

Central Connecticut State University

Report Pursuant to Connecticut General Statutes

Section 10a – 55m

January 1, 2019 – December 31, 2019

Prepared by the CCSU Office of Equity and Inclusion



CCSU is an equal opportunity employer and educator.

Narrative

About Central Connecticut State University

Central Connecticut State University (CCSU) is a regional, comprehensive public university dedicated to learning in the liberal arts and sciences and to education for the professions. The University is located in New Britain, CT and has been an important part of that city's educational and cultural life since CCSU's founding. It is comprised of the following schools – the Carol A. Ammon College of Liberal Arts & Social Sciences; the School of Business; the School of Education & Professional Studies; the School of Engineering, Science & Technology; and the School of Graduate Studies.

CCSU is the largest of four comprehensive universities within the Connecticut State University System (CSUS). As of the Fall 2019 semester, CCSU enrolled 11,154 students, with 9,045 undergraduates and 2,109 graduate students. 49.68% of the total student population is male and 50.32% of the population is female. CCSU has a richly diverse student population, with 36.4% of students identifying as students of color. Hispanic/Latino students comprise 15.2% of the total student body, Black or African-American students 11.8%, and Asian students 4.3%. 60.6% of students are white.

In 2019, 2,174 students (19.5%) lived on campus in one of CCSU's nine residence halls. The remaining 8,980 (80.5%) of students commuted to campus.

About the Office of Equity & Inclusion

Sexual violence prevention efforts are spearheaded by the CCSU Office of Equity & Inclusion in collaboration with other departments and offices across campus. Formerly known as the Office of Diversity & Equity, the Office of Equity & Inclusion was re-named in July 2019 to better reflect the goal of the office to promote equity and the inclusion of diverse viewpoints.

The mission of the Office of Equity & Inclusion is to build an inclusive community where students, staff, and faculty can participate in a free and respectful exchange of ideas without fear. To achieve this goal, the office strives to prevent and respond to discrimination in any form. Central Connecticut State University is committed to providing a safe and nondiscriminatory employment and educational environment that complies with policies relating to affirmative action, discrimination, and harassment.

In 2019, the Office of Equity & Inclusion oversaw the activities of two centers: The Office of Victim Advocacy and the Ruthe Boyea Women's Center.

Sexual Violence Prevention Efforts

CCSU utilizes a comprehensive, multi-level approach to the prevention of sexual violence. Programs and awareness initiatives are provided to students in a variety of settings and formats throughout the entirety of the calendar year. Prevention is an on-going aspect of the educational environment.

Students at CCSU engage in prevention strategies before they even begin classes. In the summer of 2019, new students participated in an engaging in-person sexual violence prevention program called "Bringing in the Bystander" during New Student Orientation. Bringing in the Bystander is an

evidence-based curriculum developed by the University of New Hampshire that aims to empower students to step in when they witness potentially harmful behavior. The program uses case studies, videos, discussion, and interactive activities to educate students about the reality of sexual assault, dating violence, and stalking on college campuses and the role they can play in preventing violence. Students who attended orientation were also provided with information about resources available on- and off-campus. Representatives from CCSU Student Wellness Services and the YWCA New Britain Sexual Assault Crisis Service were available at most of the sessions to provide information about their services and support to students throughout the program.

As the fall semester begins, physical “red flags” are visible across campus as part of the Red Flag Campaign, a project focused on intimate partner violence awareness and prevention. The Office of Victim Advocacy leads the Red Flag Campaign, with a group of student volunteers working to plan and implement activities and programs for the campaign. Students interact with the campaign through posters distributed throughout campus highlighting red flags of abuse. Posters related to the Red Flag Campaign also include information on how students can help a friend in an unhealthy relationship and access help for themselves. In addition, the Office of Victim Advocacy provided thirteen (13) classroom presentations about the campaign and hosted six (6) information tables. In October, The Office of Victim Advocacy hosted “Red Flag Campaign Day” and set up tables in the Student Center where students could answer trivia questions about healthy and unhealthy relationships and contribute to a banner depicting qualities of a healthy relationship.

As the fall semester moves forward, residential students have the opportunity to take part in programming, held in each hall, focused on sexual violence and facilitated by staff from the Office of Equity & Inclusion (OEI), Office of Victim Advocacy (OVA) and the Ruth Boyea Women’s Center. This is also when NCAA athletic teams begin their mandatory training program with OVA. In 2019, training for athletes focused on dating violence and aimed to provide student athletes with tools to recognize unhealthy relationships and intervene when they see warning signs of dating violence.

The Stand Up CCSU campaign takes place throughout the spring semester. This campaign is developed by student community organizers in the Office of Victim Advocacy and includes presentations, events, a poster campaign, and social media posts. Thousands of students interact with Stand Up CCSU in different capacities and the campaign hosts a large outdoor event focused on bystander intervention halfway through the semester. The spring semester also includes events such as Take Back the Night, organized by the Ruth Boyea Women’s Center.

CCSU faculty and staff also engage in training programs throughout the year. All new employees are required to complete an initial Title IX training within their first year of employment and all employees are required to complete a Title IX Refresher training each subsequent year. This training informs employees of their responsibilities when receiving disclosures or reports of sexual misconduct, as well as their rights on campus. The training is offered in-person and on-line.

Policies

CCSU publishes policies online and in print materials that are available to students and employees (see supplemental materials for print documents).

Policies and protocol related to sexual misconduct may be found on the CCSU Office of Equity & Inclusion website at the following link: <https://www.ccsu.edu/diversity/policies/index.html>.

The Student Code of Conduct is available through the Office of Student Rights & Responsibilities: <https://www.ccsu.edu/studentrights/>.

Links to specific policies are included below.

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
https://docs.ccsu.edu/Sexual_Misconduct_Policy.pdf.

BOR/CSCU Statement of Title IX Policy
<https://www.ccsu.edu/diversity/files/BOR%20Approved%20Title%20IX%20Policies.pdf>

BOR/CSCU Policy on Consensual Relationships
Available through the CCSU Human Resources website: <https://www.ccsu.edu/hr/policies.html>
Policy: <https://www.ccsu.edu/hr/files/ConsensualRelationshipsPolicy10.20.16.pdf>

BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child
<https://www.ccsu.edu/diversity/policies/Policy%20Regarding%20Reporting%20Suspected%20Abuse%20or%20Neglect%20of%20a%20Child.pdf>

BOR/CSCU Student Code of Conduct
https://docs.ccsu.edu/Student_Code_of_Conduct.pdf

Written Notification of Rights and Options

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Office of Victim Advocacy

you are not alone

Resources and Options

For survivors of sexual assault,
intimate partner violence
and stalking.

You have options. If you or someone you know has experienced interpersonal violence, please know that there are people at CCSU and in the local community who are here to help. We can answer your questions about where to start.

CCSU has a professional advocate dedicated to assisting survivors/victims.

Joanna K. Flanagan - CCSU's Office of Victim Advocacy

860-832-3795

jflanagan@ccsu.edu

Willard DiLoreto, Room D305

M-F, 9 AM – 5 PM from mid-August thru mid-June

Joanna is here to assist and support you.

**Remember,
no matter what,
this was
not your fault.**

Medical and Emotional Care

- You may need basic medical treatment for current injuries or those injuries that you are not aware of at this time. **Call 911 for immediate assistance.**
- Contact the CCSU Student Wellness Services (SWS) for on-campus evaluation and advice at 860-832-1925. For more information go to www.ccsu.edu/healthservices.
- For off-campus evaluation, advice and the collection of medical evidence go to the Hospital of Central Connecticut at 100 Grand St., New Britain or call 860-224-5011.
- **Please seek emotional support.** It is important not to neglect your emotions. This may mean reaching out to a trusted friend, family member or a confidential professional counselor. **The CCSU SWS, Counseling Services is the only on-campus confidential resource.** There are options for confidential counseling both on- and off-campus.

SWS, Counseling Services

CCSU

Willard DiLoreto W-101

860-832-1925

Free. Confidential.

YWCA

Sexual Assault Crisis Services

19 Franklin Sq., New Britain, CT

860-223-1787 (24/7)

ywcanewbritain.org/sacs

Free. Confidential.

Prudence Crandall Center (for Domestic Violence)

888-774-2900 (24/7)

prudencecrandall.org

Free. Confidential.



Filing a Report - It's up to you.

It is important to note that the Office of Equity & Inclusion and Office of Student Conduct processes are separate from police processes. You have the right to file reports with both, one or neither systems. **CCSU's Office of Victim Advocacy** (860-832-3795) can provide information on options and can assist you with making reports.

All Complaints

Office of Equity & Inclusion (OEI)

860-832-1652

Davidson Hall, Room 119

Complaints Against Students

Office of Student Conduct (OSC)

860-832-1667

Willard DiLoreto, Room W105

Filing a Criminal Complaint and Orders for Protection

You may choose to file a report with the police within the jurisdiction where the incident occurred. For on-campus incidents call the **CCSU Police at 860-832-2375 or 911 (24/7)**. If you don't know which law enforcement agency to contact, CCSU can assist you.

You have the right to obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order against the perpetrator. If the perpetrator is not affiliated with CCSU, at your request, CCSU can still take actions for your protection and comfort on campus. The CCSU Police or the **Office of Victim Advocacy** can provide guidance on the process of requesting one of these orders.

You have the right to be on the CCSU campus. Regardless of whether or not you choose to file a formal complaint, **CCSU's Office of Victim Advocacy** can assist in requesting reasonable accommodations including changing academic, living, campus transportation or working situations. Each person's situation may be different. We will support you in determining what is best for you.

You may want to talk to someone where you feel most comfortable. **These offices are not confidential.** Consider asking about their limits of their confidentiality before you sit down to talk.

Office of Victim Advocacy
860-832-3795

Women's Center
860-832-1655

LGBT Center
860-832-2090

Residence Life
860-832-1660

Other Helpful Information

- www.knowyourix.org
Provides information on Title IX and student rights. Created by and for students.
- www.ccsu.edu/diversity/
Links to CCSU Title IX policies and procedures and staff contact information
- www.ccsu.edu/studentconduct/resources.asp
Links to the CCSU Student Code of Conduct

you are not alone.

There are people available to help.

Sexual Violence Statistics and Data

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Connecticut State
Colleges & Universities

SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Central Connecticut State University
REPORTING OFFICE/DEPARTMENT: Office of Equity & Inclusion
INSTITUTION CONTACT: Joanna Flanagan
YEAR: 2019

Incidents of Sexual Assault, Stalking and IPV Reported to CSCU in 2019						
Type of Incident	Number of Incidents Reported		Incident Reported to Have Occurred in 2019	Respondent Identified as Connected to the Reporting Institution	Respondent Identified as Connected to CSCU Institution	Confidential or Anonymous Reports
Sexual Assault	52		29	21	0	28
Stalking	9		8	6	0	6
Intimate Partner Violence (IPV)	11		10	5	0	1

Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence					
Type of Incident	Number of Investigations	Finding of No Violation or Not Responsible	Finding of Responsible & Expulsion	Finding of Responsible & Suspension	Appeal Outcome
Sexual Assault	9	4 not responsible 2 no finding 2 withdrawn by victim		1	Decision upheld
Stalking	1	1 withdrawn by victim			
Intimate Partner Violence (IPV)	1	1 withdrawn by victim			

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

STATUTORY REFERENCES AND DEFINITIONS

SEXUAL ASSAULT

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

(b) (1) Except as provided in subdivision (2) of this subsection, sexual assault in the first degree is a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court or, if the victim of the offense is under ten years of age, for which ten years of the sentence imposed may not be suspended or reduced by the court.

