

SOUTHERN CONNECTICUT STATE UNIVERSITY

This report is submitted to the Joint Standing Committee of the General Assembly of the State of Connecticut as required under Public Act 14-11: An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus

*2018 General
Assembly Report on
Sexual Misconduct*

*January- December 2018
published in 2019*

Introduction

Southern Connecticut State University's mission is to provide exemplary graduate and undergraduate education in the liberal arts and professional disciplines. As an intentionally diverse and comprehensive university, Southern is committed to academic excellence, access, social justice, and service for the public good. SCSU enrolls approximately 10,000 full and part-time undergraduates and graduate students. SCSU has approximately 2,600 students who live on campus in nine residence halls and townhouse apartments. The educational enterprise of Southern consists of 420 talented full-time faculty, and 531 devoted full-time staff members along with 529 part-time faculty and 225 part-time-staff. Southern Connecticut State University is a student-centered institution which regards student success as its highest priority.

In an effort to fulfill our mission and provide optimum an environment for learning, Southern Connecticut State University (SCSU) is committed to creating a campus free of sexual violence. The University continues to dedicate significant resources to become more knowledgeable of best practices; understand our current climate; comply with federal, state and CSCU Board of Regents laws and policies; increase awareness and streamline processes for reporting; promote victim support services; evaluate and enhance our systems of response, investigation and adjudication; and, educate faculty, staff and students on prevention and intervention initiatives. Through these efforts it is our goal to create a campus environment where every member of our community understands his/her role to reduce, and ultimately eliminate, sexual violence at Southern.

As part of Southern Connecticut State University's ongoing effort to address sexual misconduct within our community the following report is issued to present data and information in an effort to provide greater transparency about the frequency of reporting/disclosing sexual misconduct within our community and the ways in which we address sexual misconduct on our campus. This report summarizes sexual misconduct disclosures and reports made to the University from January 1, 2018 through December 31, 2018, ongoing preventions and risk reduction programs and campaigns, as well university policies relating to sexual misconduct and support resources offered to students and employees both on and off campus. SCSU is committed to providing a safe environment in which all community members can pursue education and employment free from sexual discrimination/violence.

I. SCSU policies regarding Sexual assault, Stalking, and Intimate partner violence

Copies of the following policies regarding Sexual assault, Stalking, and Intimate partner are available in the appendix A. These policies include:

- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
<http://www.ct.edu/files/policies/5.2%20Ssexual%20misconduct%20reporting%20support%20and%20processes.pdf>
- BOR/CSCU Policy on Consensual Relationships
<https://www2.southernct.edu/faculty-staff/hr/Consensual-Relationships-Policy.pdf>
- BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child
<http://www.ct.edu/files/pdfs/hr-policy-reporting-suspected-abuse.pdf>
- BOR/CSCU Student Code of Conduct :
<http://www.ct.edu/files/policies/5.1%20StudentCodeofConduct.pdf>

II. Written Notifications of the rights

The University recognizes the importance of dialogue about the topic of sexual discrimination/ violence. One way to keep this topic present is to communicate often about the University's policies, support services, and resources. Throughout this reporting year, various mechanisms were used to communicate sexual misconduct information to students and employees as well as provide data to the community. These mechanisms include Campus emails, distributions of Support and Resource Team (SART) brochure <https://www2.southernct.edu/vpas/sart.html> University programs and training, the University's Annual Crime Report <https://www2.southernct.edu/university-police/clery-report.html> and the General Assembly Report on Sexual Misconduct. In addition the University also maintains a comprehensive website <https://inside.southernct.edu/sexual-misconduct> that provides resources, reporting options, and policy information for the community. Appendix A provides sample communication e-mails about University policy and most important resources/reporting options. Lawn signs, electronic boards, bulletin boards, and social media were also engaged.

III.&IV. Prevention, Awareness, and Risk Reduction Programs and Campaigns

SCSU understands the importance of providing prevention and awareness programs to all students, faculty and staff in order to foster a positive, respectful, and safe climate for the entire community. Prevention, awareness and risk reduction programs and campaigns are provided to the campus community throughout the year. Appendix B provides a summary of the programming for 2018.

Student Training and Education

At the beginning of each academic year, the University launches, an educational training program on sexual assault and relationship violence. For the 2018-2019 academic year the University began using *Not Anymore*. New students were required to complete an on-line training module that covers definitions, bystander intervention, and campus-specific policies and resources. This online course offers a thoughtful and educational curriculum that addresses the important life skills regarding sexual assault, sexual harassment, domestic violence, dating violence and stalking. It provides the education and tools needed to build and sustain healthy relationships, as well as ways to safely intervene as a bystander. In an effort to work together to build and maintain a healthy, safe campus community that supports the well-being of all.

Employee Training and Education

All Faculty and staff also are also required to complete an on-line module that focuses on the same material from the perspective of the employee. *Not Anymore for Employees*, is an online program designed to educate employees on how to effectively respond to reports of sexual misconduct from students and employees. This video-based program provides critical information about the prevalence of sexual misconduct including sexual harassment and discrimination, intimate partner violence, prevention, bystander intervention, trauma informed responses, campus specific policies and reporting procedures, and much more. *Not Anymore* provides employees a better understand how vitally important they are in addressing sexual misconduct, helping those directly impacted by it, and making campus safer for students and employees alike. In addition to the online training the University also provides an in-person sexual harassment prevention training as part of the Civility and Respect on campus which is mandatory training for all new faculty and staff.

Campus Programs and Campaigns

Recognizing that programing is not as effective when done simply at one point in time, the University provides a number of different avenues and venues to offer on-going education. Many of these programs are delivered throughout the year through our Violence Prevention, Victim Advocacy, and Support Center. They cover such topics as policy and definitions, bystander interventions, risk reduction, and options for reporting and advocacy. These programs included both small scale programs in our residential areas as well as large scale programs such as our Annual “Take Back the Night,”

To complement in-person programs, the University provided on-going passive programs and campaigns that allow for the dialogue on sexual misconduct to permeate throughout the entire community. Campaigns include educational messaging, highlighting resources, reporting options, and bystander campaigns. Southern participates in the nationally recognized “It’s On Us Campaign,” aimed at raising awareness and encouraging students to take a stand against sexual violence. This year Southern created an “It’s on US” video featuring SCSU students. The video is available for viewing on the University’s website. Southern also conducted a “Red Flag Campaign,” which is aimed at providing awareness of the signs of unhealthy relationships, and support

In addition to all of the programming, both active and passive, we staff a fully functioning Violence Prevention, Victim Advocacy and Support Center (VPAS) to offer students, faculty, and staff a place to go to get information, access on-campus and community resources, and/or receive advocacy support services. This Center is committed to helping to create a campus community of respect and safety by raising awareness, providing education, supporting victims, and training for intervention. Some of the primary areas of focus for VPAS include the following:

- Building and sustaining healthy relationships with intimate partners, friends, fellow students, and university community members;
- Understanding sexual misconduct and consent;
- Promoting sexual misconduct campus and community advocates, resources, reporting options, and Title IX rights;
- Identifying perpetrator behavior and providing risk reduction tips;
- Providing tools to safely intervene as a bystander; and,
- Communicating the rights available for survivors of criminal acts.

The Center is staffed with two full-time advocates and a graduate intern. In addition to assisting community members during normal business hours, the advocates serve on an on-call basis to provide coverage 24 hours a day to support SCSU students who wish to seek the advocacy and support services of the Center.

The Coordinator of the Violence Prevention, Victim Advocacy and Support Center also serves as the Coordinator of the SCSU Support and Resource Team (SART). SART is designed to provide a collaborative, victim-centered, team response to sexual misconduct. The mission of SART is to provide services that ensure a transition from victim to survivor for every individual whose life is

directly impacted by sexual misconduct. SART members can provide or connect a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual violence. The team includes a coordinator and twenty-six faculty and staff members throughout the University who are trained to support survivors of sexual misconduct. In addition, the Support and Resource Team has developed a concise informational pamphlet that outlines definitions, as well as reporting, support and advocacy options for students (see Appendix B).

It is not only important to provide information to the community but it is equally crucial to gather information from the community to understand the climate in which faculty, staff, and students work, live, study, and play. In fall 2017, the President's Commission on Social Justice administered a campus-wide climate survey. The survey examined individuals experience and perceptions in several areas/factors. Two of the factors examine were (1.) the Institutional response to sexual assault and (2) individual's response to sexual assault. Specifically the survey examine student and employee's perception of their role and the institutions role in response to sexual assault. Faculty and staff responses indicated their level of agreement with: understanding their role in response to sexual assault; knowing how to direct students and colleagues to resources; knowing where to go to get help at the institution; and understanding institution formal complaint procedures. The Student survey examined student's perception of the institutions policies, procedures/practices and resources related to sexual assault. This information from the survey has helped the University understand how our community views the climate of the campus regarding sexual assault and also provides data to direct the University in how to better assist the community and work towards a safer climate on our campus.

Strong policies, effective programs, supportive resources, on-going communication, and the collection of data to inform decision-making, it is imperative to provide ongoing and appropriate training to our employees. This training should not only include training on our policies and support resources for all employees but should also include specific training for individuals who are responsible for investigations and adjudication of cases as well as those who serve on resource teams and in advocacy centers. Southern staff members have participated in several system wide training that have been offered as part of a U.S Department of Justice Grant awarded to the Connecticut State Colleges and University known as the CSCU SAFE. In addition, two Southern staff members serve as SAFE Grant committee members.

V. Incidents of Sexual assault, stalking and intimate partner violence Reported

As part of Southern Connecticut State University's policy on Sexual Misconduct, Sexual Assault and Intimate Partner Violence, the University strongly encourages the reporting of all sexual misconduct incidents. As such, the policy identifies that all University employees are considered to be responsible employees, with the exception of health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community. As responsible employees, individuals have a duty to report to the Title IX Coordinator all details regarding incidents of sexual misconduct that are reported or disclosed to them. This mandate is to assure that the University provides all survivors with support by providing reporting options, access to advocacy and support services/resources, and access to appropriate academic, transportation, work, and housing accommodations. Recognizing the importance of survivors having the option to discuss these concerns confidentially, SCSU provides information to all students identifying confidential reporting options.

During the 2018 calendar year, 92 incidents of sexual misconduct (sexual assault, intimate partner violence, or stalking) were reported/disclosed to the Title IX Coordinator (see Table below) Of the 92 incidents, 16 were reports and 76 were disclosures. A disclosure is a communication of an incident to a responsible employee that is not accompanied by a request for an investigation or adjudication. A report is a disclosure with an immediate request for an investigation and adjudication. Both reports and disclosures may be accompanied by a request for accommodations and referrals for services/support.

Incidents of Sexual Assault, Stalking and IPV Reported to SCSU in 2018					
Type of Incident	<i>Number of Incidents Reported</i>	<i>Incident Reported to Have Occurred in 2018</i>	<i>Respondent Identified as Connected to the Reporting Institution</i>	<i>Respondent Identified as Connected to CSCU Institution</i>	<i>Confidential or Anonymous Reports</i>
<i>Sexual Assault</i>	43	29	10		5
<i>Stalking</i>	11	9	6		
<i>Intimate Partner Violence (IPV)</i>	38	30	5		1

While knowing how many reports/disclosures were made in a given year is important information, it is also constructive to have a better understanding what comprises these numbers. The total reported incidence in the table above includes all matters reported or disclosed to the institution regardless of location (on or off campus) and regardless of year of the incident (i.e. incidents from childhood, high school). Additionally many sexual misconduct disclosures involved non SCSU student respondents or identity of the respondent was not disclosed.

