

Connecticut State
Colleges & Universities

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

INSTITUTION INFORMATION

Name: Northwestern Connecticut Community College **Contact:** Ruth E Gonzalez, PhD

Reporting Office/Department: Student Development **Report Year:** 2018

NARRATIVE

Institution's narrative explaining the reported sexual violence statistics and data, including: ☐ Brief introduction about the institution, its history, its population and its efforts to ensure a safe and comfortable learning environment with respect to sexual violence.

POLICIES

Institution's most recent policies regarding sexual assault, stalking, and intimate partner violence.* ☐ BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (Effective 6/16/2016)
☐ BOR/CSCU Policy on Consensual Relationships (Effective 10/20/2016)
☐ BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child (Effective 1/10/2015)
☐ BOR/CSCU Student Code of Conduct (Effective 6/16/2016)

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

WRITTEN NOTIFICATION

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

SEXUAL VIOLENCE STATISTICS AND DATA

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

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

☐ Sexual Violence Reportable Statistics and Data
☐ Concise and informative explanation of reportable sexual violence statistics and data, including clarification of number of incidents, reports, disclosures, discipline, and final outcomes.

PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION

Public awareness, prevention, and risk reduction information submitted by institution: ☐ Title IX Related Training Provided Spreadsheet
☐ Brochures
☐ Handbooks/Booklets/Pamphlets
☐ Bulletin Boards Information
☐ Flyers
☐ Online Statements of Campus Safety and Support Services (e.g., Women's Centers, etc.)
☐ PowerPoint Presentations

OTHER SUPPLEMENTAL INFORMATION

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

SEXUAL ASSAULT

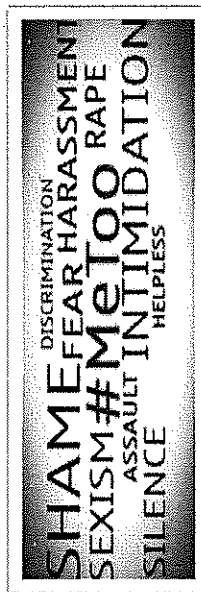
Compelling by force or threat of force the following: sexual penetration of the vagina or anus; including by an object; oral sex; or contact with a person's genital area, groin, anus, inner thighs, buttocks or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim. Sexual assault is also intentionally subjecting another to such contact without consent.

RELATIONSHIP VIOLENCE

This may be present in dating and domestic violence, sometimes also called intimate partner violence, is a pattern of behavior in which one partner uses fear and intimidation to establish power and control over the other partner, often including the threat or use of violence. This abuse happens when one person believes they are entitled to control another, and it may or may not include sexual assault.

SEXUAL HARASSMENT

Sexual harassment is defined as unwelcome gender-based verbal or physical conduct that is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives someone of the ability to participate in or benefit from the college's educational program or activities or employment benefits or opportunities.



Northwestern Connect
Community College

UNDERSTANDING TITLE IX

No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any education program or activity receiving federal assistance.

Title IX protects YOU from gender discrimination in:

Academics
Activities
Admissions
Athletics
Employment
Financial Assistance
Housing
Recruitment

Northwestern Connecticut Community College does not tolerate sexual violence.

REPORT IT PROMPTLY!



STALKING

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, face-to-face, telephone, email, etc., threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.

AFFIRMATIVE CONSENT LAW (*Public Act No. 16-106*): An active, clear and voluntary agreement to engage in sexual activity with another person.

You have the right to....

- Be treated with respect and dignity
- Privacy. This means you can refuse to answer any questions about the sexual assault, your sexual orientation, your sexual history (including HIV status), and your medical history

- Be notified of existing campus and community based medical, counseling, mental health and victims of sexual assault resources whether or not the crime is formally reported to campus and civil authorities
- A timely disposition if reporting an incident to the College
- Be notified of the outcome of the College's sexual assault conduct proceedings against the accused
- Have conversations with a member of the SART (Sexual Assault Resources Team)
- Have access to local sexual assault crisis center
- Have access to local sexual domestic violence agency
- Have a counselor/advocate to accompany you to medical and legal proceedings
- Decide whether or not you want the police to investigate the assault
- Request that someone you are comfortable with stay with you in the medical examination room
- Ask questions and get answers regarding any tests, exams, medications, treatment or police reports
- Not be judged on your race, age, class, marital status, gender or sexual orientation

Additional information regarding sexual misconduct and campus policies is available at nwcc.edu and on postings throughout the campus

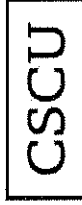
- 1. Seek Safety**
- 2. Get Medical Attention**
- 3. Seek Support**
- 4. Report Promptly**

Contact:

Ruth E Gonzalez, PhD
NCCC Title IX Coordinator
Office: GW 207
Rgonzalez@nwcc.edu
860.738.6315

The Susan B Anthony Project
Counseling & Advocacy Center
179 Water Street
 Torrington, CT 06790
Hours: 8:30am - 4:30pm Mon. – Fri.
Phone: 860.489.3798 TDD/Voice
E-mail: info@sbaproject.org

CONNSACS
888.999.5545 ENGLISH
888.568.8332 ESPAÑOL



Connecticut State
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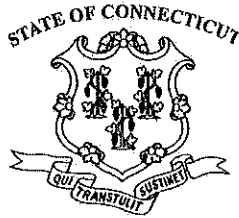
SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Northwestern Connecticut Community College
REPORTING OFFICE/DEPARTMENT: Student Development/Title IX Coordinator
INSTITUTION CONTACT: Ruth E Gonzalez, PhD
YEAR: 2018

