was committed on a date. Acquaintance rape means that the rapist knew the victim. SEXUAL ASSAULT is a general term that	 RAPE: a crime of power and centrol in which one person forces, coerces, or manipulates another person into sexual intercourse. STATUTORY RAPE: defined by the law as sex between a person who is 13-15 years old and a person who is 3 or more years older. 	CHILD SEXUAL ABUSE: when a child or teen under the age of 18 is forced, tricked, intimidated, or pressured into any kind of sexual activity. When the offender is a family member, this is called incest.	Sexual violence against teens can be referred to as child sexual abuse, incest, statutory rape, sexual assault, date rape, & acquaintance rape. Below are some definitions.	
themselves sexually. Sexual assault is not about sexual desire. FACT: 85% of sexual assaults are committed by someone the victim knows. This could be anyone including a girl/boyfriend, classmate, neighbor or family member. More than 50% of all rapes occur in the victim's home. FACT: You can be raped even it you are drinking or taking drugs. If you are unable to consent to sex, that is rape.	Francis Wen are capable of controlling	experienced sexual assault; 11-20% were pregnant as a direct result of rape? 75% of men and 55% of women involved in acquaintance rapes reported using alcohol or other drugs before the rape?	1 out of 4 women reported being the victim of rape or attempted rape during their college years? 62% of pregnant adolescents have	Did you know that 1 out of 4 girls and 1 out of 6 boys will be sexually assaulted before they are 18?	く言語などの言語と思う

they can in order to survive. for their lives. Victims make the best decisions A. E. During a rape, most victims are in fear

flieir victim wore or looked like. . ACT: Few convicted rapists remembered what

Saturahi ins.

Remember: The ability to prevent sexual assault lies with the potential offender.

$\frac{q_{1}}{q_{2}} = \frac{1}{2} \frac{1}{q_{1}} \frac{1}{q_{2}} \frac{$

- Find out as much as possible about the person before going out on a date.
- ġ? Consider going out with a group of friends the first time you date a new person-
- Let someone know where you are going on

80

your dates.

- Decide what you are willing and unwilling to do sexualiy.
- When going on a date, decide how far you want the date to progress before going out.
- ζą. Ask what your partner is willing and unwilling to do sexually.

Contraction

- Clearly state what you do or do not want.
- Accept others' limits without getting manipulating them into doing what you want. hostile, trying to make them feel guilty, or

No.



- Say no" if someone is trying to intimidate or pressure you into something you don't want to do. Be firm and direct.
- Remember that "no" does not mean yes," and a person can say "no" at any time.

Soon First

- Trust your feelings. If you feel uncomfortable with a situation, follow your instincts and get out of the situation. Be aware of your surroundings so that if you need to leave a situation, you know where to go. Be sure to carry money for a phone call, your own dinner, or a cab home.
- People sometimes put drugs in drinks in order to rape a person. Pour your own drink or watch the person pour it. Don't take an open container drink from someone, and don't take drinks from a punch bowl. Don't leave your drink unattended.
- Think carefully about leaving a party with someone you just met.
- * Walk with a group of friends when going out at night.





Jones T. Está más cerca de lo que usted piensa. bandi a



parelaviolenciadomestica.into



6 Como sabe usted si alguien violentas en sus hogares - puede ser una amiga(o), Aunque usted no lo sepa, algunas personas en su vida pueden estar experimentando situaciones (†) >> relación abusiva? la víctima trabaje, negandole dinero, cogiendo su Interfiriendo con su trabajo o no permitiendo que Control Econômico



disponible Hay ayuda

educación y conciencia pública. programas infantiles y prevención a través de la proporcionados incluyen planeación de seguridad. afectados por la violencia doméstica. Los servicios red de emergencia y servícios de apoyo para los 24 horas, consejeros, grupos de soporte, apoyo, refugios de emergencia, intervención de crisis las Las organizaciones miembros proveen una fuerte

Las agencias miembros de la Coalición:

The Center for Momen &	The Umbrella Ansonia (203) 736-9944	
Nomectic Vinlence Cervices	Prudence Crandall Center New Britain (860) 225-6357	

Bridgeport (203) 384-9559 The Center for Women & Families New Haven (203) 789-8104 uomestic Violence Services of Greater New Haven

SE CT The Women's Center of

New London (860) 701-6000

Dayville Domestic Violence Program United Services

Domestic Violence Crisis Center

Norwalk (203) 852-1980

Network Against Domestic Women's Support Services

Enfield (860) 763-4542

Abuse

Greenwich YWCA Greenwich

Domestic Abuse Service

Center

Stamford

Domestic Violence Crisis

(860) 364-1900 Sharon

(203) 357-8162

(203) 622-0003

New Horizons Middletown (860) 347-3044

(860) 456-9476 United Services

Willimantic

Domestic Violence Program

(203) 238-1501 Chrysalis

Meriden

Meriden-Wallingford

Safe Haven Waterbury (203) 575-0036

Interval House Hartford (860) 527-0550

Тоrrington (860) 482-7133

INTERNATION OF STREET, STRE

Susan B. Anthony Project

(860) 774-8648

Danbury (203) 731-5206

ī,

Danbury

Women's Center of Greater

2 victimas?

¿Cômo avudo en

 ESCUChe a la víctima sin juzgarla(o). Su Gentilmente, haga preguntas directas sobre la después. No se apure en dar una solución. situación. Déle tiempo a la víctima para que hable. Pregunte otra vez varios días

abusador. La víctima puede sentir verguenza amiga(o), familiar o compañera(o) de trabajo se puede sentir inadecuada(o) y miedo de ser puede creer los mensajes negativos del juzgada(o) por usted

financieros, ni la depresión, ni los celos ... nada una excusa para la violencia fisíca en una relación Déjele saber que se preocupa por ella (él) y que no – ni el alcohol, ni las drogas, ni los problemas tienen la cuipa. Explique que nunca hay

siendo su amiga(o) Si ella (él) permanece en la relación, contínúe

ser difícil y tomar tiempo. por su seguridad. relación abusiva puede víctimas, dejar una Recuerde, para muchas expresa su preocupación mientras tirmemente

buscar protección que ella ó él pueden robo o la violación - y Explique que la violencrimen - tanto como el cia doméstica es un

sientan lístos, pueden y Enfatize que cuando se de la Polícía o del Juzgado tienen opciones para

Viclencia Donéstica Está más cerca de lo que usted prensa

parelaviolencia

crimenes.

Violencia Doméstica Está más cerca de lo que usted piensa. 888-774-2900

Si tienen una orden de protección, déjele saber que tiende a empeorar y ser más frequente con el tiempo. la Violencia Doméstica no es pasajera, sino dejar la relación y que hay ayuda disponible. También, enfatize que

el abusador. con la fecha en que el contacto fue hecho por mensajes dejados en su contestadora, junto guarde todas las cartas o correos electrónicos tiene pruebas. A DIME a la víctima a que víctima desea puede pedir que la Policía el abusador, entonces él ha roto la ley. Si la que si es contactada(o) de cualquier forma por arreste al abusador por ésto, especialmente si

Muchas víctimas inmigrantes que son

de su visa, o que hayan ellos no pueden ser deportados sido convictos de ciertos documentos fraudulentos o tiene una visa válida. a los Estados Unidos con un residente permanente. tienen un estado legal violado condiciones ciudadana(o), legalmente una víctima inmigrante es puede quitar este estado. que su abusador no les de imigración, no saben abusadas, y las cuales Usted debe saber que si a menos que hayan entrado

- hay lugares donde pueden buscar ayuda. si en citas amorosas alguien le pega o le lastima. circunstancia. Asegúrese de que ellos sepan que edad que la VIOIENCIA en una relación nunca es aceptable, bajo ninguna
- niños y niñas del los Scouts. y otros lugares en las asambleas escolares, reuniones de los hablar en contra de la Violencia Doméstica Invite a lOS líderes en su comunidad a donde los jovenes se reúnen
- Tome la Violencia Doméstica CI1 SCTIO
- ésto, usted envia el tome acción. Al hacei Violencia Doméstica. demande que sus amisfuerte mensaje de que hacer chistes sobre la Si escucha a un amigo(a) tades hagan lo mismo. a todo momento y
- no es motivo de risa la Violencia Doméstica
- que contacten a su empleo, iglesias o Anime a su lugar de escuelas locales a
- agencia local de
- Violencia Doméstica

- Violenci. Está más "esta o







mi comunidad?

hans

oportunidades voluntarias.

 Haga un compromiso personal de hablar sobre la Violencia Doméstica, sea con un amigola) el cual usted sospecha que es una víctima o un abusador, o con un compañero de trabajo que muestre interés en tomar acción tambien.

i i

- Ofrezca apoyo a su agencia local de Violencia
 Doméstica, ya sea como VOluntario o
- con ayuda monetaria.
- Asegúrese que todos los lugares en su comunidad como gimnasios, supermercados.



lavanderías, negocios, correos, librerías etc. - tengan información sobre la Violencia Doméstica y a dónde ir para buscar ayuda. • Recuerde que la violencia

kecuerae que la violencia doméstica les sucede a todas las personas, ya sean lesbianas, homosexuales, bisexuales, transexuales, intersexuales, y a cualquier comunidad, sin importar la edad, raza, la pertenencia étnica, religión, educación, ingresos, o capacidad física. Nunca hay excusa para el abuso.

888

iadomestica.info

C

Notes:	 There is little evidence that children make fai allegations of abuse. It is more common for children to deny that abuse has happened when it has 	 Studies suggest that personal safety rules ca be taught and understood by children age and up. 	• The child is NEVER to blame for the abuse. Children cannot prevent abuseonly the offender can.	 It is important to show interest in your child's activities. Let her/him know that you are available to talk and listen. Allow your child to share thoughts and feelings with you. 	 The offender may have threatened to hurt a family member, or the child may feel that she/ he is to blame for the abuse. 	 Many cases of child sexual abuse go unreported because the child is afraid or ashamed to tell anyone what has happened. 	 Often, there are no physical signs of sexuabuse. 	 Children are best protected by giving them the knowledge and skills necessary for their safety and well-being. 	 Children need to feel loved, valued and protected. 	WHAT PARENTS SHOULD KNOW Every child is vulnerable to sexual abuse, regardless of cultural background or income level. 	
©	make false mon for bened	ules can en age 3	abuse. y the	our child ou are /our chile you.	to hurt a el that sh	nid or appened	f sexual	ng them for their	d and	OW abuse, yr incomu	
	se			p P.	ne/	F		·		o l	

FOR HELP OR TO LEARN MORE:

888-568-8332 (Español) 888-999-5545 (English) **Confidential Hotline** 24-hour, Toll-free

You will be connected to the sexual assault crisis member program nearest you.

Each program provides:

- 24-hour crisis hotline
- Advocacy for children and non-abusing parent with police and court
- Short-term counseling
- Support groups

Information & referral

All services are free and confidential

do not necessarily represent the official position or policies of Control and Prevention: and private grants and donations. Points of view in this document are those of the author and of Public Health and Office of Policy and Management: U.S. Department of Health and Human Services, Centers for Disease Department of Justice, Office on Violence Against Women and Victims of Crime Act Victim Assistance Act Grant Program: U.S Operations Division, State of Connecticut Judicial Branch. CONNSACS[®] projects and services are made possible through funding from: Office of Victim Services. Superior Court Office for Victims of Crime; State of Connecticut, Department

funders.



Sexual Abuse?

A guide for parents healthy children to raise sate,





96 Pitkin Street 860-282-9881 East Hartford, CT 06108 Crisis Services, Inc. Connecticut Sexual Assault

www.connsacs.org



SEXUAL ABUSE INCLUDES:

- fondling or touching the child's to touch another's private parts private parts or forcing the child
- exposing children to adult sexual activity or pornographic materials $\sqrt{}$
- having children perform in pornographic materials pornographic movies or pose for
- sexual intercourse

SIGNS OF POSSIBLE ABUSE INCLUDE:

- excessive clinging or crying
- sleep disturbances and/or nightmares
- fear of particular adults or places
- bedwetting
- problems with school (refusal to attend or ۵ drop in grades)
- depression; withdrawal from family and friends
- alcohol or drug use
- change in eating habits

frequent touching of private parts

THESE SIGNS ARE POSSIBLE INDICATORS AND DO NOT NECESSARILY MEAN SEXUAL ABUSE

HAS OCCURRED.

child.

1275

PROMOTE YOUR CHILD'S SAFETY AND HEALTH

behaviors. by children/youth engaged in sexually harmful Almost 50% of child sexual abuse is committed or someone else the child knows and trusts. is committed by relatives, close family friends, Facts: Approximately 90% of child sexual abuse

- Pay attention to the behavior of adults and older children around younger children. NS NS
- Trust your feelings.
- If a person's behavior makes you feel uncomfortable, talk to that person.
- Be sure that person gets help if needed

the age of 18. assault crisis services in 2009-2010 were under Connecticut, 24% of victims seen at sexual is sexually assaulted before age 18. In Facts: One in four girls and one in six boys

- Remember that how you respond to your child is critical to her/his ability to deal with the trauma of abuse.
- Allow your child to talk at her/his own pace about the abuse.
- Believe your child. Reassure your child that that she/he is not to blame for the abuse. her/his safety is important. Assure your child
- Explain to your child what you need to do service for assistance for yourself and your your child. Call your local sexual assault crisis to help him/her. Get medical attention for

TEACH YOUR CHILD EARLY:

- the difference between safe and unsafe touches; what is appropriate physical affection.
- the proper names for all private parts
- private parts. and it is not okay for them to touch others' another person to touch their private parts their bodies belong to them; it is not okay for
- it is okay to say no if someone tries to touch uncomfortable--no matter who the person is their body or do things that make them feel
- they should not keep secrets about touchingno matter what the person says.