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

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

Sec. 53a-71. Sexual assault in the second degree: Class C or B felony. (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such

other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

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

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

Sec. 53a-73a. Sexual assault in the fourth degree: Class A misdemeanor or class D felony. (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person's consent; or (3) such person engages in sexual contact with an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from

the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE

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

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

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

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

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

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

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

STALKING

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

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

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

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

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

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

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

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

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

PROGRAMMING:

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

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

"Risk Reduction"

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

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

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

Students – Incidences of Sexual Violence

A total of seventy-two (72) disclosures and reports involving students were made to a non-confidential employee at CCSU throughout calendar year 2019.

Disclosures

Disclosures are when information about sexual violence is communicated but there is no request for an investigation or adjudication. Individuals who disclose sexual violence are offered advocacy services, appropriate accommodations when applicable and support in making connections with a variety of campus and community resources. A total of forty-seven (48) disclosures of sexual assault, intimate partner violence or stalking were made to a non-confidential employee at CCSU. Of these disclosures, thirty-five (35) were sexual assaults, eleven (11) involved intimate partner violence and nine (8) involved stalking.

Reports

A report indicates that there was a disclosure of sexual violence accompanied by an immediate request for an investigation and adjudication or there was a disclosure which included enough information (i.e., name of the accused, location and description of incident) that internal investigators were obligated to move forward with an investigation. A total of twenty-five (24) individuals reported experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. Eleven (11) of the reports were made to the CCSU Office of Student Conduct (OSC). Fifteen (15) reports were made to the CCSU Police Department or an off-campus police department. In some cases, the impacted student reported to more than one adjudicating body, for example reported to the Office of Student Conduct and the police. The following data was provided by the CCSU Office of Student Conduct (OSC) and the CCSU Office of Victim Advocacy (OVA).

Sexual Assault Reports - Students

A total of nine (9) sexual assaults involving CCSU students were reported to the CCSU Office of Student Conduct in 2019. Nine (9) of these reports resulted in an investigation from the Office of Student Conduct, with the following outcomes:

- One (1) report resulted in disciplinary action, which included one (1) suspension.
- Four (4) reports resulted in a finding of not responsible.
- Two (2) reports resulted in no finding from the Office of Student Conduct.
- Two (2) reports were withdrawn at the victim's request.

A total of nine (9) sexual assaults involving CCSU students were reported to police (including CCSU Police and off-campus police departments) in 2019. Two (2) sexual assaults involving CCSU students were reported to external adjudicating bodies.

Intimate Partner Violence Reports

A total of one (1) incident of intimate partner violence was reported to the CCSU Office of Student Conduct in 2019, with the following outcome:

- One (1) report was withdrawn at the victim's request.

A total of four (4) incidents of intimate partner violence were reported to police (including CCSU Police and off-campus police departments) in 2019.

Stalking Reports

One (1) report of stalking was made to the CCSU Office of Student Conduct in 2019, with the following outcome:

- One (1) report was withdrawn at the victim's request.

Total Anonymous and Confidential Reports and Disclosures

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence stalking. In 2019 there was one (1) anonymous report of an off-campus disturbance. The report was referred to the New Britain Police Department.

The only employees on the CCSU campus who are able to receive confidential disclosures of sexual assault, intimate partner violence and stalking are licensed counselors in the CCSU Student Wellness Services. That following data was provided by the CCSU Student Wellness Services as an estimate of confidential disclosures throughout 2019:

- Sexual assault: 28
- Intimate Partner Violence: 6
- Stalking: 1

It is important to note that these confidential disclosures could potentially also be included in the Total Reported Incidents of Sexual Violence. Some students may disclose to a confidential counselor and also make a report or disclosure to a non-confidential employee at the university.

Public Awareness, Prevention, and Risk Reduction Information

1. Title IX Training Provided Spreadsheet
2. Brochures/Booklets
3. Event Information and Flyers
4. Online Statements of Campus Safety and Support Services
5. PowerPoint Presentations

DEPARTMENT	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?	PRIMARY** OR ONGOING?	STUDENTS OR EMPLOYEES	LEARNING OBJECTIVES	DOCUMENTS
Office of Equity & Inclusion	1/9/2019	Title IX Training - Orientation	Student Center	Office of Victim Advocacy, Student Conduct	New Students	50 (approx)	Y	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	All PowerPoint slides included with this report.
Office of Equity & Inclusion	1/10/2019	Sexual Harassment Prevention	CCSU Police Dept.	Office of Equity & Inclusion	Police	13	Y	SA	Ongoing	Employees	Understand definition of sexual harassment and relevant policies. Understand Title IX Policy and how to report sexual misconduct.	
Office of Equity & Inclusion	1/11/2019	Title IX Training	Student Center	Office of Victim Advocacy	Student Workers	14	Y	DoV, DaV, SA, S	Primary/Ongoing	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office of Equity & Inclusion	1/14/2019	Title IX Training	Residence Life	Office of Victim Advocacy	Resident Assistants	10 (approx.)	Y	DoV, DaV, SA, S	Primary	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office of Equity & Inclusion	1/18/2019	Title IX Training - Orientation	Student Center	Office of Victim Advocacy, Student Conduct	New Students	50 (approx)	Y	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office of Equity & Inclusion	2/6/2019	Full Title IX Training	Student Center	Office of Victim Advocacy	New Employees	9	Y	DoV, DaV, SA, S	Primary	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	2/23/2019	Stand Up CCSU Organizer Training	Student Center	Office of Victim Advocacy	Student Workers	10	Y	DoV, DaV, SA, S	Primary	Student Workers	Identify sexual violence prevention strategies.	
Office of Equity & Inclusion	2/25/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	9	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	2/27/2019	Sexual Violence on College Campuses	Willard DiLoreto	Office of Victim Advocacy	Students	25 (approx)	Y	DaV, SA	Primary	Students	Understand how DaV and SA impact college students and identify resources available to support survivors and prevent violence.	
Office of Equity & Inclusion	2/28/2019	Bringing in the Bystander	Student Center	BITB Facilitators	Students	16	N	DoV, DaV, SA, S	Ongoing	Students	Identify harmful situations that could lead to DoV, DaV, SA, S and build skills to intervene to prevent violence.	
Office of Equity & Inclusion	3/4/2019	Bringing in the Bystander	Student Center	BITB Facilitators	Students	11	N	DoV, DaV, SA, S	Ongoing	Students		
Office of Equity & Inclusion	3/5/2019	Healthy Relationships	Residence Hall	Office of Victim Advocacy	Resident Students	20 (approx)	N	DoV, DaV	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.	
Office of Equity & Inclusion	3/5/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	6	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	3/7/2019	About the Office of Victim Advocacy	Maloney Hall	Office of Victim Advocacy	Students	10	N	DoV, DaV, SA, S	Ongoing	Students	Understand the services provided by the Office of Victim Advocacy and how to get support for DoV, DaV, SA, S.	
Office of Equity & Inclusion	3/8/2019	Full Title IX Training	Student Center	Office of Victim Advocacy	New Employees	8	Y	DoV, DaV, SA, S	Primary	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	

Office of Equity & Inclusion	3/13/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	10	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	3/15/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	5	Y	DoV, DaV, SA, S	Ongoing	Employees	-	
Office of Equity & Inclusion	3/19/2019	Bringing in the Bystander	Student Center	BITB Facilitators	Students	15	N	DoV, DaV, SA, S	Ongoing	Students	Identify harmful situations that could lead to DoV, DaV, SA, S and build skills to intervene to prevent violence.	
Office of Equity & Inclusion	3/21/2019	Healthy Relationships	Residence Hall	Office of Victim Advocacy	Resident Students	20 (approx)	N	DoV, DaV	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.	
Office of Equity & Inclusion	3/21/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	9	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	3/25/2019	Bringing in the Bystander	Student Center	BITB Facilitators	Students	16	N	DoV, DaV, SA, S	Ongoing	Students	Identify harmful situations that could lead to DoV, DaV, SA, S and build skills to intervene to prevent violence.	
Office of Equity & Inclusion	3/26/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	4	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	3/29/2019	Campus Security Authority Training	Davidson Hall	Office of Equity & Inclusion, CCSU Police	Campus Security Authorities	14	N	DoV, DaV, SA, S	Ongoing	Employees	Understand reporting responsibilities and procedures for Campus Security Authorities under the Clery Act.	
Office of Equity & Inclusion	3/29/2019	Campus Security Authority Training	Davidson Hall	Office of Equity & Inclusion, CCSU Police	Campus Security Authorities	24	N	DoV, DaV, SA, S	Ongoing	Employees	-	
Office of Equity & Inclusion	3/29/2019	Title IX Training	Residence Life	Office of Victim Advocacy	Resident Assistants	3	Y	DoV, DaV, SA, S	Primary	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office of Equity & Inclusion	4/1/2019	Bringing in the Bystander	Student Center	BITB Facilitators	Students	15	N	DoV, DaV, SA, S	Ongoing	Students	Identify harmful situations that could lead to DoV, DaV, SA, S and build skills to intervene to prevent violence.	
Office of Equity & Inclusion	4/3/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	9	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	4/4/2019	Bringing in the Bystander	Student Center	BITB Facilitators	Students	24	N	DoV, DaV, SA, S	Ongoing	Students	Identify harmful situations that could lead to DoV, DaV, SA, S and build skills to intervene to prevent violence.	
Office of Equity & Inclusion	4/6/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	5	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	4/15/2019	Campus Security Authority Training	Davidson Hall	Office of Equity & Inclusion, CCSU Police	Campus Security Authorities	24	N	DoV, DaV, SA, S	Ongoing	Employees	Understand reporting responsibilities and procedures for Campus Security Authorities under the Clery Act.	
Office of Equity & Inclusion	4/18/2019	Full Title IX Training	Student Center	Office of Victim Advocacy	New Employees	9	Y	DoV, DaV, SA, S	Primary	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	

