

CSCU

Connecticut State
Colleges & Universities

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

INSTITUTION INFORMATION

Name: Norwalk Community College Contact: Cheryl DeVonish

Reporting Office/Department: Campus Security 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

NARRATIVE

Institution Narrative

Norwalk Community College (NCC) is the educational center of the community that provides opportunities for intellectual inquiry, open dialogue, multicultural awareness and lifelong learning.

During the 2018 reporting period, NCC continued to strive towards creating a learning environment where faculty, staff and students feel welcome and safe. In furtherance of these objectives, NCC widely publicizes its policies and procedures related to preventing prohibited conduct, included sexual misconduct.

NCC policies included in this report affirm the College's commitment to preventing and responding to acts of sexual misconduct, by or against students, staff or visitors. Acts of sexual violence, including but not limited to, intimate partner violence, sexual assault and/or stalking will not be tolerated on campus.

Also included in this report are statistics, data and programming materials. These documents reflect the manner in which NCC continues to work to educate members of the NCC community of the impact of sexual violence, and the various support services available to both primary and secondary survivors of sexual violence.

The compilation of this report provided NCC an opportunity to inventory and review various methods in place to prevent violence, raise awareness and also identify any trends in reporting/disclosure.

During the reporting period, NCC received one (1) report of Intimate Partner Violence which occurred on campus. The Connecticut State Police made an arrest, the victim chose not to pursue an investigation however. The College also received two (2) disclosures of stalking. One of the two disclosures led to the respondent having been required to complete Not Anymore training. Both instances were made by NCC students against individuals who were affiliated with NCC. NCC provided information on support services, in addition individuals were advised of accommodations that could be provided, as well as assistance in filling out any relevant paperwork they received.

Through the College's Title IX Coordinator, College Counseling Center and Campus Resource Team, students and staff were provided with a variety of information on how to prevent sexual violence, how to recognize and report sexual

violence and the mental health and academic impact on sexual violence. Information that has been distributed is made available in Spanish, as well as documented in chart form to simplify the reporting process/requirements and confidential resources on campus.

POLICIES

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

Policy Regarding

Sexual Misconduct Reporting, Support Services and Processes Policy

Statement of Policy

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

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

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

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

Terms, Usage and Standards

Sexual Misconduct Reporting
Support Services and Processes Policy

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

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

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

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

Sexual misconduct includes engaging in any of the following behaviors:

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

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

Sexual Misconduct Reporting
Support Services and Processes Policy

- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

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

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

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

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

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

- (d) **Intimate partner, domestic and/or dating violence means** any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

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Support Services and Processes Policy

Offenses that are designated as “domestic violence” are against family or household members or persons in dating or cohabitating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

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

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

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

Confidentiality

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

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

Sexual Misconduct Reporting Support Services and Processes Policy

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

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

Mandated Reporting by College and University Employees

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

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

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

Rights of Parties

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

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus's Title IX Coordinator.

Sexual Misconduct Reporting
Support Services and Processes Policy

- Those who have been the victim of sexual misconduct have the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence – all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

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

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

Employee Conduct Procedures

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

Sexual Misconduct Reporting
Support Services and Processes Policy

Student Conduct Procedures

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

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

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

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

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

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

Dissemination of this Policy

Upon adoption by the Board all 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

Sexual Misconduct Reporting
Support Services and Processes Policy

orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above.

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.

Policy Regarding Reporting Suspected Abuse or Neglect of a Child

BOR approved 1/17/14 and Revised 1/15/15; requires annual distribution to employees

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities (CSCU) accept that institutions of higher education foster educational opportunities for people under the age of 18 years. The BOR, in acknowledging the special care required for children, strives to the utmost to protect children on its campuses from any form of abuse or neglect.

Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer, collectively referred to as "mandatory reporters" who in the ordinary course of their employment has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to cause a report to be made to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

The BOR recognizes that each CSCU campus must be a safe and secure environment for children to grow and develop. Therefore, the BOR further requires mandatory reporters to report any witnessed or suspected abuse or neglect of a child on a CSCU campus to their immediate supervisor in addition to DCF. The supervisor must report the incident to their director or vice president who must then inform the campus President and the System Office Vice President for Human Resources or his/her designee.

If the director or vice president reasonably believes that a reportable incident has occurred, and, if the suspected perpetrator is a BOR or CSCU employee, he/she will immediately contact their Chief Human Resources Officer who shall assign an objective person to investigate the report. An employee under investigation may be placed on administrative leave pending the results of the investigation. Employees who report suspicions of abuse or neglect are protected from any disciplinary action unless the report is determined to have been maliciously made. An employee who fails to report, but is later determined to have had previous knowledge of the abuse, may be subject to discipline.

A report is required if there is reasonable cause to suspect that a person under the age of 18 is in imminent harm, has had non accidental injuries or has been abused or neglected. Reasonable cause to believe or suspect that child abuse has occurred is sufficient to make a report.

All staff designated as mandatory reporters are required to take the Department of Children and Families Mandated Reporter Training, either on-line or in person, and Mandated Reporter Training will be included in New Employee Orientation. Compliance with training will be monitored by each CSCU campus's Department of Human Resources. A copy of this policy shall be disseminated annually to all employees.

Reasonable steps will be taken to preserve privacy while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the information reported, which information may be subject to privacy requirements of the Family Education

Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the CSCU community and to assure that the appropriate disciplinary processes are implemented.



BOR/CSCU STUDENT CODE OF CONDUCT

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I. STUDENT CODE OF CONDUCT

PREAMBLE

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

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

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

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

INTRODUCTION

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

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

PART A: DEFINITIONS

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

1. **"Accused Student"** means any student accused of violating this Student Code.
2. **"Advisor"** means a person who accompanies an Accused Student or an alleged victim to a hearing (or a proceeding pertaining to a report of sexual violence) for the limited purpose of providing advice and guidance to the student. An advisor may not directly address the Hearing Body, question witnesses, or otherwise actively participate in the hearing process (or other proceeding pertaining to a report of sexual violence).
3. **"Appellate Body"** means any person or persons authorized by the University Vice President for Student Affairs, Community College Dean of Students, Charter Oak State College Provost or their designee to consider an appeal from a determination by a Hearing Body that a student has violated the Student Code.
4. **"Calendar Days"** means the weekdays (Mondays through Fridays) when the University or College is open.
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. **Application of the Student Code:** 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. Distribution of the Student Code: The Student Code shall be made readily available electronically and/or in a printed publication to students, faculty and staff. The office responsible for Student Affairs will annually distribute and make available to students, faculty and staff, electronically and/or in a printed publication, any revisions to the Code.

3. Administration of the Student Code: A University's and Charter Oak State College's Provost or a Community College's Dean of Students shall be the person designated by the institution President to be responsible for the administration of the Academic Misconduct portion of the Student Code. A University's Vice President for Student Affairs, a Community College's Dean of Students, or Charter Oak State College's Provost shall be the person designated by the institution President to be responsible for the administration of the Non-Academic Misconduct portion of the Student Code.

PART C: SCOPE OF AUTHORITY

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

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

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

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

PART D: PROHIBITED CONDUCT

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

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

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

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

2. Acts of dishonesty, including but not limited to the following:
 - a. Misuse of University or College documents, including, but not limited to forging, transferring, altering or otherwise misusing a student fee card, student payroll card, identification card or other College or University identification document, course registration document, schedule card, transcript, or any other institution-issued document or record.
 - b. Knowingly furnishing false information to any CSCU Official, faculty member or office.
3. Theft of property or services, or damage to, defacement or destruction of, or tampering with, real or personal property owned by the State of Connecticut, CSCU/BOR, the institution, or any member of the CSCU Community.
4. Actual or threatened physical assault or abuse, threatening behavior, intimidation, or coercion.
5. Sexual misconduct may include engaging in one of more behaviors:

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

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

(b) **Sexual assault** shall include but is not limited to a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

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

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

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

- Prostituting another person;
 - Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
 - Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
 - Going beyond the bounds of consent (such as letting your friends hide in the closet to watch you having consensual sex);
 - Engaging in non-consensual voyeurism;
 - Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
 - Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
 - Possessing, distributing, viewing or forcing others to view illegal pornography.
6. Intimate partner violence is defined as:
- Including intimate partner violence, which is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault, as defined in section 5 above; (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment, as defined in section 5 above or, (5) sexual exploitation, as defined in section 5 above.
 - Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
 - Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
 - Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.
7. Violations of privacy, including, but not limited to, voyeurism and the use of web-based, electronic or other devices to make a photographic, audio or video record of any person without his or her express consent, when such a recording is intended or likely to cause injury or distress. This includes, but is not limited to: (i) surreptitiously taking pictures or videos of another person in spaces such as sleeping areas, bathrooms, gymnasiums, locker rooms, and changing areas; and (ii) sexually exploiting another person by electronically recording or permitting others to view or electronically record, consensual sexual activity without a partner's knowledge or permitting others to view or listen to such video or audio tapes without a partner's knowledge and consent. Publicizing or threatening to publicize such records will also be considered a violation of this Code.
8. Hazing, which is defined as an act which endangers the mental or physical health or safety of a Student, or which destroys, damages, or removes public or private property for the purpose of initiation or admission into, affiliation with or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of this Student Code.