Type of Incident	Incidents of Sexual Assault, Stalking and IPV Reported to CSCU in 2019				
	Number of Incidents Reported	Incident Reported to Have Occurred in 2019	Respondent Identified as Connected to the Reporting Institution	Respondent Identified as Connected to CSCU Institution	Confidential or Anonymous Reports
Sexual Assault	0	0	0	0	0
Stalking	2	2	0	0	0
Intimate Partner Violence (IPV)	2	2	0	0	0

Type of Incident	Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence					
	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	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Intimate Partner Violence (IPV)	0	0	0	0	0	0

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



Substitute House Bill No. 5376

Public Act No. 16-106

AN ACT CONCERNING AFFIRMATIVE CONSENT.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 10a-55m of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2016*):

(a) For purposes of this section and sections 10a-55n to 10a-55q, inclusive:

(1) "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person;

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

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[(2)] (3) "Bystander intervention" means the act of challenging the social norms that support, condone or permit sexual assault, stalking and intimate partner violence;

[(3)] (4) "Institution of higher education" means an institution of higher education, as defined in section 10a-55, and a for-profit institution of higher education licensed to operate in this state, but shall not include Charter Oak State College for purposes of subsections (c) and (f) of this section and sections 10a-55n to 10a-55p, inclusive;

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

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

[(6)] (7) "Sexual assault" means a sexual assault under section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or 53a-73a;

[(7)] (8) "Stalking" means stalking under section 53a-181c, 53a-181d or 53a-181e; and

[(8)] (9) "Uniform campus crime report" means a campus crime report prepared by an institution of higher education pursuant to section 10a-55a.

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(b) Each institution of higher education shall adopt and disclose in such institution's annual uniform campus crime report one or more policies regarding sexual assault, stalking and intimate partner violence. Such policy or policies shall include provisions for: [(1) detailing]

(1) Informing students and employees that, in the context of an alleged violation of the policy or policies regarding sexual assault and intimate partner violence, (A) affirmative consent is the standard used in determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity, (B) affirmative consent may be revoked at any time during the sexual activity by any person engaged in the sexual activity, (C) it is the responsibility of each person to ensure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that the affirmative consent is sustained throughout the sexual activity, (D) 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 or employee reporting or disclosing the alleged violation consented to the sexual 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 such 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, and (E) the existence of a past or current dating or sexual relationship between the student or employee reporting or disclosing the alleged violation and the responding student or employee, in and of itself, shall not be determinative of a finding of affirmative consent;

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(2) Detailing the procedures that students and employees of the institution who report or disclose being the victim of sexual assault, stalking or intimate partner violence may follow after the commission of such assault, stalking or violence, regardless of where such incidences occurred, including persons or agencies to contact and information regarding the importance of preserving physical evidence of such assault, stalking or violence;

[(2) providing] (3) Providing students and employees of the institution who report or disclose being the victim of sexual assault, stalking or intimate partner violence both concise, written contact information for and, if requested, professional assistance in accessing and utilizing campus, local advocacy, counseling, health and mental health services, and concise information, written in plain language, concerning the rights of such students and employees to (A) notify law enforcement of such assault, stalking or violence and receive assistance from campus authorities in making any such notification, and (B) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing protective or restraining order, including, but not limited to, orders issued pursuant to section 46b-15, 46b-38c, 53a-40e, 54-1k, 54-82q or 54-82r, against the perpetrator of such assault, stalking or violence;

[(3) notifying] (4) Notifying such students and employees of any reasonably available options for and available assistance from such institution in changing academic, living, campus transportation or working situations in response to such assault, stalking or violence;

[(4) honoring] (5) Honoring any lawful protective or temporary restraining orders, including, but not limited to, orders issued pursuant to section 46b-15, 46b-38c, 53a-40e, 54-1k, 54-82q or 54-82r;

[(5) disclosing] (6) Disclosing a summary of such institution's student investigation and disciplinary procedures, including clear

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statements advising that (A) [victims] a student or employee who reports or discloses being a victim of such assault, stalking or violence shall have the opportunity to request that [disciplinary proceedings] an investigation begin promptly, (B) the investigation and any disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual assault, stalking and intimate partner violence and shall use the preponderance of the evidence standard in making a determination concerning the alleged assault, stalking or violence, (C) both the [victim of such] student or employee who reports or discloses the alleged assault, stalking or violence and the [accused] student responding to such report or disclosure (i) are entitled to be accompanied to any meeting or proceeding relating to the allegation of such assault, stalking or violence 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 (ii) shall have the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding, (D) both [such victim and accused] the student or employee reporting or disclosing the alleged assault stalking or violence and such responding student are entitled to be informed in writing of the results of any disciplinary proceeding not later than one business day after the conclusion of such proceeding, [and] (E) the institution of higher education shall not disclose the identity of [the victim or the accused] any party to an investigation or disciplinary proceeding, except as necessary to carry out [a] the investigation or disciplinary proceeding or as permitted under state or federal law, and (F) a standard of affirmative consent is used in determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity;

[(6) disclosing] (7) Disclosing a summary of such institution's employee investigation and disciplinary procedures, including clear statements advising that a standard of affirmative consent is used in

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determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity; and

[(7) disclosing] (8) Disclosing the range of sanctions that may be imposed following the implementation of such institution's student and employee disciplinary procedures in response to such assault, stalking or violence.