Office of Equity & Inclusion	4/22/2019	Stand Up CCSU	Bassett Hall	Office of Victim Advocacy	Students	23	N	DaV, SA	Ongoing	Students	Understand the concept of bystander intervention and identify strategies for intervening in a harmful situation.
Office of Equity & Inclusion	4/22/2019	Stand Up CCSU	Bassett Hall	Office of Victim Advocacy	Students	31	N	DaV, SA	Ongoing	Students	Understand reporting responsibilities and procedures for Campus Security Authorities under the Clery Act.
Office of Equity & Inclusion	4/24/2019	Campus Security Authority Training	Davidson Hall	Office of Equity & Inclusion, CCSU Police	Campus Security Authorities	10	N	DoV, DaV, SA, S	Ongoing	Employees	Understand the concept of bystander intervention and identify strategies for intervening in a harmful situation.
Office of Equity & Inclusion	4/24/2019	Stand Up CCSU	Willard Diloreto	Office of Victim Advocacy	Students	22	N	DaV, SA	Ongoing	Students	Understand reporting responsibilities and procedures for Campus Security Authorities under the Clery Act.
Office of Equity & Inclusion	4/29/2019	Campus Security Authority Training	Davidson Hall	Office of Equity & Inclusion, CCSU Police	Campus Security Authorities	10	N	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	4/30/2019	Campus Security Authority Training	Davidson Hall	Office of Equity & Inclusion, CCSU Police	Campus Security Authorities	8	N	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	5/3/2019	Campus Security Authority Training	Davidson Hall	Office of Equity & Inclusion, CCSU Police	Campus Security Authorities	28	N	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	5/22/2019	Title IX Training	Residence Life	Office of Victim Advocacy	Student Workers	15 (approx)	Y	DoV, DaV, SA, S	Primary	Student Workers	Identify harmful situations that could lead to DoV, DaV, SA, S and build skills to intervene to prevent violence.
Office of Equity & Inclusion	6/4/2019	Title IX Training	Student Center	Office of Victim Advocacy	Student Workers	11	Y	DoV, DaV, SA, S	Primary/Ongoing	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/5/2019	Title IX Training - Orientation	Student Center	Office of Victim Advocacy, Student Conduct	New Graduate Students	50 (approx)	Y	DoV, DaV, SA, S	Primary	Students	Identify harmful situations that could lead to DoV, DaV, SA, S and build skills to intervene to prevent violence.
Office of Equity & Inclusion	6/6/2019	Bringing in the Bystander	Student Center	BITB Facilitators	Students	43	N	DoV, DaV, SA, S	Ongoing	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/12/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	50	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/12/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	41	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/17/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	104	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/17/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	71	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/20/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	90	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/20/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	83	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/24/2019	Title IX Training - Orientation	Student Center	Office of Victim Advocacy, Student Conduct	New Transfer Students	50 (approx)	Y	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/25/2019	Title IX Training	Willard Diloreto	Office of Victim Advocacy	Employees	20	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/25/2019	Title IX Training	Student Center	Office of Victim Advocacy	Student Workers	8	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/25/2019	Title IX Training	ITDB	Office of Victim Advocacy	Student Workers/Employees	12	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/26/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	82	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	6/26/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	173	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	7/8/2019	Title IX Training - Orientation	Student Center	Office of Victim Advocacy, Student Conduct	New Transfer Students	50 (approx)	Y	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.
Office of Equity & Inclusion	7/10/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	94	N	DoV, DaV, SA, S	Primary	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.

Office of Equity & Inclusion	7/10/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	94	N		DoV, DaV, SA, S	Primary	Students	=
Office of Equity & Inclusion	7/15/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	88	N		DoV, DaV, SA, S	Primary	Students	=
Office of Equity & Inclusion	7/15/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	78	N		DoV, DaV, SA, S	Primary	Students	=
Office of Equity & Inclusion	7/18/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	83	N		DoV, DaV, SA, S	Primary	Students	=
Office of Equity & Inclusion	7/18/2019	Bringing in the Bystander	Student Center	BITB Facilitators	New Students	95	N		DoV, DaV, SA, S	Primary	Students	=
Office of Equity & Inclusion	8/16/2019	Title IX Training	Residence Life	Office of Victim Advocacy	Resident Assistants	38	Y		DoV, DaV, SA, S	Primary	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct.
Office of Equity & Inclusion	8/20/2019	Title IX Training	Willard Diloreto	Office of Victim Advocacy	Resident Assistants	81	Y		DoV, DaV, SA, S	Ongoing	Student Workers	=
Office of Equity & Inclusion	8/23/2019	Title IX Training	Kaiser Hall	Office of Victim Advocacy	Student Workers	22	Y		DoV, DaV, SA, S	Both	Student Workers	=
Office of Equity & Inclusion	9/16/2019	Office of Victim Advocacy Staff Training	Willard Diloreto	Office of Victim Advocacy	Student Workers	10	Y		DoV, DaV, SA, S	Primary	Student Workers	Understand policies and procedures for the Office of Victim Advocacy. Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.
Office of Equity & Inclusion	9/20/2019	Office of Victim Advocacy Staff Training	Willard Diloreto	Office of Victim Advocacy	Student Workers	10	Y		DoV, DaV, SA, S	Primary	Student Workers	=
Office of Equity & Inclusion	9/27/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	7	N		DoV, DaV, SA, S	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.
Office of Equity & Inclusion	10/7/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	10	N		DoV, DaV, SA, S	Ongoing	Students	=
Office of Equity & Inclusion	10/11/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	33	N		DoV, DaV, SA, S	Ongoing	Students	=
Office of Equity & Inclusion	10/16/2019	Red Flag Campaign	Bassett Hall	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	=
Office of Equity & Inclusion	10/17/2019	Sexual Violence on College Campuses	Bassett Hall	Office of Victim Advocacy	Students	25 (approx)	Y		DaV, SA	Ongoing	Students	Understand how DaV and SA impact college students and identify resources available to support survivors and prevent violence.
Office of Equity & Inclusion	10/18/2019	Sexual Violence on College Campuses	Copernicus Hall	Office of Victim Advocacy	Students	25 (approx)	Y		DaV, SA	Ongoing	Students	=
Office of Equity & Inclusion	10/21/2019	Red Flag Campaign	Bassett Hall	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.
Office of Equity & Inclusion	10/22/2019	Red Flag Campaign	Bassett Hall	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	=
Office of Equity & Inclusion	10/23/2019	Red Flag Campaign	Burritt Library	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	=
Office of Equity & Inclusion	10/24/2019	Red Flag Campaign	Copernicus Hall	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	=
Office of Equity & Inclusion	10/24/2019	Red Flag Campaign	Vance Hall	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	=
Office of Equity & Inclusion	10/25/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	16	N		DoV, DaV, SA, S	Ongoing	Students	=
Office of Equity & Inclusion	10/25/2019	Title IX Training	Student Center	Office of Victim Advocacy	Student Workers	11	Y		DoV, DaV, SA, S	Primary/Ongoing	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct.
Office of Equity & Inclusion	10/26/2019	Red Flag Campaign	Burritt Library	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.
Office of Equity & Inclusion	10/30/2019	Red Flag Campaign	Davidson Hall	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	=
Office of Equity & Inclusion	10/30/2019	Red Flag Campaign	Davidson Hall	Office of Victim Advocacy	Students	25 (approx)	N		DoV, DaV	Ongoing	Students	=
Office of Equity & Inclusion	11/1/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	23	N		DoV, DaV, SA, S	Ongoing	Students	=
Office of Equity & Inclusion	11/1/2019	Title IX Training	Student Center	Office of Victim Advocacy	Student Workers	30	Y		DoV, DaV, SA, S	Primary/Ongoing	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct.

Office of Equity & Inclusion	11/5/2019	Full Title IX Training	Student Center	Office of Victim Advocacy	New Employees	9	Y	DoV, DaV, SA, S	Primary	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.
Office of Equity & Inclusion	11/6/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	15	N	DoV, DaV, SA, S	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.
Office of Equity & Inclusion	11/6/2019	Red Flag Campaign	Bassett Hall	Office of Victim Advocacy	Students	25 (approx)	N	DoV, DaV	Ongoing	Students	*
Office of Equity & Inclusion	11/6/2019	Red Flag Campaign	Bassett Hall	Office of Victim Advocacy	Students	25 (approx)	N	DoV, DaV	Ongoing	Students	*
Office of Equity & Inclusion	11/7/2019	Red Flag Campaign	Bassett Hall	Office of Victim Advocacy	Students	25 (approx)	N	DoV, DaV	Ongoing	Students	*
Office of Equity & Inclusion	11/9/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	14	N	DoV, DaV, SA, S	Ongoing	Students	*
Office of Equity & Inclusion	11/11/2019	Red Flag Campaign	Burritt Library	Office of Victim Advocacy	Students	25 (approx)	N	DoV, DaV	Ongoing	Students	*
Office of Equity & Inclusion	11/12/2019	Sexual Violence on College Campuses	Sanford Hall	Office of Victim Advocacy	Students	16	Y	DaV, SA	Ongoing	Students	Understand how DaV and SA impact college students and identify resources available to support survivors and prevent violence.
Office of Equity & Inclusion	11/12/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	39	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.
Office of Equity & Inclusion	11/18/2019	Healthy Relationships	Residence Hall	Office of Victim Advocacy	Resident Students	20 (approx)	N	DoV, DaV	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.
Office of Equity & Inclusion	11/20/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	55	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.
Office of Equity & Inclusion	11/21/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	14	Y	DoV, DaV, SA, S	Ongoing	Employees	*
Office of Equity & Inclusion	11/22/2019	Title IX Training	Willard Dilorato	Office of Victim Advocacy	Student Workers	3	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.
Office of Equity & Inclusion	12/3/2019	Sexual Assault Prevention	Residence Hall	Office of Victim Advocacy	Resident Students	20 (approx)	Y	SA	Ongoing	Students	Understand definitions of sexual assault and consent. Identify methods for preventing sexual violence.
Office of Equity & Inclusion	12/3/2019	Sexual Assault Prevention	Residence Hall	Office of Victim Advocacy	Resident Students	20 (approx)	Y	SA	Ongoing	Students	*
Office of Equity & Inclusion	12/3/2019	Title IX Refresher	Student Center	Office of Victim Advocacy	Returning Employees	33	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.
Office of Equity & Inclusion	12/4/2019	Full Title IX Training	Student Center	Office of Victim Advocacy	New Employees	12	Y	DoV, DaV, SA, S	Primary	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.
Office of Equity & Inclusion	12/4/2019	Healthy Relationships	Residence Hall	Office of Victim Advocacy	Resident Students	20 (approx)	N	DoV, DaV	Ongoing	Students	Identify red flags/warning signs of abusive relationships and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.
Office of Equity & Inclusion	12/16/2019	Bystander Intervention - Dating Violence	Kaiser Hall	Office of Victim Advocacy	Student Athletes	14	N	DoV, DaV, SA, S	Ongoing	Students	*

Office of Equity & Inclusion	Ongoing	Not Anymore	Online	Online Program	Students	7813	Y	DoV, DaV, SA, S	Both	Students	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office of Equity & Inclusion	Ongoing	Not Anymore	Online	Online Program	Employees	350	Y	DoV, DaV, SA, S	Both	Employees		



you are
not alone

How to Help

in case of sexual or
interpersonal violence

Central Connecticut State University

Definitions

Reporting an incident

Office of Diversity & Equity/Title IX Officer
860 832 1652

Office of Student Conduct
860 832 1667

CCSU Police
860 832 2375

Medical attention

SWS, Medical Services (Confidential)
860 832 1925

Hospital of Central Connecticut*
860 224 5011

Someone to talk to

Office of Victim Advocacy
860 832 3795

Women's Center
860 832 1655

LGBT Center
860 832 2091

Residence Life
860 832 1660

SWS, Counseling Services (Confidential)
860 832 1945

Sexual Assault & Domestic Violence
Crisis Services*

YWCA (SACS) - 860 225 4681/860 223 1787 (Hotline)
Prudence Crandall - 888 774 2900

Helpful Tips

How Can I Help Stop Violence?