9. Stalking, which is defined as repeatedly contacting another person when:
- a. The contacting person knows or should know that the contact is unwanted by the other person; and
 - b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

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

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

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::

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

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

PART F: CONDUCT AND DISCIPLINARY RECORDS

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

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

PART G: INTERPRETATION AND REVISION

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

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

II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS

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

PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT

1. Instructor's Role:
When the instructor of record or his or her designee believes that an act of academic misconduct has occurred, he or she shall notify the student of the allegation and save any evidence of such misconduct in its original form. (Copies of the Accused Student's work will be provided to the Student upon request.) In addition, the instructor shall not transmit a final grade to the Registrar until such time as the allegation(s) of academic misconduct are finally determined. Each institution shall establish implementation guidelines in accordance with this Code.
2. Information from Person Other than Student's Instructor: Any member of the CSCU Community may provide information which might lead to a complaint against a Student alleging academic misconduct.
3. The Academic Misconduct Hearing Board: There shall be an academic misconduct hearing board convened by the University's Disciplinary Officer to consider allegations of academic misconduct lodged against a Student. The University's disciplinary officer shall be a non-voting member of the board and act as convener.
4. Hearing Process: 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. Sanctions: If the academic misconduct hearing board determines that the Accused Student is "Not Responsible," the board shall not impose any sanctions. The board shall so advise the Student's instructor and the instructor shall reevaluate the student's course grade in light of the Board's determination. If the academic misconduct hearing board determines that the Accused Student is "Responsible," the academic sanction set forth in the instructor's course syllabus shall be imposed.

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

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

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

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

PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT

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

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

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

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

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

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

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

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

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

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

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

- c. Status of Student Pending Review: 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 in decision 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. Basis for Imposition of Interim Suspension or Residence Hall Separation: 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. Effect of Interim Suspension or Residence Hall Separation: 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. Procedure: The Accused Student shall be notified, either orally or in writing, of the pending imposition of an interim suspension or residence hall separation. Whenever possible prior to the imposition of the interim suspension or suspension, the affected Student will be afforded an opportunity to meet with the Vice President for Student Affairs, or his or her designee. Otherwise, the meeting will be held on the first Calendar Day that the Student is available.

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

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

PART D: DISCIPLINARY SANCTIONS

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

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. Warning: A disciplinary warning is a written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

- b. Fine: A sanction involving the imposition of a specified dollar amount due and payable by a specified date.
- c. Probation: 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 activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required. If the Student fully complies with the terms and conditions imposed in connection with the disciplinary probation, full student privileges will be restored to the student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice of the alleged violation and the procedures set forth in this Code shall be followed.
- d. Loss of Privileges: Denial of specified privileges for a designated period.
- e. Restitution: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.
- f. Discretionary Sanctions: 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 non-college professional may be required.
- g. Residence Hall Warning: A written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.
- h. Residence Hall Probation: Residence hall probation is a designated period during which an Accused Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the residence hall in which the Student resides. Residence hall probation may include restrictions and/or conditions on the exercise of residence hall activities and privileges. Periodic contact with a designated member of the residence hall staff or professional may be required. If the Accused Student fully complies with the terms and conditions imposed in connection with the residence hall probation,

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

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

- b. Denial of access to administrative processes, including, but not limited to, course add/drop, pre-registration, registration, and room selection; and/or
 - c. Withholding of the privilege of participation in university sponsored activities and/or public ceremonies, or formal disciplinary charges under II.B hereof.
4. **Sanctions Which May Be Imposed on Student Organizations**
- a. Sanctions: Those sanctions listed in subsections 1.a through f of Section II.D.
 - b. Loss of recognition: 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 unless the Student suspected declines to be interviewed. The investigation shall be completed within thirty (30) business days of the Provost's receipt of the written statement of possible violation. A record of the investigations will be maintained.
3. Following completion of the informal investigation specified above, the Provost will (a) determine that there is insufficient basis in fact and dismiss the matter or (b) conclude that there is a sufficient factual basis for discipline.
4. If the Provost determines there is a sufficient factual basis for moving forward with disciplinary proceedings, he or she shall cause a written statement of charges to be provided to the Student. Said statement shall contain (a) a concise statement of the facts on which the charge is based; (b) a citation of the rule or rules alleged to have been violated; (c) a statement of the maximum penalty sought; (d) a statement that the Student may request a hearing by responding in writing to the Provost within thirty (30) business days requesting such hearing; and (e) a statement that failure to request a hearing may result in imposition of the penalty sought.
5. If the Student requests a formal hearing, the Student is entitled to the following: (a) a hearing be conducted within thirty (30) business days after receipt by Provost of a written request for a hearing; (b) to be heard by an impartial panel chaired by the Dean of the Faculty or his/her designee and composed of no fewer than two members of the Charter Oak State College Faculty, one appointed by the Dean of the Faculty and one Student appointed by the Student Association; (c) to appear in person or through a conference call or other mutually agreed upon electronic means, or to have a representative attend on his/her behalf; (d) be accompanied by a support person during the hearing; (e) to hear and have a reasonable opportunity to question adverse witnesses and to present evidence and testimony in his/her behalf; and (f) to receive a written decision within ten (10) business days following the hearing specifying the panel's

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

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

On-site:

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

Via the Phone:

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

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

PART C: INTERIM ADMINISTRATIVE ACTION

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

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

PART D: DISCIPLINARY SANCTIONS

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

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

After the length of the term for expulsion has expired, the Student may request in writing directed to the Provost permission to re-matriculate. That permission must indicate why Charter Oak State College should allow the Student to return.

8. Charter Oak State College will not accept credits earned at another institution or through any other means during a period of expulsion. A permanent notation of "Dismissed" shall be placed on the Student's transcript.

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

WRITTEN NOTIFICATION

Ortiz, Stefanie

From: CSCU-President
Sent: Thursday, June 07, 2018 10:49 AM
To: CSCU-President
Cc: Weaver, Ernestine Y
Subject: June 7, 2018: UPDATE ON CAMPUS SEXUAL MISCONDUCT POLICIES

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 on-going 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.

Our Sexual Misconduct Reporting, Support Services and Processes Policy 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 Board of Regents policy regarding consensual relationships 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: <http://ctn.com/ctnplayer.asp?odID=15331>

Thank you,

Mark

Mark Ojakian, President
Connecticut State Colleges & Universities

**SEXUAL
VIOLENCE
STATISTICS
AND DATA**



Connecticut State
Colleges & Universities

SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: [CHOOSE AN INSTITUTION]

REPORTING OFFICE/DEPARTMENT:

INSTITUTION CONTACT:

YEAR: 2018

Incidents of Sexual Assault, Stalking and IPV Reported to CSCU in 2018				
Type of Incident	Number of Incidents Reported	Incident Reported to Have Occurred in 2018	Respondent Identified as Connected to the Reporting Institution	Respondent Identified as Connected to CSCU Institution
Sexual Assault				
Stalking	2	2		
Intimate Partner Violence (IPV)	1	1		

Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence					
Type of Incident	Number of Investigations	Finding of No Violation or Not Responsible	Finding of Responsible & Expulsion	Finding of Responsible & Suspension	Finding of Responsible & Probation/Warning
Sexual Assault	0				
Stalking	0				
Intimate Partner Violence (IPV)	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>

EXPLANATION OF REPORTABLE SEXUAL VIOLENCE

STATISTICS AND DATA

During the reporting period, NCC received one (1) report of Intimate Partner Violence which occurred on campus. The Connecticut State Police made an arrest, the victim chose not to pursue an investigation however. The College also received two (2) disclosures of stalking. One of the two disclosures led to the respondent having been required to complete Not Anymore training. Both instances were made by NCC students against individuals who were affiliated with NCC. NCC provided information on support services, in addition individuals were advised of accommodations that could be provided, as well as assistance in filling out any relevant paperwork they received.

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

Connecticut State Colleges and Universities (CSCU)

Title IX Related Training Provided by Norwalk Community College

January 1, 2018 - December 31, 2018

* Domestic violence (Dov), dating violence (Dov), Sexual Assault (SA), Stalking (S) ** Primary=new employees/students *** Ongoing= throughout the year

[illegible]

Ortiz, Stefanie

From: Ortiz, Stefanie
Sent: Monday, November 26, 2018 11:58 AM
Cc: DeVonish, Cheryl C
Subject: REMINDER: TRAINING THIS FRIDAY 11/30/18 @ 10AM

Good morning,

This is a friendly reminder that you are signed up to attend the Diversity & Sexual Harassment Prevention training, scheduled for this Friday 11/30/18 from 10am-3pm in the Culinary Arts Dining Room. *Please arrive on time.*

A light breakfast will be served.