(c) Each institution of higher education shall provide (1) annual sexual assault, stalking and intimate partner violence primary prevention and awareness programming for all students and employees that includes an explanation of the definition of affirmative consent in sexual relationships, information concerning the reporting of incidences of such assaults, stalking and violence and strategies for bystander intervention and risk reduction; and (2) ongoing sexual assault, stalking and intimate partner violence prevention and awareness campaigns.

(d) Each institution of higher education may provide the option for any student or employee of such institution who is the victim of a sexual assault, stalking or intimate partner violence to report or disclose such assault, stalking or violence to such institution anonymously. Each such institution shall notify any such student or employee of the institution's obligations under state or federal law, if any, to (1) investigate or address such assault, stalking or violence and (2) assess whether the report triggers the need for a timely warning or emergency notification, as described in 34 CFR 668.46(e), which obligations, in limited circumstances, may result in the learning of such victim's identity.

(e) Each institution of higher education shall provide concise notification, written in plain language, to each student and employee of such institution who [has] reports or discloses having been the victim of sexual assault, stalking or intimate partner violence,

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immediately upon receiving a report or disclosure of such assault, stalking or violence, of such [victim's] student's or employee's rights and options under such institution's policy or policies regarding sexual assault, stalking and intimate partner violence adopted in accordance with subsection (b) of this section.

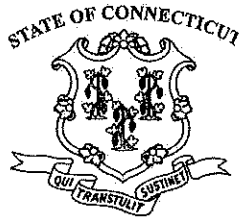
(f) Not later than October 1, 2015, and annually thereafter, each institution of higher education shall report to the joint standing committee of the General Assembly having cognizance of matters relating to higher education, in accordance with the provisions of section 11-4a, concerning, for the immediately preceding calendar year, (1) a copy of its most recent policies regarding sexual assault, stalking and intimate partner violence adopted in accordance with subsection (b) of this section, or any revisions thereto, (2) a copy of its most recent concise written notification of [a victim's] the rights and options [under] of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies required pursuant to subsection (e) of this section, (3) the number and type of sexual assault, stalking and intimate partner violence prevention, awareness and risk reduction programs at the institution, (4) the type of sexual assault, stalking and intimate partner violence prevention and awareness campaigns held by the institution, (5) the number of incidences of sexual assault, stalking and intimate partner violence reported or disclosed to such institution, (6) the number of confidential or anonymous reports or disclosures to the institution of sexual assault, stalking and intimate partner violence, (7) the number of disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, and (8) the final outcome of all disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, including, but not limited to, the outcome of any appeals of such final outcome, to the extent reporting on such outcomes does not conflict with federal law.

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(g) Nothing in this section shall be interpreted to prohibit Charter Oak State College from providing, either in person or electronically, optional sexual assault, stalking and intimate partner violence prevention and awareness programming for all students and employees of said college.

(h) Nothing in this section shall be interpreted as requiring an institution of higher education to adopt, verbatim, the definition of "affirmative consent" set forth in subsection (a) of this section, provided the institution of higher education, in the exercise of its sole authority to adopt a definition of "affirmative consent", uses a definition of "affirmative consent" that has the same meaning as or a meaning that is substantially similar to the definition set forth in subsection (a) of this section.

Approved June 2, 2016



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Public Act No. 16-106

AN ACT CONCERNING AFFIRMATIVE CONSENT.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. Section 10a-55m of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2016*):

(a) For purposes of this section and sections 10a-55n to 10a-55q, inclusive:

(1) "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person;

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

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[(2)] (3) "Bystander intervention" means the act of challenging the social norms that support, condone or permit sexual assault, stalking and intimate partner violence;

[(3)] (4) "Institution of higher education" means an institution of higher education, as defined in section 10a-55, and a for-profit institution of higher education licensed to operate in this state, but shall not include Charter Oak State College for purposes of subsections (c) and (f) of this section and sections 10a-55n to 10a-55p, inclusive;

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

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

[(6)] (7) "Sexual assault" means a sexual assault under section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or 53a-73a;

[(7)] (8) "Stalking" means stalking under section 53a-181c, 53a-181d or 53a-181e; and

[(8)] (9) "Uniform campus crime report" means a campus crime report prepared by an institution of higher education pursuant to section 10a-55a.

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(b) Each institution of higher education shall adopt and disclose in such institution's annual uniform campus crime report one or more policies regarding sexual assault, stalking and intimate partner violence. Such policy or policies shall include provisions for: [(1) detailing]

(1) Informing students and employees that, in the context of an alleged violation of the policy or policies regarding sexual assault and intimate partner violence, (A) affirmative consent is the standard used in determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity, (B) affirmative consent may be revoked at any time during the sexual activity by any person engaged in the sexual activity, (C) it is the responsibility of each person to ensure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that the affirmative consent is sustained throughout the sexual activity, (D) 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 or employee reporting or disclosing the alleged violation consented to the sexual 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 such 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, and (E) the existence of a past or current dating or sexual relationship between the student or employee reporting or disclosing the alleged violation and the responding student or employee, in and of itself, shall not be determinative of a finding of affirmative consent;

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(2) Detailing the procedures that students and employees of the institution who report or disclose being the victim of sexual assault, stalking or intimate partner violence may follow after the commission of such assault, stalking or violence, regardless of where such incidences occurred, including persons or agencies to contact and information regarding the importance of preserving physical evidence of such assault, stalking or violence;