Student Rights

Your Rights

*Off-campus and confidential services

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*"I always
wondered why
somebody didn't
do something
about that. Then
I realized I am
somebody."*

—Aijah



Stand Up CCSU
**Community
Organizers**

What is Sexual Assault?

Sexual assault is a crime and it will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the Board of Regent's Sexual Misconduct Policy) of the other person or when that person is not capable of giving such consent. Any person can be a victim or a perpetrator.

Examples: rape, attempted rape, and/or intentional touching a person's body for sexual gratification without their consent.

What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity every time. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past. Consent is ...

- » agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- » not valid if forced, intimidated or coerced.
- » not valid when judgment is impaired by the use of alcohol/drugs or if the person is sleeping or unconscious.

State law is very clear that having sexual intercourse with someone who cannot consent is RAPE.

If someone tells you about a sexual assault... Remember

- 1 Listen and don't form opinions
- 2 Don't judge the severity of the situation based on their response to it
- 3 Empower them to make their own decisions
- 4 Trust their word and help them
- 5 Tell them you believe them
- 6 Let them know they are not alone

What is Intimate Partner, Domestic and/or Dating Violence?

Intimate partner, domestic and/or dating violence includes acts of violence or threats of violence that occur between individuals who are family or household members, or persons in a current or former dating or cohabitating relationship. Intimate partner violence may include physical abuse, emotional abuse and threats of abuse.

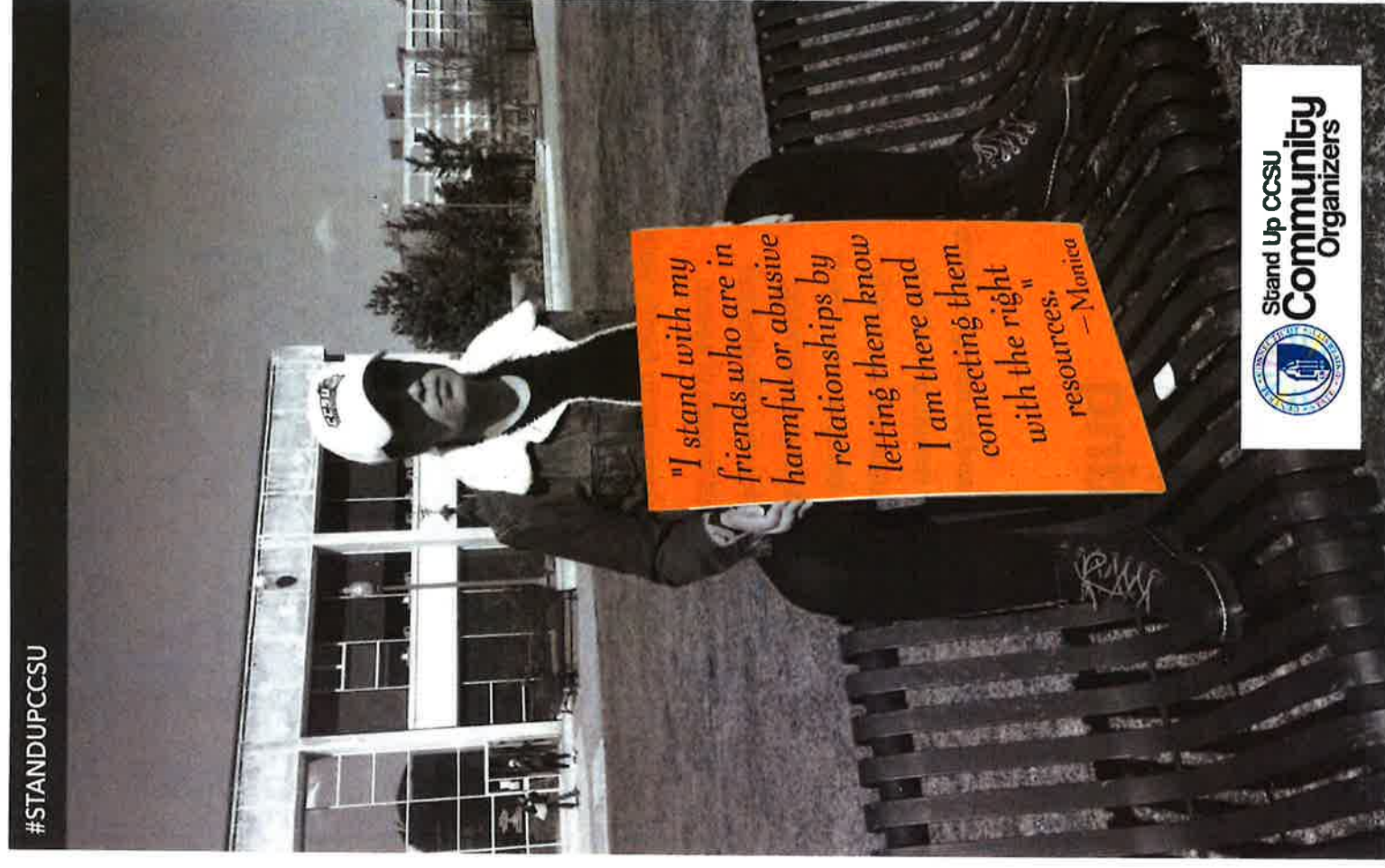
Examples: assaults, rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, electronic communications that contain serious threats of physical violence, and violation of a protective or restraining order issued by a court.

What is Stalking?

Stalking is defined as obsessive or unwanted contact of another person. This contact may cause reasonable apprehension of imminent physical harm or affect one's ability to perform daily life functions. It is when someone repeatedly contacts you, follows you, talks to you when you do not want them to, or threatens you.

Examples: unwanted communication (email, texting, instant messaging and other electronic forms), damaging personal property, showing up places you go, or sending unwanted gifts.

If it doesn't feel right or safe,
it probably isn't.



"I stand with my friends who are in harmful or abusive relationships by letting them know I am there and connecting them with the right resources."

— Monica



Stand Up CCSU
Community
Organizers

To report an incident

Office of Diversity & Equity (Title IX Officer)

All complaints
860 832 1652

Office of Student Conduct

Complaints against students
860 832 1667

CCSU Police

All criminal complaints
860 832 2375

Emergency Medical Attention

911 for immediate assistance

CCSU faculty, staff, or administrators who are made aware of a sexual assault involving a member of the CCSU community is required to report it to the Title IX Officer at 860-832-0178 or via email at TitleIXreport@ccsu.edu.

Office of Diversity & Equity (ODE)

If you believe you or someone you know has been sexually assaulted, you can contact the ODE, which will investigate complaints of discrimination and sexual harassment including sexual violence. Complaints against students are handled by the Office of Student Conduct. (See page 12)

ODE is committed to fostering a positive learning, working and living environment. The Chief Diversity Officer serves as the **Title IX Officer**. The ODE also:

- » Conducts training on the prevention of sexual harassment
- » Assists faculty, staff and students who believe they have been harassed or treated unfairly because they are a member of a protected class
- » Provides referrals to on-campus or off-campus services including, but not limited to, medical and counseling providers, and victim services

Rosa Rodriguez

Chief Diversity Officer/Title IX Officer

On-campus

Davidson Hall, Rm. 102

MON—FRI, 8:00AM–5:00PM*

860 832 1652

www.ccsu.edu/diversity

*Other times available by appointment

Office of Student Conduct (OSC)

The OSC promotes social responsibility and resolves discipline cases on campus in a sound and fair manner.

The staff are available to answer any questions or concerns about University behavioral standards and the CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

- » Investigates allegations involving students
- » Resolves discipline cases
- » Provides referrals to CCSU and community programs

CCSU Police

The CCSU Police Department will give its full assistance in response to a report of sexual assault. The police department will:

- » Obtain medical assistance
- » Conduct a criminal investigation
- » Establish a safety plan
- » Obtain a court order to protect the victim/survivor
- » Connect the victim/survivor with support services

If the incident occurred off-campus, CCSU police can assist in contacting the police department of the town in which it took place.

On-campus
Carroll Hall, Rm. 202
MON–FRI, 8:00AM–5:00PM
860 832 1667
www.ccsu.edu/studentconduct

On-campus
Dispatch Center, 24-hours:
860 832 2375
Detective Division
MON–FRI, 9:00AM–5:00PM
860 832 2383
www.ccsu.edu/police



Options for Medical Attention

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911 Emergency
For immediate assistance

**Student Wellness Services, (SWS)
Medical Services (Confidential)**
On-campus evaluation or advice
860 832 1925

Hospital of Central Connecticut
Off-campus evaluation or advice when SWS is closed and for the collection of medical evidence
860 224 5011 / 860 225 6244

SWS, Medical Services*

The SWS staff are trained in caring for victims of sexual assault. The office is staffed by a physician, two APRNs, and an RN. All are ready to listen and provide medical care and support. The collection of medical evidence is offered at New Britain's Hospital of Central Connecticut. SWS staff provide:

- » Medical evaluation and treatment
- » Referral to medical specialists and counseling
- » Coordination with the CCSU Office of Victim Advocacy or YWCA Sexual Assault Crisis Services
- » Medical evidence collection facilitation
- » Emergency contraception
- » Screening for STD/infections
- » Medication to prevent any STD/infection

On-campus
Marcus White Annex
MON–FRI, 8:00AM–5:00PM
860 832 1925
fax: 860 832 2579
www.ccsu.edu/health

***Confidential**

Hospital of Central Connecticut (HCC)

Part of the Gail Burns-Smith Sexual Assault Forensic Examiner (SAFE) program, HCC has specially trained staff (SAFEs) who can collect the necessary evidence to aid criminal conviction. Procedures are carried out with compassionate care to help the survivor feel at ease.

These services are on-call 24/7 to improve the chances of gathering successful evidence, as it is best within 72 hours. SAFEs are specifically trained to safely guide survivors through the entire medical-legal process after a sexual assault incident.

- » Closest location for free state-funded rape analysis
- » 24/7 sexual assault examinations and counseling
- » Forensic evidence collection
- » Collaboration with law enforcement and justice personnel

Off-campus
New Britain General Campus
100 Grand St.
New Britain, CT 06050
24-hour SAFE program
860 224 5011
860 225 6244
860 224 5671 (For emergencies)

If you want to speak with someone

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Office of Victim Advocacy

On-campus services and support

Women's Center

On-campus support and referral

LGBT Center

On-campus resources for LGBT and gender non-conforming population

Residence Life

On-campus referral for resident students

SWS, Counseling Services*

On-campus crisis intervention and counseling services

Sexual Assault Crisis Services*

Prudence Crandall Center for

Domestic Violence*

***Confidential**

Office of Victim Advocacy

The Office of Victim Advocacy provides services to assist and support individuals affiliated with CCSU who have been impacted by sexual assault, relationship violence, and/or stalking.