Please bring your own lunch.

Thank you,

Stefanie Ortiz

Assistant to the Chief Operating Officer
(Secretary II)

Norwalk Community College
188 Richards Avenue, E305
Norwalk, CT 06854
Tel: (203) 857-7307
www.norwalk.edu



NCC

Norwalk Community College

Diversity and Sexual Harassment Prevention Training

Friday, November 30, 2018

10am-3pm

Culinary Arts Dining Room

NAME	TITLE	SIGN IN	SIGN OUT
Burt, Susan	Prof. Math & Engineering	<i>Sue Burt</i>	<i>Sue Burt</i>
Brown, Stephanie	Prof. Susan	<i>Stephanie Brown</i>	<i>Stephanie Brown</i>
Dervil, Joseph	Prof. Men & Maint	<i>10 AM</i>	<i>3:30</i>
Fraser, Tiffani	Asst. Director Students	<i>Tiff Fraser</i>	<i>Tiff Fraser</i>
Gustavson, Ann	..		
Chappell Hatchett, Dina	Phlebotomy/EKG	<i>Dina Hatchett</i>	<i>2:52</i>
Jusino, Ana	Retired Prof. ESL	<i>Ana Jusino</i>	<i>Ana Jusino</i>
Kroszner, Nancy	CNA Co-ord	<i>Nancy Kroszner</i>	<i>Nancy Kroszner</i>
laBar, Nicole	Director, Kids Serv	<i>Nicole laBar</i>	<i>Nicole laBar</i>
Lyons, Suzanne			
Martin, Elizabeth	IT Teacher (Dis)	<i>Elizabeth Martin</i>	<i>Elizabeth Martin</i>
Mosquera, Genesis	F.A. Assistant	<i>Genesis Mosquera</i>	<i>Genesis Mosquera</i>

Diversity and Sexual Harassment Prevention Training

Friday, November 30, 2018

10am-3pm

Culinary Arts Dining Room

[illegible]

NCC- Promoting A Diverse & Equitable Workplace

Understanding & Preventing Employment Discrimination

Cheryl C. De Vries, Esq.
Chief Diversity Officer & Special Advisor to the President

Ground Rules

- Silence electronics
- Pay attention
- Be respectful of all opinions, statements & comments, even if you disagree with what is being said
- Ask for clarification if you do not understand something
- Please save specific/fact-based questions for after the training session

State of Connecticut Mandatory Training Topics

- ❖ Statutory provisions concerning sexual harassment & remedies available to victims
- ❖ Federal & State provisions concerning discrimination, and hate crimes
- ❖ Working with and servicing persons from diverse populations
- ❖ Strategies for addressing differences that arise from diverse environments
- ❖ Remedies for victims of unlawful harassment/discrimination

Morning Agenda

Overview of Employment Discrimination Laws & Policies
Theories of Discrimination
Types of Discrimination

- Sexual Harassment
- Disability Discrimination/Reasonable Accommodation
- Retaliation

Preventing unlawful harassment/discrimination
How to address & report unlawful harassment/discrimination
NCC's Office of Diversity & Equity Programs

Important Terms.....And Symbol

Affirmative Action - Effort to achieve parity in organization's workforce, through very defined outreach efforts.

Equal Employment Opportunity (EEO) - combination of statutes designed to ensure equal employment opportunities for all employees and all applicants for employment

CHRO - Connecticut Commission on Human Rights & Opportunities

EEOC - Equal Employment Opportunities Commission

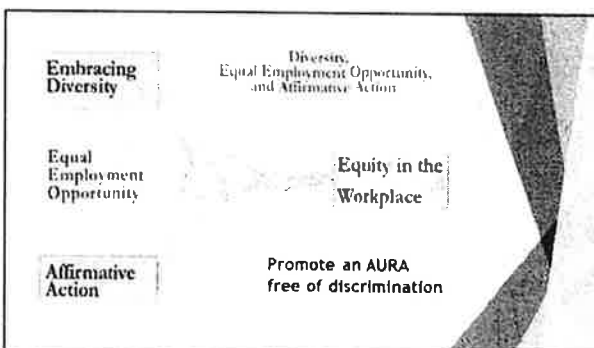
Best Practice - method that has been shown, through research to produce desired results

Rights & Responsibilities

Protected Characteristics

 **HOT TOPIC**

Diversity & Inclusion - Business strategy that leverages the diversity of an organization's workforce to promote innovation and creativity.



What Do We Mean by AURA?

As employees, we are all expected to make sure there is an atmosphere where diversity is celebrated and where discrimination and harassment does not thrive.

- Acquaint yourself with NCC's Affirmative Action, EEO and Diversity policies
- Understand the policy so that you can
- Recognize harassment /discrimination when you see it &
- Address any issues/concerns immediately

Federal Anti-Discrimination Laws

- ▶ Title VII of Civil Rights Act Of 1964 - prohibits employment discrimination based on race, color, religion or sex
- ▶ Uniformed Services Employment & Reemployment Rights Act of 1994 -prohibits discrimination based on past, current or future military obligation
- ▶ Age Discrimination in Employment Act of 1967 -prohibits employment discrimination against persons 40 years of age or older
- ▶ Americans with Disabilities Act - prohibits employment discrimination against qualified individuals with disabilities

- ▶ Equal Pay Act of 1963 - Protects men and women who perform substantially equal work from sex-based wage discrimination (equal work=equal pay)
- ▶ Civil Rights Act of 1991 -provides monetary damages in cases of intentional employment discrimination
- ▶ Immigration Reform and Control Act of 1986 prohibits discrimination based on National origin and citizenship status

Connecticut Anti-Discrimination & Laws

- ▶ Connecticut General Statutes (CGS) 46a-81 a - prohibits discrimination based on pregnancy
- ▶ (CGS) 46a-60(7) - prohibits discrimination based on sexual orientation
- ▶ (CGS) 46a-80 - prohibits discrimination based on prior criminal record

Connecticut Hate Crimes Laws

Connecticut has a number of statutes on hate crimes that protect a range of people, enhance penalties for bias crimes, and allow an injured person to sue for money damages.

Connecticut Hate Crimes Laws

- ▶ (CGS) 46a-58 - makes it a crime to deprive someone of his/her legal rights based on religion, national origin, alienage, color, race, sex, blindness or physical disability
- ▶ (CGS) 53-37 - provides for fine and/or prison time as penalty
- ▶ (CGS) 53-37a - provides for increase in penalty if harasser desecrates property burns cross, wears a mask or hood.
- ▶ (CGS) 53-37b - if harasser uses force or threat of force, punishable by fine up to \$15,000 and up to 20 years in prison

NCC's & BOR Policies

Policy on Racism & Acts of Intolerance

1. NCC has obligation to punish acts of racism and/or intolerance
2. Provide programs which promote diversity
3. Provide college community that is free from harassment, hostility and violence.
4. Supervisor are on the front line of defense.

List of Protected Classes

- | | |
|---|------------------------------------|
| ▶ Age | Race |
| ▶ Religion | Genetic Information |
| ▶ Color | Religion/Creed |
| ▶ Sex (including Pregnancy) | Gender, Gender Identity/Expression |
| ▶ Disability (mental/learning/physical) | Criminal record |
| ▶ National Origin/Ancstry | Citizenship Status/Alienage |
| ▶ Sexual Orientation | Marital/Familial Status |
| ▶ Military Status | Political Belief |

Employment Decisions Covered by EEO Laws

- | | |
|---|--|
| ▶ Recruitment | ▶ Performance Evaluations (negative evaluations) |
| ▶ Hiring (refusal to hire) | ▶ Training and apprenticeship programs |
| ▶ Promotion (denial of promotion) | ▶ Discipline (suspension, reprimands) |
| ▶ Transfer | ▶ Layoffs and Terminations |
| ▶ Wages and benefits (denial of benefits) | |
| ▶ Work assignments | |
| ▶ Leave | |

UNDERSTANDING the Theories of Discrimination

Theories of Discrimination

- Disparate Treatment (Being treated differently)
- Adverse impact
- Harassment/Hostile Environment
- Retaliation

Disparate Treatment Discrimination

This type of discrimination exists when similarly situated individuals are treated differently because of their membership in a protected class.

A complainant must allege

- ▶ He/She is a member of a protected class
- ▶ He/She suffered some adverse action
- ▶ A similarly situated individual outside of his/her class was treated more favorably

Hypothetical

EA Ellen and EA Eric are both absent from work. Neither Ellen nor Eric call out and are AWOL. Supervisor Sam gives Ellen a written reprimand that will be included in Ellen's professional file. However, Eric does not receive a reprimand. Based on these facts do you think Ellen could file a discrimination claim based on disparate treatment.