[(2) providing] (3) Providing students and employees of the institution who report or disclose being the victim of sexual assault, stalking or intimate partner violence both concise, written contact information for and, if requested, professional assistance in accessing and utilizing campus, local advocacy, counseling, health and mental health services, and concise information, written in plain language, concerning the rights of such students and employees to (A) notify law enforcement of such assault, stalking or violence and receive assistance from campus authorities in making any such notification, and (B) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing protective or restraining order, including, but not limited to, orders issued pursuant to section 46b-15, 46b-38c, 53a-40e, 54-1k, 54-82q or 54-82r, against the perpetrator of such assault, stalking or violence;

[(3) notifying] (4) Notifying such students and employees of any reasonably available options for and available assistance from such institution in changing academic, living, campus transportation or working situations in response to such assault, stalking or violence;

[(4) honoring] (5) Honoring any lawful protective or temporary restraining orders, including, but not limited to, orders issued pursuant to section 46b-15, 46b-38c, 53a-40e, 54-1k, 54-82q or 54-82r;

[(5) disclosing] (6) Disclosing a summary of such institution's student investigation and disciplinary procedures, including clear

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statements advising that (A) [victims] a student or employee who reports or discloses being a victim of such assault, stalking or violence shall have the opportunity to request that [disciplinary proceedings] an investigation begin promptly, (B) the investigation and any disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual assault, stalking and intimate partner violence and shall use the preponderance of the evidence standard in making a determination concerning the alleged assault, stalking or violence, (C) both the [victim of such] student or employee who reports or discloses the alleged assault, stalking or violence and the [accused] student responding to such report or disclosure (i) are entitled to be accompanied to any meeting or proceeding relating to the allegation of such assault, stalking or violence 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 (ii) shall have the opportunity to present evidence and witnesses on their behalf during any disciplinary proceeding, (D) both [such victim and accused] the student or employee reporting or disclosing the alleged assault stalking or violence and such responding student are entitled to be informed in writing of the results of any disciplinary proceeding not later than one business day after the conclusion of such proceeding, [and] (E) the institution of higher education shall not disclose the identity of [the victim or the accused] any party to an investigation or disciplinary proceeding, except as necessary to carry out [a] the investigation or disciplinary proceeding or as permitted under state or federal law, and (F) a standard of affirmative consent is used in determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity;

[(6) disclosing] (7) Disclosing a summary of such institution's employee investigation and disciplinary procedures, including clear statements advising that a standard of affirmative consent is used in

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determining whether consent to engage in sexual activity was given by all persons who engaged in the sexual activity; and

[(7) disclosing] (8) Disclosing the range of sanctions that may be imposed following the implementation of such institution's student and employee disciplinary procedures in response to such assault, stalking or violence.

(c) Each institution of higher education shall provide (1) annual sexual assault, stalking and intimate partner violence primary prevention and awareness programming for all students and employees that includes an explanation of the definition of affirmative consent in sexual relationships, information concerning the reporting of incidences of such assaults, stalking and violence and strategies for bystander intervention and risk reduction; and (2) ongoing sexual assault, stalking and intimate partner violence prevention and awareness campaigns.

(d) Each institution of higher education may provide the option for any student or employee of such institution who is the victim of a sexual assault, stalking or intimate partner violence to report or disclose such assault, stalking or violence to such institution anonymously. Each such institution shall notify any such student or employee of the institution's obligations under state or federal law, if any, to (1) investigate or address such assault, stalking or violence and (2) assess whether the report triggers the need for a timely warning or emergency notification, as described in 34 CFR 668.46(e), which obligations, in limited circumstances, may result in the learning of such victim's identity.

(e) Each institution of higher education shall provide concise notification, written in plain language, to each student and employee of such institution who [has] reports or discloses having been the victim of sexual assault, stalking or intimate partner violence,

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immediately upon receiving a report or disclosure of such assault, stalking or violence, of such [victim's] student's or employee's rights and options under such institution's policy or policies regarding sexual assault, stalking and intimate partner violence adopted in accordance with subsection (b) of this section.

(f) Not later than October 1, 2015, and annually thereafter, each institution of higher education shall report to the joint standing committee of the General Assembly having cognizance of matters relating to higher education, in accordance with the provisions of section 11-4a, concerning, for the immediately preceding calendar year, (1) a copy of its most recent policies regarding sexual assault, stalking and intimate partner violence adopted in accordance with subsection (b) of this section, or any revisions thereto, (2) a copy of its most recent concise written notification of [a victim's] the rights and options [under] of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies required pursuant to subsection (e) of this section, (3) the number and type of sexual assault, stalking and intimate partner violence prevention, awareness and risk reduction programs at the institution, (4) the type of sexual assault, stalking and intimate partner violence prevention and awareness campaigns held by the institution, (5) the number of incidences of sexual assault, stalking and intimate partner violence reported or disclosed to such institution, (6) the number of confidential or anonymous reports or disclosures to the institution of sexual assault, stalking and intimate partner violence, (7) the number of disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, and (8) the final outcome of all disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, including, but not limited to, the outcome of any appeals of such final outcome, to the extent reporting on such outcomes does not conflict with federal law.

Substitute House Bill No. 5376

(g) Nothing in this section shall be interpreted to prohibit Charter Oak State College from providing, either in person or electronically, optional sexual assault, stalking and intimate partner violence prevention and awareness programming for all students and employees of said college.