TEACH BY CONSISTENT EXAMPLE:

- Use touch in appropriate, respectful ways pushing, punching, etc.). Expect the same with your child and others (i.e., no slapping. from your child and the other people in your
- Speak openly and matter-of-factly about the private parts by their proper names. human body and human development. Call
- Respect your child's right to refuse to give the child's mind. disappointment, or other tactics to change member or friend; do not use coercion, or receive a kiss or hug to/from a family
- Listen to your child's concerns and respond in supportive ways





Delinition

people regardless of gender, age, race, religion, a spouse, partner or family member. It affects educational background or economic status. is controlling, threatening or violent, against emotional, financial or sexual behavior that Domestic abuse is any verbal, physical,

Warning Signs at home and in public

- Frequent injuries or emergency room visits
 - Partner controls all activities and finances
 - Victim is agitated, exhausted or fearful
 - · Messy appearance or dirty clothing

 - Excessive crying and depression
- Public humiliation and belittlement
 - Isolation from friends and family

TIME STRATE Domestic Domestic Abuse Transing phone calls on the job Distracted, anxious, fearful or unproductive Excessive excuses, crying, messy appearance	 If Yore think Someone is Being Abused Communicate Your Concerns – Express your suspicions and that you are there for them, to confidentially listen, offer support and help. Share Information – Give them numbers for local shelters, outreach centers and 	 Proressionals spectalizing in contrastic across Help Them Develop a Safety Plan – This might include hiding a suitcase of clothing, personal items, money and important documents. 	 Provide a Support Bridge – Let them know that ' help is available for transportation, child care, financial assistance, counseling, etc. 	 Call 911 or law enforcement if you suspect someone is in physical danger. 	 Raising 60mmunity Avareness Learn and help educate your community about abuse awareness, prevention and intervention. Donate to or volunteer at a local shelter. 	Encourage businesses, agencies, schools and religious institutions to promote awareness.	 Help distribute awareness intactuals. Support Healthy Marriage education programs. 	 Observe "Domestic Violence Awareness Month" and wear a Purple Ribbon. 	 Promote the National Domestic Violence Hotline: 800-799-SAFE (7233) www.ndvh.org 	Ites Greatty Product #P-7119	
			- (11 2) - (12 2) - (3	

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WHEN YOU OR SOMEONE YOU KNOW Recognize that abuse can be verbal, group that you or your loved one feels WWW.Zimmy.com Product #P-7113 Talk to authorities or the local domestic If you experience or suspect abuse, IS BEING ABUSED Remember, silence hides violence. organization for guidance or shelter. Find a counselor, mentor or support comfortable talking with about the Call the National Domestic Violence Find a person you can confide in ribbon, become a mentor, speak out. awareness and prevention activities: Hotline 1-800-799-SAFE (7233) or Remain involved in domestic abuse Call your local domestic violence If appropriate, report the abuse to Attend fundraisers, wear a purple violence services about legal aid, personal protection orders, etc. emotional, physical or sexual. Find a shelter or a safe place. get help immediately. abuse and the future. about the abuse. www.ndvh.org les Great! the police.

Tips for a Better Disclosure

- Use "1" statements.
- Try not to get defensive. Stay open.
 - Be prepared.
- Be truthful.
- Encourage children to ask questions. Acknowledge the child's feelings.
- Reassure the child that they are safe.
 - Be aware of non-verbal messages the child may be giving you.
 - Help the child identify people they feel safe talking to.
 - Help the child to identify activities that might make them feel better.
- Reassure the child about things in their life that will remain unchanged.
- Address the child's possible anxiety about being separated from the parent.
 - Reassure the child that the offense did not occur because of them.
- Be honest about answers you do not have.
- Remember that NO child should be given specific information about the offense behaviors.

There is support for you! Feel free to contact the Victim Advocate in your area. Your Victim Advocate is:

Member Sexual Assault Crisis Programs Center for Women and Families (Bridgeport) 203-334-6154 Office 203-333-2233 Hotline

Women's Center of Greater Danbury 203-731-5200 Office 203-731-5204 Hotline

Women and Families Center (Meriden, Middletown, New Haven) 203-235-9297 Office 203-235-4444 Hotline

Rape Crisis Center of Milford 203-874-8712 Office 203-878-1212 Hotline

New Britain YWCA (New Britain and Hartford) 860-225-4681 Office 860-223-1787 Hotline The Center for Sexual Assault Crisis Counseling and Education (Stamford) 203-348-9346 Office 203-329-2929 Hotline

Susan B. Anthony Project (Torrington) 860-489-3798 Office 860-482-7133 Hotline

Safe Haven of Greater Waterbury 203-753-3613 Office 203-753-3613 Hotline Sexual Assault Crisis Center of Eastern CT (Willimantic, New London) 860-456-3595 Office 860-456-2789 Hotline 24 Hour Toll-Free Confidential Hotline 1-888-999-5545 (English) 1-888-568-8332 (Español)

Making Disclosures to Children How to talk to children about a sexual assault.



CT Sexual Assault Crisis Services 96 Pitkin Street, East Hartford, CT 06108 (860) 282-9881 www.connsacs.org

ocess.	offense. Use examples that a child will	Elementary School:
sault can be	understand when discussing consequences. Be sure that the person who committed the	 Be prepared for the child to think that the family fighting is their fault.
d the offense	orrense takes full responsibility and does not blame others. Tell the child that it is not their fault that the offense occurred and it is not their	 The child may worry that the parents, if married, will divorce or that the child will be senarated from the family
to children	responsibility to make sure another offense does not happen.	 Parents should talk with their children about the changes that may occur in the
generally know nd the sooner	The disclosure of a sexual assault can be	family.
he better.	an opportunity to discuss sexual abuse	Upper Elementary School:
kind The	with the child. Spend time giving the child	 The crinic may have a greater understanding of what the behaviors
fready know.	here there is the subjective the second the second sub-	were due to their own increased
ense to be d hears	tell if someone were hurting them.	understanding of sexuality. The child may have directions recording their own
d ricars rtant to be		ability to offend sexually.
disclosure.	Sibling Issues	 Provide safety for the child by discussing
notional way is		 things that will remain the same in their
	When the victim is a sibling or other family	life.
	member, there may be additional issues.	Teenaners:
rocess.	subilitys thay blattie the victim for disruptions in the family life and may be resentful due	Be prepared to discuss issues of
ure o he more	to the grooming process that the offender	empathy.
a se inci c lave all of	employed. This issue should be discussed	 The teen may react strongly to trust
e discussion.	openly, because the secrecy and manipulation	having been broken or feelings of
v be	used with the victim has hurt the entire family.	abandonment.
tless or	Being honest and open can work to lessen the	 Sex offender registry needs to be
	resentment and blaming of the victim.	discussed, as they may receive this
		Information from others.
e disclosure,		reassure the teen that sexuality is a
feel safe. It	TUW MUCH IO TOHIA UNIO	Toppage of life.
are involved	Preschoni Children	of distributions to family life Be prenared
child should	Discuss appropriate touching	to address this issue.
poruve	The child may have concerns including:	 It is important to have face to face
cates are	does the parent love them, is the child in	contact.
s you may	trouble, or is the parent leaving or dying.	
anono	Be sure to talk with the child about the	CONNSACS' projects and services are made possible through funding from: Office of Victim Services, Superior Court Operations Division, State of
-	differences between punishments for adults and children	Connecticut Judicial Branch, Victims of Crime Act Victim Assistance Act Grant Program; U.S. Department of Justice, Office on Violence Against Women and Office for Victims of Crime: State of Connecticut, Department of Exhibit Health
rate stails of the		and Office of Points's once to connection, core of the participation of the and Human and Office of Points' and Management, U.S. Department of Health and Human Services, Centers for Disease Control and Prevention; and private grants and
		donations. Points of view in this document are those of the author and do not necessarily represent the official position or policies of funders.

The Disclosure Process

Talking to kids about sexual assault can be difficult. It can get even more complicated when the person who committed the offens is someone the child loves. It is extremely important to talk to children about the sexual offense. They generally know that something has happened and the sooner they are given an explanation, the better.

A planned disclosure is the best kind. The child is validated for what they already know. It also gives a chance for the offense to be explained clearly before the child hears whispers from others. It is important to be prepared and honest during the disclosure. Blurting out information in an emotional way in ot helpful.

Remember that disclosure is a process. Children will need time to digest the information and there will need to be more conversations. It is okay not to have all of the answers. Let them guide the discussion. Watch for signs that the child may be overwhelmed, like becoming restless or avoiding eye contact.

When choosing a place to do the disclosure choose somewhere the child will feel safe. It is most beneficial if both parents are involve and in agreement about what the child shou be told. Consider including a supportive person or therapist. Victim Advocates are available to answer any questions you may have and can assist you in the disclosure process.

Remember to give the child accurate information without discussing details of the

24-Hour Statewide Sexual Assault Hotline

1-888-999-5545 English 1-888-568-8332 Spanish/Español

- Hotline will connect you with the nearest Sexual Assault Crisis Center
- All Hotline workers are certified sexual assault counselors
- We do not subscribe to caller ID

ALL SERVICES ARE FREE AND CONFIDENTIAL

Connecticut Sexual Assault Crisis Services, Inc. 96 Pitkin Street, East Hartford, CT 06108 Phone/TTY: 860-282-9881 • Fax: 860-291-9335 www.connsacs.org

Your Prívacy Is Worth Protecting

Guide for Survivors of Sexual Assault



"I never doubted that things would be kept confidential. That is the trust the sexual assault crisis counselor instilled in me at a time when I did not trust anyone."

A Sexual Assault Survivor



If you have been the victim of sexual assault, you may be concerned about how to protect your privacy. Who has access to your information and how that information is used should be controlled by you, in your own time and in your own way. To make sure that you keep this control it is important that you know your rights about privacy and confidentiality.

CONNSACS' projects and services are made possible through funding from: Office of Victim Services, Superior Court Operations Division, State of Connecticut Judicial Branch, Victims of Crime Act Victim Assistance Act Grant Program; U.S. Department of Justice, Office on Violence Against Women and Office for Victims of Crime; State of Connecticut, Department of Public Health, Department of Correction and Office of Policy and Management; U.S. Department of Health and Human Services, Centers for Disease Control and Prevention; and private grants and donations. Points of view in this document are those of the author and do not necessarily represent the official position or policies of funders.

© 2003 Connecticut Sexual Assault Crisis Services, Inc.

Your Ríghts (cont.)

• You have the right to have your conversations with a sexual assault advocate/counselor remain confidential and not be used in court, unless you give permission. It is important to know, however, that if another person *(like someone at work or a person standing in a hallway)* can overhear your conversation with your advocate/counselor, the sexual assault counselor can be asked to testify about those conversations in court.

What Are My Rights?

You have a right to privacy. That means ~ that you can refuse to answer any questions about:

- the sexual assault
- your sexual orientation
- your sexual history
- your medical history, including HIV status
- your mental health history, including counseling or therapy

You can refuse to answer these questions even if they are asked by doctors or nurses at the hospital, the police, the prosecutor, friends, family, co-workers, social workers or counselors. Your sexual assault advocate/counselor can help you sort through your options if you are asked about these topics.

What If I Have More Questions?

If you have any more questions about your rights, ask your SACS advocate/ counselor. All staff and volunteers at SACS centers receive extensive training on confidentiality issues and know the importance of confidentiality as a foundation of healing for survivors.



As a Survivor of Sexual Assault, You Have Certain Rights Under Connecticut State Law:

- You have the right to decide whether or not you want to report the assault to the police.
- If you are involved in a court case, you have the right to have your name and address remain confidential from people not involved in your case and released only by order of the court. (The defendant will still have access to this information through his/her attorney).
- You have the right to not have your name, address, or phone number disclosed in the courtroom during any court proceeding involving the prosecution of your case.

Who Can Help Me Protect My Prívacy?

After a sexual assault, survivors may not be aware of all their rights about privacy with the different people with whom they come in contact. A Sexual Assault Crisis Service (SACS) advocate/counselor can accompany you throughout the process, inform you of your rights, answer your questions, and help make sure that your privacy is protected.



What Are My Rights?

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- the sexual assault
- your sexual orientation
- your sexual history
- your medical history, including HIV status
- your mental health history, including counseling or therapy

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What If I Have More Questions?

If you have any more questions about your rights, ask your SACS advocate/ counselor. All staff and volunteers at SACS centers receive extensive training on confidentiality issues and know the importance of confidentiality as a foundation of healing for survivors.