One of the first steps in addressing sexual misconduct disclosures and reports is to offer the complainant resources and support. This can come in many different ways depending on the needs and desire of the complainant. First and foremost, we provide the complainant with reporting options and support and advocacy services. Student complainants are offered services through the University's Violence Prevention, Victim Advocacy and Support Center while faculty and staff may receive resource and support services through the Human Resources Office. Students may also access other support services such as Counseling Services, the Student Health Center, and the Dean of Students Office. In an effort to also offer students the opportunity to access services and support off campus, the University has a memorandum of understanding with the Umbrella Center for Domestic Violence Services and the Women and Families Center. These agreements articulate our joint commitment to working together to provide trauma-informed services for our students and employees.

An additional way the University provides support for the complainant is to offer interim measures or accommodations. These are steps taken by the University to provide safety and well-being for the complainant or the community as a whole. These can include actions such as no-contact orders between parties, bans from a University building/area or the campus as a whole, changes to academic schedules and housing arrangements, as well as interim suspensions/administrative leaves. Interim measures are considered and offered when information is brought to the Title IX Coordinator, whether or not a complainant wishes to move forward with a formal complaint. As the nature of each situation is different, interim measures are determined on a case-by-case basis and are meant to put the least possible burden on the complainant.

Southern Connecticut State University recognizes that individuals who experience sexual misconduct often experience trauma and significant disruption to their lives. The University also acknowledges that although reporting incidents of sexual misconduct may be empowering and healing for some, many may choose not to request investigation and action. Understanding that

how and when a person heals from a traumatizing event such as sexual misconduct is an individualized process, Southern supports survivors in their autonomy to make the appropriate decisions for their own well-being while balancing the safety of the community at large.

Anonymous and Confidential Reports or Disclosures

In addition to reporting/disclosing incidents of sexual misconduct directly or through third parties, SCSU community members also have the opportunity to anonymously or confidentially disclose or report an incident of sexual misconduct. This can be accomplished through our silent witness reporting option.

Each case of sexual misconduct is different and the actions taken vary from case to case depending on multiple factors. With this in mind, the University's process for responding to a report may include 1) the provision of confidential support and resources, 2) the issuance of interim measures, 3) an informal resolution, 4) an investigation and findings, 5) sanctions/disciplinary action, and/or 6) an appeal of the investigation findings and sanctions. In considering the most appropriate action to be taken, two of the most important factors include the information that is available and the complainant's willingness to be involved in the investigation. For example, if a student comes forward and discloses that he/she has been sexually assaulted but either does not wish to identify the respondent or cannot identify the respondent, the Title IX Officer will follow-up to try to obtain information; however, generally it is not possible to investigate without information or the willingness of the complainant. In these cases, the Title IX Coordinator would ensure that resources and support have been offered to the complainant, including interim accommodations, and ensure that the complainant understands he/she may bring this information forward at any time at which point the institution will take further action.

The decision to conduct a formal investigation is determined either by the complainant or by the University if the information that is available can be acted on and is deemed a potential threat to the university community. In cases where the complainant is reluctant to participate and/or to be identified as having come forward, it can be difficult to complete the investigation. In situations in which the complainant or the University moves to a formal investigation/finding, the process utilized depends on whether the respondent is a member of the faculty/staff or a student.

The CSU Student Code of Conduct outlines the policies, procedures, and sanctioning process for student respondents. In these cases, the Office of Student Conduct and Civic Responsibility conducts the investigations. Once the investigation is completed, the respondent is presented with the finding and outcome. Findings are determined utilizing a preponderance of the evidence standard. If the respondent agrees to what is presented, the case is concluded. If the respondent does not accept the finding of the investigation, the case then goes to a formal hearing process. Sanctions resulting from findings of responsibility vary based on the nature of the incident and may result in sanctions up to and including suspension and expulsion from the university. During the 2018 calendar year there were 16 reports in total in which the complainant requested investigation and/or disciplinary action. The table below summarizes disciplinary and appeal outcomes for cases in which the respondent was a student.

Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence							
Type of Incident	Number of Investigations	Finding of No Violation or Not Responsible	Finding of Responsible & Expulsion	Finding of Responsible & Suspension	Finding of Responsible & Probation/Warning	Number of Findings Appealed	Appeal Outcome
<i>Sexual Assault</i>	10	3		3	4		
<i>Stalking</i>	1				1		
<i>Intimate Partner Violence (IPV)</i>	5	1		2	2		

Cases related to sexual violence (employees)

If the respondent is an employee, the procedures followed are articulated by the University's Procedures for Discrimination and Harassment Complaints. In these cases the investigations are conducted by the Office of Diversity and Equity. The Office of Diversity and Equity submits its finding to the University President and Human Resources Department. Findings are determined utilizing a preponderance of the evidence standard. The Human Resources Department then follows the respective Collective Bargaining Agreement process with relation to discipline. Outcomes are based on the nature of the incident and may include outcomes such as a letter of reprimand, suspension or termination.

Conclusion

The University hopes that the information contained in this report is helpful to the University community and those interested in this important topic on university campuses. This report is not completely exhaustive regarding the many important aspects of Southern Connecticut State University's program to combat sexual misconduct on our campus, but is meant to provide insight into this crucial work. For more information including definitions, resources, reporting options, and processes, please visit the SCSU [sexual misconduct website](#), or contact the Title IX Coordinator, the Office of Diversity and Equity, the Dean of Students, and/or the Violence Prevention, Victim Advocacy and Support Center.

Appendix A

Policies and written notifications Regarding Sexual Assault, Stalking and Intimate Partner Violence

Appendix B

Public Awareness, Prevention, and Risk Reduction Information

Appendix C

Other Supplemental Information

APPENDIX A

Policies and written notifications
Regarding Sexual Assault, Stalking and
Intimate Partner Violence

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

Statement of Policy

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

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

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

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

Terms, Usage and Standards

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 Misconduct Reporting
Support Services and Processes Policy

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

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

- (b) **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 Misconduct Reporting Support Services and Processes Policy

sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

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

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

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

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

Confidentiality

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

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

Sexual Misconduct Reporting Support Services and Processes Policy

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

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

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

Mandated Reporting by College and University Employees

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

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

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

Rights of Parties

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

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

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

Employee Conduct Procedures

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

Student Conduct Procedures

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

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

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

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

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

Dissemination of this Policy

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

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

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

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

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

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

Policy Prohibited Between Employee and Student

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

Strongly Discouraged Between Employee and Student

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

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

Between Employee and Employee

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

In the Event of a Sexual Harassment Charge

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

Sanctions

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

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 CSU community and to assure that the appropriate disciplinary processes are implemented.



BOR/CSCU STUDENT CODE OF CONDUCT

Contents

I. STUDENT CODE OF CONDUCT	1
PREAMBLE	1
INTRODUCTION	1
PART A: DEFINITIONS.....	2
PART B: APPLICATION, DISTRIBUTION, AND ADMINISTRATION OF THE STUDENT CODE OF CONDUCT	4
PART C: SCOPE OF AUTHORITY.....	5
PART D: PROHIBITED CONDUCT.....	6
PART E: HEARING PROCEDURES FOR SEXUAL MISCONDUCT, SEXUAL INTIMATE PARTNER, DOMESTIC VIOLENCE & STALKING REPORTS	11
PART F: CONDUCT AND DISCIPLINARY RECORDS.....	13
PART G: INTERPRETATION AND REVISION.....	13
II. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO STATE UNIVERSITY STUDENTS	14
PART A: DISCIPLINARY PROCEDURES - ACADEMIC MISCONDUCT	14
PART B: DISCIPLINARY PROCEDURES - NONACADEMIC MISCONDUCT	15
PART C: INTERIM SUSPENSIONS AND RESIDENCE HALL SEPARATIONS	20
PART D: DISCIPLINARY SANCTIONS	21
1. Sanctions Which May Be Imposed for Violations of the Code:	21
2. Revocation of Admission and/or Degree.....	23
3. Consequences of Failure to Comply with a Duly Assigned Sanction.....	23
4. Sanctions Which May Be Imposed on Student Organizations	24
III. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO COMMUNITY COLLEGE STUDENTS.....	25
PART A: DISCIPLINARY PROCEDURES.....	25
PART B: DISCIPLINARY SANCTIONS.....	27
IV. CONDUCT AND DISCIPLINARY PROCEDURES APPLICABLE TO CHARTER OAK STATE COLLEGE STUDENTS	29
PART A: RIGHTS AND RESPONSIBILITIES OF HEARING PARTICIPANTS	29
PART B: DISCIPLINARY PROCEDURES	30
PART C: INTERIM ADMINISTRATIVE ACTION.....	32
PART D: DISCIPLINARY SANCTIONS.....	32

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 II.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 conduct unless the Student suspected declines to be interviewed. The investigation shall be completed within thirty (30) business days of the Provost's receipt of the written statement of possible violation. A record of the investigations will be maintained.
3. Following completion of the informal investigation specified above, the Provost will (a) determine that there is insufficient basis in fact and dismiss the matter or (b) conclude that there is a sufficient factual basis for discipline.
4. If the Provost determines there is a sufficient factual basis for moving forward with disciplinary proceedings, he or she shall cause a written statement of charges to be provided to the Student. Said statement shall contain (a) a concise statement of the facts on which the charge is based; (b) a citation of the rule or rules alleged to have been violated; (c) a statement of the maximum penalty sought; (d) a statement that the Student may request a hearing by responding in writing to the Provost within thirty (30) business days requesting such hearing; and (e) a statement that failure to request a hearing may result in imposition of the penalty sought.
5. If the Student requests a formal hearing, the Student is entitled to the following: (a) a hearing be conducted within thirty (30) business days after receipt by Provost of a written request for a hearing; (b) to be heard by an impartial panel chaired by the Dean of the Faculty or his/her designee and composed of no fewer than two members of the Charter Oak State College Faculty, one appointed by the Dean of the Faculty and one Student appointed by the Student Association; (c) to appear in person or through a conference call or other mutually agreed upon electronic means, or to have a representative attend on his/her behalf; (d) be accompanied by a support person during the hearing; (e) to hear and have a reasonable opportunity to question adverse witnesses and to present evidence and testimony in his/her behalf; and (f) to receive a written decision within ten (10) business days following the hearing specifying the panel's

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

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

On-site:

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

Via the Phone:

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

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

PART C: INTERIM ADMINISTRATIVE ACTION

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

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

PART D: DISCIPLINARY SANCTIONS

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

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

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

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

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

Subject: FW: Important Information on Sexual Misconduct Reporting

From: "ricep1@southernct.edu" <ricep1@southernct.edu>
Date: Tuesday, September 11, 2018 at 2:08 PM
To: "Dilger, Patrick J." <dilgerp1@southernct.edu>
Subject: Important Information on Sexual Misconduct Reporting

Dear Southern Student,

At Southern Connecticut State University (SCSU), we are committed to creating a community where individuals are treated with respect, dignity, civility, kindness, and compassion. Your health and safety are a top priority! In line with this mission, we comply with Title IX of the Education Amendment of 1972 which prohibits sex discrimination including acts of sexual misconduct at educational institutions. Acts of sexual misconduct (sexual harassment, sexual assault, intimate partner violence (dating/domestic violence), sexual exploitation, and stalking) are a violation of Southern Connecticut State University policy (click here <http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>) and state law. We encourage you to report any incidents of sexual misconduct and/or utilize the support and advocacy services available to you.