- » Professional advocacy services for students, faculty and staff
- » Provides information on different options available to address safety and other concerns
- » Assists in the navigation of different reporting systems
- » Provides referrals to campus or community entities depending on individual needs
- » Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact

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On-campus
Carroll Hall, Rm. 248
MON, 9:00AM–12:30PM
TUES, 9:00AM–5:00PM
WED, 1:00–4:30PM
FRI, 9:00AM–5:00PM
860 832 3795
sarahdodd@ccsu.edu
Additional times available upon request

Women's Center

The Women's Center Coordinator is available to listen, provide support, guidance, and referrals for victims, survivors, family members, friends, and partners of those who have been affected by violence. The coordinator will explain your options ranging from reporting a sexual assault to seeking on-campus housing changes.

- » Advocates for women of the campus community
- » Provides support services and hosts peer support groups
- » Provides referrals to on- and off-campus resources
- » Conducts training on the prevention of sexual assault

On-campus
Student Center, Rm. 215
MON-FRI, 9:00AM-5:00PM
(SEPTEMBER - JUNE)
860 832 1655
fax : 860 832 1677
www.ccsu.edu/womenctr

LGBT Center

The LGBT Center offers community building, education, resources, individual support, and advocacy for lesbian, gay, bisexual, transgender, queer, questioning, and gender non-conforming population.

The center provides an LGBT/Queer friendly place for victims of sexual assault, harassment, or interpersonal violence to find support, resources, and referrals.

- » Refers to on- and off-campus LGBT-friendly victim support services
- » Provides information and resources regarding sexual assault, harassment, or interpersonal violence within LGBT communities and relationships

During the hours referred to below, the Center is generally staffed by a professional. Please check online or call for coordinator's availability. Their hours may be subject to change each semester.

On-campus
Student Center, Rm. 304-305
MON & FRI, 8:30AM-4:30PM
WED, 9:00AM-Noon
860 832 2091
www.ccsu.edu/lgbtcenter

Residence Life

Residence Life staff are often the first line of contact for resident students and they are a good connection during times of crisis because they are in the residence halls and are available 24/7.

Please check the on-duty schedule posted in the main office of each building to contact the Residence Life staff member on duty.

- » Refers to on- and off-campus resources
- » Conducts training on violence prevention

On-campus
Mid-Campus, Rm. 118
MON-FRI, 8:30AM-5:00PM
860 832 1660
fax: 860 832 1659
www.ccsu.edu/reslife

SWS, Counseling Services*

The SWS offers crisis counseling to students. To ensure swift admittance, when calling, be sure to indicate that it is a crisis situation, and he/she will be seen immediately.

The initial intake assessment is made during the first appointment from which a counseling referral to other resources will be given.

- » Immediate counseling appointments for crisis situations
- » Free, confidential counseling
- » Group/individual counseling for students

On-campus
Marcus White Hall, Rm. 205
MON-FRI, 8:00AM-5:00PM
860 832 1945
www.ccsu.edu/counseling

***Confidential**

Off-campus Services*

Sexual Assault Crisis Services (SACS)

SACS offers assistance to survivors which help them regain feelings of independence, optimism and hope. Hotlines are staffed with trained, certified counselors who maintain confidentiality. SACS also offers accompaniment through medical, police, and court procedures.

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- » Short-term individual crisis counseling
- » Support groups
- » Information, referrals and campus advocacy
- » Education programs
- » Confidential services

Off-campus
YWCA (SACS)
22 Glen St.
New Britain, CT
24-hour Hotlines (24/7)
English - 860 223 1787
Español - 888 568 8332

***Confidential**

Off-campus Services*

Prudence Crandall Center

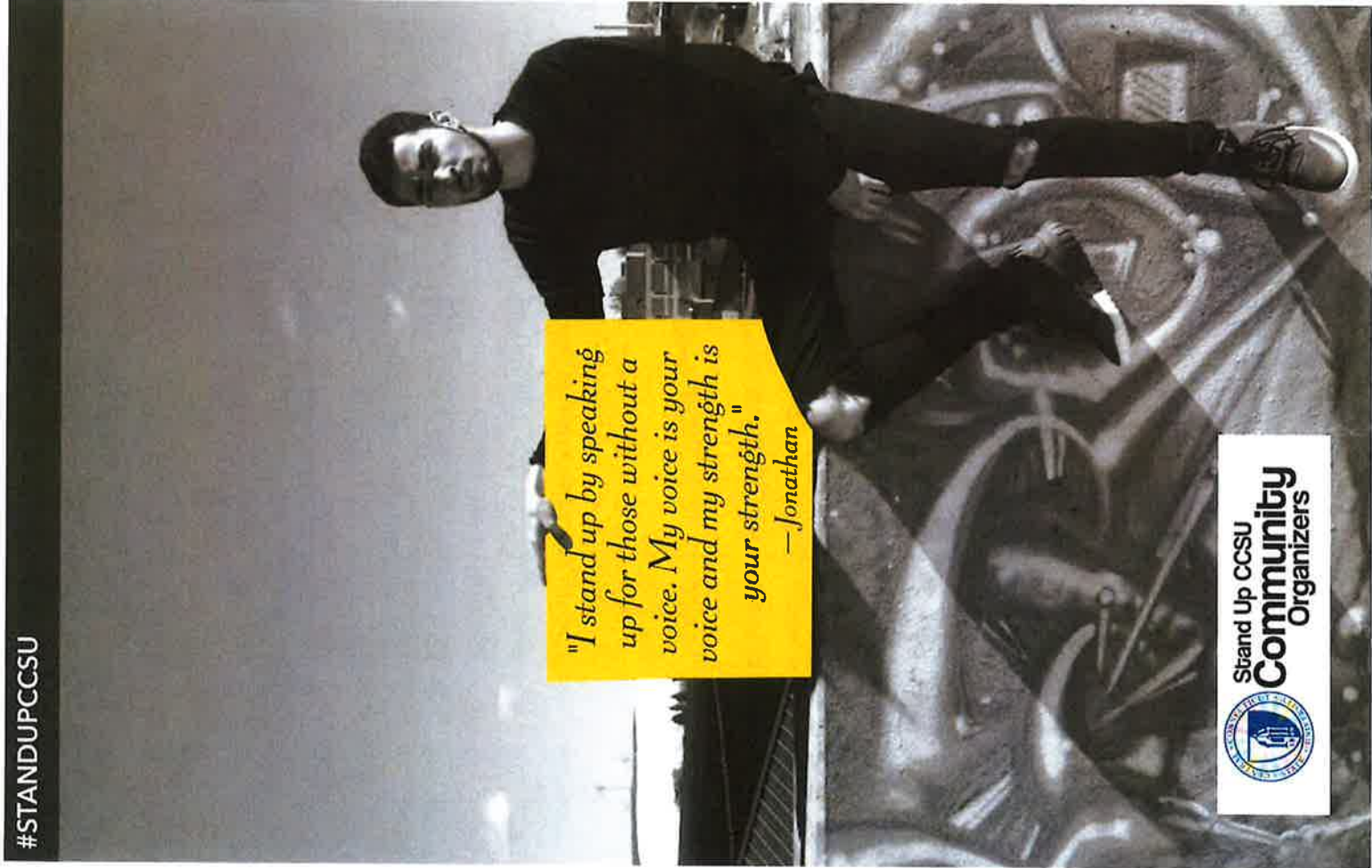
Prudence Crandall Center is dedicated to helping individuals achieve lives free of domestic violence by providing care, advocacy, support, and education in a confidential setting.

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- » Information & service referrals
- » Emergency shelter
- » Individual and group counseling for adults and children
- » Advocacy during court proceedings
- » Domestic violence education and in-service training

Off-campus
Prudence Crandall
P.O. Box 895
New Britain, CT 06050
860 225 6357 (Hotline)
888 774 2900 (Toll Free)
prudencecrandall.org

***Confidential**



*"I stand up by speaking
up for those without a
voice. My voice is your
voice and my strength is
your strength."*

—Jonathan



Helpful Tips

If you are the victim of sexual or interpersonal violence:

- » Go to a safe place
- » Preserve evidence
- » Call someone you trust such as the Office of Victim Advocacy (860-832-3795), a staff or faculty member, your hall director, resident assistant (RA), or a campus advocate at the local Sexual Assault Crisis Service
- » Call CCSU Police at 860-832-2375 or dial 911
- » Seek medical care and/or counseling

How Can I Help Stop Sexual Assault/Violence?

Sexual assault and interpersonal violence are complex and very real issues on college campuses today. In order to address this reality, all members of the campus community and relevant outside agencies must work together. Public safety is everyone's responsibility. Consider the following ways you can work to stop sexual violence and interpersonal violence.

- » Speak up. Take a stand in situations that could escalate.
- » Talk openly with your friends about these issues.
- » Encourage student leaders, coaches, professors, and others to provide information about sexual assault to students.
- » Use the resources listed in this brochure to inform yourself and help plan activities and programs for campus clubs and organizations.
- » Don't be afraid to get involved.
- » Take care of yourself and your friends.

Student Rights

CCSU has protocols and procedures in place to respond to reports of sexual violence. When a report involved students (as the accuser or the accused), all involved have equal rights throughout the disciplinary process, including the right to:

- » select an advisor or support person of their choosing and to bring that person to any meetings or proceedings that they choose.
- » present a statement, evidence and witnesses on their behalf.
- » review information, in a timely manner, that will be used at the hearing by other parties.
- » have a pre-hearing meeting.
- » be informed, in writing, of the outcome of the disciplinary proceedings and any sanctions imposed.
- » appeal the outcome of the disciplinary proceedings.

These rights were established by University policies and, state and federal legislation that prohibit sex discrimination.

For information on Title IX see www.knowyourix.org.

Info on the rights of accused students contact:

Chris Gutiérrez
Veterans Affairs Coordinator and
Student Conduct Support Advisor
gutierrezc@ccsu.edu
860 832 2838
Carroll Hall, Rm. 0350000

Info on the rights of students who file a report:

Sarah Dodd
Victim Advocacy & Violence
Prevention Specialist
sarahdodd@ccsu.edu
860 832 3795
Carroll Hall, Rm. 248



Your Rights

- » Be treated with respect and dignity.
- » Not be judged based on your race, color, age, class, religion, disability status, national origin, gender, sexual orientation, or the offender's relationship to you.
- » You can refuse to answer any questions about the sexual assault, your sexual orientation, and your sexual, medical (including HIV status), and mental health histories.
- » Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- » Decide if you want to make a police report.
- » Have an advocate accompany you to medical, law enforcement and legal proceedings.
- » Request that someone you are comfortable with stay with you in the examination room.
- » Ask questions and get answers regarding any tests, examinations, medications, treatments or police reports.