How Can A SACS Advocate/Counselor Help Me Protect My Prívacy?

A SACS advocate/counselor can assist you in protecting your privacy throughout the healing process. Your counselor can help you decide when, and if, you want to share your private information with others, and how that information may be used if you do.

If you are under 18 years old, ask your advocate/ counselor about any special rules or circumstances that may mean that your information is not kept private.

IS Everything That I Say To My SACS Advocate/ Counselor Confidential?

Your advocate/counselor will not tell anyone what you talk about, except in these very specific circumstances:

- If you share information with your SACS advocate/counselor about a specific child, mentally retarded adult, or a person of any age in a long-term care facility who has been, or is in danger of being abused or neglected.
- If your SACS advocate/counselor believes that there is a serious, immediate danger that you might hurt yourself or someone else (i.e., suicide or homicide).
- If your SACS advocate/counselor needs guidance from their supervisor.
- If on the <u>rare</u> occasion that a SACS center is subpoenaed to give out some of your information. The center will not give out any information without first contacting you and discussing it with an attorney to determine how to fight the release of your information.



What If I Want My SACS Advocate/Counselor To Share My Information With Others?

Sometimes survivors want certain kinds of information shared with someone else, like a therapist or doctor. If you want your SACS advocate/counselor to give information to another person, you can sign a waiver giving permission for your SACS counselor to release your information. You should fully discuss the pros and cons with your advocate/counselor before signing the waiver.

You can also change your mind about the waiver at any time. Tell your advocate/ counselor that you would not like any more of your information to be released. (You may have to fill out a form saying this). If your SACS counselor has not yet shared your information, it will remain confidential. If your counselor has already shared your information, it will not be shared any more.

Are My Conversations Confidential?

By law, your conversations with the following people are confidential:

- your spouse (unmarried partners are not included in this law)
- a sexual assault or domestic violence counselor
- a therapist or psychiatrist
- an attorney
- a member of the clergy

These conversations are protected by what is called in the law "privileged communications," even if you are a minor. That means that any information provided by you in these conversations can only be shared with others if there is a court order.

Be aware that most people you come in contact with after the assault will NOT be in a confidential relationship with you. Hospital staff, the police, college campus staff (like Residential Advisors), and the Office of Victim Services (OVS) victim advocate at the court *can* give information about you to other people without your consent or knowledge.



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Happy New Year to you! I am seeking approval for the following dates for the remainder of this month as well as February, to come on campus to conduct an information table for students in regards to the types of services Safe Haven offers.

- Wednesday 1/31 5:00pm-7:00pm - Prism Lounge Walkway

- Tuesday 2/6 5:00pm-7:00pm - Tech Hall Walkway

-Thursday 2/15 3:30pm-5:30pm-Ekstrom5WW (outside ACE)

· · · ·

-Wednesday 2/21 5:00pm-7:00pm-Kinney WW

-Wednesday 2/28 5:00pm-7:00pm-Prism WW

Thank you for your time. If you have any concerns or questions with the following dates please feel free to ask.

Johna Yashenko Campus Advocate Safe Haven of Greater Waterbury 29 Central Ave. Waterbury, CT 06702 203-753-3613





Swanson, Jacqueline G

From: Sent: To: Subject:

Blake, Karen A Monday, February 05, 2018 8:43 AM NV-AllCampuswide February 6, 2018 - Campus Conversation-Bringing in the Bystander

Please inform your students about this opportunity on February 6th!

Bringing in the Bystander® Come Join the Conversation





Learn some tools

Understanding



A Sexual and Relationship Violence Prevention Workshop for Establishing a Community of Responsibility

Make a Difference

Sign up in S514-Student Activities - Free lunch provided.



Approved by Dean Gager 1/31/18

Karen Blake

Karen Blake, MBA Director of Student Activities Naugatuck Valley Community College 750 Chase Parkway Waterbury, CT 06708 Phone: 203-575-8269 Fax: 203-596-2116 For Student Activities Events go to:



PRESENTS A BENEFIT PRODUCTION SHOW WILL BE ON FEBRUARY 21, 2018 THE VACINA MOROLOGUES U-DAY NVCC 2018 CONTACT ROSE ASAP AT 203.596.8680 OR ENAIL RRODRIGUES©NV.EDU OF EVE ENSLER'S WE RRE LOOKING FOR VOLUNTEERS AND ACTORS

New Date and Time!! AS WE DISEUSS HEALTHY HARIES WHEN: THURSDAY, MARCH 221H, 2018 AT 2:30PM WHERE: ACE CENTER, DANBURY DAMPUS AND HIV AID free pizza & a door THE REPORT OF STREET, BEE E C'd 0 X IN III

March 22 @ 2:30pm ACE D-201



PANEL DISCUSSION:

Sexual Harassment, Gender Discrimination, and Gender Parity



In honor of International Women's Day, Kathy Taylor, Julia Petitfrere, and Nikki McGary will hold a panel discussion on gender discrimination, sexual harassment and gender parity.

Thursday, 3/22/18 at 11:10 AM in L501

All are welcome!

Brought to you by The Social Justice Series and The Women's Center Contact: Nikki McGary or Kathy Taylor



Continuing Notice of Nondiscrimination

Naugatuck Valley 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, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CI 06708; 203-575-8043. OCM

Swanson, Jacqueline G

From:McGary, Nikki KSent:Monday, March 19, 2018 12:43 PMTo:NV-AllCampuswideCc:McGary, Nikki K; Taylor, Kathy KSubject:Understanding Gender Identity: Transgender, Cisgender & Gender (Non)ConformityAttachments:Dr Zane - Gender Identity - Guest Speaker March 2018 approved.docx

^a We hope you can attend this Social Justice Series event (feel free to bring your class), and please help spread the word! Contact Nikki McGary or Kathy Taylor if you have any questions. We look forward to seeing you there!

This email was sent with permission from Dean Dresdner.

"Understanding Gender Identity: Transgender, Cisgender & Gender (Non)Conformity"



Join Dr. Zane (Professor of Women's Gender and Sexualities Studies at the University of Connecticut), and UConn student Matthew Brush, as they discuss the complexity and diversity of gender identities, gender nonconformity, and how to best support gender and sexual diversity in our community.

(Monday) March 26, 2018

@11:15 a.m. in L501

All students, faculty and staff are welcome!



Sign up in S514-Student Activities - Free snacks provided







A Sexual and Relationship Violence











Bringing in the Bystander®

Spacey, Roy Moore, Matt Lauer, and many others, including our current president, have been such as Harvey Weinstein, Louis C.K., Kevin 2017, big names in Hollywood and other arenas, bringing them justice through the identificaviduals, men and women alike, have begun assaulters. Since the first major accusation in tion—and in some cases prosecution—of their speaking out. all over the internet as more and more inditweet." Since then, the phrase has shown up or assaulted write 'me too' as a reply to this tweet saying, "If you've been sexually harassed Milano recently referenced the phrase in a voice, but it has also proven to be effective in ized over a decade later, when actress Alyssa not alone. However, the term was re-popularvivors of sexual assault to know they were Tarana Burke. It was meant as a way for surphrase was actually coined in 2006 by activist status quo have encouraged women-and men-who scale. Movements like Me Too and Time's Up Sexual assault has been an ongoing issue have been victimized to speak out against what boldly in the light of day. Only over the last year TV shows, but the abuse has continued to everywhere from the Bible, to opera, to popular nas, for too long, been accepted as part of the begun to be taken seriously on a widespread have claims of abuse and harassment finally persist in the shadows—and sometimes more since the dawn of time. It's been addressed April in the Age of #metoo Trevor Lilly Sexual Assault Awareness Month Our college. Our news. Our voice. April 1, 2018 The movement has not just given victims a Some history on the Me Too Movement: the a positive change, some have criticized it. In a Fohmonion spokesperson. One can only hope the movefor his digressions ment grows until even he takes responsibility he should be considered one of the predaout his career (known even before the election) open admission to assaulting women through history of sexually harassing women and his swamp" campaign. However, considering his tors caught by the movement rather than its ing the movement as part of his "drain the been exposed thrust into the spotlight as their misdeeds have While many agree the movement has made Some have even given Trump credit, claim-Photo courtesy of U.S. Air Force Airman Jodi Lange, 20th Medical Support Squadron, poses for a photo depicting an abused woman silenced by her abuser as a result of sexual assaul Waterbury, Connecticut claiming they can't be left alone with a woman men have started to play the role of victim the point and are in poor taste claims such as these—constituting backlash be truly effective in creating needed change, it more difficult for the Me Too Movement to attack." While it is true false accusations make tims and bring perpetrators to justice-miss against a movement intended to support vicaround angrily, looking for random things to find any bad behavior to punish are casting harassers, which is great, but those who can't writer and critic at National Review stated Companies are firing perverts and sexua And Smith isn't the only detractor. Many Naugatuck Valley Community College

myths have kept women from coming forward bask in the spotlight. In fact, such pervasive some attention-seeking women who wish to But those who share this opinion are missing has no allure. proven false is extremely low. And victimhood for generations. The number of abuse reports important points. Those listed above were or intentionally choosing to overlook, some the irony of that statement seems lost on them not randomly accused. The accusers are not

Vol. 62, Iss. 3

problem that pervades every level of society. eties. These are but a handful of examples of a sixteen women of a variety of sexual improprier-in-chief has been accused by no less than substantial evidence against them explicitly true. And, as of February 22, our commandproving that the allegations against them were own apologies. Roy Moore and Matt Lauer had age in the '60s and '70s." Both Louis C.K. and admitted to them, claiming his actions were month lying in court about the allegations he's job. Harvey Weinstein has been accused by ples of the justice system actually doing its Cevin Spacey openly admitted that the allegaions against them were true and issued their 'reflective of 'the culture' when he came of lozens of women in the film industry; after a During the Oscars, several women stepped These were legitimate cases and exam-

agreement that this much needed change repwillfully missing the point, the majority are in question the motives behind this movement, assault or harassment. While those few may society and for everyone who has faced sexual and the world of politics, but at every level of truly time for change, not only in Hollywood forward, including actress Ashley Judd, who that is finally saying time's up." It is, indeed, our voices joining together in a mighty chorus witnessing are being driven by the powersaid of the movement, "The changes we're ful sound of new voices, of different voices, of
MAKE THE RIGHT CHOICE.

NOTICE THE SITUATION



1

DECIDE IF THE SITUATION REQUIRES



FEEL A RESPONSABILITY TO ACT



DECIDE HOW YOU ARE GOING TO HELP



INTERVENE SAFELY



Tuesday, April 10th 2:00PM - 3:00PM In the ACE

Refreshments will be provided*

TOSTRAD BY SAND LIVAN TO NGWAND TO WANDARD TO BNO HASKSKI KUNNOO SIDE HAV

Wednesday, April 11, 2018 from 12:45-1:45pm in L501

Sign up in S5

Kblake@nv.

your spot.

Swanson, Jacqueline G

From: Sent: To: Subject: McGary, Nikki K Monday, April 16, 2018 11:01 AM NV-AllCampuswide Safe Space Bake Sale TODAY

Enjoy some baked goods and/or jewelry, and support the Safe Space student club!

This message was sent with permission from Dean Dresdner.

JEWELRY & BAKE SALE

When: Today April 16, 2018 Where: Outside Café West Time: 11am-3pm Sponsored by the Safe Space Club



Hello Karen,

I am seeking approval for the following dates for the remainder of this month as well as the beginning of April, to come on campus to provide an information table for students in regards to the types of services Safe Haven offers.

- Thursday March 22nd 5:00pm-7:00pm - Student Center Table

- Wednesday March 28th 5:00pm-7:00pm – Ekstrom Hall Table (ACE)

- Wednesday April 4th 5:00pm-7:00pm- Tech 5th Table

- Thursday April 12th 2:00pm-4:00pm - Student Center

Thank you for your time. If you have any concerns or questions with the following dates please feel free to ask.

Johna Yashenko Campus Advocate Safe Haven of Greater Waterbury 29 Central Ave. Waterbury, CT 06702 203-753-3613



WILLEPARENTER AND A STREAM OF THE AND A STREAM abused, which is the root issue of sex trafficking.

Sex trafficking is a \$32 billion industry.



COMMUNITY AND COLLEGE



PRESENT AWARENESS OF SEX TRAFFICKING

COME LEARN ABOUT DOMESTIC SEX TRAFFICKING AND HOW YOU CAN TAKE ACTION AGAINST IT.

THURSDAY, APRIL 19TH AND FRIDAY, APRIL 20TH MANCHESTER COMMUNITY COLLEGE GREAT PATH ACADEMY, COMMUNITY COMMONS RSVP AT WWW, MANCHESTERCC EDU/SELAH

SESSIONS INCLUDE:

SEX TRAFFICKING AWARENESS PRESENTATION (TWO OPPORTUNITIES TO ATTEND!) THURSDAY, APRIL 19 3:30 - 5:00 PM AND 7:00 - 8:30 PM

CSEC 101 (COMMERCIAL SEXUAL EXPLOITATION OF CHILDREN) AN IN-DEPTH PRESENTATION TO UNDERSTAND THE ROOT ISSUE. RED FLAGS, METHODS OF PREDATORS & FULL SCOPE OF THIS ISSUE FRIDAY, APRIL 20 9:00 AM - 12:00 PM

> LEARN MORE AT WWW.SELAHFREEDOM.COM ALL SESSIONS ARE FREE OF CHARGE.