Responsible Employees

All employees, including faculty, staff and administrators, are responsible employees and are required to report disclosures or reports of sexual misconduct except for those University employees in our Health Center and Counseling Center. This means that when you report or disclose information regarding sexual misconduct to a responsible employee they will need to report this to the University's Title IX Coordinator. The University Advocate will then be contacted and provide you with information including supportive services, reporting options and your Title IX rights.

Please note that if you are under the age of eighteen (18) the Title IX Coordinator must contact the Connecticut Department of Children and Families to inform them of the alleged situation involving sexual misconduct.

FORMAL REPORTING OPTIONS

University Police @ 203.392.5375
(If you wish to press criminal charges.)

Ms. Paula Rice, Title IX Coordinator @203.392.5568
(If you wish to file a complaint with the university.)

Office of Student Conduct and Civic Responsibility, Christopher Piscitelli @ 203.392.6188
(If you wish to file a complaint with the university and the perpetrator is a student.)

Anonymous Reports, please click here <http://www.southernct.edu/university-police/silent-witness.html>

ADVOCACY & SUPPORT SERVICES

Catherine Christy, Director of VPAS, SART Coordinator, University Victim Advocate
@ (203) 392-6946 (o) (203) 687-1252 (c)
Melissa Kissi, Sexual Assault and Violence Prevention Specialist, University Victim Advocate
@ (203) 392-6946 (o) (203) 687-1252 (c)

Confidential Support Services

Rice, Paula

Subject: FW: Sexual Misconduct Reporting Policy and Protocol

From: Rice, Paula
Sent: Thursday, September 27, 2018 12:07 PM
To: Dilger, Patrick J. <dilgerp1@southernct.edu>
Subject: RE: Sexual Misconduct Reporting Policy and Protocol

To All University Faculty & Staff,

Southern Connecticut State University is highly committed to creating a campus free of sexual misconduct. The BOR established a policy concerning sexual misconduct reporting, last revised in June of 2016 (<http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>). The policy requires the reporting of sexual misconduct in an effort to ensure that each member of the community has the opportunity to fully participate in the process of education and development. The policy is intended to supplement and work in congruence with the requirements of Title IX and Connecticut Public Act 14-11. It is our commitment to provide a supportive and safe environment for our community and provide survivors with support and advocacy services.

As a Southern Connecticut State University employee, you may find yourself responding to a student or other employee's report or disclosure of sexual misconduct (sexual harassment, sexual assault, sexual exploitation, intimate partner violence, and stalking) **All university employees are considered responsible employees and are mandated to report under the BOR policy, except those employees whose official responsibilities provide confidentiality** (health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community).

The following protocol has been developed for employees to follow if they find themselves in a position in which a student or other employee discloses or reports being a survivor of sexual misconduct <https://www.southernct.edu/offices/diversity/Sexual-Misconduct-Protocol%202016-17.pdf>. This protocol describes your reporting obligations and a process for informing, in a timely manner, those who report or disclose any type of sexual misconduct of all of their rights and options, including the necessary steps and potential outcomes of each option.

We understand and recognize the significant trust relationship and the difficult situation you are placed in when a student/employee requests confidentiality. To help mitigate these challenges students/employees have been informed that all faculty, staff and administrators must share information with the University and that they have options for confidential reporting.

We recognize the importance of providing training for employees on the topic of sexual misconduct and thus CSCU has rolled out a new on-line training program entitled *Not Anymore* for students and employees. This training is intended to help you learn more about the topic and equip you with the tools and knowledge needed to uphold your obligations as a responsible employee. An email with instructions on how to access the training will be send out in the next few days. In addition, we have informational links at the bottom of this correspondence that provides additional guidance and education on the topic of sexual misconduct.

APPENDIX B

Public Awareness, Prevention, and Risk
Reduction Information

Southern Connecticut State University's Support and Resource Team (SART) is designed to provide a collaborative victim-centered team response to sexual misconduct (sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation). The mission of SART is to provide services that ensure a transition from victim to survivor for every individual whose life is impacted by sexual violence. The SART members can provide a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual violence.

Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident will be provided to whatever extent possible and reasonable.



SART members are available to provide survivors with support and resources that will help empower them to make the best decisions impacting their safety and healing.

Sexual Harassment



Intimate Partner Violence

Sexual Exploitation

Visit SouthernCT.edu/sexual-misconduct

for information on:

- Policies
- Reporting Procedures
- Students' Rights
- Resources

SCSU Advocacy and Support Resources

**Violence Prevention, Victim Advocacy
and Support (VPAS) Center
SouthernCT.edu/vpas**

**Support and Resource Team (SART)
SouthernCT.edu/sart**

Catherine Christy, **SART Coordinator**, *University Victim Advocate*
Violence Prevention, Victim Advocacy and Support (VPAS) Center
(203) 392-6946 (o) (203) 687-1252 (c)



ON CAMPUS • 24/7

- University Police **203-392-5375** or **911**
- University Victim Advocate — Catherine Christy
203-392-6946 office • 203-687-1252 cell
- University Victim Advocate — Melissa Kissi
203-392-6945 office • 203-507-3751 cell

ON CAMPUS • M-F, 8:30 AM - 4:30 PM

- Counseling Services (*Confidential*) **203-392-5475**
- Health Center (*Confidential*) **203-392-6300**
- Marriage and Family Clinic (*Confidential*)
203-392-6413 (Mon., Tues., Thurs.: 9AM – 8PM, Sat.: 9AM – 12PM)
- Violence Prevention, Victim Advocacy and Support Center (VPAS) **203-392-6946**
- Title IX Coordinator Paula Rice **203-392-5568**
- Office of Diversity and Equity **203-392-5491**
- Office of Student Conduct and Civic Responsibility
203-392-6188
- Human Resources: Diane Mazza (*for employees*)
203-392-5405
- Multicultural Center **203-392-5879**
- Interfaith Office **203-392-5331**
- Sexuality and Gender Equality Center (SAGE)
203-392-8989
- SouthernCT.edu/sart

OFF CAMPUS • 24/7

- Women & Families Center 24-hour hotline
(*Confidential*) **1-888-999-5545** • Spanish **1-888-568-8332**
- The Umbrella Center for Domestic Violence Services
24-hour hotline (*Confidential*) **203.789.8104**



YOU ARE NOT ALONE -
WE ARE HERE TO HELP!



- SEXUAL HARASSMENT •
- SEXUAL ASSAULT •
- INTIMATE PARTNER VIOLENCE •
- STALKING •
- SEXUAL EXPLOITATION •

SEXUAL VIOLENCE IS A SOCIAL JUSTICE ISSUE!



ARE YOU A VICTIM OR SURVIVOR OF SEXUAL HARASSMENT, SEXUAL ASSAULT,
INTIMATE PARTNER VIOLENCE, STALKING, OR SEXUAL EXPLOITATION?

IF SO, HERE ARE YOUR OPTIONS:

The mission of SART is to provide services that ensure a transition from victim to survivor for every individual impacted by sexual misconduct.

REPORTING

- **To press criminal charges** if the offender is an employee or student, contact University Police at **203-392-5375**.
- **To press charges with the university** if the offender is a student, contact the Office of Student Conduct and Civic Responsibility at **203-392-6188**.
- **To press charges with the university** if the offender is an employee or student, contact the Title IX Coordinator Paula Rice at **203-392-5568**.
- **Make an Anonymous Report: Silent Witness Program**
If you have witnessed a crime, or you know a crime was committed or will be committed, please visit SouthernCT.edu/silentwitness. A member of the SCSU Police Department will investigate.

SUPPORT & ADVOCACY

- **For students, confidential on-campus support options:**
 - SCSU Counseling Services **203-392-5475**
 - SCSU Health Center **203-392-6300**
 - SCSU Marriage and Family Clinic **203-392-6413**
- **For students, on-campus advocacy options:**
Advocacy services are available to assist you in finding support services, the reporting process and can answer any questions.
 - Catherine Christy
203-392-6946 office • 203-687-1252 cell
 - Melissa Kissi
203-392-6945 office • 203-507-3751 cell
- **For employees:**
 - Diane Mazza, Human Resources **203-392-5405**
- **For students and employees, confidential off-campus options:**
 - Women & Families Center 24 hotline
1-888-999-5545 • (Spanish) **1-888-568-8332**
 - The Umbrella Center for Domestic Violence Services
24-hour hotline **203.789.8104**

HOW YOU CAN HELP PREVENT VIOLENCE ON CAMPUS

Sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation are complex and real issues on college campuses, including SCSU. To address this reality all members of the campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and acknowledging our ability to make a difference at SCSU, we can begin to reduce the risk. Consider the following ways you can help to stop violence:

- **Don't be afraid to get involved.**
- **Take care of yourself and your friends.**
- **Talk openly with friends about these issues.**
- **Speak up. Take a stand safely in situations that could escalate to abuse and violence.**

REMEMBER:

You are NEVER to blame.
Sexual harassment, sexual assault, intimate partner violence, stalking, and sexual exploitation are about power and control, and are NOT caused by something you have done, what you were wearing, or your relationship to the offender.

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to or rejection of such conduct is made either explicitly or implicitly 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: sexual flirtation, advances, or propositions; verbal abuse of a sexual nature; graphic or suggestive comments about an individual's dress or appearance; display of sexually suggestive objects or pictures; sexual jokes; stereotypic comments based on gender; threats, demands or suggestions that maintaining one's educational status is based on accepting the sexual advances.

WHAT IS SEXUAL ASSAULT?

Sexual assault is a crime and will not be tolerated at SCSU. Sexual assault is compelling by force, or threat of force: sexual penetration of the vagina, anus, or mouth including by an object, which are all considered rape; or contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of exerting control or for the purpose of degrading or humiliating the victim. It is also intentionally subjecting another to such contact without consent. Any person can be a victim or an offender. Sexual assault is not about sex— it is about exerting power and control over the victim. **Examples:** rape, attempted rape, and/or intentional touching without consent of a person's body.

WHAT IS INTIMATE PARTNER VIOLENCE?

Intimate partner violence is any physical or sexual harm against an individual by a current or former spouse or person in a dating relationship that may be classified as sexual assault, stalking, or domestic violence. **Examples:** physical abuse (slapping, shoving, hair pulling, forcing alcohol or drug use on victim), sexual abuse (coerced or forced sexual contact), emotional abuse (name-calling, constant criticism) psychological abuse (causing fear by

intimidation, destruction of pets/property, isolation from family/friends/school/work).

WHAT IS STALKING?

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for her or his safety or suffer substantial emotional distress. **Examples:** sending unwanted gifts, text messages, emails, phone calls; waiting at places you work/ go to school/hang out; using other people as resources to investigate your life (looking at your Facebook through befriending your friends); damage to your home/car/other property; using social networking sites/technology to track you.

WHAT IS SEXUAL EXPLOITATION?

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:** Prostituting another person; non-consensual video- taping or photographing of sexual activity, non-consensual distribution of photos or information about sexual activity, going beyond the bounds of consent (one individual allowing friends to hide in the closet to watch him or her have sex with the partner unaware of this).

WHAT IS CONSENT?

Consent is when all parties involved willingly agree to a specific sexual act. It is not the absence of "no" or of resistance— it is someone actively saying "yes" through word or actions. Consent is ongoing and allows for withdrawal of consent at any time without fear of humiliation or retaliation. Just because you may have been sexually active with the person before does not mean that you have consent for future sexual contact. Consent cannot be given if forced, threatened, intimidated, or coerced. Obtaining consent is the responsibility of the person initiating the sexual contact. Consent cannot be given when under the influence of alcohol or drugs, or if the person is asleep or unconscious. Having sexual intercourse with someone who cannot consent is rape.