(h) Nothing in this section shall be interpreted as requiring an institution of higher education to adopt, verbatim, the definition of "affirmative consent" set forth in subsection (a) of this section, provided the institution of higher education, in the exercise of its sole authority to adopt a definition of "affirmative consent", uses a definition of "affirmative consent" that has the same meaning as or a meaning that is substantially similar to the definition set forth in subsection (a) of this section.

Approved June 2, 2016



Northwestern Connecticut Community College
Park Place East
Winsted, CT 06098

PRESS RELEASE

Please publish the following at your earliest convenience

Media Contact: Grantley S. Adams
Director of Marketing & Public Relations
(860) 738-6333 or gadams@nwcc.commnet.edu

Annual Public Notice of Nondiscrimination

July 12, 2018 - WINSTED, CT - Northwestern Connecticut Community College does not discriminate on the basis of race, color, religious creed, age, sex, including pregnancy, sexual harassment and sexual assault, marital status, national origin or ancestry, sexual orientation, transgender status, gender identity or expression, genetic information, workplace hazards to reproductive systems, present or past history of mental disability, intellectual disability, learning disability or physical disability in its programs and activities. In addition, the College does not discriminate in employment on the basis of veteran status or prior criminal record.

NCCC offers Associate in Art and Associate in Science degrees in 20 degree programs, including: Nursing RN, Veterinary Technology, Medical Assisting, Early Childhood Education, Criminal Justice, Interpreter Preparation ASL, Fine Arts, Business and Management Administration, Human Services, Computer Systems Technology, Environmental Science, Deaf Studies, Allied Health Administration, Liberal Arts and Sciences and General Studies. In addition, credit and non-credit Certificate Programs are offered. Admission to the college is open to high school graduates upon submission of a completed college admissions application accompanied by official high school diploma or equivalency, payment of the application fee and proof of immunization. Courses are generally open to anyone with an interest in a subject area. Some programs of study have additional admissions requirements.

The following person has been designated to handle inquiries regarding the non-discrimination policies: Dr. Ruth Gonzalez, Director of Student Development, (Title IX and Section 504/ADA Coordinator) Northwestern Connecticut Community College, Park Place East, Winsted, CT 06098, Green Woods Hall, (860) 738-6315, RGonzalez@nwcc.edu.

NCCC - The small college that does great things

**Fresh Check Day
Wednesday, February 6th
GW Multipurpose Rm
11:00 AM – 1:00 PM**

Booths and Activities

Nine out of Ten* Jane O’Grady, Connie, Lori, ED Advance

Pledge Banner

Design and create your own pledge banner that students can sign or take photos of people holding up the message “I pledge to be One of the Nine”.

Mini Golf - developing activity

Common Thread

Each person attending uses one piece of string or yarn to connect points of personal attributes, which are attached by pegs to a large board. Each person is able to see the many ways they are similar or connected to others.

Know Your Limit – McCalls Center, CJS Club

Walk the Line

Have participants attempt to walk in a straight line, one foot in front of the other, while wearing fatal vision goggles that simulate different levels of intoxication. This activity provides an example of how alcohol impairs motor skills.

Fatal Vision Goggle Games (thank you!!!! Mike E for purchasing Goggles)

Show how alcohol impairs motor skills by having participants engage in a game while wearing fatal vision goggles. Examples include maze drawings, Jenga, Lego building, bocce ball, etc.

We will be using legos to build towers

It Takes a Village – Community Health and Wellness, ECE Club, DCF

Flower Pots

Participants decorate a small flowerpot, plant a flower in it and are instructed to give it to someone who needs it, even if that person is them.

We will be using large plastic cups to decorate, potting soil and seeds.

Tip: Have participants insert a hopeful message written on a jumbo popsicle stick. The Counseling Center or Lifeline number can be pre-written on the back.

Rise Up – SART, New Opportunities, SBAP

Clothesline Project

Clothesline Projects use decorated T-shirts to promote awareness about sexual and domestic violence, hate crimes, and child abuse. Then the shirt is hung on a clothesline to be viewed by others as testimony to the problem of sexual violence. Consider including a shirt-making session prior to Fresh Check Day in conjunction with a display of recently or previously created shirts.

Teal Ribbon Campaign

Provide teal ribbons with information about sexual assault awareness. Encourage participants to write on the ribbon one thing they vow to do personally to help prevent sexual violence and end rape culture

At Ease – Veteran’s Club, waiting to hear from local reps

Balance Activity

Fill a bucket with water and write things people need to juggle (i.e. exams, a job, homework, getting enough sleep, relationships, etc.) on ping pong balls. Have a separate set of ping pong balls that include service-member specific challenges (i.e. transition to civilian life, drill weekends, PTSD, etc.). Have participants toss all the ping pong balls they deal with in the bucket and try to hold them underwater with their hands, then add some of the ping pong balls specific to service members. Explain that extra support can go a long way to helping student service members balance their civilian and military lives!

Community Engagement:

Community Health and Wellness

Ed Advance Early Childhood and Youth Mental Health Coalition

New Opportunities

The Susan B Anthony Project

McCall Center for Behavioral Health

DCF - Foster Care Unit

Smoke Free Campus – Connie H. and Lori F.