The average age of entry into sex trafficking is 12-14 years old.

Victims can be sold 15-40 times every 24 hours.

of sexual violence and works to end sexual violence in all forms. Take Back the Night serves to support survivors

Take Back the Night (or Day) yoga

Tuesday, April 24, 2018 Outside on the Plaza und

(If raining, in Atrium – in fromt of Mainstage)

in control of our bodies. Whitney Troy, a Yoga Instructor and NVCC student, will lead a Slow Flow Yoga class as part of Sexual Assault Awareness Month. Vaga has become a creative and meditative way to comfort and feel

All are invited to participate - All levels welcome.

Please bring your own mot or blanket. Event is outside, please dress accordingly.

Denctions are welcome all proceeds go towards the Women on Campus

aonsored by The Women's Center

A DOCUMENTARY ABOUT MALE SURVIVORS OF SEXUAL VIOLENCE.

Everyone Has a Voice

"Voiceless"

Wednesday, April 25 from 7:00 pm - 9:00 pm at NVCC in Room E440

me join us for this documentary exploring the intersectionality between kual violence and gender, race, status, culture, taboos, and stereotypes. e documentary thoroughly details the impact sexual violence has on male wivors within the trajectory of their lives.

is is a must see **FREE** presentation that is open to all. Discussions on xual assault can be difficult and uncomfortable. Come spend some tir a safe environment to express & learn through conversation. Please VP by info@safehavenofgw.org or call Louisa 203-575-0036

> Hosted by: Safe Haven of Greater Waterbury Sponsored by: UCONN Student Activities

> > NVCC SGA and Student Activities





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Swanson, Jacqueline G

From:CSCU-PresidentSent:Thursday, June 07, 2018 10:49 AMTo:CSCU-PresidentCc:Weaver, Ernestine YSubject:June 7, 2018: UPDATE ON CAMPUS SEXUAL MISCONDUCT POLICIESCategories:Yellow Category

June 7, 2018

Dear Campus Community,

It is imperative that we regularly revisit our internal policies and procedures to ensure they are clear, current and responsive to the needs of our students and staff. In response to reports of sexual misconduct at one of our universities, CSCU staff and the Board of Regents Human Resources and Academic and Student Affairs Committees once again examined our policies and procedures on campus sexual misconduct, consensual relationships, and state and federal laws. The Board of Regents underwent a similar review in December of 2016 in response to updated legislation and ongoing needs of our campuses.

To paraphrase Regent David Jimenez who said it best during the committee meeting: We are not engaging in this discussion to be in legal compliance, we are engaged in reviewing our internal practices because protecting our students is one of our core values. We are not a court, we are not law enforcement, and we are not an agency. We are an educational institution that does not tolerate sexual misconduct or discrimination against any student or employee. These policies are simply a way for all of our institutions to manage these incidents effectively and consistently.

Our goal will always be to prevent sexual violence and other incidents of sexual misconduct on our campuses. While we ardently work towards achieving that goal, we also want to create an environment on our campuses where survivors feel that when they speak up, action is taken to support them. We are grateful that students and staff have come forward and we encourage them to continue to do so.

There are two processes that address campus sexual misconduct; one is a policy that applies to sexual violence and other forms of sexual misconduct and the other is a process for filing complaints of discrimination based upon sexual harassment. What we recently learned is that while our policy is strong, campus personnel were inconsistent in how they responded to incidents of alleged misconduct involving students and employees. We believe confusion around the two separate provisions caused the discrepancy in procedure.

CSCU Legal Counsel will issue guidance providing consistent procedures for all 17 institutions to follow and the Board of Regents will be reviewing an audit of campus sexual misconduct reports, disclosures and investigations.

<u>Our Sexual Misconduct Reporting, Support Services and Processes Policy</u> encourages survivors to report allegations of sexual violence and other forms of sexual misconduct to facilitate investigation by the institution at any time. The goal is to eliminate sexual misconduct on our campuses. The policy also requires the institutions to provide compassionate support and resources to survivors. There are no time limits as far as disclosing or reporting sexual misconduct. Students can come forward at any time and the institutions will investigate to the fullest extent possible.

Sexual harassment is a form of discrimination. Anyone who has been discriminated against may also file a discrimination complaint with the Commission on Human Rights and Opportunities (CHRO), the Office of Civil Rights (OCR) and the

Equal Employment Opportunity Commission (EEOC), as appropriate. Currently, a person has 180 days from the date of the incident to file a claim with the CHRO and OCR or 300 days from the date of incident to file with EEOC.

In addition, there is a separate <u>Board of Regents policy regarding consensual relationships</u> between students and employees. Any relationship between an employee and a student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence is prohibited at all CSCU institutions. Any other consensual relationships are strongly discouraged as they are susceptible to future conflicts of interest and present the appearance of impropriety.

CSCU will continue to review internal practices to make sure we're doing everything we can to uphold our values and protect our students and staff. We also encourage you to watch our discussion on this topic on CTN here: <u>http://ct-n.com/ctnplayer.asp?odID=15331</u>

Thank you,

Mark

Mark Ojakian, President Connecticut State Colleges & Universities

	Chris Kempter: crempter@nv.edu
in K622.	Nikki McGary: nmcgary@nv.edu
@2:15 pm	Advisors:
Wednesdays	its forms.
AAC THEEL OIT	• 3) to embrace diversity in all of
Wa moot on	• 2) to provide support for LGBT students and our allies
	and beyond campus
	• 1) to raise awareness about
	mission:
	Safe Space is an open and affirming student club with a threefold

Swanson, Jacqueline G

From: Sent: To: Cc: Subject: Blake, Karen A Wednesday, July 25, 2018 2:11 PM Swanson, Jacqueline G Gager, Sarah FW: September Information Tables

Jackie:

These are information tables set up for Sept. with Safe Haven. Please add them to your file. I will also be sending you the dates for the campus conversations....

Karen Blake

Karen Blake, MBA Director of Student Activities Naugatuck Valley Community College 750 Chase Parkway Waterbury, CT 06708 Phone: 203-575-8269 Fax: 203-596-2116 For Student Activities Events go to: www.nv.edu/studentcalendar

From: jyashenko@safehavenofgw.org [mailto:jyashenko@safehavenofgw.org] Sent: Wednesday, July 25, 2018 10:55 AM To: Blake, Karen A <KBlake@nvcc.commnet.edu> Subject: September Information Tables

Good Morning Karen,

I apologize in the delay of getting these dates to you. I hope your summer has been treating you well thus far. I am interested in coming to campus of these following dates and times to complete information tables for the students:

- Thursday September 6th from 2:30 pm 4:30 pm
- Thursday September 13th from 8:00 am 10:00 am
- Thursday September 20th from 2:30 pm 4:30 pm
- Thursday September 27th from 8:00 am 10:00 am

Thank you in advance. If there are any conflicts with these dates and times please let me know.

Sincerely,

Johna Yashenko

Campus Advocate Safe Haven of Greater Waterbury 29 Central Ave, Waterbury, CT 06702 203-753-3613





Male Encouragement Network (M.E.N)

Mission Statement: The Male Encouragement Network encourages academic, vocational, and personal achievement through mentoring, leadership, fraternal support, and community service opportunities provided to Naugatuck Valley Community College's diverse male students at both the Waterbury and Danbury campuses.

We Need YOU!!

We are looking for NVCC male students to help improve the male experience on campus. As a member of M.E.N you will:

- Design workshops and conversations for the M.E.N group.
- Network with community leaders.
- Help shape male experiences at NVCC.
- Promote health and wellness for males on campus.
- Learn about healthy relationships.
- Improve academic habits.

Fall Semester Meeting Dates

All meetings will take place from 1-2:30pm on the NVCC Waterbury Campus in room L501. Light refreshments will be served at each meeting. Meeting topics are subject to change.

September 4: First Meeting of Fall Semester September 18: Courageous Conversations: October 2: Community Conversation October 16: Group Discussion October 30: Community Conversation November 6: Group Discussion December 4: Final Meeting of Fall semester

For more information contact:

Antonio Santiago Dean of Danbury Campus <u>asantiago@nv.edu</u> 203-437-9637 David Celotto Bridge to College Director <u>dcelotto@nv.edu</u> 203-575-8007



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Women's Group

Women's Inspirational Network

Family, Social Media and how these can all impact your academics and growth Themes will include: Anxiety, Healthy Relationships, Empowerment, Boundaries, as a student and woman.

Bi-Weekly - Monday's from 4pm- 5pm

Meeting Dates: October 1st/ October 15th/ October 29th November 12th /November 26th /December 10th

Alexandra (Lexie) Lopes in the Administrative office or by email at alopes@nv.edu For More Information please contact:

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nume Notice of Nondiscrimination

504 ADA Coordinator Room CM6, Nauranck Valle

Swanson, Jacqueline G

From: Sent: To: Subject:

CSCU-President Thursday, October 11, 2018 2:25 PM CSCU-President National Coming Out Day

Categories:

Yellow Category

All,

For those of us in the LGBTQ+ community, coming out is a deeply emotional and trying moment in our lives. Not everyone in our community has the support and the security from family, friends, and colleagues to take this step. For me, it is truly incredible to see how much has changed since my generation came out to our friends and families. When coming out meant you could be fired from your job to now having legal protections against discrimination and a society which is growing more and more accepting of our community.

Let this day be a reminder of how far we have come, but also of how much further we have yet to go.

Thanks, Mark

Mark E. Ojakian, President Connecticut State Colleges and Universities (CSCU)

Promoting Respect Inclusion & Diversity Everywhere

Join us Saturday, October 13, 2018, at Middlesex Community College in Chapman Hall for the first ever CSCU PRIDE Conference! This event is organized by graduates of Asnuntuck's Women's Leadership Institute.

PRIDE stands for Promoting Respect, Inclusion, & Diversity Everywhere

The event timeline:

- 🔹 9:00a.m.- Registration and Breakfast
- 🔸 10:00a.m.- Welcome address
- 4 10:30a.m.- Stonewall Speakers
- 址 11:45a.m.- Planned Parenthood Seminar
- 🐇 1:15p.m.- Lunch and vendors
- 4 2:30p.m.- Drag Show!
- 4 3:30p.m.- Closing remarks

This conference is completely free and open to everyone! It's a fun event geared toward college students and a great way to help open a dialog in the LGBT community. This will also give college students a chance to network and make many lifelong connections.

To RSVP please contact prideconference2018@gmail.com

We hope to see you there!

Middlesex 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, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The following people have been designated to handle inquiries or complaints regarding non-discrimination policies and practices: Primary Title IX Coordinator: Dr. Adrienne Maslin; Dean of Students/Title IX and Section 504/ADA Coordinator, Middlesex Community College, 100 Training Hill Road, Middletown, CT 06457; amaslin@mxcc.edu.

Swanson, Jacqueline G

From: Sent: To: Subject:

Cocchiola-Meyer, Christine Wednesday, October 03, 2018 4:36 PM NV-AllCampuswide Save the Date



Join us in honor of Domestic Violence Month as we discuss healthy relationships, healthy communication, and "fair fighting"

<u>Presenters:</u> Nikki McGary & Christine Cocchiola-Meyer

Wednesday October 17th, 2018 (a) 12:45 to 2:00 PM Location L501

Sponsored by the NVCC Human Services Club & The Safe Space Club

this email approved by Director Mitch Holmes

Swanson, Jacqueline G

From: Sent: To: Subject: Attachments: Rodrigues, Rose-Mary Tuesday, October 16, 2018 4:01 PM Swanson, Jacqueline G FW: The Hunting Ground THEHUNTINGGROUND-Poster.png

Hi Jacquie,

Below and attached is information for an event the Women's Center is hosting this Thursday I know that you save information such as this in your Title IX folder.

Please feel free o stop in.

Thanks, Rose

Kose

PS

On out NVCC Women's Center Facebook page, I have also asked the students to wear Purple on Thursday to bring awareness to Domestic Violence.

Rose-Mary Rodrigues

Associate Director of Learning Center Academic Center for Excellence (ACE) Women's Center Director Naugatuck Valley Community College | E533C p 203.596.8680 | e rrodrigues@nv.edu



From: Rodrigues, Rose-Mary Sent: Tuesday, October 16, 2018 3:49 PM To: NV-AllCampuswide <NV-AllCampuswide@nvcc.commnet.edu> Subject: The Hunting Ground

Join us for The Hunting Ground film viewing, discussion, and light lunch Thursday October 18 12:45 PM – 2:05 PM In L501 on the Waterbury Campus

1

Event is open to all!

http://thehuntinggroundfilm.com/

<u>The Story</u>

The statistics are staggering. One in five women in college are sexually assaulted, yet only a fraction of these crimes are reported, and even fewer result in punishment for the perpetrators. From the intrepid team behind The Invisible War comes The Hunting Ground, a piercing, monumental exposé of rape culture on campuses, poised to light a fire under a national debate.