WHAT TO DO IMMEDIATELY FOLLOWING AN INCIDENT

1. **Go to a safe place.** If you are not safe, call University Police at **203-392-5375** or **911**
2. **Preserve all evidence.**

Sexual Harassment and Stalking: Save any gifts, emails, text messages, and create a log of all suspicious activity.

Intimate Partner Violence: Document all incidents in a log as well as take pictures of physical injuries and store in a place that the abuser cannot find.

Sexual Assault: Save all clothing from the time of the assault; do not shower, bathe, douche, or brush your teeth. You may bring a support person of your choice with you to the hospital to have an Evidence Collection Kit performed, including a friend or advocate from the Women and Families Center. Even if you are undecided about whether or not you want to file a police report, you are encouraged to have evidence collected as soon as possible (within 5 days, but best within 3 days). You do not need to file a police report in order to have the Evidence Collection Kit performed. There is time to change your mind to file a report but there is limited time to collect evidence. This is the best way to keep your options open for the future.

Please note that the kit is at no expense to you or your insurance.

Sexual Exploitation: Save copies of videos to an external hard drive, print and save copies of websites or social media, save any type of communication regarding the exploitative images, and document all incidents in a log.

3. **Get medical care.** Whether or not you decide to have evidence collected, you still have the option of obtaining medication to prevent sexually transmitted infections and/or pregnancy, and general medical care, all available at SCSU Health Center, **203-392-6300**.

VICTIMS AND SURVIVORS SHOULD:

- Be treated with respect and dignity.
- Not be judged based on race, age, class, gender, gender expression, or sexual orientation.
- Be considered a victim/survivor regardless of the offender's relationship to you.
- Seek help from law enforcement or university employees without fear of disciplinary action for a violation of campus drug/alcohol policy.
- Know you can have confidential conversations with staff at SCSU Counseling Services (**203-392-5475**), SCSU Health Center (**203-392-6300**), and SCSU Marriage and Family Therapy Clinic (**203-392-6413**)

For information on advocacy and SART members visit the SART website or see resource guide panel for assistance with the following:

- To be informed of your Title IX rights, reporting options and support and advocacy services.
- Have an advocate accompany you to medical exams, law enforcement, and legal proceedings.
- Request that someone you are comfortable with stay with you during a medical exam/Evidence Collection Kit.
- Ask questions and get answers regarding any tests, exams, medications, treatments or police reports.
- Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident to whatever extent possible and reasonable.

LOCAL HOSPITALS

Yale New Haven Hospital
203-688-2222

Hospital of Saint Raphael
203-789-3000



Southern Connecticut State University

[SouthernCT.edu/sart](https://southernct.edu/sart)

¿Eres una víctima / sobreviviente de Acoso Sexual, Asalto Sexual, violencia en la pareja, el acecho o explotación sexual?

Información, ayuda y opciones de promoción

Opciones para crear reportes o denuncias

- Para presentar **cargos penales** y el autor es un empleado o estudiante, comuníquese con la policía universitaria @ 203.392.5375.
- Para presentar **cargos con la universidad** y el autor es un estudiante, comuníquese con la Oficina de Conducta Estudiantil y Responsabilidad Civil @ 203.392.6188.
- Para presentar **cargos con la universidad** y el perpetrador es un empleado o estudiante, comuníquese con el Coordinador del Título IX @ 203.392.5899.
- **Hacer un reporte anónimo** – Programa de testigo anónimo; Si usted ha sido testigo de un delito, o usted sabe que se cometió o se va a cometer un delito, por favor visite SouthernCT.edu/silentwitness. Un miembro del Departamento de Policía de SCSU investigará la información presentada.

Apoyo y Defensa

- **Hable con alguien confidencial en campus** (estudiantes): SCSU Servicios de Consejería @ 203.392.5475 o Centro de Salud SCSU @ 203.392.6300.
- **Hable con un Abogado Universitario para Víctimas** (estudiantes): Los servicios de defensa están disponibles para ayudarle a encontrar servicios de apoyo, el proceso de someter un informe y pueden responder a cualquier pregunta. Catherine Christy @ 203.392.6946 (o), 203.687.1252 (c). Ella puede mantener la información confidencial a menos que sea citado. Melissa Richard @ 203.392.6945 (o), 203.507.3751 (c). Ella no es confidencial.
- **Hable con recursos humanos (empleados)**: Diane Mazza @ 203.392.5405. Se proporcionará información sobre los recursos.
- **Hable con alguien Confidencial fuera del campus (estudiantes y empleados)**: Línea directa de 24 horas del Centro de Mujeres y Familias 1.888.999.5545 (Español) 1-888-568-8332

Línea directa de 24 horas de El Centro de Umbrella para servicios de violencia doméstica 203.789.8104

Recursos de la Universidad

24 horas / 7 días a la semana

Policías Universitarios @ 203.392.5375 o al 911
Abogados Universitarios para las víctimas están disponibles 24/7 cuando se hace un informe a un miembro de la escuela.
Catalina Christy @ 203.392.6946 (o), 203.687.1252 (c).

Melissa Kissi @ 203.392.6945 (o), 203.507.3751 (c).

Lunes-Viernes 8:30 am-4: 30 pm

Servicios de Consejería (Confidencial)	203.392.5475
Centro de Salud (Confidencial)	203.392.6300
Miembros SART SouthernCT.edu/sart	
Prevención de la Violencia, Defensa para Víctimas y centro de apoyo (VPAS)	203.392.6946
Coordinador de Título IX Paula Rice	203.392.5568
Oficina de Diversidad e Igualdad	203.392.5491
Oficina de Conducta Estudiantil y Responsabilidad Cívica	203.392.6188
Recursos Humanos (empleados), Diane Mazza	203.392.5405
Centro Multicultural	203.392.5879
Oficina de interreligiosa	203.392.5331

Recursos de la comunidad local

24 horas / 7 días a la semana

Confidencial

El Centro de Umbrella para la violencia doméstica 203.789.8104
Centro de Mujeres y Familias, Servicios de Crisis de Asalto Sexual
(En) 1-888-999-5545
(Sp) 1-888-568-8332

¿Cómo podemos todos ayudar a combatir la violencia en SCSU?

El acoso sexual, asalto sexual, violencia en la pareja, el acecho y la explotación sexual son temas complejos y reales en los campus universitarios, incluyendo SCSU. Para hacer frente a esta realidad todos los miembros de la comunidad universitaria y las organizaciones externas deben trabajar juntos. La seguridad pública es responsabilidad de todos. Al aumentar nuestro conocimiento y el reconocimiento de nuestra capacidad de hacer una diferencia en SCSU, podemos comenzar a reducir el riesgo. Considere las siguientes maneras que usted puede ayudar a detener la violencia:

- No tenga miedo de involucrarse.
- Cuídese a sí mismo y sus amigos.
- Hable abiertamente con sus amigos acerca de estos temas.
- Hable. Tome una posición en situaciones que podrían escalar a los abusos y la violencia.



***El Acoso Sexual
El Asalto Sexual
La violencia de la
pareja íntima o la
violencia doméstica
El Acecho
La Explotación
Sexual***

***¡No está sola!
¡Queremos ayudarte!***

¿Qué es el Acoso Sexual?

El acoso sexual se define como cualquier propuesta sexual no deseada, requerimiento de favores sexuales, o cualquier conducta de naturaleza sexual, si hay rechazo o aceptación de esa conducta sexual, de manera explícita o implícita a base de que afecta las decisiones académicas de una persona, o tal conducta tiene el propósito o efecto de interferir sustancialmente con el rendimiento académico del individuo, o generar un entorno educacional que es intimidatorio, hostil, abusivo u ofensivo. Ejemplos: **el coqueteo sexual**, y avances o proposiciones sexuales; abuso verbal de contenido sexual; **comentarios degradantes** acerca de la apariencia o la ropa de una persona; **exhibición de objetos, o fotografías que sugieran o sean de contenido sexual**; bromas o conversaciones de naturaleza sexual; **comentarios estereotipados** por razones de edad o sexo; amenazas, **demandas, o propuestas** de someterse a requerimientos sexuales a fin de obtener beneficios o evitar la pérdida de la condición educativa.

¿Qué es el asalto sexual?

El asalto sexual es un crimen y no será tolerado a SCSU. El asalto sexual puede ocurrir a través de la fuerza física, o la amenaza del uso de la fuerza. Penetración sexual indole por vía vaginal, anal o bucal, incluido con un objeto, todos estos son considerados **violación**. El contacto con la área genital, la ingle, los muslos interiores, los gluteos o los senos de una persona con el propósito de ejercer dominio o para degradar o humillar a la víctima. También es tocar deliberadamente a una persona de manera sexual sin el consentimiento de la persona. Toda persona puede ser la víctima o el perpetrador. El asalto sexual no se trata de deseo se trata de la dominación sobre la víctima. Ejemplos: **las violaciones, las tentativas de violación, y/o tocando intencionalmente** el cuerpo de una persona sin su consentimiento.

¿Qué es la Violencia Entre Pareja?

La violencia entre la pareja o la violencia doméstica se refiere al comportamiento de la pareja o ex pareja que resulte en daño o sufrimiento físico, sexual o psicológico pueden ser calificados del asalto sexual, el acecho, o la violencia doméstica. Ejemplos: **abusos físicos** (empujar, abofetear, estirar el cabello, forzarla al uso de alcohol y/o drogas); **abuso sexual** (contacto sexual por la fuerza o sin consentimiento); **abuso emocional** (la crítica constante, apodos), **abuso psicológico** (Causar temor por intimidación, destrucción de mascotas y propiedades, el aislamiento de amigos, familia, escuela y/o trabajo).

¿Qué es el Acecho?

El Acecho, es participar en "un patrón de conducta dirigido a una persona específica, lo que podría causar que una persona razonable tenga temor por su propia seguridad o sufra importantes daños emocionales. Ejemplos: **enviar regalos no deseados**, llamadas telefónicas, los mensajes de texto y los mensajes de correo electrónico; **esperando** en lugares como el trabajo, la escuela, donde pasas el tiempo libre, donde trabaja/ vaya a la escuela/pasar el tiempo; **usar otras personas** como un método investigar su vida (mirando a su facebook por añadir amigos tuyos); **hacer daño** (o destruir) su casa, el coche, otros propietarios tuyos; usando las redes sociales/ la tecnología para **perseguirte**.

¿Qué es la explotación sexual?

La explotación sexual sucede cuando una persona se aprovecha sin consentimiento o de un modo abusivo para la ventaja o el beneficio de otra persona (no la persona que esta siendo abusada) y que el comportamiento no constituye otra forma de uno de los delitos de conducta sexual inapropiada precedentes. Ejemplos: prostituir a otra persona; grabación de actividad sexual sin consentimiento en video o fotografía, la distribución sin consentimiento de fotos o información sobre la actividad sexual, más allá de los límites del consentimiento (un individuo permitiendo que amigos se escondan en el armario para verlo o verla teniendo relaciones sexuales sin que su pareja lo sepa).

¿Qué es el consentimiento?