- ▶ Is Ellen in a protected class?
- ▶ Was Ellen subjected to an adverse employment action?
- ▶ Are Ellen and Eric similarly situated?

- ▶ Once a complainant establishes case for disparate treatment discrimination the employer must then provide a legitimate non discriminatory reason for taking the action

- ▶ For example: If Ellen has history with time/attendance issues and was previously warned, and it was Eric's first time being AWOL, she may not have valid claim.

Hypothetical

Peter has been Records Clerk working in the Academic Records Office. Peter is the only White employee assigned to the Records Office. Isabelle, his Manager, is a Hispanic female. The remaining 4 employees are Black or Hispanic.

This week the Records Office was offered 20 hours of overtime to respond to an audit request. Isabelle authorizes every employee, except Peter, to work overtime this week.

Based on this information can Peter file a valid discrimination claim?

Adverse Impact

- ▶ The adverse Impact theory of discrimination is when a member of protected class claims that a neutral policy or procedure disproportionately impacts members of a protected class
- ▶ If a complainant alleges discrimination based on adverse impact the employer must provide a business justification for the policy AND
- ▶ The employer must show that there is no alternative practice that would accomplish the same business objective with a less adverse impact on the protected class

Employment Policies That May Trigger Adverse Impact Analysis

- ▶ Minimum height requirements
- ▶ Educational requirements
- ▶ Physical agility tests
- ▶ "No beards" policies
- ▶ Credit Checks
- ▶ "Word of Mouth" recruitment strategies

Workplace Harassment

Laws and policies on Workplace Harassment are founded in the belief that all employees have a right to work in an environment free from discrimination, intimidation, ridicule and insult.

What is "the workplace"?

Anti-Harassment policies/laws cover any location that could be regarded as an extension of the workplace

- Vehicle
- Any location where NCC official business is being conducted
- Conferences, Off-site meetings, Hartford
- What about Holiday Parties/Barbeque?
- Happy Hour

Dealing with Workplace Harassment

- ▶ Workplace harassment is unacceptable and will not be tolerated at any level at NCC. Any employee who believes he or she was a victim of unlawful harassment, including sexual harassment, should report the harassment to a supervisor/manager or HR
- ▶ Any Supervisor or Manager that suspects an employee is being subjected to unlawful harassed MUST report it to HR

NCC's Liability

- ▶ If an employee is subjected to harassment which created a hostile work environment, an employer can be held liable if it knew or should have known of the conduct and failed to take immediate and appropriate corrective action.
- ▶ If supervisor is engaging in the offensive conduct the employer will be automatically liable if Harassment by supervisor results in a tangible employment action, such as, termination or material change in duties employer is liable without regard to whether employer knew or should have known.

▶ Manager Hot Topic

Hypo

Nadia is a new Program Coordinator working in the Finance Department. Tim & Keith have worked in Finance for 15 years and often discuss politics and sports. Tim often share stories about the women he has dated, and has made some offensive comments about women.

Nadia is never included in those conversations but she has overheard some of the offensive comments.

After 2 weeks in the office, Nadia approaches Tim and explains that she is offended by his vulgar language and his jokes offensive. Tim tells Nadia to "lighten up" and get use to it because she's new to the office and this is how it is.

If you are Nadia how would you handle this situation?

Hypo Continued

Nadia decides to speak to her supervisor and threatens to go to the Chief Diversity Officer to file a complaint. Sam, Nadia's supervisor knows Tim & Keith did not intend to offend Nadia.

In an effort to address Nadia's concerns he moves Nadia to a bigger cubicle across the hall and no longer assigns Nadia any work that requires her to work with Tim or Keith. Sam gives himself a pat on the back for tackling this without getting the CDO involved.

By a show of hands who else would like to give Super Sam a pat on the back?

RECOGNIZING Harassment & Discrimination

Workplace Harassment

A claim of harassment must assert that the employee was subjected to:

1. Unwelcome verbal or physical conduct
2. The conduct was based on an employee's protected status (i.e. sex, gender identity, race, color, sexual orientation, disability, age)
3. The conduct resulted in an adverse employment actions OR there conduct is so offensive that it creates a hostile work environment.

How Do We Know If a Work Environment is Hostile or Abusive?

Depends on TOTALITY of CIRCUMSTANCES:

- FREQUENCY - How Often does offensive conduct occur
- SEVERITY - how severe is it
- Is it physically threatening or humiliating
- Did it REASONABLY interfere with employee's ability to function in workplace

• VERSUS

- One Offensive comment or petty inconveniences

The One Offensive Comment "Rule"

EEO related court cases, consistently hold that there are some words that when used even once in the workplace may amount to an automatic finding of harassment based on a protected characteristic.

The List

- The "N" word
- The "C", "B", "H" or "S" word when referring to a woman
- The "F" word when referring to someone because of their actual or perceived sexual orientation
- Referring to someone as a terrorist because of the national origin or religion

While this list is not exhaustive, the use of any racial, ethnic slur or derogatory term in the workplace is unacceptable and will result in immediate discipline

Intent v. Impact

When addressing issues of workplace harassment, the intent is irrelevant.

The impact of the behavior is what matters, not the intent of the person who did the behavior that will determine if harassment has occurred.

HYPO

Jenny is a student worker, assigned to Career Services. When Jenny turned 16 her sister introduced her to the Pagan religion. Paganism is a religion which worships nature as well as a variety of gods and goddesses.

Robert, an NCC employee shares some of his beliefs as a Jehovah Witness with Jenny.

Jenny explains to Robert that she is Pagan and mentions that she will be participating in a very special Pagan ritual this weekend. Over the next 4 days Robert presents Jenny with several pamphlets about Jehovah Witness' beliefs and shares with Jenny what will happen to her if "she worships the devil". Robert explains to Jenny that he is her friend, he loves her and wants to save her soul.

Sexual Harassment

Sexual harassment is a form of sex discrimination and is defined as: *Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.*

There are 2 types of sexual harassment.

1. Hostile work environment - occurs when an employee is placed in an uncomfortable, intimidating or threatening environment due to unwelcome sexual behavior in the workplace.
2. Quid Pro Quo - this for that - when submission to or rejection of sexual advances affects one's employment, basically a trade involving sexual favors.
 1. The request for a sexual favor can be explicitly or implicitly a term or condition of a person's employment.

Conduct Must be Unwelcome

- Courts have held voluntary does not necessarily mean welcome.
- For sexual harassment to be actionable, it must be unwelcome and sufficiently severe or pervasive to alter the conditions of the victim's employment and create an abusive working environment.

Would you recognize sexual harassment...What does sexual harassment look like?

Is this sexual harassment?



What about this?



Tommy the Telecomm Tech can be engaging in sexual harassment.



What about Research Supervisor Rena?



What about Research Supervisor Rena?



Research Supervisor Rena asked Research Analyst Randy to go out with her over and over and over until he said yes. Now the two are in a consensual relationship, and Rena allows Randy to leave early each day and get paid for full day.

Hypo

Paul is an employee of UPS. Paul delivers boxes from Staples every day to MCC. Carla is an MCC Security Guard.

Paul thinks Carla is very attractive and decides to ask Carla out on a date. Carla declines Paul's offer. Paul begins complimenting Carla on how sexy she looks in her uniform, and on one occasion brushed up against her.

Carla complains about Paul to her supervisor. Carla's supervisor tells to avoid Paul, when he arrives to deliver packages. However on a subsequent visit Paul asks Carla to go out with him again, asks to see her baton and offers to "show her his stick." Carla files an EEOC complaint against MCC.

Hypo Follow Up

An employer can be held liable for the actions of non-employee because NCC had power to control Paul's access to the Rec. Center, and was aware of the offensive conduct and did not take corrective action.