In a tour de force of verité footage, expert insights, and first-person testimonies, the film follows undergraduate rape survivors pursuing both their education and justice, despite ongoing harassment and the devastating toll on them and their families.

Scrutinizing the gamut of elite lvies, state universities, and small colleges, filmmakers Kirby Dick and Amy Ziering reveal an endemic system of institutional cover-ups, rationalizations, victim-blaming, and denial that creates perfect storm conditions for predators to prey with impunity.

Meanwhile, the film captures mavericks Andrea Pino and Annie Clark, survivors who are taking matters into their own hands—ingeniously employing Title IX legal strategy to fight back and sharing their knowledge among a growing, unstoppable network of young women who will no longer be silent.

Since the film's premiere at Sundance, it had been screened at the White House and hundreds of college campuses across the country. The documentary has inspired new laws in New York and California and changes in campus policies.



Sent with the Permission of the Dean of Academic Affairs Lisa Dresdner

Rose-Mary Rodrigues

Associate Director of Learning Center Academic Center for Excellence (ACE) Women's Center Director Naugatuck Valley Community College | E533C p 203.596.8680 | e rrodrigues@nv.edu



THE HUNTING GROUND

The topic of sexual violence can trigger traumatic memories for survivors. It is important to be sensitive. Survivors have the right to talk about their experiences on their own terms. They may simply need to talk. If a survivor needs additional support, call a national hotline:

- National Sexual Assault Hotline: (800) 656-HOPE (4673) or at http://ohl.rainn.org/online
- National Planned Parenthood Hotline: (800) 230-PLAN (7526)
- National Suicide Prevention Hotline: (800) 273-8255

Facts from the film

•16 to 20 percent of women who enroll in college are sexually assaulted while in college.¹

- 88 percent of women raped on campus do not report.²
- In 2012, 45 percent of colleges reported zero sexual assaults.³
- •Only 2 to 8 percent of sexual assault claims are found to be false.⁴
- •Less than 8 percent of men in college commit more than 90 percent of sexual assaults.5
- •95 percent of college presidents say their institutions handle sexual assault "appropriately."6

What is victim blaming? Perpetrators are responsible for sexual violence, not victims. Yet, as we saw in the film, the actions and integrity of victims often receive intense scrutiny. What were they wearing? Were they drinking? Were they asking for it? Why didn't they say "no"? Why didn't they fight back? These questions misplace responsibility for the crime onto the victim. A culture of victim blaming What is Title IX? Activists in the film used Title IX to argue that their schools' failures to acknowledge and respond to sexual violence created a hostile learning environment for female students. Title IX is a U.S. civil rights law that prohibits gender-based discrimination in education. It requires any school receiving federal funds to:

- write and widely distribute a policy and grievance procedure for sexual assault
- appoint a Title IX coordinator to oversee
 all complaints.
- respond promptly and effectively to complaints
- perform adequate, reliable and impartial investigations of complaints.

What is consent?

The common factor in various forms of sexual violence is a lack of consent by the victim. Consent is a voluntary, active agreement by an adult. No one impaired by drugs, alcohol, sleep, or fear can give consent. An absence of the word "no" does not mean consent, nor do non-affirming phrases such as, "we shouldn't," "I'm not sure," or "I don't really feel like it." Consent can be revoked anytime during a sexual encounter.

 ¹Fisher, Cullen, Turner (2000); Krebs, Lindquist, Warner, Fisher, Martin (2007); Princeton Sexual Experiences Survey (2008); University of Oregon Sexual Violence and Institutional Betrayal Survey (2014); MIT Community Attitudes on Sexual Assault (2014) ²Kilpatrick, Resnick, Ruggiero, Conoscenti, McCauley (2007)
 ³Washington Post (2014) ⁴Percentage of sexual assault claims found to be false: 8% Grace, Lloyd, & Smith (1992); 3% Kelly, Lovett, & Regan (2005); 2% Heenan & Murray (2006); 7% Lonsway & Archambault (2008); 5% Spohn, White, & Tellis (2014)
 ⁵David Lisak Ph D and Paul M Miller (2002) ⁶2014 Gallup poll



TILL IT HAPPENS TO YOU

Lady Gaga's (Stefani Germanotta) *Till It Happens to You* is an original song co-written with the legendary Dianne Warren for the documentary film, *The Hunting Ground*.

You tell me it gets better, it gets better in time You say I'll pull myself together, pull it together You'll be fine Tell me what the hell do you know What do you know Tell me how the hell could you know How could you know

'Til it happens to you, you don't know How it feels How it feels 'Til it happens to you, you won't know It won't be real No it won't be real Won't know how it feels

You tell me hold your head up Hold your head up and be strong 'Cause when you fall, you gotta get up You gotta get up and move on

Tell me, how the hell could you talk How could you talk? 'Cause until you walk where I walk It's just all talk



'Til it happens to you, you don't know How it feels How it feels 'Til it happens to you, you won't know It won't be real (how could you know?) No it won't be real (how could you know?) Won't know how I feel

'Til your world burns and crashes 'Til you're at the end, the end of your rope 'Til you're standing in my shoes, I don't wanna hear nothing from you From you, from you, 'cause you don't know

'Til it happens to you, you don't know How I feel How I feel 'Til it happens to you, you won't know It won't be real (how could you know?) No it won't be real (how could you know?) Won't know how it feels

'Til it happens to you, happens to you Happens to you Happens to you, happens to you Happens to you (how could you know?) 'Til it happens to you, you won't know how I feel

All photos and data used from The Hunting Ground Film with permission form Radius TWC

Some questions to think about, before viewing the film:

1. What is your understanding of sexual assault¹?

2. Who are the victims²? Who are the perpetrators³?

3. Describe what you think happens leading up to an assault.

4. If you have an image or scenario in your mind of where a sexual assault takes place or what happens during a sexual assault, describe it.

5. What do you think the short- and long-term effects of sexual assault are?

6. How is sexual assault different from sexual violence?

Viewing Exercise:

In order to recognize the emotional impact of the film and validate the range of emotions and responses, use the blank space below to write your EMOTIONS and THOUGHTS/ QUESTIONS for discussion after the film.

EMOTIONS

THOUGHTS/ QUESTIONS

¹SEXUAL ASSAULT: A form of sexual violence. Any kind of nonconsensual sexual behavior in which a person is coerced or forced against his or her will. It includes any kind of nonconsensual sexual touching, and any kind of oral, vaginal or anal penetration. ²VICTIM: Someone who has been the target of a crime.

³PERPETRATOR: Someone who has committed a crime or offense.

⁴SEXUAL VIOLENCE: A sexual act committed against someone without that person's freely given consent.

THE HUNTING GROUND

IMPORTANT VOCABULARY AND CONCEPTS

ACCOUNTABILITY: A willingness or obligation to accept responsibility for one's actions.

ACQUAINTANCE RAPE: Also known as "date rape," Rape between two people who know each other.

BYSTANDER: All of us; anyone who is not a perpetrator or victim in a given situation; this may include friends, family, teammates, teachers, peers, adults, staff.

CLERY ACT: Otherwise known as The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. A federal law that requires higher education institutions to provide current and prospective students, employees, the public, and Dept. of Justice with crime statistics and information about campus crime prevention programs and policies. It requires that colleges and universities report crimes committed on campus, including sexual assault and rape. The Clery Act applies to colleges and universities, not elementary and high schools.

EMPATHY: The ability to share another person's feelings; to put yourself in "someone else's shoes."

ETHICAL: Involving questions of "right" and "wrong" behavior. To be morally right,

INTIMATE PARTNER VIOLENCE: Violence between individuals engaged in a sexual relationship.

PREDATORY DRUGS: Also known as "date rape drugs," which are used to facilitate sexual assault. A sedative that is abused by an offender with the intention of abusing the potential victim. Predatory drugs are odorless and dissolve in liquid. They have a salty taste so they are usually mixed into a sweetened alcoholic beverage to avoid detection. The combination of sedative and alcohol (both are depressants) incapacitates whoever consumes it. Effects usually include completely impaired memory and feeling drowsy and lethargic. Many victims pass out and/or are incapable of resisting sexual assault. Some common predatory drugs include Rohypnol (Roofie), Ketamine, GHB and Xanax. It is important to remember that alcohol is considered the #1 and oldest "date rape drug."

PTSD: (Post-Traumatic Stress Disorder) A collection of long-term symptoms, or long-term psychological harm from having been sexually assaulted. PTSD can affect victims of any trauma or horrific experience as well. Some symptoms may include depression, anxiety, flashbacks, substance abuse, disconnection, irrational self- blame, a preoccupation with the trauma and difficulty concentrating and sleeping.

RAPE: The legal definition of rape can vary from state to state. Nonconsensual sexual behavior that usually includes some form of penetration of a bodily orifice.

STALKING: Unwanted or obsessive pursuit of a previous, current, or desired sex partner by an individual or group in such a way that the victim is in a state of fear. Stalking behaviors are similar to harassment and intimidation.

SURVIVOR: Term that describes individuals who have been raped or sexually assaulted. Many of these individuals and their advocates prefer to use "survivor" vs. "victim" because it's more empowering.



All photos and data used from The Hunting Ground Film with permission form Radius TWC.

Second Fresh Check Day at NVCC a Great Success

nv.edu/About-NVCC/NVCC-is-for-You/News-Releases/second-fresh-check-day-at-nvcc-a-great-success

9 November 2018

Event provides students resources promoting good mental and physical health



NVCC's Café West was a hub of activity as students, faculty, and staff participated in the College's second Fresh Check Day held on November 5.

"Turnout was very strong," said Sarah Gager, NVCC Dean of Student Services, who said that attendance at the four-hour event exceeded 300 students. Fresh Check Day is the signature program of The Jordan Porco Foundation (JPF). JPF works closely with colleges to plan and fund Fresh Check Day in an effort to bring awareness of mental health resources and coping strategies to college campuses. The event also focuses heavily on suicide prevention. Fresh Check is a celebratory, fair-like event that includes:

- Interactive expo booths
- Free food
- Entertainment
- Exciting prizes and giveaways

AT NVCC, students received a raffle card before entering the event. Students who got the card stamped by visiting at least five of the exhibits will be entered into a drawing for a 32" HD TV. The first table at NVCC's Fresh Check event (<u>#freshcheckdaynvcc</u>) included a squares project sponsored by Safe Haven of Greater Waterbury in which students created messages on cloth squares to relay solidarity on issues such as suppression, homophobia, domestic assault, etc.

Following the event, the squares will be assembled and hang in a corridor that serves as the College's main artery for foot-traffic A similar table, sponsored by NVCC's Human Services Club, solicited students to jot down "reasons to live. These reasons will be culminated into a tree made up of 100 reasons to live and on display throughout the year in a prominent campus location. A meditation booth; a table providing a bounty of tangerines, apples, bananas, and other healthy snacks for the taking; a smoking cessation display; and a table with information and resources on substance abuse and promoting upcoming NARCAN trainings at the College were among others in the event.

"At a time when proactive measures for promoting good mental health in our communities are sorely needed, I am so grateful for the Jordan Porco Foundation's support of this event for our students. I am also grateful to NVCC's faculty, staff, administration, and community partners for their hard work in making this event a success," said NVCC President Daisy Cocco De Filippis, Ph.D.

This is the second year NVCC has hosted a Fresh Check Day at its campus and hopes to repeat it next fall providing students an opportunity to check-in on their mental and physical health.

Print

<u>RSS</u>

2/2



Superscreen Supers



"MAN BOX" and be your true self.

masculinity: characteristics (real and perceived), trauma, social concepts and more. Come talk about how to break out of the and cultural perspectives at how guys are being raised, self Let's have an open and honest discussion about our



Past, Present & Future: We Believe Survivors

Sponsored by the Women's Center & The Women on Campus

TAKE

oin together. Rally, chant and march. Break the silence around sexual violence.

Bring your voice, signs and friends. All Welcome.

NVCC Waterbury Campus, Plaza November 14, 2018

> SIGN MAKING November 14 @ 4pm on the Plaza

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os-Robert Diviak



NAUGATUCK VALLEY COMMUNITY COLLEGE WATERBURY & DANBURY



In this section: Public Safety

Campus Safety & Support Resources

Naugatuck Valley Community College is committed to providing a safe and encouraging intellectual environment for students and community members, with a focus on prevention and education that extends beyond the classroom.

The College offers a range of holistic services for special groups of students like those returning to college after military service, those with learning and/or physical disabilities, those from low-income households and first-generation college students. We also host a number of clubs and associations whose members self-identify based on special interests, areas of study, religion, race and gender.

Campus safety

In order to facilitate a culture of openness and shared diversity, the College relies on a well-staffed Public Safety Department to monitor the campus environment and respond to potentially harmful activities. The Department supplies an annual campus crime report and provides one of multiple venues for students to report incidents on campus.

Human Diversity

We value diversity at Naugatuck Valley Community College among our students, employees and community partners, knowing how differences in perspectives, experiences and abilities contribute to the rich fabric of our college and the ability to achieve its mission. Contact our Multicultural Coordinator through the Women's Center.