El consentimiento se definía como un acuerdo claro y dispuesto por parte de todos los involucrados participar en un acto sexual. No es la ausencia del término “no” o la resistencia - es una persona diciendo activamente “Si”. El consentimiento es en curso y permite para la revocación en cualquier momento sin temor de la humillación o la represalia. Solo porque usted puede haber sido practicado el sexo previamente con dicha persona no significa que usted ha recibido consentimiento para contacto sexo futuro. No pueda obtenerse el consentimiento si obligaban, amenazaban, intimidaban, o forzaban a la persona. Es responsabilidad de la persona que está iniciando el contacto sexual de obtener el consentimiento. No pueda otorgarse tal consentimiento si una persona esta baja los efectos de las drogas o el alcohol, o si la persona está dormido o inconsciente. **El acto sexual con una persona que no puede dar su consentimiento se considera una violación.**

Derechos de las víctimas/ sobrevivientes

- Ser tratado con respeto y dignidad.
- Tenga conversaciones confidenciales con el personal de Servicios de Consejería de SCSU @ 203.392.5475 y Centro de Salud @ 203.392.6300 y conversaciones confidenciales limitadas (confidenciales a menos que sea citado) con la Defensora Universitaria de Víctimas, Catherine Christy en el Centro de prevención de la violencia, de asistencia y apoyo a las Víctimas @ 203.392.6946 (o), 203.687.1252 (c).
- Ser informado de sus derechos del Título IX, opciones para reportes/denuncias, y servicios de apoyo.
- No ser juzgado en base a su raza, edad, clase social, género, expresión de género u orientación sexual.
- Pida que un defensor le acompañe a exámenes médicos, a la policía, y a los procedimientos judiciales.
- Solicitar que alguien de confianza se puede quedar con usted durante un examen médico o un Kit de.
- Hacer preguntas y obtener respuestas sobre las pruebas, exámenes, medicamentos, tratamientos o informes de la policía.
- Asistencia con un plan de viviendo en campus, clases, horario de trabajo y otros alojamientos tras un incidente a cualquier extreme posible y razonable.
- Ser considerado una víctima / sobreviviente, independientemente de su relación con el agresor.
- Busque la ayuda de la policía o empleados de la universidad sin temor a medidas disciplinarias por una violación de la política de drogas / alcohol en campus.

Lo que debe hacer inmediatamente después de un incidente

1. **Ir a un lugar seguro.** Si no está seguro, llame a la Policía de la universidad @ 203.392.5375 o 911
2. **Preservar toda evidencia.**

Acoso sexual y acecho:

Guardar regalos, correos electrónicos, mensajes de texto, y crear un registro de toda la actividad sospechosa.

Violencia de pareja:

Documentar todos los incidentes en un registro, así como tomar fotografías de las lesiones físicas y guardar en un lugar que el abusador no pueda encontrar.

Asalto Sexual:

Guarde toda la ropa de la época del asalto; no limpiarse, bañarse, ducha, o cepillarse los dientes.

Usted puede traer a una persona de apoyo de su elección con usted al hospital para tener una serie de recolección de evidencia (**Yale New Haven Hospital @ 203.688.2222, o Hospital of Saint Raphael @ 203.789.3000**), incluyendo un amigo o abogado del Centro de la Mujer y la Familia. Incluso si usted está indeciso acerca de si o no desea presentar una denuncia policial, se le anima a tener pruebas recogidas tan pronto como sea posible (dentro de 5 días, pero lo mejor dentro de 3 días).

No es necesario presentar un informe de la policía con el fin de tener el kit de recolección de evidencia realizado.

Hay tiempo para cambiar de opinión a presentar un informe, pero hay poco tiempo para reunir pruebas.

Esta es la mejor manera de mantener sus opciones abiertas para el futuro. Tenga en cuenta que el kit es sin costo alguno para usted o su seguro.

Explotación sexual:

Guarde copias de los videos en un disco duro externo, imprima y guarde copias de los sitios web o redes sociales, guardar cualquier tipo de comunicación con respecto a las imágenes de explotación, y documentar todos los incidentes en un registro.

3. **Obtener atención médica.** Independientemente de si usted decide tener evidencia recopilada, usted todavía tiene la opción de obtener medicamentos para prevenir las infecciones de transmisión sexual y / o el embarazo, y la atención médica general, todos disponibles en el Centro de Salud SCSU @ 203.392.6300.

RECUERDE: Usted nunca tiene la culpa. Acoso Sexual, Asalto Sexual, violencia en la pareja, el acecho y la explotación sexual se tratan del poder y el control, y no son causados por algo que has hecho, lo que llevabas puesto, o su relación con el agresor.

Southern Connecticut State University

Support and Resource Team



What is SART?

The SCSU Support and Resource Team (SART) provides a collaborative victim-centered team response to sexual misconduct (sexual harassment, sexual assault and sexual exploitation), intimate partner violence (dating violence and domestic violence) and stalking that ensures a transition from victim to survivor for every individual whose life is affected by sexual violence. SART team members can provide a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, referrals and general information regarding sexual misconduct (sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation).

If a survivor chooses to file a police report, the University Police Department and the Violence Prevention, Victim Advocacy and Support Center staff will assist that person with the reporting process, empowering the survivor to make their own decisions by providing on – and off- campus resources and offering support as needed. The SART members can assist you in obtaining an order of protection, applying for a temporary restraining order, civil protection order, or seeking enforcement of an existing order. Southern Connecticut State University shall not disclose the identity of the complainant or the accused, except as necessary or as permitted under state or federal law.

Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident will be provided to whatever extent possible and reasonable.

Key Definitions

Taken from the Board of Regents Sexual Misconduct Reporting, Support Services and Processes Policy

Consent is the equal approval, given freely, willingly, and knowingly to 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. 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. 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). The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

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 sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition to 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
- 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.

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 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.

Preserving Evidence

Preserving evidence following an incident of sexual assault, dating/domestic violence, stalking, sexual harassment or sexual exploitation

1. Sexual Assault

a.

Forensic evidence collection is *best done within 72 hours* of the assault and best collected immediately following an assault. Technological advancements are making it more likely to collect evidence even after 72 hours; however, it is important to remember that the more time passes between the sexual assault and reporting it to the police, the less likely it will be to collect physical evidence that may be very important to the prosecution of a criminal case. Note the kit can be done up to 5 days following an assault in Connecticut.

b. To preserve evidence in the case of sexual assault, it is recommended that you do not shower or bathe, wash your hands, use the toilet, douche, eat, drink, smoke, brush your teeth, change clothing, or wash clothing or bedding before a medical exam. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care.

2. Dating or Domestic Violence

a. In

the case of dating violence and domestic violence, the resource you choose to report the crime to (a doctor, the police, an advocate, etc.) may recommend ways to preserve evidence such as logging incidents, photographing injuries, seeking medical care, etc. Be sure to keep this information in a place that it will not be found by the offender.

3. Stalking

a. Stalking is

demonstrated through a pattern of unwanted contact. In addition to logging unwanted contact, an advocate or police officer may recommend you save and photograph unwanted text messages, emails, letters and gifts and store them in a secure location and one that will not be found by the offender.

4. Sexual Exploitation

a. Save copies of videos to an external hard drive, print and save copies of websites, social media and save any type of communication regarding the images.

Preserving Evidence (cont)

5. Sexual Harassment

a. In addition to logging unwanted contact, an advocate or police officer may recommend you save and photograph unwanted text messages, emails, letters and gifts and store them in a secure location and one that will not be found by the offender.

b. Document any adverse actions that are taken against you. Keep copies of performance evaluations that attest to the quality of your work. Document your work and/or academic performance and any steps you have taken.

Title IX: In cases of an alleged sexual offense, when the complainant and the accused are students, both the complainant and the accused are entitled to the following:

- 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.
- Present evidence and witnesses on their behalf.
- Be informed in writing of the results of the disciplinary proceeding no later than one business day after it concludes and retain the right to appeal the decision in accordance with disciplinary procedures.
- Have their identities kept confidential, except as necessary to carry out a disciplinary proceeding or as permitted by state or federal law.
- They have the right to request that disciplinary proceedings begin promptly and know that the proceeding must be conducted by an official trained in issues relating to sexual assault, stalking, and intimate partner violence. The judicial process will use the “preponderance of evidence standard” (i.e., whether it is more likely than not that the alleged incident occurred).
- Following a final determination of responsibility when the allegation involves a rape or other sexual offense, the university judicial officer may impose any sanction or combination of sanctions, including expulsion. Disciplinary proceedings under this Code may be carried out before, during or after civil or criminal court proceedings against the accused student.
- A survivor can choose to file charges with the police, the University, both, or none. Assistance/Advocacy is available for all survivors upon their request. Assistance/Advocacy is also available to all survivors upon their request when filing charges concerning on or off campus incidents.

For a complete list of your Title IX rights please visit: <https://southernct.edu/sexual-misconduct>

Procedures for Reporting Sexual Misconduct

A university or local Victim Advocate and/or any SART member can assist you at any point in the reporting process outlined below. This information is also available at: SouthernCT.edu/sexual-misconduct

Confidential Reporting

Confidential reporting, meaning you can disclose in complete confidence, can be made to on and off campus support centers, including SCSU Counseling Services, SCSU Health Services, 24 hour hotline staff members, and clergy. See pages 11 and 12 for a list of confidential SART members and local community agencies.

Retaliation

Swift and appropriate action will be taken against any member of the University community who is found to have retaliated against any other member of the University community because she/he reported Sexual Harassment, Sexual Assault, Interpersonal Violence (Dating or Domestic Violence), Stalking, or Sexual Exploitation assisted in the investigation of a Sexual Harassment, Sexual Assault, Interpersonal Violence, Stalking or Sexual Exploitation complaint, or testified or otherwise participated in a proceeding or hearing relating to an allegation of Sexual Harassment, Sexual Assault, Interpersonal Violence, Stalking or Sexual Exploitation within the University.

Retaliation may include, but is not limited to, any form of hostility, intimidation, reprisal or harassment. To report retaliation, please contact the Title IX Coordinator and/ or Office of Student Conduct and Civic Responsibility.

Formal Complaints- STUDENT Perpetrator	
<u>Criminal Charges:</u> <p style="text-align: center;">University Police Granoff Hall 203.392.5375 or 911 24/7</p>	<u>Charges with the University:</u> <p style="text-align: center;">Paula Rice Title IX Coordinator Office of Diversity and Equity Buley Library 240 203.392.5568 RiceP1@SouthernCT.edu Mon.-Fri- 8:30 am-4:30 pm</p> <p style="text-align: center;">Or</p> <p style="text-align: center;">Office of Student Conduct and Civic Responsibility Engleman Hall B222 203.392.6188 Mon.-Fri- 8:30 am-4:30 pm</p>

In cases of an alleged sexual offense, when the accused is a student, both the complainant and the accused are entitled to rights. For a complete list of Title IX rights please visit SouthernCT.edu/sexual-misconduct/students-rights.html

Formal Complaints- EMPLOYEE Perpetrator	
<u>Criminal Charges:</u> <p style="text-align: center;">University Police Granoff Hall 203.392.5375 or 911 24/7</p>	<u>Charges with the University:</u> <p style="text-align: center;">Paula Rice Title IX Coordinator Office of Diversity and Equity Buley Library 240 203.392.5568 RiceP1@SouthernCT.edu Mon.-Fri- 8:30 am-4:30 pm</p>

Silent Witness Program (Anonymous Option)*

This program is designed so that students, faculty and staff can report suspicious activity and crimes via the Internet while remaining anonymous. If you have witnessed a crime, or if you know of a crime that was committed or will be committed, please click here to fill out and submit the form. A member of the SCSU Police Department will investigate the information provided. You will not be contacted unless you provide your contact information. All tips remain anonymous.

Visit SouthernCT.edu/silentwitness for more information on the Silent Witness Program.

** University Police will assess whether any report triggers the need for a timely warning or emergency notification, and in limited circumstances, reports may result in the learning of the victim's and/or reporter's identity.*

Please keep in mind this program is intended to assist the SCSU Police Department and is not intended for crimes in progress or for emergencies. Dial 911 or (203) 392-5375 in those instances.