Central Connecticut State University is an
equal opportunity educator and employer.

This document is available in alternate format by contacting
Student Disability Services at 860 832 1957.

This information is provided by CCSU's Sexual Assault and
Interpersonal Violence Resource Team.

Are you a Victim/Survivor of Sexual or Interpersonal Violence?

You Have Options: The Choice is Yours.

- Go to a safe place.
- Consider calling someone you trust—The CCSU Office of Victim Advocacy or a confidential off-campus provider are there for you.
- Seek medical care and/or counseling on campus, or through local resources.
- Preserve evidence.
- **Call CCSU Police at 860-832-2375 or 911 (24 hours/7 days).**

CCSU is committed to ending sexual assault, interpersonal violence and stalking. These acts may be a violation of the law and the CCSU Student Code of Conduct. It is essential that when they are reported to CCSU officials, they are treated seriously and consistent with campus policies and procedures, and State and Federal laws.

We believe that everyone has the right to an environment free of violence and fear. Our goal is to strengthen and improve the delivery of services, encourage the reporting of offenses, and to hold responsible persons accountable while protecting the rights of all involved parties.

A publication of the CCSU's Sexual Assault and Interpersonal Violence Resource Team (SART)

To obtain this publication in alternate formats, call Student Disability Services at **860-832-1957.**

Equal Opportunity Employer and Educator

CCSU Resources

Available 24 hours/7 days a week

*Emergency - Police and/or Medical call 911
CCSU Police Department
860-832-2375

Monday - Friday, 8 AM - 5 PM

*Office of Diversity and Equity
860-832-1652

*Office of Student Conduct
860-832-1667

*Office of the Vice President for Student Affairs
860-832-1601

**CCSU's Office of Victim Advocacy
860-832-3795 (Sarah Dodd)**

The Ruthe Boyea Women's Center
860-832-1655

Student Wellness Services (Confidential)
860-832-1925 (health)
860-832-1945 (counseling)

Residence Life
860-832-1660

LGBT Center
860-832-2091

Off-Campus Confidential Resources

Available 24 hours/7 days a week

YWCA Sexual Assault Crisis Service
1-860-223-1787 English

Hospital of Central Connecticut
860-224-5671

Prudence Crandall Center for Domestic Violence
24 hour hotline: 1-888-774-2900

Suicide Prevention Lifeline
1-888-273-8255

To report an incident at CCSU



**you are
not alone**

Information and Resources on Sexual Assault & Interpersonal Violence



What is Sexual Assault?

Sexual assault is a crime and it will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the CT State Colleges and Universities Board of Regent's Sexual Misconduct Policy) of that person or when the person is not capable of giving such consent. Any person can be a victim or a perpetrator.

Examples: rape, attempted rape, and/or touching a person's body for sexual gratification without their consent.

What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity every time. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past. Consent is ...

- agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- not valid if forced, intimidated or coerced.
- not valid when judgment is impaired by the use of alcohol/drugs or if the person is sleeping or unconscious.

State law is clear that having sexual intercourse with someone who cannot consent is **RAPE**.

What is Intimate Partner, Domestic and/or Dating Violence?

Intimate partner, domestic and/or dating violence includes any act of violence or threats of violence that occur between individuals who are family or household members or persons in a current or former dating relationship. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

Examples: assaults, rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, electronic communications that contain serious threats of physical violence and violation of protective or restraining order issued by a courts.

**if it doesn't feel right or safe,
it probably isn't.**

What is Stalking?

Stalking is defined as obsessive or unwanted contact of another person. This contact may cause reasonable apprehension of imminent physical harm or affect one's ability to perform daily life functions. It is when someone contacts you, follows you, talks to you when you don't want them to, or threatens you.

Examples: unwanted communication (email, texting, instant messaging and other electronic forms), damaging your personal property, showing up at places you go, and/or sending unwanted gifts.

Rights of Victims/Survivors

- Be treated with respect and dignity.
- Not be judged based on your race, age, class, gender or sexual orientation, or the offender's relationship to you.
- You can refuse to answer questions about the sexual assault, your sexual orientation, and your sexual, medical (including HIV status), and mental health histories.
- Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- Decide if you want to make a police report.
- Have an advocate accompany you to medical, law enforcement and legal proceedings.
- Request that someone you are comfortable with stay with you in the examination room.
- Ask questions and get answers regarding any tests, examinations, medications, treatments or police reports.

How Can We Help Stop Violence?

The campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and accepting our ability to make a difference at CCSU, we can begin to reduce the risk. Consider the following ways 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 in situations that could escalate to abuse and violence.

To obtain information on resources and/or to file a report, contact

TitleIXReport@ccsu.edu or call 860-832-1652.

Sexual Assault, Dating Violence, and Stalking Prevention and Awareness Programs

CCSU Office of Victim Advocacy

January 1, 2019 – December 31, 2019

Stand Up CCSU Campaign Events

Spring 2019

The Stand Up CCSU Campaign sponsored three major events during the Spring 2019 semester: A screening of the film "The Mask You Live In" followed by a discussion on April 17, Stand Up Day on April 23, and Denim Day on April 24. Each event was open to the entire campus community.

"The Mask You Live In" Film Screening

April 17, 2019

The film explores the concept of modern masculinity and its impact on violence in our culture. Students who attended the event watched the film and then had a discussion, led by Stand Up CCSU community organizers, about masculinity and what role men play in preventing violence in our culture.

Stand Up Day

April 23, 2020

Stand Up Day is an annual event that highlights the Stand Up CCSU campaign. The event was held outdoors in the Student Center Circle and featured a number of tables with educational activities about victim blaming, consent, bystander intervention, and sexual assault. Representatives from Stand Up CCSU, the Office of Victim Advocacy, the Women's Center, Wellness Education, and the YWCA New Britain Sexual Assault Crisis Service were represented and shared information about their programs and services. Students who attended the event and participated in each activity received a free t-shirt.

Denim Day

April 24, 2020

Denim Day is an international day against victim blaming, prompted by an Italian Supreme Court case in which a rape conviction was overturned because the judge ruled that since the victim was wearing tight jeans, she must have helped to remove them and this implied consent. In protest, people wear denim and share messages against victim blaming. Stand Up CCSU honored Denim Day by hosting an information table in the Student Center and giving out information about Denim Day and victim blaming. Students who visited the table received a button honoring Denim Day.

Stand Up CCSU Poster Campaign

Ongoing through Spring 2019

Students involved with the Stand Up CCSU campaign with the Office of Victim Advocacy designed a series of eight posters to distribute around campus. The posters aimed to educate the community about rape culture, consent, sexual assault, and bystander intervention.

*I will ask for
consent.*



**Stand Up CCSU
Community
Organizers**

Office of Victim Advocacy

you are not alone

CCSU is an Equal Opportunity Employer/Educator

We are here for you.
Willard DiLoreto Hall,
Room D305
(860) 832-3795

*ON MY HONOR
I PLEDGE TO STAND
UP FOR YOU.*



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Organizers**

Office of Victim Advocacy

you are not alone

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Willard DiLoreto Hall,
Room D305
(860) 832-3795

IF SOMEONE TELLS ME THEY WERE
SEXUALLY ASSAULTED,
I WILL BELIEVE THEM.



Stand Up CCSU
**Community
Organizers**



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you are not alone

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(860) 832-3795

WE CAME TOGETHER,
WE LEAVE TOGETHER.



Stand Up CCSU
**Community
Organizers**



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START BY BELIEVING



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Room D305
(860) 832-3795

1 IN 5 WOMEN AND 1 IN 6 MEN WILL EXPERIENCE SEXUAL ASSAULT. YOU ARE NOT ALONE.



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(860) 832-3795

My body, my rules.



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Room D305
(860) 832-3795

WHEN I HEAR
"LOCKER-ROOM TALK"
I WILL STAND UP,
THAT'S NOT OKAY.



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you are not alone

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Room D305
(860) 832-3795

Stand-Up CCSU Events

FILM SCREENING: THE MASK YOU LIVE IN

Wednesday, April 17, 2019
From 6:00 to 9:00 pm
**@ The Student Center, Philbrick
Room**



STILL, I RISE.

Maya Angelou



STAND UP DAY

TUESDAY, APRIL 23, 2019
FROM 11:00 TO 3:00PM
**@ THE STUDENT CENTER
CIRCLE**

DENIM DAY

Wednesday, April 24, 2019
From 11:00 a.m. - 2:00 p.m.
@ The Student Center Lobby



Stand Up CCSU
**Community
Organizers**

Office of Victim Advocacy
you are not alone

We are here for you.
Willard DiLoreto Hall,
Room D305
(860) 832-3795

CCSU is an Equal Opportunity Employer and Educator

FILM SCREENING

The Mask You Live In

Is American Masculinity Harming Our Boys,
Men, And Society
At Large?

APRIL 17, 2019
6:00-9:00pm
Student Center,
Philbrick Room



Stand Up CCSU
**Community
Organizers**

Office of Victim Advocacy
you are not alone

We are here for you.
Willard DiLoreto Hall,
Room D305
(860) 832-3795

*There will be pizza/snacks and a
discussion will take place after the
screening.*



Office of Victim Advocacy
you are not alone



Stand Up CCSU
**Community
Organizers**



#STANDUPCCSU

STAND UP DAY

Take action against sexual violence!

TUESDAY, APRIL 23
11:00 A.M. - 3:00 P.M.
STUDENT CENTER CIRCLE

Join us for activities, photo opportunities, prizes, and more!

CCSU is an Equal Opportunity Employer/Educator

DENIM DAY

Wednesday April 24, 2019 @
Student Center table main lobby



Office of Victim Advocacy
We are not alone

We are here for you
without asking for help
from anyone
other than us

**Wear denim on April 24 in
support of victims of sexual
violence and stop by the table in
the Student Center to learn more
about Denim Day!**

Red Flag Campaign Events Fall 2019

The Red Flag Campaign is an annual event that aims to raise awareness about healthy and unhealthy relationships and to empower people to speak up if they see the “red flags” of an abusive relationship. The 2019 campaign at CCSU featured a display of red flags across the campus, a clothing drive for the YWCA New Britain Sexual Assault Crisis Service, information tables, classroom presentations, posters, and the Red Flag Campaign Day.

Clothing Drive

October 16, 2019 – October 23, 2019

The Office of Victim Advocacy partnered with the YWCA New Britain Sexual Assault Crisis Service to collect clothing donations for survivors of sexual assault who need to give up their clothing for evidence collection. Clothing donations could be dropped off in the Office of Victim Advocacy.

Red Flag Campaign Information Tables

Ongoing through Fall 2019

The Red Flag Campaign hosted weekly information tables in the Student Center to educate about healthy and unhealthy relationships. Information tables included giveaways, trivia questions, and handouts about relationships and resources on campus.

Red Flag Campaign Day

October 29, 2019

Red Flag Campaign Day was an event held in the Student Center where students participated in interactive activities to learn about healthy and unhealthy relationships. The event was led by student organizers. Participants answered trivia questions about healthy relationships and contributed to a banner depicting qualities of healthy relationships. Attendees received a free t-shirt after participating in the activities.