What You Need to Know about Sexual Harassment

- ▶ Sexual harassment can occur between members of the same sex
- ▶ Harassment can be found when complainant overhears comments or is told about comments by another co-worker
- ▶ Unwanted touching, including neck massages, touching, hugging, kissing, patting, stroking, brushing up against someone could lead to a sexual harassment complaint
- ▶ Sexual harassment complaints that include allegations of grabbing, touching or caressing an individual without consent can also be basis of criminal complaint
- ▶ Engaging in sexual explicit conversations, sharing sexual experiences in the workplace
- ▶ Inappropriate pictures, calendars, magazines, faxes, playing sexually explicit songs, videos in the workplace
- ▶ Sexual comments, sounds (i.e. moaning)
- ▶ Licking lips or staring at someone (elevator eyes)

Preventing Claims of Sexual Harassment

- ▶ Avoid behavior that may be misconstrued as possible sexual harassment
- ▶ Avoid sexual jokes, comments, and e-mails
- ▶ Respect a person's indication that your conduct or attention is not welcome
- ▶ Try not to invade another individual's personal space
- ▶ Avoid touching anyone without their permission
- ▶ Clearly inform those engaging inappropriate sexual oriented behavior that they find it objectionable
- ▶ Seek assistance promptly if they are the target of or observe severe or repeated instances of behavior that they believe qualifies as sexual harassment

Hot Topic Round Up



Hot Topic Round Up

- ▶ Pay Equity- More state implementing equal pay initiatives
- ▶ Effective January 2019 CT employers can no longer ask for your salary history

Text Messages & Social Media

- ▶ Before you hit send consider how you would feel if that text, image or post was on display for all to see

#METOO

Historically in CT CHRO complaints were due to:

1. Race
2. Age
3. Disability
4. Color

In 2018 CT CHRO saw 20% increase in sex discrimination complaints

Retaliation

Retaliation, which is a form of workplace harassment, occurs when

1. an employee engages in a protected activity and
 2. then is subjected to an adverse employment action.
- Courts have adopted a very broad application of "adverse"
 - A claim of retaliation must also show a causal connection between protected activity and agency's action. (usually 6 months is red flag)
 - Protected activity includes, filing complaint, participating in investigation or objecting to/opposing workplace discrimination or harassment.

Examples of Conduct That Can Be Considered Retaliation

- Non-renewal of an employee who was a witness/complaint in an EEO investigation
- Denial of promotion/tenure after filing complaint
- Failing to hire or promote an employee based on an EEO complaint
- Changing employee's shift or schedule after participating in an EEO protected activity
- Increased surveillance
- Negative evaluations after engaging in protected activity
- Reassigning an employee who objects to workplace harassment & discrimination

Title IX

- ▶ What is Title IX?
- ▶ What does it require of NCC?
- ▶ What does it require of you?
- ▶ BOR and NCC policies

What is Title IX

- ▶ Title IX of the Education Amendments of 1972
- ▶ Protects all students at educational institutions that receive federal funding
- ▶ All students attend school in an environment free of harassment and gender based violence
- ▶ Violations of Title IX include sexual assault, sexual harassment, sex discrimination or gender discrimination

IMPORTANT TERMS FROM TITLE IX

- ▶ Responsible Employee
- ▶ On Notice

WHAT SPECIFIC TYPES OF MISCONDUCT DOES TITLE IX PROTECT YOU FROM?

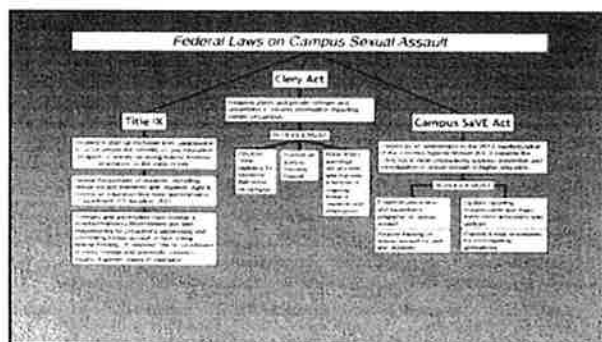
- ▶ Sexual Harassment
- ▶ Sexual Assault
- ▶ Sexual Exploitation
- ▶ Domestic Violence and Dating Violence
- ▶ Stalking
- ▶ Violations of privacy

WHAT TITLE IX REQUIRES OF NCC:

- ▶ Address violations of the rights protected by the law
- ▶ Apply it equally to all students regardless of sex and gender
- ▶ Proactive in ensuring the campus is free of sex discrimination
- ▶ Established procedure for handling Title IX violations
- ▶ Immediate action so a victim can continue their education w/o harassment
- ▶ Protection from retaliation for complainants and other involved parties
- ▶ Provide no contact directives when appropriate

TITLE IX AND YOU

- ▶ All NCC Employees are Responsible Employee and expected to
 - ▶ Notify Title IX Coordinators of any Disclosures or Reports
 - ▶ Explain to students the limits of confidentiality (handout)
 - ▶ Treat anyone who discloses and/or report with respect



Title IX Reporting Procedures

Relevant CSCU & NCC Policies

- ▶ Policy Against Sexual Harassment
- ▶ Domestic Violence
- ▶ Sexual Misconduct, Sexual Assault & Intimate Partner Policy
- ▶ Affirmative Consent Policy
- ▶ Policy on Consensual Relationships

All of these Policies are Available on NCC Webpage

The Americans with Disabilities Act (ADA)

The Americans with Disabilities Act gives civil rights protection to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, State and local government services.

Who is protected under the ADA?

- Any individual who currently has a physical or mental impairment that substantially limits one or more of the major life activities (i.e., Not being able to walk)
- Any individual who is regarded as having an impairment. For example an individual who has a facial deformity and is perceived as disabled
- Any individual because of his/her known association or relationship with a person who is disabled
- An individual who has a record of having an impairment

CT's Disability Statutes

CT law differs substantially from the ADA. It is broader. CT law focuses more on the condition and not the effect the condition has on major life activities. This makes it easier for one to establish a disability.

Who is covered under CT statutes: "any individual who has any chronic physical handicap, infirmity or impairment, whether congenital or resulting from bodily injury, organic processes or changes, or from illness..."

Covered

Anxiety/Depression
Back Problems
Cancer
Carpal Tunnel
Asthma
Arthritis
Diabetes
Morbid Obesity

Not Covered Under Statute

"Non-Complicated" Broken Leg
Viral Conjunctivitis
Common Cold

HYPOTHESIS

Jose is a supervisor in his unit. Several years ago, Jose experienced severe forms of anxiety and depression that made it impossible to function at work and in day-to-day life. His condition required a month of hospitalization and a year of outpatient treatment, including psychotherapy and medication.

Jose has made a full recovery and recently applied for a managerial position. Jose's director, Kim, explains to him that the manager position will require long hours, lots of travel and will be extremely stressful. Kim believes the stress of the manager position will cause Jose to relapse. Kim states, if you are still doing well a year from now, you will be promoted to manager.

Can Jose file a complaint under ADA, alleging discrimination?

Accommodations

Reasonable Accommodation - the Americans with Disabilities Act (ADA) requires an employer to provide reasonable accommodations to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause an undue hardship

What types of accommodations can we make?

- Ramps, that make facilities physically accessible to persons with disabilities.
- Job restructuring
- Schedule/shift changes, like flex time, unpaid leave
- Modifications of training materials and examinations
- Reassignments

Requesting a reasonable accommodation

- A request need not be in writing and does not need to mention ADA
- An employer may request documentation
- An employer may require an employee to go to a Physician designated by the employer if the employee initially provides insufficient information to substantiate request for accommodation.

Undue Hardships

An employer is not required to lower standards to make an accommodation. Employers can consider the following in determining if a reasonable accommodation is a hardship.

- 1- any costs associated with accommodation
- 2- nature of accommodation
- 3- impact on the operation
- 4- impact on Agency's ability to conduct business

ADDRESSING Concerns

- If something happens in the workplace that makes you feel uncomfortable, speak up for yourself! And ask the individual(s) to stop or
- Speak to a supervisor
- Contact HR
- Contact the CDO

What is your role in the Investigative Process?

- ▶ All employees are required to cooperate with official investigation.
- ▶ **If you are Subject:** Be available and ready to provide assistance, information and clarification.
- ▶ **If you are a Witness:** Be available and ready to provide assistance, information, clarification.

What are the consequences of engaging in unlawful harassment/discrimination?

Filing a Complaint

- ▶ **Where:** can file complaint with NCC's Office of Diversity
Complaints can also be filed with external agencies such as:
 - ▶ Internally: NCC's Office of Diversity
 - ▶ Externally:
 - ▶ Commission on Human Rights & Opportunities (CHRO)
 - ▶ U.S. EEOC
- ▶ **When:**
 - ▶ NCC/CHRO within 15 calendar days
 - ▶ CHRO/180 days
 - ▶ EEOC: 180 calendar days from the day the discrimination took place. The 180 calendar day filing deadline is extended to 300

*Continuing violation exception
- ▶ **Who Can File a complaint:** Anyone who believes that the anti-discrimination laws have been violated.
- ▶ **Against whom can a complaint be filed?**

Questions?



LUNCH BREAK

Diversity & Inclusion

Our Goal

To create an environment where people can be authentic and at the same time understand both creativity and conflict can occur when you have diversity.

Setting the Stage

- ▶ Identify & develop inclusive skills that will create an environment where our colleagues and students feel valued, included, and engaged.
- ▶ Today we want to explore our reactions to differences and ways to modify our behaviors so our co-workers and the individuals we serve feel valued and included.
- ▶ In order to get the most out of this experience, encourage everyone to actively participate, and be open to views different from your own.