Filing Criminal Charges with Local Police **(Off -Campus Incidents)**

To file criminal charges regarding an assault that occurred off campus, call the local police where the assault occurred. The police will investigate the crime and determine the criminal charges. Then the State's Attorney will decide whether or not there is enough evidence to prosecute. This can result in a trial or plea bargain.

The Women & Families Center: Sexual Assault Crisis Services has court victim advocates that are available to support you during this process. For further information, call (203) 624-4576. **The University Police and University Victim Advocate will assist the student in these cases, if requested and able, according to University Policy and state law.**

Restraining Orders, Civil Protective Orders and Protective Orders

Restraining orders and civil protective orders differ from protective orders in that restraining orders are civil protective orders can be issued without the accused person being arrested. Protective orders in a family violence situation are criminal and are issued after the accused has been arrested for committing a family violence crime.

All of these orders must be issued by the court. For more information visit:

<https://southernct.edu/sexual-misconduct/restraining-orders>

The University Police Department will keep protective orders, restraining orders and civil protective orders on file in accordance with state regulations. Any victim/survivor of a sexual assault or domestic violence is strongly encouraged to contact the University Police to verify that they have received from the court a copy of any order filed on their behalf. The University Police Department will accept copies of any orders that can be properly verified.

Victims are strongly advised to report any violations of these orders to the University Police at 203.392.5375. If the violation of a court order is an emergency situation, DIAL 911 IMMEDIATELY.

For further information (protective/ restraining orders, sex offender list, etc.) on reporting a crime and safety services see Sections III and IV of the Uniform Campus Crime Report found at <https://www2.southernct.edu/university-police/clery-report.html>

SCSU Safety Services

Campus Watch

University Police offers an on-campus escort service 24 hours a day for your security. Simply call the University Police Department at (203) 392-5375, state your name, location, and destination, and, as long as your route is on university property, an officer or a student security assistant will accompany you. *For more information, please visit:* <https://www2.southernct.edu/university-police/services/campus-watch.html>

Shuttle Services

Currently, there are five shuttle routes that service the 10 enclosed bus stops located throughout the campus. *For more information, please visit:* <https://www2.southernct.edu/student-life/safety/shuttle-services/>

SCSU R.I.D.E.S.

Reducing Individual Danger and Encouraging Safety-Metro Taxi URIDES Safe Card RIDES is a program designed to offer students a safe and reliable mode of transportation when one is needed. The Metro Taxi URide card is available to all students and allows students to access a ride 24 hours a day, 7 days a week. The program is especially designed for circumstances when you might lack cash, but need a safe way out of an uncomfortable situation. *For more information, please visit:* <https://www2.southernct.edu/university-police/services/safe-ride.html>

Rape Aggression Defense (R.A.D.)System

The Rape Aggression Defense System is a program of realistic self-defense tactics and techniques for women. The R.A.D. System is a comprehensive, women-only course that begins with awareness, prevention, risk reduction and risk avoidance, while progressing on to the basics of hands-on defense training. R.A.D. is not a Martial Arts program.

For more information, please visit: <https://www2.southernct.edu/university-police/services/rape-aggression-defense.html>

Resources

University Resources

Available 24 hours a day 7 days a week:

A University Victim Advocate is available 24/7 when a report is made to a campus member.

University Police.....(203) 392-5375, Emergency – 9-1-1

Available Monday- Friday 8:30 am-4:30 pm:

- SART Members.....SouthernCT.edu/sart
- Violence Prevention, Victim Advocacy & Support Center.... (203) 392-6946
- Office of Diversity & Equity.....(203) 392-5899
- Counseling Services *Confidential.....(203) 392-5475
- Health Center *Confidential.....(203) 392-6300
- Marriage and Family Clinic *Confidential..... (203) 392-6413
- Multicultural Center.....(203) 392-5879
- Interfaith Office.....(203) 392-5331
- Wellness Center.....(203) 392-7110

Local & National Resources

Available 24 hours a day 7 days a week:

- Local Police Emergency.....9-1-1
- The Umbrella Center: Domestic Violence Services in New Haven
*Confidential 24 hour hotline.....(203)789-8104
- Women & Families Center, Sexual Assault Crisis Services in CT
*Confidential 24 hour Hotline.....1-888-999-5545(En)/1-888-568-8332(Sp)
or (203)235-4444
- The National Sexual Assault 24 Hr Hotline *Confidential.....1-800-656-HOPE
- National Domestic Violence Hotline *Confidential.....1-800-799-SAFE

Hospital of Saint Raphael.....(203) 789-3000

- Yale New Haven Hospital.....(203) 688-2222

Available Monday- Friday 8:00 am-4:30 pm

State of Connecticut Office of Victim Services.....1-800-822-8428

WhatTheBrock?!

Rape Culture |
Victim Blaming |
Bystander Intervention |

{Enter Your Thoughts Here}

An Open Discussion for Students on: The Brock Turner Case



JOIN US: Thursday, February 1, 2018 | ASC 201 | 1pm – 2:30pm

RSVP to Mary Xatse : vpas@southernct.edu

-Lunch will be provided-

RSVP by Tuesday, January 30, 2018 if you would like lunch!

Note: Discussion may be triggering for survivors and secondary survivors!

Sponsored by the Violence Prevention, Victim Advocacy and Support (VPAS) Center

LGBTQ+

AN EDUCATIONAL OPEN DISCUSSION ON THE FACTS AND
MYTHS ABOUT THE LGBTQ+ COMMUNITY
AND SEXUAL VIOLENCE

THURSDAY, MARCH 22ND

1:00PM-2:30PM

ASC 201

FOR LUNCH, PLEASE RSVP TO MARY AT VPAS@southernct.edu BY
TUESDAY, MARCH 20TH AT NOON

WALK INS WELCOME, BUT LUNCH MAY NOT BE GUARANTEED UNLESS YOU RSVP

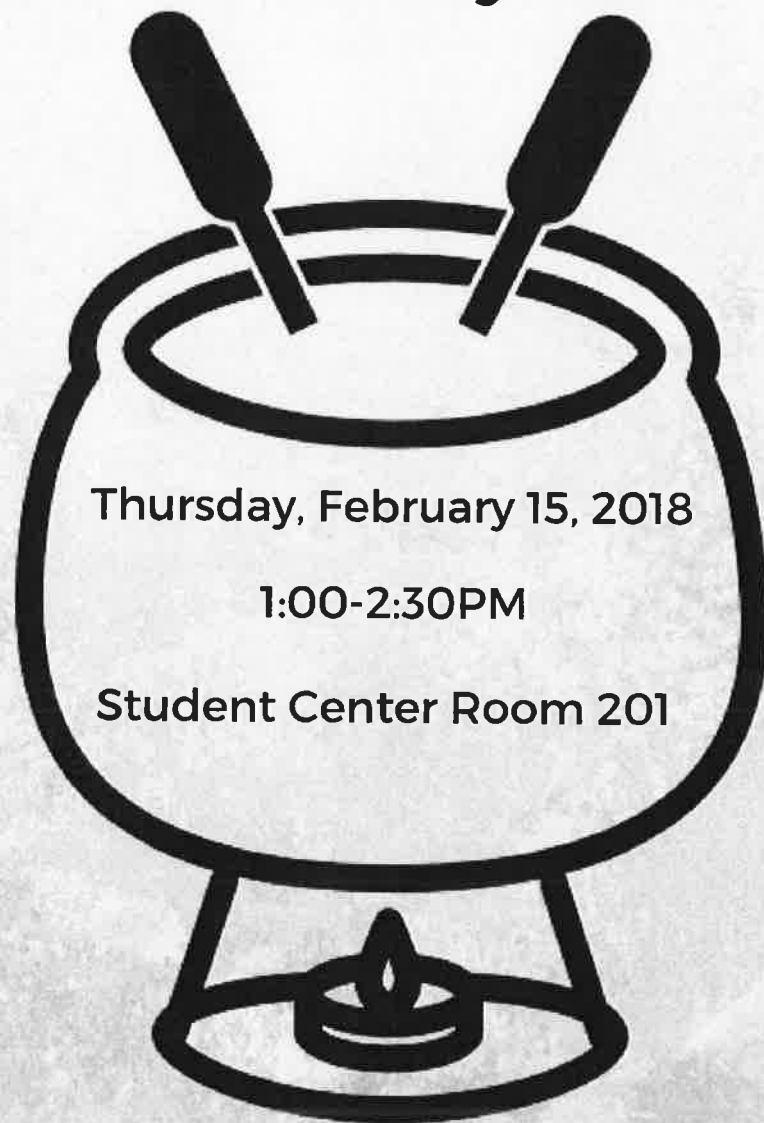
SPONSORED BY:

The Violence Prevention, Victim Advocacy and
Support (VPAS) Center

Enter Your Thoughts Here

AN OPEN DISCUSSION
FOR STUDENTS ON

The Fon-Do's and Don'ts of Healthy Sex



Facilitated by the Violence Prevention, Victim Advocacy and Support
(VPAS) Center and The Wellness Center

[Please direct any questions to Vpas@southernct.edu]

Enter Your Thoughts Here

AN OPEN DISCUSSION FOR STUDENTS ON

MENTAL HEALTH STIGMAS AND PERPETRATORS OF VIOLENCE

Thursday, March 1, 2018

1:00pm-2:30pm

Student Center Room 201

FOR LUNCH, RSVP TO MARY AT VPAS@SOUTHERNCT.EDU

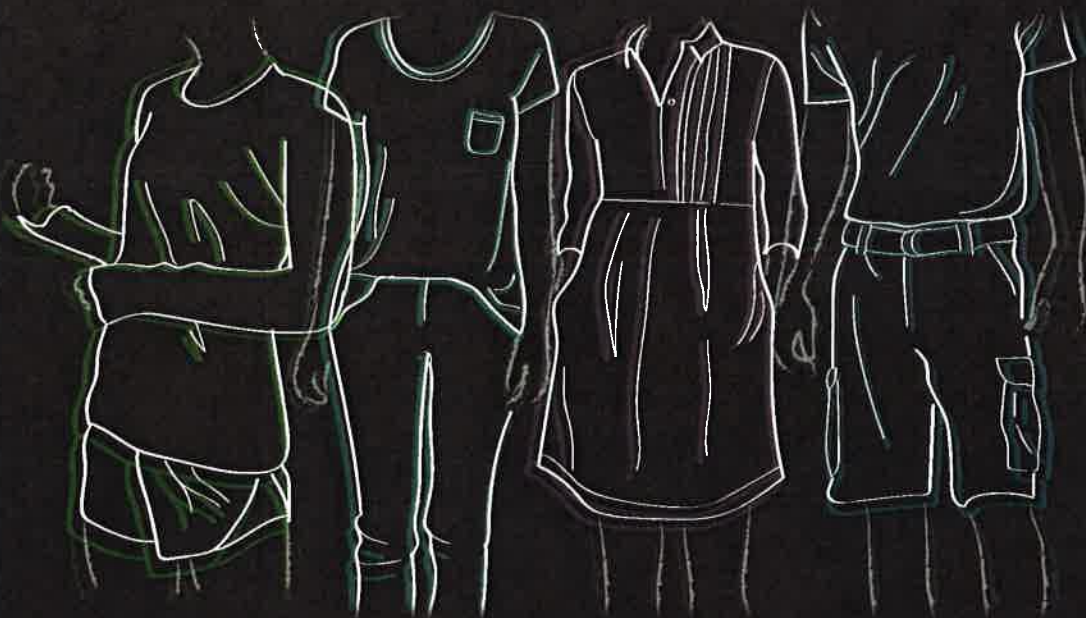
BY TUESDAY, FEBRUARY 27 AT NOON

**WALK INS WELCOME, BUT LUNCH MAY NOT
BE GUARANTEED UNLESS YOU RSVP**

Sponsored by:

- THE VIOLENCE PREVENTION, VICTIM ADVOCACY AND SUPPORT (VPAS) CENTER
- COUNSELING SERVICES • ACTIVE MINDS

*"What were you
wearing?"*



Survivor Art Installation*

An installation of recreated outfits based on stories of student survivors to respond to one of the most widespread myths of rape culture.