Sexual Assault Resources and Support

The College has zero tolerance for sexual misconduct. We urge you to report assaults against members of our community, and encourage those individuals dealing with trauma to seek the support and care they need. As we work to create a one-stop resource that will assist you in understanding and accessing the resources and support available to you and all members of our community, please contact Public Safety, the Dean of Student Services, a member of our counseling team or the Women's Center to start receiving support immediately.

- Dean of Student Services, Sarah Gager 203-575-8086
- Counseling Services Office: Samuel Johnson - 203-575-8192
- Faculty: Christine Cocchiola-Meyer -203-575-8284
- Senior- and mid-level staff: Eileen George - 203-596-8659
- Safe Haven of Greater Waterbury: Louisa Printz Melissa Malagutti - 203-575-0388

NVCC has also established the College Resource Team (CRT) to support victims and survivors of sexual violence, dating violence, stalking and intimate partner violence. The College has partnered with Safe

Continuing Notice of Nondiscrimination

Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, disability, including but not limited to present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression or genetic information in treatment or employment at the College, in admission or access to the College, or in any other aspect of its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The College is required by Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act of 1975 (Age Act), and their respective implementing regulations at 28 C.F.R. Part 35 and 34 C.F.R. Parts 100, 104, 106 and 110, not to discriminate on the basis of race, color, or national origin (Title VI); disability (Section 504/Title II); sex

Haven of Greater Waterbury to provide educational resources and support to the campus community on these important issues:

- Title IX Coordinator: Jacqueline Swanson - 203-575-8043
- Dean of Student Services: Sarah Gager - 203-575-8086
- Administration and Public
 Safety: Officer Arian Gorishti -203-575-8112
- Counseling Services Office: Samuel Johnson - 203-575-8192
- Faculty: Christine Cocchiola-Meyer 203-575 8284 & Kathleen
 Leblanc (alternate) 203-596-8616
- Senior and mid-level staff: Eileen
 George 203-596-8659
- Safe Haven of Greater
 Waterbury: Louisa Printz -203-575-0388
- Waterbury Police
 Department: Sergeant Renee
 Harvey 203-574-6915

Title IX

- What to Do When a Student Reports
 Sexual Violence, Relationship
 Violence, and Stalking
- A Guide for Faculty & Staff: Sexual Misconduct & Interpersonal Violence
- A Guide for Students: Sexual Misconduct & Interpersonal Violence

(Title IX); or age (Age Act). Inquiries concerning the application of each of the aforementioned statutes and their implementing regulations to the College may be referred to the U.S. Department of Education, Office for Civil Rights, at (617) 289-0111 or 5 Post Office Square, 8th Floor, Boston, MA 02109-3921, or to the applicable College Coordinators who are located at Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, Connecticut 06708: Kimberly Carolina, Director of Human Resources/Section 504/Title II/ADA/Age Act Coordinator, Room K704b, 203-575-8056; Sarah Gager, Dean of Student Services/Deputy Section 504/Title II/ADA/Age Act Coordinator (Students), Room K509a, 203-575-8086; Robert Divjak, **Director of Facilities/Deputy Section** 504/Title II/ADA Coordinator (Facilities), Room C216, 203-575-8235; Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator. Room K704, 203-575-8043 (Rev 3/18/19).

Community Resources

Food Assistance in CT:

NVCC Food Pantry Location: E308 (head over to the ACE and follow the signs) NV-Pantry@nv.edu or 203 596-8717

CT Food Bank 203-469-5000

SNAP Program 1-800-842-1508

Food Stamps 1-860-560-2100

Soup Kitchen, Homeless Shelter 203-754-0000

Heath Care Insurance Assistance in CT 203-575-9799

Buying First Home Assistance 203-969-1830

Danbury Area Food Pantries

Interfaith Aids Ministry of Greater Danbury 39 Rose Street Danbury, CT 06810 203-748-4077

Saint James Episcopal Church Daily Bread Ecumenical Food Pantry 25 West Street Danbury, CT 06810 203-748-3561

Salvation Army - Danbury Corps Community Center 15 Foster Street Danbury, CT 06810 203-792-7505

New Hope Baptist Church 10 Doctor Aaron B. Samuels Boulevard Danbury, CT 06810 203-748-5461
Town of Bethel - Social Services/ Municipal Agent for Elderly 1 School Street Bethel, CT 06801 203-794-8537

Saint Thomas Episcopal Church Food Pantry 95 Greenwood Avenue Bethel, CT 06801 203-743-1494

Town of New Fairfield - Social Services 4 Brush Hill Road New Fairfield, CT 06812 203-312-5669

New Milford United Methodist Church 68 Danbury Road New Milford, CT 06776 860-354-4596

Town of New Milford - Social Services Contact information 40 Main Street New Milford, CT 06776 860-355-6079

Waterbury Area Food Pantries

Salvation Army - Waterbury Corps Community Center 74 Central Avenue Waterbury, CT - 06702 203-754-7056

Saint Vincent De Paul Mission of Waterbury - Soup Kitchen 327 Baldwin St. Waterbury, CT - 06721 (203) 757-0411

Greater Waterbury Interfaith Ministries - St John's Episcopal 16 Church Street Waterbury, CT - 06702 203-756-2830

First Assembly of God Food Pantry 1333 Thomaston Ave, Unit 5 Waterbury, CT - 06704 203-753-8023

Evangelical Christian Church Food Pantry 1325 Watertown Avenue Waterbury, CT - 06708 203-756-1293

Community Tabernacle Outreach Center 12 Hewlett Street Waterbury, CT - 06710 (203) 756-5981

Christian Church John 3:16 Food Pantry 332 Baldwin Street Waterbury, CT - 06706 203-759-0869

The Rock of Waterbury Food Pantry 513 Meriden Rd. Waterbury, CT - 06705 203-574-0515

Nea Zoe Food Pantry 242 Southmayd Road Waterbury, CT - 06705 (203) 437-7123

Housing Assistance in CT:

Emergency Housing

Danbury Area Shelters

DOROTHY DAY HOSPITALITY HOUSE 11 Spring St. Danbury, CT 06810 203-743-7988

Jericho Overflow Homeless Shelter 13 Maple Avenue Danbury, CT 06810 203-797-8606

City of Danbury Emergency Shelter 41 New Street Danbury, CT 06810 203-796-1661

New Street Homeless Shelter 41 New St. Danbury, CT 06810 (203) 796-1661

Harmony House Shelter 5 Harmony St Danbury, CT 06810 203-748-5689

NEW MILFORD SHELTER COALITION PO Box 1016 New Milford, CT 06776 860-354-5583

Waterbury Area Shelters

Greater Interfaith Ministries-St. John's Episcopal; 16 Church Street Waterbury, CT 06702 203-756-2830

St Vincent Depaul Society Of Waterbury 34 Willow St Waterbury, CT 06721 203-754-0000

Waterbury Baptist Ministries Food Pantry 222 West Main Street Waterbury, CT 06702 203-754-5140

Greater Interfaith Ministries-St. John's Episcopal 16 Church Street Waterbury, CT 06702 203-756-2830

Legal Aid in CT:

CT Legal Aid Program 1-800-453-3320

State of CT Office of Victim Services:

Compensation for Crime Victims

Compensation Benefit Chart

Fuel and Utilities Assistance in CT:

Fuel Assistance By Town

Utilities Assistance

Call: 211 or on the web at: https://www.211ct.org/

Information and Resources for Individuals Arriving from Puerto Rico & U.S. Virgin Islands:

- Assistance and Information in CT
- Topics and resources from NVCC Campus Conversation, 11/2017

DACA Students - Update

January 2018: The Immigration Detention and DACA (IDD) Clinic at UConn Law School is offering legal consultations for people who have lost, or will be losing, protection they previously had under the Deferred Action for Childhood Arrivals (DACA) or Temporary Protected Status (TPS) programs. The consultations will provide advice on possible immigration avenues, and assistance on DACA renewal for those who qualify, but the IDD Clinic is generally not equipped to provide further representation. The consultations will be performed by teams of law student interns under the supervision of an experienced attorney. Consultations and any other services will be free of charge (except for potential filing fees) and will likely require two or more meetings at the UConn Law School in Hartford. If you would like a consultation with the IDD Clinic, please contact Jon Bauer, at jon.bauer@uconn.edu or 860-570-5205, or Anna Cabot, at anna.cabot@uconn.edu or 860-570-5460. Please note

that the scope of the immigration services offered by the clinic are limited.

Delayed Action on Childhood Arrivals (DACA) - For CSCU's position on DACA, legal and community resources, and a frequently asked questions area, please review the CSCU web page.

EMPLOYMENT

LIBRARY

NVCC FOUNDATION

FACULTY / STAFF DIRECTORY

Contact

Waterbury Campus 750 Chase Parkway Waterbury, CT 06708 Phone: 203.575.8000

DIRECTIONS

Danbury Campus

190 Main Street Danbury, CT 06810 Phone: 203,437,9699

DIRECTIONS

At NVCC, student success is our expectation!

1. At NVCC, students achieve their goals.

2. NVCC faculty and staff make a difference.

3. NVCC programs meet and beat academic and industry standards.

4. NVCC is an engine of change within Waterbury, Danbury, and the broader community.

5. NVCC is an effective, performance-based institution.

LEARN MORE

LOGIN



NAUGATUCK VALLEY COMMUNITY COLLEGE WATERBURY & DANBURY



Women's Center



About the Women's Center

The Women's Center is a safe place for all women to gather, explore, and share their experiences. The Center facilitates education on issues related to feminism, gender, and domestic and sexual violence.

The Women's Center organizes events of interest to students and the college community such as:

- Book discussions
- Film Documentaries
- Discussion groups
- Speaker series
- Workshops

Hours & Location

Location: Kinney Hall, Room 405

Hours: For current hours, check our FB page.

**lf the Center is not open, please visit Women's Center Director, Rose-Mary Rodrigues in E533c or the Dean of Academic Affairs, Lisa Dresdner in K719* Reaching the Women's Center

FB: Women's Center Facebook Page



(203) 575-8288



NV-WCENTER@NV.EDU and more

The Women's Center is a resource for students providing information for crisis intervention, confidential counseling, and community services.

Have an idea for an event or want to get involved? Contact Women's Center Director, Rose-Mary Rodrigues.

Helpful Resources

Sexual Assault and Domestic Violence

- Safe Haven of Greater Waterbury 24/7 help line
 Domestic Violence: 203-575-0036
 Sexual Assault: 203-753-3613
- Connecticut Coalition Against Domestic Violence CCADV 888-774-2900
- Domestic Violence Services of Greater New Haven-CCADV
 The DVS hotline 203-789-8104 is available 24/7
 Spanish speakers are also available
- Connecticut Sexual Assault Crisis Services, Inc Statewide 24 Hour Toll Free Hotline
 1-888-999-5545 English
 1-888-568-8332 Español

All services are free and confidential

Pregnancy and Sexually Transmitted Diseases (STD)

Department of Public Health

Centers for Disease Control and Prevention (CDC) Sitio en español 800-232-4636 TTY: 888-232-634824 Hours/Every Day cdcinfo@cdc.gov

Assistance to Victims of Crime

- Community Mental Health Affiliates (CMHA) Clinical and support services to adults and children whoh ave experienced victimiazation from crime. Waterbury: 203-596-9724 New Britain: 860-229-4830 Torrington: 860-482-8561
- State of CT Office of Victim Services:
 - Compensation for Crime Victims
 - Compensation Benefit Chart









Emergency Contacts

Confidential Counseling

Safe Haven Safe Haven Waterbury Office: 203-575-0388 Safe Haven Southbury Office: 203-626-8700

Sexual Assault Hotline: 203-753-3613 Domestic Violence Hotline: 203-575-0036

Connecticut Toll-Free Hotlines

Domestic Violence Hotline: 888-774-2900 Sexual Assault Hotline (English): 888-999-5545 Sexual Assault Hotline (Spanish): 888-568-8332

NVCC Public Safety

203-575-8112

Local Police

Waterbury Police Department 255 East Main StreetWaterbury, CT 06702 Office: 203-574-6920 Crimestoppers: 203-755-1234

Danbury Police Department 375 Main StreetDanbury, CT 06810 Office: 203-797-4611 Confidential Tips Line: 203-790-TIPS





NAUGATUCK VALLEY COMMUNITY COLLEGE WATERBURY & DANBURY



QUICKLINKS

Public Safety Department

In this **Emergency Response Plan** section:

Campus Crime Report



Public Safety Quicklinks

WEATHER CLOSINGS/ALERTS

PARKING INFO

SMOKING POLICIES

EMERGENCY RESPONSE PLAN

CAMPUS CRIME REPORT

About

The Public Safety Department welcomes you to Naugatuck Valley Community College. We are a law enforcement/public safety agency responsible for the enforcement of campus rules and regulations and local, state and federal Laws. All NVCC Police Officers are trained at the Connecticut Police Academy and derive

Contacting Public Safety

Location:

NVCC Waterbury Campus S520--Directly across from Cafe West.

Hours of **Operation:**

> The department is staffed 24 hours per day, 365 days per year.