Afternoon Agenda

- Why Diversity & Inclusion Matter
- Exploring and Challenging Personal Bias
- Making Mutual Contact
- Lowering the Waterline
- Inclusive Communication

Ground Rules

- ▶ Create a Safe Space
- ▶ Take Care of Own "Side of the Street"
- ▶ Equal Voices
- ▶ Any Other Ground Rules?

WHY DIVERSITY & INCLUSION MATTERS

By promoting Diversity and Inclusion, we strive to ensure equal access, equal treatment and foster an environment where we can leverage our diverse talents, backgrounds and skills to provide creative and innovative services to the students we serve and create an atmosphere where everyone is valued and included.

The Diversity Wheel



Diversity & Inclusion

At NCC Diversity is about respecting, valuing and celebrating our differences, similarities and our unique characteristics and abilities.

Diversity is about who we are, the combination of our similarities, differences and unique characteristics.

One benefit of diversity is that we can use multiple opinions, cultures and backgrounds to drive our best work.

Inclusion is the practice of valuing diversity, respecting everyone's differences and not making assumptions about others who we perceive as different.

How Diverse is NCC?

The Good News

Organizations that value Diversity & Inclusion, experience

1. Increase in employee productivity and morale
2. More creative and innovative teams
3. Decrease in EEO complaints & employee grievances
4. Increase in profits and customers
5. Increase in retention rates

Not So Good News..

The beneficial effects of diversity are dependent on the presence of Facilitating conditions (how well we manage diversity).

Absent facilitating conditions the above factors are reversed!

- Organizations that are not managing Diversity well experience
 - Decrease in employee productivity and morale
 - Lack of creativity & innovation
 - Increase in employee complaints & grievances
 - Increase in customer complaints
 - Difficulty retaining top talent

Identifying Behaviors That DO NOT Promote Diversity & Inclusion

Exploring Personal Biases & Stereotypes

What is a bias? A bias is an inclination to like or not like something, to hold on to that inclination and refuse to consider the benefits of the alternative.

Psychologists once believed that only intolerant people used stereotypes. Studies have shown that we all use (stereotypes), all the time, without even knowing it.

What Do We Know About Biases?

1. Biases are often formed from a young age, are often not based on any experience or facts and can be unconscious.
3. Biases can be based on your upbringing and your cultural background. While you are not responsible for your cultural conditioning, YOU ARE responsible for demonstrating inclusive behaviors in the workplace.

Consider This

- ▶ Less than 15% of American Men are over 6 feet tall. But 60% of CEOs are 6 feet tall or taller
- ▶ For each inch in height, a person earned about \$789 more in pay. So a 6-foot person would earn \$5,525 more each year than someone who is 5'5."
- ▶ MIT Research Study distributed 5000 resumes to 1250 employers who advertised job openings. All of the resumes distributed were essentially the same. The only distinction was half of the resumes had "typically black" candidate name. The other half had "typically white" names. The resumes were then sent to companies that were aggressively seeking diverse candidates. What were the results of the study?

Despite the fact that the resumes were essentially identical, candidates with "typically white" name received 50% more calls for interviews.

Social Science Research Network Study

Survey conducted of over 6000 faculty members across disciplines at public and private universities.

Email sent to faculty members, from fictional student interesting in research opportunities. Names of students were names that would be associated with a White female, Asian male, Black male etc.

Social Science Research Network Study

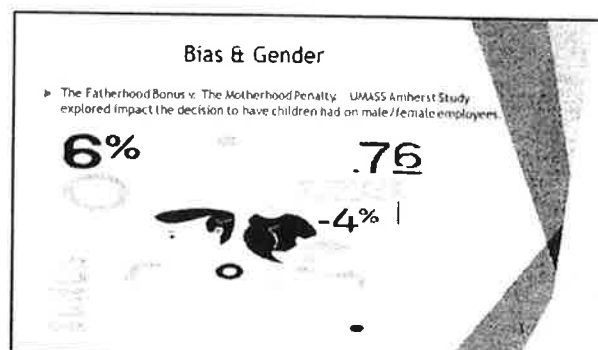
The Letter
Dear Professor [Surname of Professor Inserted Here],
I am writing you because I am a prospective doctoral student with considerable interest in your research. My plan is to apply to doctoral programs this coming fall, and I am eager to learn as much as I can about research opportunities in the meantime.

I will be on campus today/next Monday, and although I know it is short notice, I was wondering if you might have 10 minutes when you would be willing to meet with me to briefly talk about your work and any possible opportunities for me to get involved in your research. Any time that would be convenient for you would be fine with me, as meeting with you is my first priority during this campus visit.
Thank you in advance for your consideration.
Sincerely [Student's Full Name Inserted Here]

Discipline	% Responding to Women and Minorities	% Responding to White Men
Business	62%	87%
Education	69%	86%
Human services	71%	89%
Health services	52%	71%
Engineering and computer science	59%	72%
Life sciences	61%	72%
Natural, physical sciences & mathematics	64%	73%
Social sciences	68%	79%
Humanities	75%	80%
Fine arts	73%	62%

*Across all disciplines faculty members at Public Institutions were more likely than those at private colleges to respond to those who were not white men.

*Biggest gaps in response rates were for groups with names suggesting student was Asian



THE DADDY BONUS VS. THE MOMMY PENALTY	
<p>THE DADDY BONUS: Men with children receive a wage premium (the "bonus") for having children.</p> <p>THE MOMMY PENALTY: Women with children receive a wage penalty (the "penalty") for having children.</p> <p>THE DADDY BONUS: Men with children receive a wage premium (the "bonus") for having children.</p> <p>THE MOMMY PENALTY: Women with children receive a wage penalty (the "penalty") for having children.</p>	<p>THE DADDY BONUS: Men with children receive a wage premium (the "bonus") for having children.</p> <p>THE MOMMY PENALTY: Women with children receive a wage penalty (the "penalty") for having children.</p> <p>THE DADDY BONUS: Men with children receive a wage premium (the "bonus") for having children.</p> <p>THE MOMMY PENALTY: Women with children receive a wage penalty (the "penalty") for having children.</p>

How Does Bias Affect Your Behavior In The Workplace

Bias In The Workplace

- In the workplace, we make assumptions about others based on our biases. We make assumptions about those we interview for positions, those we work with and sometimes the communities we serve.
- We tend to make negative assumptions about those we perceive as different or an "Outsider"

Insiders/Outsiders Activity

One Volunteer from Each Group

Activity

Activity Review

Insiders

- » 1. What techniques did you use to keep outsiders out?
- » 2. What techniques seemed successful?
- » 3. How did you feel being an "insider"?

Outsiders

- 1. How did it feel being an outsider?
- 2. What techniques did you use to become part of the group?

Who May Be Considered Outsiders at NCC?

Who May Be Considered Outsiders in Your Division?

Wrap Up

Taking responsibility to engage in INCLUSIVE BEHAVIOR

- 1. Give and seek feedback - explain that you feel excluded and why
- 2. Accept responsibility - acknowledge and accept everyone's responsibility to engage in inclusive workplace behavior. Outsiders should not believe it is the Insiders responsibility to make Outsiders feel included.
- 3. Value Differences Different does not mean bad
- 4. Take a stand on inappropriate behavior
- 5. Make mutual contact

Making Mutual Contact

Making mutual contact: making mutual contact involves making a conscious effort to reach out to colleagues outside of your usual circle.

It involves:

- 1. Going out of your comfort zone to get to know others better and allowing them to get to know you better.
- 2. Take the time to connect with co-workers. By taking the time to connect we create an environment that is more inclusive. Connecting with others outside our usual circle also allows us to challenge our biases.

*Supervisors: making an effort to connect with those you supervise often provides insight into what motivates your staff to perform their best work.

Making Mutual Contact & Lowering the Waterline

What Do You See?



What Do We Know About Icebergs?

Typically, about 80-90% of an iceberg is below sea level. So, what you see on the surface, tells you very little about the iceberg.

Lowering The Waterline

WHAT YOU KNOW

WHAT SOME MIGHT KNOW
(and most really need to find out)

WHAT YOU
REALLY SHOULD
KNOW

WHAT YOU
MAY NEVER KNOW

THE UNKNOWN

What You Know- My height, race/ethnicity, gender.

What Some Might Know- Marital Status

What You Really Should Know- What motivates me in the workplace. What causes me to disengage.

What you May Never Know.....

Group Activity

In your groups take turns sharing 3 things about yourself that others in the group do not know.

Mutual Contact/Iceberg Learning Points

Sometimes people unconsciously make assumptions based on what they see. But when we explore below the waterline, we are able to breakdown assumptions and challenge biases.