MADD – CT? Waiting on confirmation

FISH – waiting on confirmation

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

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

Statement of Policy

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

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

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

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

Terms, Usage and Standards

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

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

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

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

Sexual misconduct includes engaging in any of the following behaviors:

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

- sexual flirtation, touching, advances or propositions
- verbal abuse of a sexual nature
- pressure to engage in sexual activity
- graphic or suggestive comments about an individual's dress or appearance
- use of sexually degrading words to describe an individual

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Support Services and Processes Policy

- display of sexually suggestive objects, pictures or photographs
- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

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

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

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

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or 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

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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 cohabiting relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one’s property, driving recklessly to scare someone, name calling, threatening to hurt one’s family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a “dating relationship” existed is to be based upon the following factors: the reporting victim’s statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

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

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

Confidentiality

When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSCU officials to preserve the privacy of the reported victim while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic

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Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

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

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

Mandated Reporting by College and University Employees

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

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

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

Rights of Parties

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

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- 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

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

Employee Conduct Procedures

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

Student Conduct Procedures

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

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

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

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

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

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

Dissemination of this Policy

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

Sexual Violence Reporting Compliance
Narrative

CSCU INSTITUTION: NORTHWESTERN CONNECTICUT COMMUNITY COLLEGE

REPORTING OFFICE/DEPARTMENT: CENTER FOR STUDENT DEVELOPMENT/TITLE
IX COORDINATOR

INSTITUTION CONTACT: RUTH E. GONZALEZ, PH.D., LPC
TITLE IX COORDINATOR AND SART CHAIR

YEAR: 2018

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

The mission of Northwestern Connecticut Community College (NCCC) is to inspire learning through accessible, high quality education. Northwestern is devoted to enriching lives by meeting individual and community needs in a supportive environment, while facilitating access to lifelong learning opportunities. NCCC is located in Winsted, a bucolic small town, and serves primarily rural section of the state. Winsted is situated in the northwestern region of Connecticut, twenty-five miles west of Hartford and twenty-seven miles north of Waterbury. The student body is typically made up of people who come from about half of the 169 towns in Connecticut, the other New England states and New York. At NCCC, we are committed to meeting individual and community needs in a supportive environment, which includes issues of sexual/intimate partner violence.

NCCC joins the nation in its efforts to attend to the matter of sexual/intimate partner violence in our nation's higher education system. The White House and Congressional leaders, spurred by student activists on college and university campuses, convened various groups to discuss the issue. As a result, multiple federal guidelines have been published and enacted.

To this end, we continue to strengthen our collaborative efforts with the Susan B. Anthony Project, whose mission is to promote safety, healing, and growth for all survivors of domestic and sexual abuse and advocates for the autonomy of women and the end of

interpersonal violence, for residents of Litchfield county. In addition, NCCC works closely with the Connecticut State Police, Troop B. An officer is on campus Monday – Thursday evenings during the academic semester. The Winchester Police Officers along with the Winsted Area Ambulance, who are always available to respond to campus emergency.

- II. Institution's narrative explaining the reported sexual violence statistics and data, including: Concise and informative explanation of reportable sexual violence statistics and data, including clarification of number of incidents, reports, disclosures, discipline, and final outcomes

In the spring of 2014, NCCC established a representative Support and Resource Team (SART) of members from the campus and community. NCCC's SART, a multidisciplinary team, that collaboratively responds when a sexual assault is reported, and seeks to improve community responses and services for survivors of sexual assault. The SART meets four (4) times during the semester. In addition, the Chair holds membership within CSU system

The SART developed detailed informational resources, which include state and federal policies for the Student Handbook and hard copies can be accessed in the Information Center, Library, and Center for Student Development and the College's website. A brochure and flyer were also developed for faculty and staff, which are distributed at Adjunct Orientation and placed in faculty and staff mailboxes.

Awareness and resources presented at New Student Orientation, approximately 100 new students and 70 parents attend yearly. A member of the SART facilitated the informational session and a representative from the Susan B Anthony project is always available in case someone needs to talk immediately. The SART participates in a variety of campus events such as, Club Council fair, Fresh Check Day, Comm Conn, Health and Wellness Fair, Welcome Fair and collaborates with clubs, i.e. Student Nursing Association, Criminal Justice club and the Student Senate. These events provide an opportunity for the campus community to meet and talk with members of the SART as well as gain awareness of the resources available to them both on campus and the community.

The SART, NCCC's Women Center and the Susan B. Anthony Project worked in partnership to facilitate the following campaigns:

- **Sexual Assault Awareness Month Vigil**

Held in April at Coe Park in Torrington. The vigil supports and gives a voice to survivors of sexual violence. SBAP honors community members who have collaborated and supported their work throughout the year.

- **Faces of Survival**

A photo exhibition of survivors of sexual violence who have chosen to “break the silence” and tell the story of their journey as a survivor. Susan B. Anthony Project displayed this exhibit at the Northwestern Connecticut Community College library.

- **Ribbons**

In support of Domestic Violence and Sexual Assault Awareness months, ribbons were distributed on campus for the entire months of October and April.

- **The Clothes Line Project**

“The Clothes Line Project is a program started in 1990 to address the issue of violence against women. It is a vehicle of women affected by violence to express their emotions by decorating a shirt.

- **Fresh Check Day**

Fresh Check Day, the signature program of the Jordan Porco Foundation, is an uplifting mental health promotion and suicide prevention event that includes interactive expo booths, peer-to-peer messaging, support of multiple campus departments and groups, free food, entertainment, and exciting prizes and giveaways. Fresh Check Day aims to create an approachable and hopeful atmosphere where students are encouraged to engage in dialogue about mental health and helps to build a bridge between students and the mental health resources available on campus, in the community, and nationally.