Red Flag Display

Ongoing through Fall 2019

Red flags were placed in areas on campus where there is a lot of foot traffic, including Vance Lawn and along sidewalks leading up to and around the Student Center. Lawn signs with information about the Red Flag Campaign were placed near the flags to encourage people to learn more about the campaign.



THE RED FLAG CAMPAIGN

**BLUE DEVILS SAY SOMETHING WHEN
WE SEE A RELATIONSHIP RED FLAG**



FOLLOW US

**TAKE A PICTURE WITH THE FLAGS AND TAG US!
@STANDUPCCSU #REDFLAGCCSU**

Red Flag Campaign Poster Campaign
Ongoing through Fall 2019

A series of posters depicting red flags of abusive relationships were distributed around the CCSU campus during the campaign.



THE RED FLAG CAMPAIGN

BLUE DEVILS SAY SOMETHING

WHEN WE SEE RELATIONSHIP RED FLAGS

Victim Blaming

CCSU IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER

www.ccsu.edu/RedFlag

THE RED FLAG CAMPAIGN

BLUE DEVILS SAY SOMETHING

WHEN WE SEE RELATIONSHIP RED FLAGS

Stalking

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www.ccsu.edu/RedFlag

THE RED FLAG CAMPAIGN

BLUE DEVILS SAY SOMETHING

WHEN WE SEE RELATIONSHIP RED FLAGS

Sexual Assault

©2008 BY AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYEE

www.ccsu.edu/RedFlag

THE RED FLAG CAMPAIGN

BLUE DEVILS SAY SOMETHING

WHEN WE SEE RELATIONSHIP RED FLAGS

Jealousy

©2008 BY AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYEE

www.ccsu.edu/RedFlag

THE RED FLAG CAMPAIGN

BLUE DEVILS SAY SOMETHING

WHEN WE SEE RELATIONSHIP RED FLAGS

Isolation

CCSU IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER.

www.ccsu.edu/RedFlag

THE RED FLAG CAMPAIGN

BLUE DEVILS SAY SOMETHING

WHEN WE SEE RELATIONSHIP RED FLAGS

Emotional Abuse

CCSU IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER.

www.ccsu.edu/RedFlag

THE RED FLAG CAMPAIGN

BLUE DEVILS SAY SOMETHING

WHEN WE SEE RELATIONSHIP RED FLAGS



Coercion

©2014 W. ANTHONY OPPORTUNITY EDUCATION AND EMPLOYMENT

www.ccsu.edu/RedFlag

CCSU CLOTHING DRIVE

We are working with YWCA Sexual Assault Crisis Services to collect sweatshirts and sweatpants for survivors of sexual assault. Who often need to leave their clothes at the hospital for evidence collection.

Thank you for helping survivors.

Drop off at:

In student center lobby 10/16 11am-1pm
In Office of Victim Advocacy Office
(WD- D305) from 10/16-10/23



Office of Victim Advocacy

you are not alone

AS PART OF OUR RED FLAG CAMPAIGN, THE
CCSU OFFICE OF VICTIM ADVOCACY PRESENTS:

RED FLAG CAMPAIGN DAY

TUESDAY, OCTOBER 29, 2019
STUDENT CENTER
11:00AM - 2:30PM

LEARN ABOUT HEALTHY RELATIONSHIPS AND
DATING VIOLENCE, PLAY GAMES, WIN FREE
TEE SHIRTS, AND DO ARTS AND CRAFTS,



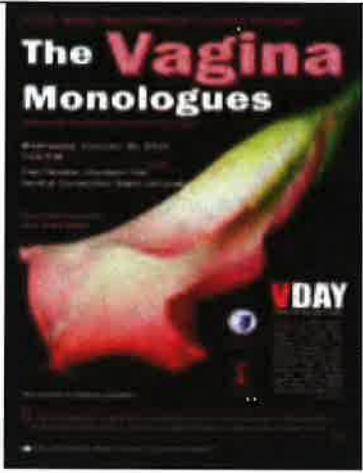


Office of Victim Advocacy
you are not alone



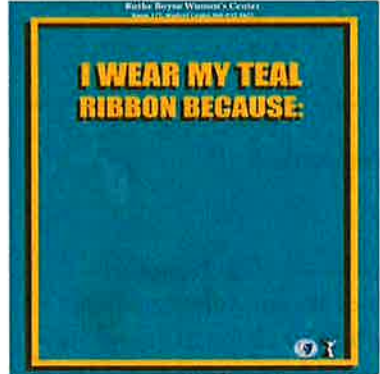


Stand Up CCSU
**Community
Organizers**

INSTAGRAM: @standupccsu ~ FACEBOOK: StandUpCCSU

Sexual Assault, Dating Violence, and Stalking Prevention and Awareness Programs
CCSU Ruthe Boyea Women's Center
January 1, 2019 – December 31, 2019

	<p>The Vagina Monologues February 2019</p> <p>The play, written by Eve Ensler, explores consensual and nonconsensual sexual experiences, body image, genital mutilation, direct and indirect encounters with reproduction, vaginal care, menstrual periods, sex work, and several other topics through the eyes of women with various ages, races, sexualities, and other differences. This play is part of a broader global movement that breaks ground and offers a piece of art like nothing has been created before.</p>
	<p>RESIGN: Time Is Ticking T-shirt Campaign April 11, 2019</p> <p>The MeToo Campaign's influence on the CCSU campus community inspired the RESIGN t-shirts as allegations against college personnel was released in a report to the CCSU Community. The Women's Center Staff joined forces with the CCSU Blackout event to express their demands.</p>
	<p>Sexual Violence Awareness April 2019</p> <p>Bringing awareness to the importance of supporting victims of sexual violence while eliminating the culture of victim blaming. The Women's Center provided buttons and passive programming around the theme, We Believe You</p>

	<p>CCSU Take Back the Night March April 10, 2019</p> <p>To facilitate a discussion and awareness of the prevalence of sexual violence on college campuses, the WC hosted this event as campus leaders addressed students in attendance and campus survivors/victims spoke out on their victimization to ensure victim blaming within our community is eradicated.</p> <p>Guest Speaker was TED Talk Speaker and Survivor Ms. Amy Oestreicher.</p>
	<p>Day of Healing April 11, 2019</p> <p>Life after sexual assault and recognizing survivors.</p>
	<p>I Wear TEAL. Week of April 10, 2019</p> <p>In recognition of Sexual Assault Awareness Month, the Women's Center distributed teal ribbons to the campus community to bring awareness to sexual violence and support to survivors.</p>

		<p>Be Your Own Weapon: Self-Defense April 17, 2019</p> <p>In recognition of Sexual Assault Awareness of Month, the Women's Center hosted a self-defense class for members of the campus community.</p>
		<p>Walk of NO SHAME October 23, 2019</p> <p>An annual speak-out event hosted by the Women's Center is to create an allyship-oriented atmosphere geared towards the eradication of victim blaming and shaming within campus culture. This event brings awareness of street harassment, sexual harassment, and a mutual understanding of having "no shame" when reporting these incidents.</p>
		<p>The Silent Witness October 7, 2019 – October 11, 2019</p> <p>The Silent Witness Exhibit honors the lives of those who have been lost to domestic violence.</p>



CCSU Women's Center White Ribbon Campaign October 2019

The White Ribbon Campaign (WRC) is a global movement of men and boys working to end male violence against women. It was originally formed by a group of pro-feminist men in London, Ontario. The Women's Center organized the campus pledge to bring attention to ending violence against women; the event was further supported by our male sports teams.



Light in My Window & These Hands Don't Hurt October 2019

In recognition of Domestic Violence Awareness Month, campus members took the purple-hand pledge to signify their commitment to ending violence against women. In addition, the Light in My Window campaign symbolized the importance of creating safe communities and households for families. This called attention to the importance of bystander intervention.



Just Because You... Doesn't Mean I OWE You! 2019

A campaign to empower young women. A message to convey no matter the niceness, kindness or monetary gift provided to women does not equate to having access to their bodies. Part of our Spring Break Campaign Awareness.

	<p>I BELIEVE YOU T-shirt CAMPAIGN:</p> <p>A message to victims and survivors of sexual violence, the Women's Center distributed these t-shirts to create a community of those who have experienced any form of violence. The t-shirts were distributed at the annual Take Back the Night March Speak Out</p>
	<p>Take Back the Night March and Speak Out 2019 T-shirts</p>

JUST BECAUSE YOU

INVITED ME OVER

MADE ME DINNER

EXPECTED ME TO STAY

**DOESN'T MEAN
I OWE
YOU**



No one is entitled to your body- you don't owe anyone sex.

CCSU Rape Crisis Women's Centre

Location: Student Center Room 216 Tel: 860-832-1056

For more information contact Jacqueline Cobbina-Balwin or Olga Friths

April is Sexual Assault Awareness Month 2019



AVALLON

I Don't Owe You Poster Campaign Ongoing through 2019

Avalon Sexual Assault Centre's "I Don't Owe You Campaign" is a sexualized violence/abuse awareness and prevention campaign that focuses on the complexities of sexual consent, misogyny, male entitlement, bodily autonomy, and empowerment.

JUST BECAUSE I'M YOUR

GIRLFRIEND
BOYFRIEND
PARTNER
WIFE
LOVER
OTHER



DOESN'T MEAN I OWE YOU



No one is entitled to your body. You don't owe anyone sex.

Sponsored by the CCSU Ruthie Boyse Women's Center
Location: Student Center Room 216 Tel: 860-432-1656
For more information or assistance contact: Jacqueline Cobbinia-Bolin or Olga Fitch



JUST BECAUSE WE

ARE IN A RELATIONSHIP

SAID I LOVE YOU

LIVE TOGETHER

**DOESN'T MEAN
I OWE
YOU**



No one is entitled to your body. You don't owe anyone sex.

Sponsored by the CCSU Ruthie Boyse Women's Center
Location: Student Center Room 216 Tel: 860-432-1656
For more information or assistance contact: Jacqueline Cobbinia-Bolin or Olga Fitch



JUST BECAUSE YOU

HELPED ME STUDY

AND WE WERE LAUGHING

AND FLIRTING

AND ONLY HALF-WORKING



DOESN'T MEAN I OWE YOU



No one is entitled to your body. You don't owe anyone sex.

Sponsored by the CCSU Ruthie Boyse Women's Center
Location: Student Center Room 216 Tel: 860-432-1656
For more information or assistance contact: Jacqueline Cobbinia-Bolin or Olga Fitch



JUST BECAUSE YOU

HAD MY BACK

STOOD UP FOR ME

**DOESN'T
MEAN
I
OWE
YOU**



No one is entitled to your body. You don't owe anyone sex.