Exclusive Behaviors - Micro messages

- ▶ Micro messages - are subtle, sometimes verbal or physical messages that we send when we are interacting with an individual.
- ▶ Micro messages are often unintentional and subconscious. It can be something simple like changing the pitch of your voice.
- ▶ Individuals send anywhere from 40 to 150 micro messages to each other in an average 10-minute conversation

Micro-Aggressions & Micro-Inequities

- ▶ Micro-inequities- are a form of micro- messages that devalues, discourages and ultimately impairs performance because it signals to the receiver that you perceive him/her as different and an outsider and you do not want to interact or associate with him/her.
- ▶ Micro-inequities are often based on characteristics of the receiver such gender, race, age but also things such as title within a department or educational background

Source: Mary Rowe, MLC 1972-2008



Micro Inequities In the Workplace

- ▶ How do you think someone might experience this in your workplace? Are you more likely to experience the "big" offenses or the "little" offenses in today's workplace?
- ▶ How might this issue impact on an employee's performance?
- ▶ Whose problem is it and why?
- ▶ What are some of the ways we can address the issue of micro-inequities?

Micro-inequities In Motion

Micro-inequities can take the shape of behaviors, looks, gestures or tones of what is said or written

- ▶ "I'm not to sure about her she doesn't seem like a good fit"
- ▶ "Let's not send him to the meeting"
- ▶ Avoiding eye contact, rolling eyes
- ▶ Cutting down ideas before they can be considered and then praising same idea when delivered by someone else
- ▶ "You speak soo well"

- ▶ Excluding someone from a relevant e-mail or meeting
- ▶ Neglecting to include someone in an introduction
- ▶ Replying to someone with sarcasm
- ▶ Making assumptions based on someone's appearance or protected status (ie. Age or weight)
- ▶ Using technology (cell phone, texting) while someone is trying to speak with you and then listening intently when speaking with someone else

Impact of Micro-Inequities

- ▶ Research shows that micro-inequities, though small in nature, cause **MASSIVE DAMAGE**. Over time micro-inequities adds up and the receiver of the micro-inequities will disengage in the workplace
- ▶ Micro-inequities almost always results in the receiver feeling excluded, angry and acting out those feelings in an unproductive fashion.

Taking Ownership of Micro-inequities

Promoting Diversity & Inclusion

THINGS TO CONSIDER

- How well are you managing diversity within your department?
- Do you encourage and promote collaborative, constructive conflict management?
- How do you show your support of NCC's commitment to Diversity & Inclusion?

How Can We Promote Diversity & Inclusion as Employees?

- ▶ Practice positive, constructive work habits in the workplace. Work cooperatively towards common goals
- ▶ Recognize and respect others and their individuality
- ▶ Think before you speak, be clear and respectful in your communications
- ▶ Ask questions about how people want to be treated
- ▶ Eliminate stereotypes and generalizations
- ▶ Always follow the Platinum Rule

Final Questions/Thoughts



Discrimination Trends (2010-2015)

Discrimination Type	CHRO	EEO	CHRO	EEO	CHRO	EEO	CHRO	EEO	CHRO	EEO
2010	444	21,264	461	2,782	527	25,165	517	35,890	481	29,029
2011	493	21,463	423	2,832	546	25,742	564	35,395	518	28,534
2012	467	22,857	445	2,662	507	26,376	541	33,512	437	26,258
2013	525	21,296	438	1,146	394	25,957	534	31,044	479	27,487
2014	503	20,568	409	2,754	397	25,369	538	31,071	544	24,027
2015	505	20,144	480	2,833	647	26,968	596	31,027	575	26,396

Discrimination Type	CHRO	EEO	CHRO	EEO	CHRO	EEO	CHRO	EEO	CHRO	EEO
2010	14.0%	21.1%	13.1%	2.8%	15.9%	25.1%	15.4%	35.5%	14.8%	29.1%
2011	14.2%	21.5%	14.0%	2.8%	15.7%	25.8%	16.1%	35.4%	14.97%	28.5%
2012	14.5%	21.0%	13.8%	2.7%	15.8%	26.5%	16.8%	33.7%	13.4%	30.5%
2013	15.4%	22.8%	12.9%	3.4%	17.3%	27.7%	15.7%	35.3%	14.1%	29.5%
2014	14.2%	23.2%	11.5%	3.1%	16.8%	28.6%	15.2%	35.0%	15.3%	29.3%
2015	13.4%	22.5%	12.7%	3.2%	17.2%	30.2%	15.8%	34.7%	15.2%	29.5%

Source: C.T.gov; EEOC.gov

According to CHRO statistics, in 2014, 2,172 complaints were filed across the state; an increase from the 2,482 complaints filed in 2015.

- Complaints based on an individual's color rose from 505 in 2014 to 595 in 2015.
- Complaints based on mental and physical disabilities rose from 741 in 2014 to 790 in 2015.
- Complaints based on a person's race rose from 653 in 2014, to 734 in 2015.
- Sex discrimination complaints rose from 584 in 2014, to 615 in 2015.
- The number of sexual harassment cases filed decreased from 191 to 181 between 2014 and 2015. However, harassment complaints based on other protected characteristics increased significantly from 380 in 2014, to 503 in 2015.
- Retaliation complaints filed have risen from 625 in 2014 to 753 in 2015.

CHRO's Mission: To ensure that all individuals have equal access to public services and that all individuals are treated fairly and with respect.



#NCCproud

ASSISTANCE FOR STUDENTS WHO HAVE EXPERIENCED SEXUAL MISCONDUCT

Sexual Harassment; Gender Based Harassment; and Sexual Violence

(Sexual Assault, Dating and Domestic Violence, Stalking)



Attending to your emotional health can be an important part of your healing process. The following support services are available to assist you.



The Center
for Sexual Assault Crisis
Counseling and Education

733 Summer Street, Suite 503

Stamford, CT 06901

Office: 203-348-9346

24-hour hotline: 203-329-2929

FREE & CONFIDENTIAL Services Include:

Up to 12 counseling sessions

24-hour hotline

Support Groups

Victim Advocacy

Confidential

NCC Campus Mental Health Counselor

Andrea Arnold, M.S.W. FCA

Student Success Center

203-857-7022

Tuesdays & Wednesdays 9am-1pm

Confidential



Seeking medical attention can be critical to assessing your overall health needs, testing for sexually transmitted infections and pregnancy, and collecting evidence that may be used in legal proceedings.

Contact your Primary Care Physician or local Hospital.



Norwalk Hospital

203-852-2000

34 Maple St. Norwalk, CT 06856

At the hospital you will have the option to have a Sexual Assault Forensic Exam (sometimes called a "rape kit") completed. An exam can take place up to 120 hours after an assault and the cost is covered by the Connecticut Office of Victim Services.

ABOUT COMPLAINTS FILED ON CAMPUS

A complaint does not obligate a student to file a police report or interact with the alleged assailant. A complaint begins an investigation in which involved parties are met with individually.



You have options if you choose to report an incident of sexual misconduct. The following contacts will be able to assist you in the process. You may pursue any or all of these options.



NCC Campus Security

203-857-7223

NCC Faculty & Staff

All employees are mandated reporters. Once a disclosure is received, employees **MUST** notify the Title IX Officer. They are then required to report non-identifying information to campus security.

NCC Title IX Officers

Wendy Mendes 203-857-7121 (E104) (Students)

Laura Mirkov 203-857-7313 (Security) (Students)

Cheryl DeVonish 203-857-7016 (E305) (Employees)

Non-Confidential

Police Department

To pursue criminal charges contact the police department where the assault occurred.

Non-Confidential

WHAT IS SEXUAL VIOLENCE?

"Sexual violence is defined as a sexual act committed against someone without that person's freely given consent." (CDC) "Sexual violence includes the behaviors and ideas that create the environment that allows it to flourish, from sexual harassment to sexual assault." (CONNSACS)

What is Consent?

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent cannot be assumed because there is no physical resistance or other negative response.

Sexual Violence Includes:

- | | | | |
|-----------------------|-----------------------------------|------------------|----------------|
| • Sexual Harassment | • Incest | • Rape | • Marital Rape |
| • Sexual Exploitation | • Child Sexual Abuse/Assault | • Statutory Rape | • Partner Rape |
| • Sexual Contact | • Drug Facilitated Sexual Assault | • Date Rape | • Gang Rape |

Normal Reactions

While trauma affects each person differently, effects can include feelings of:

- | | | | |
|-----------------------|-------------------------------|-----------------|--|
| • Shock and disbelief | • Self-blame, shame and guilt | • Worthlessness | • Feeling as though the assault/abuse is happening again |
| • Anger | • Despair | • Hopelessness | • Flashbacks |
| • Fear | • Distrust | • Terror | • Nightmares |

Why Seek Medical Attention?

- To collect evidence in case the victim would like to report the crime to the police
 - * Must be completed within 120 hours (5 days) of a sexual assault
 - * Can be done confidentially and anonymously Evidence can be stored for 60 days allowing the victim/survivor time to decide if they want to report the incident or press charges
- To check and treat for physical injury, sexually transmitted infections, and pregnancy.