Sexual Violence Advocacy Training

- **Not Anymore-** is a suite of interactive online sexual assault prevention programs that features numerous true student testimonials to foster genuine empathy in viewers. Designed to prevent sexual assault, dating and domestic violence and stalking, *Not Anymore* helps institution meet Title IX education mandates. Made available to all CSCU institutions by the SAFE Grant and the Board of Regents. Two Hundred and Thirty-five (235) students completed the online training
- **"Intervene" Bystander/Discussion Campaign:** in collaboration Professor Emanuel - Criminal Justice. Two (2) sessions were facilitated which included a video of scenarios and discussion questions, 20 students participated in two sessions.
- **Bystander Training:** Nursing Students in collaboration with Nursing Professor Roberson and facilitated by Susan B. Anthony Project Staff, 25 students participated.
- **Empty Chairs:** The Empty Chairs campaign were displayed during the months of October and April. It aimed to create awareness about dating violence, stalking and

sexual assault on campus and the services the SART provides. During the week, purple and teal chairs were displayed in different spots around campus. Each containing a sheet with several fictional accounts from victims of these forms of violence under the banner "Why I'm Not on Campus Today". Educational materials were also available to highlight the fact that this sort of violence affects many facets of a person's life and can impede their participation in various activities.

In summary, the above noted narrative demonstrates Northwestern Connecticut Community Colleges' commitment to providing a learning environment free from sexual harassment, sexual assault, domestic violence, dating and stalking. However, we acknowledge that while we are committed to making our campus safe, as a commuter college, our students may be experiencing said situations at home. Studies show that enrolling in college is often perceived as a threat to partners who then sometimes used psychological violence in return. As a focus group participant said, "...sometimes, if he sees you studying, he might be like, 'Why are you studying for? You do not need that; you do not need school. That's not going to give you anything, I give you everything.' Commuter college students may experience related risks that are distinct from those of residential college students because of their movement between on- and off-campus social environments. Furthermore, students experience a wide range of forms of violence, not just sexual assault, the focus of recent action on college campuses.

Participants' report that in addition to creating stress, controlling relationships can directly impact grades and progress toward degree by interrupting the time required to study; which sometimes leads to dropping out of school entirely as a result of the shame from experiencing above referenced situations (Tsui & Santamaria, 2015). NCCC faculty and staff work with students who may be experiencing above noted situation and find solutions to aid in degree completion.

Research further indicates that commuter students often feel low levels of connectedness to their college campus, likely because of competing work and family responsibilities. At the same time, members of commuter students' support networks may be less familiar with college demands and stresses. Disclosure and help seeking is often dependent on having access to relevant information and building trusting relationships. Therefore, disconnectedness from on-campus and off-campus social environments may generate perceptions of low social support, which can lead to trauma related stigma and social isolation, both known risk factors for

interpersonal violence (Tsui & Santamaria, 2015). NCCC's faculty and staff work towards strengthening individual relationships with students and decrease levels of disconnectedness.

NCCC SART members have heeded the call to employ a Trauma-Informed Approach when interacting/responding to a disclosure and/or incident. Becoming "trauma-informed" means recognizing that people often have many different types of trauma in their lives. People who have been traumatized need support and understanding from those around them. Often, trauma survivors can be re-traumatized by well-meaning caregivers and community service providers. Understanding the impact of trauma is an important first step in becoming a compassionate and supportive community.

According to SAMHSA's concept of a trauma-informed approach, "A program, organization, or system that is trauma-informed:

- *Realizes* the widespread impact of trauma and understands potential paths for recovery;
- *Recognizes* the signs and symptoms of trauma in clients, families, staff, and others involved with the system;
- *Responds* by fully integrating knowledge about trauma into policies, procedures, and practices; and
- Seeks to actively resist *re-traumatization*."

A trauma-informed approach can be implemented in any type of service setting or organization and is distinct from trauma-specific interventions or treatments that are designed specifically to address the consequences of trauma and to facilitate healing. To this end, NCCC SART members receive training from the Susan B Anthony's executive director and the Campus Resource Team training calendar for academic year 2018-2019. All trainings are free and open to all campuses through the CSCU SAFE project, our system wide grant through the Office on Violence Against Women.

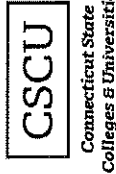
References:

Trauma-Informed Approach and Trauma-Specific Interventions

Retrieved on June 5, 2018 from <https://www.samhsa.gov/ntic/trauma-interventions>

Tsui, E.K. and Santamaria, E. K. (2015). Intimate Partner Violence Risk among Undergraduate Women from an Urban Commuter College: the Role of Navigating Off- and On-Campus

Social Environments. *Journal of Urban Health*, 2015 Jun; 92(3): 513–526. Retrieved on June 6, 2018 from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4456483/> Published online 2015 Feb 3. doi: [10.1007/s11524-014-9933-0](https://doi.org/10.1007/s11524-014-9933-0)



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

INSTITUTION INFORMATION

Name: Northwestern Connecticut Community College Contact: Ruth E. Gonzalez, PhD

Reporting Office/Department: Student Development Report Year: 2018

NARRATIVE

Institution's narrative explaining the reported sexual violence statistics and data, including: ☐ Brief introduction about the institution, its history, its population and its efforts to ensure a safe and comfortable learning environment with respect to sexual violence.