Calling:

Off-campus dial:

ROUTINE CALLS

(203)

their powers of arrest from the Commissioner of Public Safety.

Our Mission

The Public Safety Department at NVCC provides the campus community with proactive, professional policing services. As an integral link in the learning environment the Department responds to the changing needs of the college by stressing prevention above response, planning above reaction and service to all. 575-8113

EMERGENCY LINE

> (203) 575-8112

On campus, utilize extensions **5811**3 or **58112**. Emergency phones direct dial Public Safety.

Responsibilities & Services

The Public Safety Department is responsible for the police and safety functions on all properties owned by NVCC.

This department will be the first responder to all your medical emergencies, motor vehicle accidents and criminal complaints on NVCC property.

In addition, we will conduct motor vehicle accident and criminal investigations which occur on campus and, when necessary, engage other local, state and federal agencies who will support and assist this department in order to assure complete and thorough investigative findings.

General services

- staff parking permits
- safety escort services
- Iost and found
- information
- seminars and presentations

Emergency services

Public Safety is the first responder to all major incidents on campus, including:

- medical/first aid emergencies
- 🗯 fire
- motor vehicle accidents

The Public Safety Department will:

- in the case of family emergencies, make every effort to notify individuals on campus
- issue campus closings and cancellations
- activate myCommNet Alert for emergency situations

If you are on campus and need to contact our office, you may use one of the emergency phones to dial us directly.

Emergency Phone Locations

The following emergency phones are located throughout campus and direct dial to the Public Safety Department:

Building	Floo	rPhone I ocation
	4	next to elevators
Kinnov Hall	5	next to elevators
Kinney Hall	6	next to elevators
	7	next to elevators
	P1	elevator lobby
Fine Arts (A)	Ρ2	elevator lobby
	3	Mainstage lobby
	Ρ1	elevator lobby
Cistulli Center (S) P2		elevator lobby
	5	Marigold's Cafe, across from vending machines
Trauria Contar //	,1	elevator lobby
Traurig Center (L	2	elevator lobby
Core	1	Public Safety parking lot
	1	elevator lobby
	2	elevator lobby
Ekstrom Hall	3	next to elevators
EKSUOITTIAII	4	next to elevators
	5	next to elevators
	6	next to elevators
	4	next to elevator
Technology Hall	5	next to elevator
	6	next to elevator

	1	next to elevator
Founders Hall	2	next to elevator
	3	next to elevator
	1	next to restrooms
Founders Anne:	× 1	outdoors, west side
	2	next to restrooms

Parking Information

Specific parking areas are designated for visitors, students, faculty and staff.

Students are not required to obtain parking decals or permits. Students may park on a first-come, first served basis in the East or West lots, except in those areas designated:

- 🗊 reserved
- 🏻 fire lanes
- 🖾 grass areas
- 🦊 faculty and staff
- 🖱 visitors
- A handicapped.

Some parking areas may be restricted by a sign on special occasions. The speed limit in the parking areas and driveways is 15 mph.

The lack of parking space does not permit the violation of a parking regulation. Vehicles may be towed if they are in violation of the parking regulations without notice to the owner. The College does not assume responsibility for any motor vehicle, parked or in motion, or its contents.

Parking violations are as follows:

\$10.00 Penalty

- parking beyond established time
- parking on sidewalk
- improper parking
- restricted parking (no permit/improper permit)
- 📰 parking 'n police space/state vehicle/reserved space

\$25.00 Pennity

- parking in fire lane/fire hydrant
- Ilocking crosswalk/driveway
- obstructing/double parking
- C parking on grass

Failure to pay fines will result in further college action.

V/eather Closings

Naugatuck Valley Community College and the NVCC Danbury Campus may delay, close early or cancel all activities and classes when our region is impacted by inclement weather.

Depending on the weather event's start time, a decision will be announced by 6 am whether or not to delay or cancel. One decision will be made for both the Waterbury and Danbury campuses.

Once that decision is made, a text message will be sent to all subscribers of myCommNet Alert with instructions on when to return to campus. If you are not currently subscribed to myCommNet Alert, click the link above to sign up.

The College will also make every effort to post notices on the television, at CTWeather.com, and on the NVCC Information Line, which can be reached at 203-575-8000. However, myCommNet Alert is the preferred and most accurate communications method.

* During a delay, classes will resume their normal schedule beginning at the

myCommNetAlert

Get emergency and weather-related delays and closings texted to your cell phone with myCommNetAlert.

Students and employees are automatically enrolled in myCommNet upon registration or hiring. To confirm and/or update your information and priorities, follow these steps:

- 1. Log into your myCommNet account.
- 2. Once on the myCommNet home page, click on the "myCommNet Alert" icon in the middle of the page.
- 3. From here you will be able to update your contact information and preferences.

Don't have a cell phone?

The following television stations also carry updated cancellations:

TV Station (network)ChannelCity

WFSB (CBS)	3	HARTFORD
WVIT (NBC)	30	HARTFORD
WTNH (ABC)	8	NEW HAVEN

https://www.nv.edu/Student-Life/Where-to-Go/Safity-Support/Public.

appointed opening time for that day. For example, if the College opens at 9:30 am, you should report to your 9:30 am class.

Weather Policy

NVCC closely monitors the weather reports to best determine when the College should open and when the grounds will be safe for our students, faculty and staff to return to campus. The College cannot cancel classes to align with the decisions of the public school systems as we have two distinct student populations and classroom time requirements. NVCC is held to strict standards by our accrediting organization and we do not have the ability to extend our school year to compondate for lost classroom hours as the public schools do.

NVCC makes the determination to close the campus as early as possible so that students will early morning classes are made aways of the closing before they leave for a boll. If weather conditions change optify, a decision may have to be unshell notice, though the College makes every effort to notify students in a timely manner. Once the determination to close the campus has been made, similated an notified via text message and emiliate our alert system. All

NMOC coll in attifies the local news states the NVCC



Get emergency notifications and weather-related delays and closings on your cell phone via text message!



Information Line, which may be reached at 203-575-8000. The College recognizes that each student is coming from a different location and has different methods of transportation to school. If a student does not feel comfortable commuting to school on any given day due to the road conditions, the student may certainly choose to stay home and contact his/her professor to determine how the missed class time may be made up so the student does not fall behind in class. Faculty should work with students to accommodate weatherrelated absences. Thank you for your cooperation.

Smoking on Campus

Effective January 2018, NVCC is a smoke-free campus. Smoking will only be permitted inside vehicles. Please refer to the student handbook to see the details on NVCC's smoke-free campus policy.

Smoking on campus may result in a minimum \$20.00 fine.



Swanson, Jacqueline G

From:		D'Alusio, Jeffrey
Sent:		Wednesday, September 19, 2018 11:19 AM
То:	Ŧ	NV-AllCampuswide
Subject:		2018 Clery Report

Naugatuck Valley Community College is committed to providing all members of the NVCC community with a safe and secure environment.

The annual security compliance document, "Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics-2017," is available on the college website at: <u>http://www.nv.edu/clery</u>. You may point a copy directly from the website.

If you prefer, copies of the report are available at the following locations:

- Waterbury Campus: Public Safety Department rooms S520 or C122
- Danbury Campus: Administrative Offices

The report contains information regarding campus security and personal safety, and includes topics such as NVCC Public Safety law enforcement authority and crime statistics for the three (3) previous calendar years. It also contains information about college policies on such topics as sexual assault prevention and response, sex offender registration, drug and alcohol use, and crime reporting procedures.

Campus stifuty is everyone's responsibility! Please report unusual or suspicious items, incidents or persons to the Public Safety Department (203-575-8113).

This email was sent with the permission of Dean Dana Elm.

Jeffrey D'Alusio Lieutenant, Director of Public Safety Naugatuck Valley Community College Phone: 203-575-8426 Fax: 203-575-8208 Jdalusio@no.edu



WATERBURY & DANBURY

1 SEAT + QUICKLINKS

Campus Crime Report

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act Report

In compliance with Section 486(e) of Public Law: 105-244 the Higher Education Amendments of 1998, the following crimes were reported and investigated for the calendar years posted below.

Downlated a printable copy of the 2018 Clery Report or pick one up at the Public Safety Department, Room C122, and actorious public locations throughout campus.

Nauga uck Valley Community College is committed to assisting all members of the NVCC community in providing for their own safety and security. The annual security compliance document is available on the College website at nv.edu/CleryReport.

If you would like to receive a copy of the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics - 2016," which contains this information, you can stop by the Public Safety Department in Room C122 of the Core building at the Waterbury campus. Additional copies are located throughout the Waterbury campus at the following locations: Admissions Office, Library and Prism Lounge (located in Student Center). On the Danbury Campus, you may obtain copies at the College administrative * offices at 190 Main Street, Danbury.

The website and report contain information regarding campus security and personal safety and include topics such as NVCC Public Safety law enforcement authority and crime statistics for the three previous calendar years. It also contains information about College policies on such topics as Contactin Public Security

Location:

NVCC Waterbury Campus S520--Diractly across fro Cafe Wer

Hours of Operation:

The department is staffed 24 hours per day, 305 days per year.

Calling:

Offcampus dial:

CALLS

(203) 575-(113)

EMERGENCY LINE *sexual assault prevention and response, sex offender registration, drug and alcohol use and crime reporting procedures.*

(203) 575-8**11**2

On campus, utilize extensions 58113 or 58112. Emergency phones direct dial Public Safety.

Clery reports + Clery Report-2015

+

Clery Report-2016

+ Clery Report-2017

EMPLOYMENT

LIBRARY

NVCC FOUNDATION

FACULTY / STAFF DIRECTORY

Contact

Waterbury Campus

750 Chase Parkway Waterbury, CT 06708 Phone: 203.575,8000

DIRECTIONS

Danbury Campus 190 Main Street

LOGIN

Danbury, CT 06810 Phone: 203.437.9699 DIRECTIONS

At NVCC, student success is our expectation!

- 1. At NVCC, students achieve their goals.
- 2. NVCC faculty and staff make a difference.
- 3. NVCC common meet and beat academic and industry standards.
- 4. NVCC a engine of change within Waterbury, Danbury, and the broader community
- 5. NVCC is a effective, performance-based institution.



Support Services

Institutional Research & Effectiveness

Bid Notices

Inclement Weather Closings

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190 Main Street • 12 in his 200

AUGATUCK VALLEY COMMUNITY COLLEGE

IN FRODUCTION

CLERY REPORT 2018

The publication of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics – 2018 is a 1998 amendment of Public Law 101-542 which requires all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information.

Haugatuck Valley Community College distributes this publication annually by Cotober 1 to our campus community of students, prospective students, employees and prospective employees. This publication is available on the NVCC Web site at: <u>av.edu/clery</u>. Printed copies are available throughout campus.

Questions regarding this publication can be directed to the Director of Public Safety, 203-575-8126.

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national crigin, marital status, ancestry, present or past history of mental disorder, learning ditability or physical disability, sexual orientation, gender identity and expression or genetic information in its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record.

The following individual has been designated to handle nondiscrimination policies regarding disability policies: Robert Divjak, Director of Facilities/Section 504/ADA Coordinator, Room C216, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8235. The following individual has been designated to handle nondiscrimination policies regarding sex discrimination as well as other forms of prohibited discrimination: Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, CT 06708; 203-575-8043.

CAMPUS POLICE AUTHORITY AND JURISDICTION

Naugatuck Valley Community College has a full-service Public Safety Department that operates 24/7, 365 days a year. The department employs sworn police officers, non-sworn building and grounds patrol officers, and telecommunication operators. Police officers have complete police authority to apprehend and arrest within the campus jurisdictional boundaries. Non-criminal violations of college policy and regulations committed by a student will be referred to the Dean of Student Services for separate review and action.

All criminal offenses will be investigated by an officer to the fullest extent allowable by law and department resources. Some criminal investigations may be assisted by local and supporting police agencies, including the Connecticut State Police and the Waterbury Police Department. Criminal offenses occurring at the Danbury Campus will be investigated by the Danbury Police Department.

The prosecution of all criminal offenses that occur on the NVCC campus, both felony and misdemeanor, are conducted at the designated Superior Court of

Connection: By mutual agreement with state and federal agencies, the NVC 1 Public Salinty Department maintains an NLETS terminal (National Law Enforcement Telecommunications Network). Through this system police personnel can access the Nation 1 Crime Information Computer (NCIC) system as well as the Connection Online Law Enforcement Communications Teleprocessing (COLLECT) system. The databaset are used for accessing criminal history data, nationwide police records driver/veluate identification information as well as other local, state and federal i enforcement information.