"Disclosures" vs. "Reports"

A **disclosure** is a communication of an incident of sexual violence not accompanied with a request for an investigation or adjudication, although there may be a request for accommodations and referral to services.

A **report** is a disclosure accompanied by an immediate request for an investigation and adjudication

ASISTENCIA PARA LOS ESTUDIANTES QUE HAN SUFRIDO ABUSOS SEXUALES

Acoso sexual; Acoso por razón de género; y Violencia sexual
(Asalto sexual, Violencia doméstica, y Acecho)



Atendiendo a su salud emocional puede ser una parte importante de su proceso de sanación. Los siguientes servicios de apoyo están disponibles para ayudarle.



733 Summer Street, Suite 503

Stamford, CT 06901

Oficina: 203-348-9346

Línea directa de 24 horas: 203-329-2929

Servicios Gratis y Confidencial Incluyen:

· Hasta 12 sesiones de consejería

Línea directa de 24 horas

Grupos de apoyo

Apoyo para las víctimas

Confidencial

Consejero de Salud Mental de NCC

Andrea Arnold, M.S.W. FCA

Student Success Center

203-857-7022

Martes & Miércoles 9am-1pm

Confidencial



Buscar atención médica puede ser crucial para evaluar sus necesidades de salud general, pruebas para detectar infecciones de transmisión sexual y el embarazo, y la recolección de pruebas que pueden utilizarse en los procedimientos judiciales.

Communique con su doctor primario o su hospital local



Norwalk Hospital

203-852-2000

34 Maple St. Norwalk, CT 06856

En el hospital, usted tendrá la opción de tener un examen forense de Agresión Sexual (a veces llamado un "estuche de violación") completada. Tendría hasta 120 horas después de una agresión para completar el examen, y el costo es cubierto por la Oficina de los Servicios de Víctimas de Connecticut.

ACERCA DE LAS DENUNCIAS PRESENTADAS EN EL

CAMPUS

Una queja no obliga al estudiante a presentar un reporte de la policía o interactuar con el supuesto agresor. Una denuncia inicia una investigación en la que las personas implicadas se reúnen con individualmente.



Hay opciones si decide informar de un incidente de mala conducta sexual. Los siguientes contactos serán capaz de ayudarle en el proceso. Usted puede seguir cualquier o todas estas opciones.



Seguridad de NCC

203-857-7223

NCC Faculty & Staff

Todos los empleados de NCC son reporteros bajo mandato. Una vez que la revelación es recibida, los empleados deben notificar al Oficial de Título IX.

Entonces están obligados a reportar información sin identificación a la seguridad en el campus.

Oficiales de Título IX

Wendy Mendes 203-857-7121 (E104)

Laura Mirkov 203-857-7313 (Security)

No Confidencial

Departamento de Policía

Para imponer cargos criminales, contacte el departamento de policía donde paso el asalto.

No Confidencial

¿Qué es la violencia sexual?

La violencia sexual ocurre cuando alguien fuerza o manipula a otra persona a realizar una actividad sexual no deseada sin su consentimiento. (nsvrc.org)

¿Qué es el consentimiento?

El consentimiento es el acuerdo explícito de la libre voluntad entre dos personas que están activamente diciendo sí a un comportamiento sexual específico. (thebluebench.org)

Violencia Sexual Incluye:

- Acoso Sexual
- Explotación Sexual
- El contacto sexual
- El incesto
- El abuso sexual infantil
- Asalto Sexual por la influencia de drogas
- Violación
- La violación marital
- Violación de pareja
- Violación en grupo

Reacciones Normales

El trauma afecta a cada persona de forma diferente, pero los efectos pueden incluir sentimientos de:

- ira
- vergüenza y culpabilidad
- desconfianza
- miedo
- desesperación
- Inutilidad
- Sensación como si el asalto/ abuso está sucediendo otra vez
- desesperanza
- Terror
- Pesadillas

¿Por qué buscar atención médica?

- Para coleccionar pruebas en el caso de que la víctima quisiera denunciar el delito a la policía
- Para controlar y tratar las lesiones físicas, enfermedades transmitidas sexualmente y el embarazo.

"Revelar vs. "Reportar"

El **revelar** es una comunicación de un incidente de violencia sexual que no viene acompañado con una solicitud de investigación o adjudicación, aunque puede haber una solicitud de alojamiento y remisión a servicios.

Un **Report** es una revelación acompañada por una solicitud inmediata de una investigación y juzgamiento

Ortiz, Stefanie

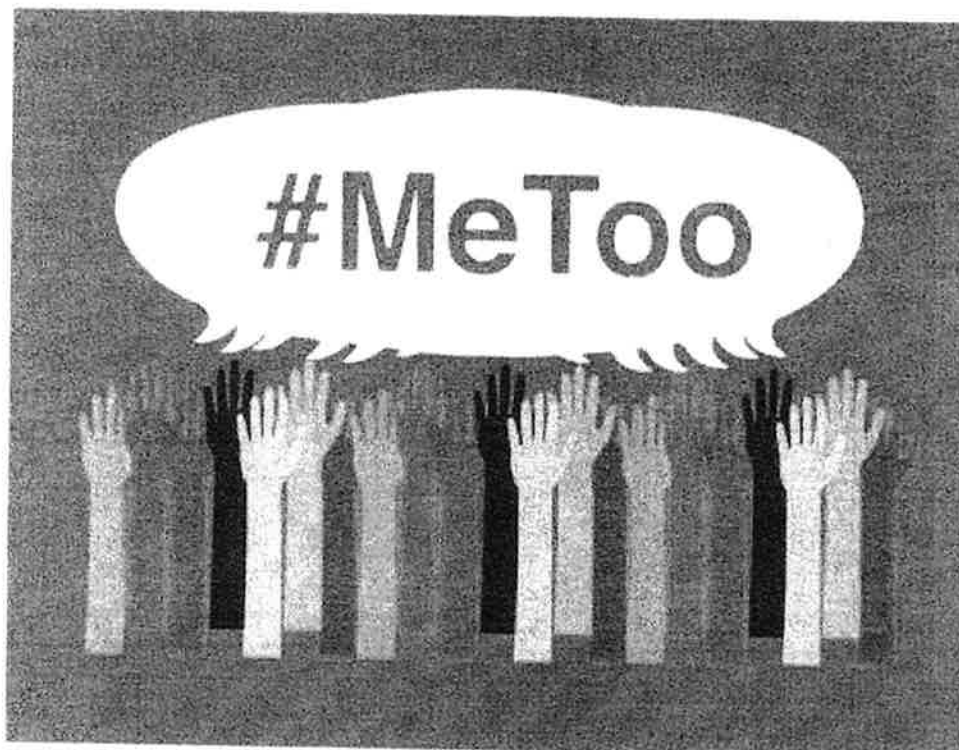
From: NK-Campusnews
Sent: Friday, April 06, 2018 1:43 PM
Subject: Panel Discussion: #Metoo & Beyond - Taking the Next Steps

#Metoo & Beyond: Taking the Next Steps A Discussion about Sexual Assault and Sexual Harassment

Please join us on **Thursday, April 12, at 10 am** in the GenRe Forum for an interactive panel aimed at raising awareness about sexual assault and sexual harassment.

If you have any questions or would like to bring your class, please contact Pracilya Titus ptitus@norwalk.edu or Wendy Mendes wmendes@norwalk.edu.

Please do not reply to this email. The CampusNews mailbox is not checked regularly, and your email will not go to your intended recipient. Instead, please refer to any contact information within the body of this email for questions, replies, etc. Thank you, PR Office



#METOO AND BEYOND: TAKING THE
NEXT STEPS

A DISCUSSION ABOUT
SEXUAL ASSAULT AND
SEXUAL HARASSMENT

THURSDAY, APRIL 12
10:00AM
GENRE FORUM

IF YOU HAVE ANY QUESTIONS OR WOULD LIKE TO
BRING YOUR CLASS, PLEASE CONTACT
PRACILYA TITUS PTITUS@NORWALK.EDU OR
WENDY MENDES WMENDES@NORWALK.EDU

"AS A COMMUNITY, WE CREATE A LOT OF SPACE FOR FIGHTING AND PUSHING
BACK, BUT NOT ENOUGH FOR CONNECTING AND HEALING." -TARANA BURKE.

JOIN US FOR AN
INTERACTIVE
PANEL,
FOLLOWED BY A
Q&A, AIMED AT
RAISING
AWARENESS
ABOUT SEXUAL
VIOLENCE.

COME LEARN
ABOUT THE
EFFECTS OF
SEXUAL VIOLENCE,
THE MYTHS
SURROUNDING
SEXUAL VIOLENCE,
AS WELL AS
TOOLS AND
RESOURCES FOR
HEALING.

*LIGHT REFRESHMENTS
WILL BE SERVED*



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AND INCLUSION, THE
COUNSELING DEPARTMENT,
AND THE CRISIS
RESPONSE TEAM