POLICIES

- Institution's most recent policies regarding sexual assault, stalking, and intimate partner violence.*
- ☐ BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy (Effective 6/16/2016)
 - ☐ BOR/CSCU Policy on Consensual Relationships (Effective 10/20/2016)
 - ☐ BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child (Effective 1/10/2015)
 - ☐ BOR/CSCU Student Code of Conduct (Effective 6/16/2016)

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

WRITTEN NOTIFICATION

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

SEXUAL VIOLENCE STATISTICS AND DATA

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

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

- ☐ Sexual Violence Reportable Statistics and Data
- ☐ Concise and informative explanation of reportable sexual violence statistics and data, including clarification of number of incidents, reports, disclosures, discipline, and final outcomes.

PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION


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

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

OTHER SUPPLEMENTAL INFORMATION

Supplemental information submitted by institution:

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



Title IX September 2018-19

Title IX Coordinator

Ruth E. Gonzalez, Ph.D., LPC

Director of Student Development

rgonzalez@nwcc.edu

860.738.6315

What is Title IX?

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.

Title IX of the Education Amendments of 1972

Rights Under Title IX

Students, Faculty, and Staff have the right to:

- Be free from all types of sex discrimination including sexual misconduct, sexual harassment, and sexual violence
- Bring forward a complaint in good faith
- Be informed of complaint procedures and options for resolution
- Expect a complaint to be thoroughly investigated
- Interim measures to ensure safety pending outcome of investigation
- Be advised of outcome of investigation
- Be free from retaliation

NCCC's Responsibilities

- NCCC must take prompt and effective action to stop harassment, eliminate a hostile environment and address its effects
- Adopt equitable grievance procedures
- Use preponderance of evidence and a reasonable person standard
- Conduct investigations separate from and independent of any criminal investigation or proceeding
- NCCC has 60 days from the time we learn about an issue to complete an investigation
- Conduct extensive training
- Designate Title IX Coordinators

NCCC's Title IX Coordinators

Faculty and Staff:

Wendy Bovia, Director of Human Resources/EEO Officer

860.738.6325

wbovia@nwcc.edu

Students:

Ruth E. Gonzalez, Ph.D., LPC

Director of Student Development

Title IX Coordinator

rgonzalez@nwcc.edu

860.738.6315

Title IX Coordinators

The Title IX Coordinator oversees and provides leadership for NCCC's Title IX activities. Some of the many responsibilities include:

- Disseminate and implement NCCC's policies and procedures regarding Title IX
- Oversee training initiatives for the campus community
- Serve as a resource for the community
- Oversee initial investigations of complaints
- Work closely with the Dean of Academic & Student Affairs

Examples of Sexual Misconduct

- Unwelcome sexual advances
- Sexual epithets, jokes, gossip regarding another's sex life, sexual orientation, or gender identity
- Leering, whistling, obscene gestures
- Sexual assault, violence, threats, stalking
- Insults or threats based on sex or gender
- Change of academic or employment responsibilities based on sex, gender identity or expression, or sexual orientation
- Quid pro quo: "This for that"

Not all reports need to lead to an investigation.

If you are unsure or uneasy, report it.

Who needs to report?

Anyone who experiences, witnesses, or hears about an incident of sexual harassment or sex discrimination should report it to the Title IX Coordinator, a member of the SART, or College official.

Making a Report

- First, speak to the Title IX Coordinator.
- If needed, will provide information regarding available resources such as SART or Community Services.
- Together, we will complete a Sexual Misconduct Report Form which will go to the Dean of Academic & Student Affairs for review, follow up, and if necessary, investigation.

Mandatory Reporting

Faculty and staff **are** mandatory reporters of sexual misconduct.

Students are **not** mandatory reporters unless they hold some sort of authority/supervisory role over others on Campus.

Faculty and Staff cannot promise confidentiality!

What about confidentiality?

- The Title IX Coordinator is a professional and information reported is never broadcast or otherwise made public.
- The college will protect your privacy to the extent possible under the law.
- The college is required to investigate, but that investigation will be limited by the information provided by victims and the victim's interest in pursuing a formal complaint process.

Confidential Resources

- Charlotte Hungerford Hospital www.charlottehungerford.org
- Connecticut Alliance to End Sexual Violence www.endsexualviolencect.org
- Jane Doe No More <https://www.janedoenomore.org>
- National Sexual Assault Hotline www.rainn.org
- State and Local Police Departments
 - State Police Troop "B" - Lt. William Baldwin Jr. 860.626.1860
 - Winsted Police Department - Sgt. Kevin Kinahan 860.379.2721
 - Torrington Police Department - Chief Michael Maniago 860.489.2007
- The Susan B Anthony Project www.shaproject.org

NCCC's Sexual Assault Resource Team (SART)

- SART provides rapid, confidential, support and advocacy for victims of sexual assault.
- SART members are available Monday – Friday from 8:30am – 4:30pm. Faculty SART members may be on campus during evening hours.
- SART works closely with many NCCC departments including The President, Deans of Administration and Academic & Student Affairs.
- NCCC SART ***IS NOT*** confidential!

NCCC's Policies

- Affirmative Action Policy Statement
- BOR Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy
- Americans with Disabilities Act (ADA) Policy Statement
- Consensual Relationships
- Drug Free Workplace
- Ethics Statement
- Jean Clery Act
- Reporting Suspected Abuse or Neglect of a Child

Resources

- NCCC's Position Statement
- Sexual Assault Resource Team
- SART Booklet
- Who To Contact for Help
- How Northwestern SART Works
- Victim Options
- What To Do
- Connecticut Alliance to End Sexual Violence
<http://endsexualviolencect.org/resources/useful-links>
- LGBTQ survivors <http://www.lgbtcenters.org/Centers/find-a-center.aspx>
- male survivors malesurvivor.org