Free admission.

November 14th 10:00am-3:00pm

Engleman Rotunda

November 15th 10:00am-3:00pm

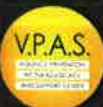
Moore Field House

November 16th 10:00am-3:00pm

Adanti Student Center Plaza Level

*Sensitive content. Attendees may leave at any time.

This program is a part of Social Justice Month.



203-392-6946

Schwartz Hall

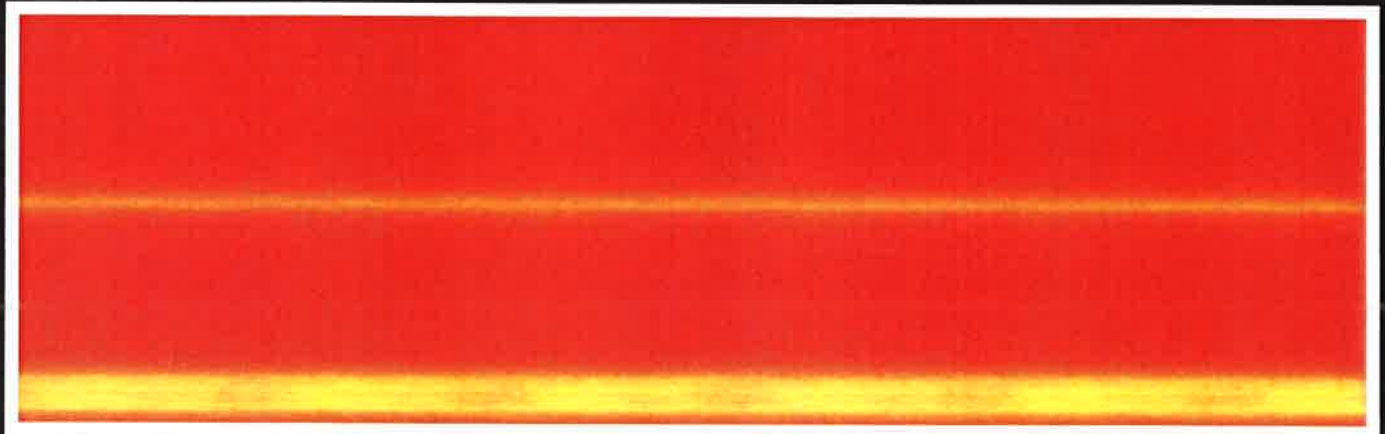
vpas@southernct.edu

When you see something,
say something!

THE RED FLAG CAMPAIGN

Cosponsored by the VPAS Center, Department of Residence Life and SART.

Contact vpas@southernct.edu for more information.



Enter Your Thoughts Here: An Open Discussion for Students on Rape Culture



Thursday, April 5th: 1:00-2:30pm
Adanti Student Center, Room 201

RSVP to Mary at VPAS@Southernct.edu for lunch
by April 3rd at 12:00pm

Walk-ins welcome, but lunch is not guaranteed
unless you RSVP

We will be collecting new toiletries (soap,
toothpaste, etc.) that will be donated to the
Umbrella Center for Domestic Violence
Services (UCDVS) emergency safe houses

Sponsored by:

The Violence Prevention, Victim Advocacy and Support (VPAS) Center

TAKE BACK THE NIGHT EMBRACE YOUR VOICE APRIL 24, 2018

Come support SCSU'S 21st annual
Take Back the Night, an empowering
event dedicated to giving survivors of
sexual violence a voice!

Join us for a march, rally, keynote
speaker, student performance and
open mic speak-out!

**MARCH BEGINS AT 6:45PM
DUNKIN' DONUTS PATIO**

**RALLY BEGINS AT 7PM
RESIDENCE LIFE QUAD**

Rain location: Farnham Programming Space

SPONSORED BY

VPAS Center, SART, Office of Residence Life, PEACE, Counseling
Services, Tau Kappa Epsilon, Delta Phi Epsilon, Alpha Sigma Alpha,
NOTErious, Public Health Department, Beta Mu Sigma, Athletics,
Greek Life, University Police, Office of Diversity & Equity, Office of
Student Conduct and Civic Responsibility, Student Affairs, Office of
Student Involvement and Leadership Development, Women and
Families Center and Umbrella Center for Domestic Violence
Services



**WITH KEYNOTE SPEAKER
Sabrina Saint Juste**



**CLASS OF 2018
PEACE PEER EDUCATOR
SURVIVOR**

For more information, please contact
Violence Prevention, Victim Advocacy
and Support Center (VPAS)
Melissa Kissi: kissim1@southernct.edu
203.392.6946

APPENDIX C

Other Supplemental Information

ON CAMPUS • 24/7

- University Police **203-392-5375** or **911**
- University Victim Advocates -Catherine Christy
For sexual misconduct cases, hazing, bullying and all crimes. **203-392-6946** office • **203-687-1252** cell
- University Victim Advocates -Melissa Kissi
For sexual misconduct cases only.
203-392-6945 office • **203-507-3751** cell

ON CAMPUS • M-F, 8:30 AM-4:30 PM

- Confidential Counseling Services **203-392-5475**
- Confidential Health Center **203-392-6300**
- Confidential Marriage and Family Clinic
203-392-6413
- Violence Prevention, Victim Advocacy and Support Center (VPAS) **203-392-6946**
- Title IX Coordinator **203-392-5899**
- Office of Diversity and Equity **203-392-5899**
- Office of Student Conduct and Civic Responsibility
203-392-6188
- Human Resources
Diane Mazza (*for employees*)
203-392-5405
- Multicultural Center
203-392-5879
- Interfaith Office **203-392-5331**
- SouthernCT.edu/sart

OFF CAMPUS • 24/7

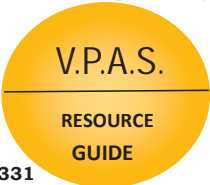
- Women & Families Center, 24-hour hotline
1-888.999.5545
Spanish **1-888-568-8332** Confidential
- The Umbrella Center for Domestic Violence
Services 24-hour hotline **203.789.8104**
Confidential

STATE RESOURCES

- Office of Victim Advocacy **ct.gov/ova**
- Office of Victim Services **jud.ct.gov/crimevictim**



YOU ARE NOT ALONE—
WE ARE HERE TO HELP!



WHAT IS V.P.A.S.?

The Violence Prevention, Victim Advocacy and Support Center (V.P.A.S.) is committed to helping to create a campus community of respect and safety by providing violence prevention education, victim advocacy and support services.

Prevention education topics include sexual misconduct (sexual harassment, sexual assault, intimate partner violence, stalking, sexual exploitation), bystander intervention, hazing, bullying and safety.

Advocacy services are available to support students who have experienced sexual misconduct, hazing, bullying or any other crime.

We know that being on a campus that encourages responsibility to self and others, is essential for students to achieve their academic and personal goals.

WHAT IS S.A.R.T.?

Southern Connecticut State University's Sexual Assault Resource Team (SART) is designed to provide a collaborative victim-centered team response to **sexual misconduct** (sexual harassment, sexual assault, domestic violence, dating violence, stalking, and sexual exploitation).

S.A.R.T.'s mission is to provide support and services that ensure a transition from victim to survivor for every individual whose life is impacted by sexual violence.

Contact S.A.R.T. Coordinator
Catherine Christy at
ChristyC1@SouthernCT.edu, or
(203) 392 – 6946 or visit
SouthernCT.edu/sart



WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to or rejection of such conduct is made either explicitly or implicitly 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.

WHAT IS SEXUAL ASSAULT?

Sexual assault is compelling by force, or threat of force: sexual penetration of the vagina, anus, or mouth including by an object, which are all considered **rape**; or contact with a person's genital area, groin, anus, inner thighs, buttocks, or breast for the purpose of exerting control or for the purpose of degrading or humiliating the victim. It is also intentionally subjecting another to such contact without consent.

WHAT IS INTIMATE PARTNER VIOLENCE?

Intimate partner violence is any physical or sexual harm against an individual by a current or former spouse or person in a dating relationship that may be classified as sexual assault, stalking, or domestic violence.

WHAT IS STALKING?

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety, or suffer substantial emotional distress.

WHAT IS SEXUAL EXPLOITATION?

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.

WHAT IS CONSENT?

Consent is when all parties involved willingly agree to a specific sexual act. It is not the absence of "no" or of resistance—it is someone actively saying "yes" through word or actions. Consent is ongoing and allows for withdrawal of consent at any time without fear of humiliation or retaliation. Just because you may have been sexually active with the person before does not mean that you have consent for future sexual contact. Consent cannot be given if forced, threatened, intimidated, or coerced. Obtaining consent is the responsibility of the person initiating the sexual contact. Consent cannot be given when under the influence of alcohol or drugs, or if the person is asleep or unconscious. **Having sexual intercourse with someone who cannot consent is rape. For further information on sexual misconduct, reporting options and advocacy services visit SouthernCT.edu/sart or SouthernCT.edu/sexual-misconduct**

WHAT IS HAZING?

Hazing is 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 the Student Code of Conduct. Visit SouthernCT.edu/offices/judicialaffairs/codeofconduct

WHAT IS BULLYING?

Bullying is 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. Bullying is deliberate hurtful behavior to someone as a single incident or over a period of time. It can be either physical, verbal, indirect, or a combination of any of these forms. Often it includes one or more of the following:

- Intimidation • Exclusion • Rumor-spreading
- Name-calling • Anonymous messages

CRIME VICTIMS IN CONNECTICUT

C.G.S. Sec. 1-1k: Except as otherwise provided by the general statutes, "victim of crime" or "crime victim" means an individual who suffers direct or threatened physical, emotional or financial harm as a result of a crime. There are resources and support available for crime victims.

Advocates can help by providing personal support, assist in identifying and using campus, community and state resources, and can accompany a victim/survivor to court hearings, appointments, meetings, etc. or serve as a liaison.

IT'S ON US

In order to address the issues of violence prevention, all members of the campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and acknowledging our ability to make a difference at SCSU, we can begin to reduce the risk. Consider the following ways you can help to stop violence:

- **DON'T BE AFRAID TO GET INVOLVED.**
- **TAKE CARE OF YOURSELF AND YOUR FRIENDS.**
- **TALK OPENLY WITH FRIENDS ABOUT THESE ISSUES.**
- **SPEAK UP. TAKE A STAND SAFELY IN SITUATIONS THAT COULD ESCALATE TO ABUSE AND VIOLENCE.**



RED FLAG CAMPAIGN

During this semester—long event, V.P.A.S. helps to spread awareness of red flags in a situation or relationship, and how to identify and confront them. Signs and red flags with stories written by students are positioned around campus.

TAKE BACK THE NIGHT

This annual rally against sexual violence has been held on campus since 1998. The empowering event includes guest speakers, a speak-out, and a campus march.

"IT'S ON US" FEST

This festival has interactive games, prizes, and information on violence prevention. Learn about the "It's On Us" campaign, aimed at raising awareness and encouraging students to take a stand against sexual violence and create a campus environment of safety and respect.