REPORE CRIMES AND OTHER EMERGENCIES

To report a Usime on the Main NVCC Waterbury Campus: To report to the you may call the NVCC Public Safety Department at 203-575- 8115 if calling from a non-campus phone, or 58113 if calling from a campus pho There are to b direct-dial phones to Public Safety located throughout campins in several a scheduling next to most elevators, in parking garages and near tom builting the may also report a crime by reporting it in person at the NVCC Public Safety D ment in the Core Building, first floor, C122. Any suspicious act filty or person so the parking lots, loitering around vehicles, inside or aroun 11 file on camputation of the parking lots, loitering around vehicles, inside or aroun 11 file on camputation of the parking is a list of some of the key NVCC officials with with edge of your equation. The Public Safety:	
Iministration 203-596-2153, K706 udent Services 203-575-8086, K509 ademic Affairs 203-575-8116, K719 Inc I Human Resources Inc Student Activities	
For a left options you may refer to the current college catalog and the lend have a NVCC Public Safety Department receives mutual aid assistence to the bound in the current State Police and the Waterbury Police Department to com- may have be done to these law enforcement agencies and, when appropriate evil to referred in the CP Public Safety Department for investigation.	
To Refime at the Danbury Campus:To regie at the Danbury Campus, located at 190 Main Street, full bury, ifyouie Director at 203-437-,9637, the Administrative Offices at203-1ir you may contact the Danbury Police Department by dialing 9-1in if03-797-4611. You may also report a crime in person at theDationis.	
CRCINGStuy, staff and guests of Naugatuck Valley Community CollegeCA2mport all crimes and public safety related incidents to all aPolypartment in a timely manner. Anyone who is a victim and yalld promptly report the incident to the police. Confidencefor Ninclusion in the annual disclosure of crime statistics containedmode.VCC campus security authorities.	

A STATISTICS

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apport a crime or an emergency on the campus, call the Public Safety Department
 3-575-8113 if calling from a non-campus phone, or 58113 if calling from within
 college phone system. The Public Safety Office is staffed 24/7, 365 days a year
 d someone will be available to take your call. In response to a call for service,
 icers will usually report to the caller's location or, in some cases, the caller may be
 d to report to the Public Safety Office, located in the Core Building, C122.

and incident reports involving students are forwarded to the Dean of Students access for review and possible action.

Logistance is required from another agency, such as the Connecticut State Police, the bury Police or Waterbury Fire Department, the Public Safety Department will stact the appropriate agency. If a sexual assault is reported, staff on the scene, decling the Public Safety Department, will offer the victim available services and a grad for further services.

All crimes or suspicious incidents should be reported to the NVCC Public Safety a continent to ensure accurate investigation and, if required, inclusion in the annual of the statistics and to aid in providing timely warning notices to the campus and scorounding community, when appropriate.

MEIDENTIAL REPORTING PROCEDURES

The pare the victim of a crime and do not want to pursue action within the college the criminal justice system, you may still want to consider making a confidential part. With your permission, the Director or a designee of the NVCC Public Safety is partment or any campus security authority can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to onsure the future safety of yourself and others. With such information, NVCC can help an accurate record of the number of incidents involving members of the compus community to determine if there is a pattern of crime with regard to a particular location, method or suspect and alert the campus community to any potential danger. Reports filed in this manner are included and disclosed in the annual crime report published by NVCC.

TEMELY WARNINGS

RV REPORT 2018

It be event that a situation arises, either on or off campus, that is judged by Director of Public Safety (or his/her designee) to constitute an ongoing or continuing threat, a campus-wide "timely warning" will be issued. The warning will be issued through any/all of the college's notification systems, depending on the threat and circumstances. These notification systems include, but may not be limited to: myCommNet Alert messaging system, campus wide e-mail, VoIP broadcast service, video bulletin boards, internal/external speakers, and face-to-face notifications. Anyone with information warranting a timely warning should report the circumstances to the NVCC Public Safety Department by telephone to 203-575-8113 (58113 from an internal campus phone) or in person at the Public Safety Office located in the Core building, C122.

SEXUAL **AULT PREVENTION AND RESPONSE** Nauchtu ley Community College periodically offers sexual assa 🖆 edition and for on programs to students and employees. In addition, in rature on dire i ducation and risk reduction is posted throughout can bus an informatialso included in the student handbook. Information may alsabe available to sigh Student Services. If you are a still tim of a sexual assault at Naugatuck Valley Community College, your first priorition build be to get to a place of safety. You should then obtain new star medical tr pent. The Public Safety Department strongly advocates that a vict of sinxual r and report the incident in a timely manner. Time is a critical factor fun evidence action and preservation. An assault should be reported directly to a NVCU Pul Ifety Officer. Filing a report with a college Public Safety Officer we not subject the reported victim to scrutiny or judgmental opinions for halco legel off : is F a report will enable the college to refer a person who constructed $V_1 \rightarrow O_2$ ial assault, late for necessary medical treatment and tests ho may assist in the proper collection of evidence hel 👘 Lin a which cannot be obtained later (ideally a victim of a multi-suft which, douche, use the toilet or change clothing prior . Dam (8) that counseling from counselors specifically trained in the actual of the second s CC CC XU. at crisis intervention contacts the NVCC Public Safety Department and remarks that sh W. hencets wictim of a sexual assault, the report will be thorour the investigation ani ise y, other law enforcement agencies may assist in the P The ng officer will guide the victim through the available 121 su tim in his/her decisions. Various counseling options a 11 S1. lable is the community and will be provided to the 6 nan of Student Services and the Title IX Coordinator v 酒 過 0€1 1 Larvices to the victim and, if the accused is a student $^{\circ}$ \times -ni-1.04 tinue agation into the incident. They will also assist a. V.C 13 n in the demic needs continue to be met through a € S, her C on thet proceedings, as well as the Board of Regentation CC." exual misconduct, are detailed in the student handbook. TI B B provides, in part, that the accused student and the reputce red to choose a person who has had no formal logal paint. It V. 2 a three shout the hearing. Both the reported viction of the life S'IL forme of the outcome of the hearing. A student to Viof or rule regarding sexual misconduct may be lust f for the tirst offense in addition to possible of the line line 28 11 of a normal assault have the option to require states - i - - ĉ ins all a reported sexual assault, if such changes -34 Sec.

AV 1100

EXAMPLE 1 CAREGISTRATION

11 minutes Sex Crimes Prevention Act of 2000 requires institutions of

ellanto issue a stalement advising the campus community where have

and information provided by a state concerning registered sex

n and the net lit also requires sex offenders who are already required

is the provide notice of each institution of higher education in the

wa and due portion is employed, carries on a vocation or is a student.

In the state of Connecticut, convicted sex offenders must register with times a class class maintained by the Connecticut Department of Emergen

issue issue maintained by the Connecticut Department of Emergen
 issue Public Protection, Division of State Police, Sex Offender Register

Unit to Connecticut General Statutés 54-250. The Sex Offender

provided under this law is intended to be used for such pure and a statutes of the sector of the sec

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and the public in general and the protection of the public in general and the public in general

in particular. Unlawful use of the information for purposes of in

or a story another is prohibited and a willful violation shall be punisi.

The innecticut Sex Offender Registry may be accessed on the Connection

Period we be a chrough the following: <u>http://www.communitynotification</u> Rectory of christian is also available at all law enforcement agencies, is the community

No. 11: 55 fely Department, located in Room C122 of the Core build

O TO A SIPUS CRIMINAL ACTIVITY

Ti CSafety Department of Naugatuck Valley Community College does a weight of the endorcement services off-campus. Criminal activity off campus is and recorded by the local law enforcement agency. In Danbury, that Danbury Police Department or the Connecticut State Police. NVCC Picture Saluty Department enjoys a close working relationship with the Connecticut State Police and the Waterbury Police Department when violations of features.

or a llaws are reported. This cooperative team approach addresses situations is the straight of the second straigh

CAPPUS SAFETY AND CRIME PREVENTION PROGRAMS

National tuck Volley Community College addresses campus safety and cristian

pr atting programs and issues with the campus community through a second of the second second

applyee campus-wide announcements

Dyce Policy & Procedures Manual

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> ident orientation

a Dimen's Center, located in Kinney 405

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DEP Terrin Unive Certier	ALCOHOL IN THE COMMUNITY COLLEGIES egents endorses the statement of the network of col- mmitted to the elimination of drug and alcohol aduse og premise:		l s based			
Am dec e. and u aggine by a Un	ty is harmed in many ways by the abuse of alcoind and uctivity, serious health problems, breakdown of the cial resources. Problems of illicit use and abuse of sub of upon many segments of society all socio-or pro- on the unborn. Education and learning are expec- ant illicit drug use. (Statement of the Network of the mithed to the Elimination of Drug and Alcohold 100	mil 30	have bs, all		a	
ן ני נ נ	and evel in necessary part of contemporary colleging is end on trolled substances, in addition to the second employees, is contrary to share a studier of a blbited in any college activity, on the second employees are substances.	fed te	ege	÷	21	
Alt Cis Iseu u Decis	ndivions of licohol and drug dependency manual of leps lier state and federal law and receive ees and students will not be disc subjuilities, all students and employed receives and their conduct.	nate a P	Jof			
C	Simple a fight on all colleges, including Naugate Fight the jump diction of the Board:	à	unity			
1.		ŕ	npus or Use			
ž.	shall develop and enforce policies regarding that for a nsumption of alcoholic beverages on carried transformer int with previous Board policy, the carried ampus may be authorized by t as appropriate: ermit for the sale of alcoholic ber		o state			
ц Ч., С	th op act insurance has been pur thas been obtained tuck of their own beverages	าละ	n.			
23	 alcol = 1 correges are provided by a student set have been at an dance or for said beverage; sha = evid = ducational programs on the algorithm and the assistance for students and the argument of a stabilish campus wide construction nesting grams in response to particular 	1) 16 16	a I In and			
	end of the sources in their respective served	E.	ions			

	Lite of all be published in all college catalogs, faculty and st	inua n
_	a a popria e literature.	
5	ii y ii y with this policy will result in invocation of the ap	rate
	sc ary procedule and may result in separation from the colle	ref m
	1 opriate authorities for prosecution. (Adopted Novem)	1980
Т	the service of the se	
č.	on compusis as follows:	
7	in the any college activity on or off campus is probibit	
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ាធា	y anguest to serve alcoholic beverages must be consistent with as a set of a community-Technical Colleges' Policy 4.15, "Decigs & J	arci, f
	U Contra unity Colleges".	Pc [™] cy
2	and the construction of the submitted in writing to the Dean of the ministruction of the submitted in writing to the Dean of the submitted in writing to t	on at Les
	us to a sin advance of the event.	JIT du l
5	the 13 f alcohol is being solicited, the request must demonstr	ta
	not the nermit for the sale of alcoholic beverages will be obtain	d diam
	and the second s	
αğ.	the request must describe how alcohol will be ma	15
	- 6 U. L. Degle students and/or guests. This includes students !	ac () , "
		10
	it is ganization or other group.	
5	entry the timust include a plan for a visible educational program	
	$ m Pascatation$ urging responsible drinking of alcoholic beverages $ m callength{}$	
	ie ovent.	
倍,	and the Lean of Administration has reviewed the request for all	iry
	a pliance the request will be forwarded to the College Preside.	nal
	or, F all approval can be granted only by the College Presid and College President of Coll	
	a section with monies from the General or Operating funds of	olle min
		One gas
(U	ter and Carified by the College President, July 1, 1998)	
D	O COHOL EDUCATION	
1	9 Seminunity College has a student recovery group (
S	y) that thee is under the direction of the Coordinator of the Drug	1008
ła	rery Counselor (DARC) program. Educational materials are provi-	3 1
a	al student expo. Past events include a drug and alcohol awareness	
ρı	ling education on substance abuse for community organizatio	
A	arg Free Workplace" policy is distributed by e-mail annually in the	
E		
A	in te Program (EAP) is a professional, free and confidential service	
e	just the sequipped to handle drug and alcohol issues that en	
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eppr 1	there and would like to help. Is there any thin
that	<i>helpful to you right now?"</i> Inform the student
CODY	while your conversation will be private, it state
cont.	nu, status as a "responsible employee." Cont
Colle	natters very seriously and after your comer
be ca if rec	Coordinator who can help and provide func- t their safety. Do not ask questions and the te
Fude	a incidents. You are not the investigate
	The induction for the internet internet. But
A. 199	afety and wellbeing by providing the stad
n 51 al	campus, as well as their reporting options.
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ast) - 115	of interpersonal violence or sexual as all
ta pointe	lence and seek medical attention. Call 911 for
Se	Campus Security:
	(203) 575-8112
	Waterbury Police Department:
	(203) 574-6920
	Provide a copy of the:
	Students Misconduct & Interpers
 Aler 	
Ser ca FaX fa	Place the student's safety, you are required to re Different the IX Coordinator:
	Jacquie Swanson
	203-575-8043
	jswanson@nv.edu
litle IX roote	a solution of the second secon
i den li	JiffShufying information of any students involued.
s req	Mty, you may include that in your repo
Confide	point % Resources:
S fe Ha	at :='aterbury, 24/7 help line,
Lomest W	ce: 2 3-575-0036, Sexual Assault: 202-758-2013
ič mec i t	gainst Domestic Violence CCAD ¹⁷ , 898-774-
Datuest "W	and the set of Greater New Haven-CCADV,
la stration La vial du	9-8104 is available 24/7. Spanish speakers :
Connect Lt	
1-888-5 5	17 (English) • 1-888-568-8332 (Español)
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Dean of Student Services

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ion of an incident of sexual violence not accompanied with a request for an investigation e may be a request for accommod stons and referral to services. A report is a disclosure



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