WAYS TO HELP

Peer Education: Our peer educators are role models for making the campus a safer, more respectful place for ALL students by facilitating discussions on bystander intervention. Contact V.P.A.S. if you are interested in learning more and being trained as a peer educator!

Volunteers Wanted! Our student volunteers are a critical part of the work V.P.A.S. does. If you are interested in assisting with anything, from creating flyers to staffing events, contact V.P.A.S. for more information.

You are viewing the legacy website. Visit the new website at www.SouthernCT.edu
(<http://www.southernct.edu>).

Navigate this Section▼

[Southern Connecticut State University \(http://www.southernct.edu/\)](http://www.southernct.edu/) >

[Violence Prevention, Victim Advocacy and Support \(VPAS\) Center \(/vpas/\)](#) >

[Violence Prevention, Victim Advocacy and Support \(VPAS\) Center Information](#)

VIOLENCE PREVENTION, VICTIM ADVOCACY AND SUPPORT (VPAS) CENTER INFORMATION

The Violence Prevention, Victim Advocacy and Support Center (VPAS) is committed to helping to create a campus community of respect and safety by providing violence prevention education, victim advocacy and support services. We know that being in an environment that encourages responsibility, to self and others, is essential for students to achieve their academic and personal goals. Please click here (</vpas/files/documents/VPAS%20Brochure.pdf>) for a copy of our brochure.

Our violence prevention education efforts include information that will help students to:

- build and sustain healthy relationships with intimate partners, friends, fellow students and university community members

- identify sexual misconduct and consent

- identify sexual misconduct campus and community advocates, resources, reporting options and Title IX rights.

- identify perpetrator behavior and risk reduction tips

- identify tools to safely intervene as a bystander

- identify the rights available for survivors of criminal acts

Advocacy and support services are available to all students who are survivors of violence, including sexual misconduct, bullying and hazing. Advocacy and support is provided according to the needs of each student survivor with the goal being to empower them and prevent victimization.

In that light, our prevention efforts, advocacy and services are designed to help create a healthier campus community that supports the success of all of our students.

Southern Connecticut State University

501 Crescent Street
New Haven, CT 06515

Phone: (203) 392-SCSU

Facebook (<https://www.facebook.com/southernct>)

Twitter (<https://twitter.com/scsu>)

Instagram (<https://instagram.com/scsugram>)

Map / Directions (</about/directions.html>) | Directories (<http://directory.southernct.edu/>) |

Feedback (<https://form.jotform.com/53275880154964>)

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Connecticut
State University.

RESPONSE PROTOCOL/PROCEDURES FOR REPORTS OR DISCLOSURES OF SEXUAL MISCONDUCT

Statement of Policy

The Board of Regents for Higher Education (BOR) and each of its member colleges and universities are committed to ensuring that each member of the community has the opportunity to fully participate in the process of education and development. Southern Connecticut State University strives to maintain a safe and welcoming environment free from acts of sexual misconduct (see definitions on pages 5-7). It is also Southern's goal to provide safety, privacy and support to survivors of sexual misconduct.

The BOR has established a policy concerning Sexual Misconduct Reporting, Support Services and Processes (<http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>). The policy strongly encourages and supports the reporting of sexual misconduct including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence. The BOR policy requires all CSCU employees to immediately communicate to the Institutions designated recipient (University's Title IX coordinator) any report or disclosure of sexual misconduct received from a student as well as disclosures or report of sexual misconduct received from another employee when misconduct is related to the business of the institution.

As a Southern Connecticut State University employee, you may find yourself responding to a student or other employee's report or disclosure of sexual misconduct. This protocol is designed to assist employees to respond effectively to such reports or disclosures. Other than those employees with confidentiality (health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community), all university employees are responsible employees and are mandated to report. **In the case of an emergency contact University Police at (203)392-5375 or 911 immediately.**

Responsible Employee Requirements & Rights of Those Who Report or Disclose

In an effort to be in compliance with the University's obligation under Title IX, Connecticut Public Act No. 14-11, and the Board of Regents Policy on Sexual Misconduct, Reporting, Support Services and Processes all faculty, staff, and administrators, with the exception of health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community are mandated to report all disclosures and reports of incidents of sexual misconduct regardless of the age of the survivor. This mandate is a result of the University's obligation to stop the conduct, prevent its reoccurrence, remedy its effects, provide care and support for the reporting or disclosing person, and ensure the safety and security of our community.

In addition, the University is required to inform in a timely manner those who report or disclose any type of sexual misconduct of all of their rights and options, including the necessary steps and potential outcomes of each option.

In an effort to support members of our community and our obligations, the following steps must be followed by all faculty, staff and administrators (with the exception of those listed earlier in this section) whenever someone discloses or reports sexual misconduct. To assist, specifically, with working with students or employees, please consider the sample script on page 3 when dealing with these situations.

Report of Disclosure Reporting Procedures

If a student/employee discloses an incident of sexual misconduct, **do not ask for any details** other than those pertaining to an emergency situation. If the student/employee shares any details of the incident you are mandated to report them Paula Rice, Title IX Coordinator. Kindly inform the student/employee that, while you are a responsible employee and mandated to report any information regarding sexual misconduct, you do want to help. Your role is to compassionately and professionally assist in helping the student/employee get the support and resources they need.

Student Disclosure or Report

1. While with the student, contact Catherine Christy, Violence Prevention, Victim Advocacy and Support Center (VPAS), University Victim Advocate and S.A.R.T. Coordinator, at (203)392-6946 (o) or (203)814-6957(c). Ms. Christy will offer guidance and review information and procedures that can assist the student in getting the help they may need, and will offer to speak and/or meet with the student. Ms. Christy will also provide written, concise information to the student regarding rights, options and possible outcomes of each option.
2. Once the student has been connected with Cathy Christy, University Advocate, the administrator, faculty or staff member must submit the sexual misconduct notification form (https://cm.maxient.com/reportingform.php?SouthernCTStateUniv&layout_id=10) to Paula Rice, Title IX Coordinator. The questions on the form are NOT to be asked of the person disclosing or reporting the situation, therefore, areas will remain blank. Please make sure to provide all information that was reported or disclosed to you. If you are a Campus Security Authority, please make sure to indicate this on the form. Remember that if you know information, the University is also considered to know. The University's obligation to respond begins the moment the University is on notice that a member of our community has experienced sexual misconduct, sexual assault, or intimate partner violence.

Employee Disclosure or Report

1. While with the employee, contact Diane Mazza, Office of Human Resources at (203) 392-5405. Ms. Mazza will offer guidance and review information and procedures that can assist the employee in getting the help they may need, and will offer to speak and/or meet with the employee. Ms. Mazza will also provide, concise information to the employee regarding rights, options and possible outcomes of each option.
2. Once an employee has been connected with Diane Mazza, Office of Human Resources, the administrator, faculty or staff member must submit the sexual misconduct notification form https://cm.maxient.com/reportingform.php?SouthernCTStateUniv&layout_id=10 to Paula Rice, Title IX Coordinator. The questions on the form are NOT to be asked of the person disclosing or reporting the situation, therefore, areas will remain blank. Please make sure to provide all information that was reported or disclosed to you. If you are a Campus Security Authority, please make sure to indicate this on the form. Remember that if you know information, the University is also considered to know. The University's obligation to respond begins the moment the University is on notice that a member of our community has experienced sexual misconduct, sexual assault, or intimate partner violence.

Employee Self-Report

University employees wishing to report personal incidents of sexual misconduct should contact Paula Rice, Title IX Coordinator at (203) 392-5568. If an employee wishes to receive information about University and community support and advocacy services he/she should contact Diane Mazza, Office of Human Resources at (203)392-5405. To make a criminal report the employee should contact University Police at (203)392-5375 or 911 in an emergency.

What Happens After You Notify Title IX Coordinator?

1. The Title IX Coordinator or her/his designee begins an investigation. It is important to note, that while the institution must make every effort to reach out to the survivor as part of the investigation, the survivor has the option to speak with the investigator or not. This will be explained by the Human Resources/ Victim Advocacy and Support Center (VPAS) directly to the survivor. Her or his privacy will be respected; identities and details will be shared only with those who need to know to support the reporting or disclosing person and to address the situation through the University's processes.
2. If the reporting or disclosing person is under the age of eighteen (18), the Title IX Coordinator will contact the Connecticut Department of Children and Families to inform them of the alleged situation involving sexual misconduct
3. If you, as a responsible employee, also serve as a Campus Security Authority under the Jeanne Clery Act, the Title IX Coordinator will contact University Policy to report the possible sexual assault regardless of the age of the survivor. Employees identified as CSAs will be contacted by University Police and training will be provided.

Sample Script When Dealing With Student Disclosure or Report

"Excuse me for interrupting. It sounds like you are going to tell me about a situation involving sexual misconduct (sexual harassment, sexual assault, sexual exploitation, intimate partner violence or stalking) Please know that I want to help. However, if you want to continue this conversation with me, you need to know that I am a responsible employee and I have a duty to report this conversation to the university's Title IX Coordinator. The university has professionals who you can speak with about this and I can give you their information. I also have information about resources for counseling, health, advocacy and reporting options. I want you know that you do not need to share any information on the incident with anyone to receive support and advocacy. Also, while you are here I am going to contact the University Advocate who will help to ensure that you are getting the information and support that can best help you at this time. You do not have to speak to the advocate unless you choose to. Is there anything else I can do for you now?"

Confidential Resources & Confidentiality

When SCSU or any of its employees receives a report of sexual misconduct, all reasonable steps will be taken by the appropriate University officials to preserve the privacy of the reported survivor while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act the institution also must fulfill its duty to protect the campus community.

As a responsible employee you are mandated to report and can no longer have confidential conversations with students or employees reporting or disclosing information about their

experiences with sexual misconduct. The University recognizes the significant trust relationship and the difficult situation you are placed in when a student/employee requests confidentiality. To help mitigate this challenges students/employees have been informed that all faculty, staff and administrators must share information with the University and that they have options for confidential reporting.

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.

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

Information on University Reporting Options and Support/Advocacy Services

REPORTING OPTIONS

- University Police (Criminal complaints) @ (203) 392-5375 or 911
- Title IX Coordinator – Paula Rice (Student & Employee complaints)
@ (203) 392-5568
- Office of Student Conduct& Civic Responsibility – Christopher Piscitelli
(Student complaints) @ (203) 392-6188

EMPLOYEE RESOURCES

- Human Resources – Diane Mazza @ (203) 392-5405
- Employee Assistance Program (EAP) The Lexington Group Inc. 1 (800) 676-4357
Available 24/7 Confidential Service

ADVOCACY & SUPPORT SERVICES

- Violence Prevention, Victim Advocacy and Support Center (VPAS) (203) 392-6946
- University Victim Advocate- Catherine Christy -Available: 24/7
Office (203) 392-6946 Cell: (203) 687-1252
- **Confidential-** SCSU Counseling Services @ (203) 392-5475
- **Confidential-** SCSU Health Services@ (203) 392-6300
- **Confidential-** Women & Families Center 1-(888) 999-5545, 24/7
- **Confidential-** The Umbrella Center for Domestic Violence Services (203) 789-8104, 24/7

Visit <https://southernct.edu/vpas/sart.html> for further information including reporting options, students' rights, restraining and protective orders, advocacy and medical attention.

Definitions:

- (1) **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.
- (2) **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.
- (3) **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.

- (4) **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
- 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.

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.

**Definitions taken from the Board of Regents Sexual Misconduct Reporting, Support Services and Processes Policy revised 6/16/16*