Sponsored by the CCSU Ruthie Boyse Women's Center
Location: Student Center Room 216 Tel: 860-432-1656
For more information or assistance contact: Jacqueline Cobbinia-Bolin or Olga Fitch



JUST BECAUSE WE

NETFLIX AND CHILLED



DOESN'T MEAN I OWE YOU

No one is entitled to your body. You don't owe anyone sex.
Sponsored by the CCSU Rutha Boyce Women's Center
Location: Student Center Room 235 Tel: 860-392-5256
For more information contact Jani Quenneville, Outreach Director, CCSU at 860-392-5256



JUST BECAUSE YOU

BOUGHT ME A DRINK

**DOESN'T
MEAN
I
OWE
YOU**



No one is entitled to your body. You don't owe anyone sex.
Sponsored by the CCSU Rutha Boyce Women's Center

Location: Student Center Room 235 Tel: 860-392-5256
For more information contact Jani Quenneville, Outreach Director, CCSU at 860-392-5256



<https://www.ccsu.edu/diversity/>

Equity & Inclusion

- [AAUP Minority Recruitment & Retention Committee](#)
- [SUOAF Minority Recruitment & Mentoring Committee](#)
- [ADA Compliance & Accommodations](#)
- [Discrimination Complaint Procedures](#)
- [Policies & Procedures](#)
- [Red Flag Campaign](#)
- [Stand Up CCSU](#)
- [Cultural Programming & Training](#)
- [Resources](#)
- [Search Process](#)
- [Title IX](#)
- [Cultural Programming & Training](#)
- [The Office of Victim Advocacy and Violence Prevention](#)
- [Sexual Violence Protection Program](#)
- [Lactation Rooms](#)
- [Affirmative Action](#)

Contact Information

Davidson Hall - Room 119
Office Phone: (860) 832-1652

Carolyn Magnan
Oversight of OEI
860-832-3715

[Pamela Whitley](#)
Senior Equity & Inclusion Officer
(860) 832-1653

The Office of Equity & Inclusion aims to cultivate a campus environment that is equitable, inclusive, and responsible to enable students, faculty, and staff to achieve their full potential.

OUR PRINCIPLES

- Equity and inclusion are interconnected and integral to CCSU's mission, practices, and policies
- Equity and inclusion is everyone's responsibility
- Equity and inclusion is beneficial to everyone

- Equity and inclusion is an educational value that prepares all students to live and work in a diverse world
- Equity and inclusion strategies are collaborative and coordinated
- Equity and inclusion is committed to creating a more inclusive campus
- Equity and inclusion is dedicated to accountability and assessment
- Equity and inclusion work is relational by building internal and external partnerships
- Equity and inclusion only can be achieved if the climate is welcoming and accessible

OUR OBJECTIVE

The sole purpose of the Office of Equity & Inclusion is to build an inclusive community where students, staff, and faculty can participate in a free and respectful exchange of ideas without fear.

In establishing this community of understanding, safety, and inclusion, we are preparing students to serve in an increasingly diverse world.

Central Connecticut State University is committed to providing a safe and nondiscriminatory employment and educational environment that complies with policies relating to affirmative action, discrimination, and harassment. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate based on sex or race in its educational, extracurricular, athletic, or other programs or in the context of employment.

WHAT WE DO

- We act in a transparent manner with respect for others.
- We work with students, staff, and faculty to develop and maintain a community of inclusion.
- We provide training and support services (trainings on diversity, Title IX and sexual harassment prevention).

WHO WE ARE

Senior Equity and Inclusion Officer

Pamela Whitley is the Senior Equity and Inclusion Officer in the Office of Equity & Inclusion and the Title IX Officer responsible for managing complaints, investigations, and reporting on sexual harassment, sexual misconduct, sexual assault, and discrimination cases. She ensures that the University's hiring practices do not discriminate based on any protected classification and applies affirmative action principles in making hiring decisions. Central is committed to attracting and retaining a diverse faculty, staff, and student population. Pamela's office is located in Davidson Hall, Room 119. Telephone: (860) 832-1653.

Victim Advocacy

Joanna Flanagan is the Victim Advocacy and Violence Prevention Specialist and provides services to assist and support individuals who have been affected by sexual assault, relationship violence, and/or stalking. Services include assistance navigating different reporting systems and providing information on available options to address safety or other concerns. Joanna also keeps our CCSU community current on diversity training, Title IX training, and sexual harassment prevention training. Joanna's office is located in Willard DiLoreto, Room D305. Telephone: (860) 832-3795.

Women's Center

Jacqueline Cobbina-Boivin is the coordinator of The Women's Center, which offers a multi-purpose program and service center for female students, staff, and faculty. Men are also welcome to use the resources of the center. The center provides support services for re-entry, peer education, sexual assault, crisis intervention, educational programs, and advocacy. Jacqueline is located in the Student Center, Room 215. Telephone: (860) 832-1677.

Student Workers

The student workers perform administrative duties and provide office support.

<https://www.ccsu.edu/diversity/victimAdvocacy.html>

The Office of Victim Advocacy and Violence Prevention



The Office of Victim Advocacy is an on-campus resource for people who have been impacted by interpersonal violence, which can include (but is not limited to) sexual harassment, sexual assault, intimate partner violence, and stalking. The Office of Victim Advocacy is located in Willard DiLoreto Hall, room D-305.

If you or someone you know has experienced interpersonal violence, please know that there are people on the CCSU campus and in the local community who are here to help. You are not alone. You may have questions about where to start. CCSU employs a full-time **professional advocate dedicated to assisting victims/survivors**.

Contact the Victim Advocate:

[Joanna Flanagan](#)

(860) 832-3795

Office of Victim Advocacy

Willard DiLoreto Hall D-305

Monday – Friday 9:00 a.m. – 5:00 p.m.

Additional hours available by appointment.

[Schedule a meeting with the victim advocate](#)

[Apply to volunteer or intern in the Office of Victim Advocacy](#)

Services provided in the Office of Victim Advocacy:

Advocacy

- Emotional support
- Information and referral for on- and off-campus resources
- Information about reporting options
- Information about civil protection orders, restraining orders, and victim rights
- Assistance with changing academic, living, transportation, or working situations
- Support with academic accommodations

Prevention and Awareness Programming

- Presentations for students, faculty, and staff
- Title IX Training
- Bringing in the Bystander Training
- Campus-wide violence prevention campaigns
- Volunteer and internship opportunities

**Remember,
no matter
what, this
was not
your fault.**

If you have experienced sexual violence, intimate partner violence, or stalking...

You should **consider seeking medical care**. You may need to receive basic medical treatment for injuries and you may have injuries of which you are not aware at this time. *You have options for medical attention.*

- Call 911 for immediate assistance.
- Contact [Student Wellness Services](#) for on-campus evaluation and advice at 860-832-1925. For off-campus evaluation, advice and the collection of medical evidence contact the Hospital of Central Connecticut at 860-884-5011. They are available 24/7 and are located at the New Britain General Campus at 100 Grand St. New Britain, CT 06050.

Please seek some form of emotional support. It is important not to neglect the emotions you may be experiencing right now. This may mean reaching out to a trusted friend, family member or a **confidential professional counselor**. There are many options for confidential counseling both on and off the CCSU campus. These options include:

[Counseling and Wellness Center at CCSU](#)

Willard DiLoretto 1st Floor
(860) 862-1927
Free. Confidential.

[YWCA Sexual Assault Crisis Service](#)

19 Franklin Sq. New Britain CT
(860) 223-1787 (24/7)
Free. Confidential.

[Prudence Crandall Center](#) (for Domestic Violence)

(860) 225-6357 (24/7)
Free. Confidential.

You may choose to file a report with the police. The report will be made within the jurisdiction where the incident occurred. If the incident occurred on campus you can call CCSU Police at (860) 832-2375 or dial 911 (24 hours/7 days). If you aren't sure which law enforcement agency to contact, CCSU Police can assist you in making that determination.

Remember, no matter what, this was not your fault.

It is important to note that the police process and the CCSU process are separate. You have the right to file reports with both, one or neither systems.

You may also choose to **file a report with CCSU**. If the person who harmed you is a CCSU student you have the right to file a complaint through the **CCSU Office of Student Conduct at (860) 832-1667**. The complaint will be investigated and it will be determined if the student broke a CCSU policy and sanctions could then occur. All other complaints can be made to the Office of Equity & Inclusion at (860) 832-1652.

If the person who harmed you is not affiliated with CCSU at your request **the university can still take actions for your protection and comfort on campus**. Joanna Flanagan can provide more information on options for your specific situation. She can also assist you with making reports to CCSU and law enforcement.

**Know that you
are not alone.
There are people
available to help.**

You may want to **talk to someone in a campus area or department where you feel most comfortable**. Staff at the below departments are there for you. Please note that the CCSU Counseling Center is the only on-campus confidential resource. Staff in the below areas are not confidential so it may be helpful to ask them what the limits to their confidentiality are before you sit down to talk.

[Ruth Boyea Women's Center](#), (860) 832-1655

[LGBT Center](#), (860) 832-0441

[Residence Life](#), (860) 832-1660

For further information these websites may be helpful:

[Office of Student Conduct](#)

- Links to the CCSU Sexual Harassment Policy, CCSU Sexual Misconduct Policy and other resources

[Student Affairs](#)

- Provides detailed information on resources for victims/survivors on and off the CCSU campus

[Know Your Title IX](#)

- Provides clear information on Title IX and student rights on campus. Created by and for students.

[Not Alone](#)

- Developed by a White House task force this website provides information on how to find a crisis service, student rights, and how to file a complaint.

[National Sexual Assault Hotline](#)

- National website that provides statistics, information and resources

<https://www.ccsu.edu/diversity/redflag/index.html>

• Equity & Inclusion

- [Red Flag Campaign Home](#)
- [Red Flag Behaviors](#)
- [Red Flag Interventions](#)
- [Red Flag Resources](#)
- [Red Flag: Healthy Relationships](#)

TheRedFlagCampaign.org

The Red Flag Campaign is a public awareness campaign designed to address dating violence and promote the prevention of dating violence on college campuses. Through using the “bystander intervention” strategy, the campaign encourages friends and other campus community members to “say something” when they see warning signs (“red flags”) for dating violence in a friend’s relationship.

Red Flag Campaign 2019 - Get Involved!

- **Attend a campaign event.** Scroll down to view the different events that will take place during the campaign. If you would like to encourage your students to attend through providing extra credit or making one of the presentations an assignment please [e-mail Joanna Flanagan](#) in the Office of Victim Advocacy. Joanna can assist you with tracking student attendance or any other needs.
- **Invite us to your classroom or student group.** [E-mail Joanna Flanagan](#) to schedule a 15-minute presentation in any of your classes or groups. Joanna is CCSU’s victim advocate and provides services and training to the CCSU community. The presentation is co-facilitated by Joanna Flanagan and a trained student community organizer and will focus on identifying abusive behavior in dating relationships, signs of a healthy relationship and how to help a friend who may be experiencing abuse. This presentation is appropriate for classes in any academic discipline.
- **Connect with us on social media.** CCSU community members are encouraged to engage with the Red Flag Campaign through our [Instagram](#) and [Facebook](#). If you post a picture with the red flag displays, be sure to tag us and use the hashtag redflagccsu.

Red Flag Campaign Events:

Story of Survival: Melissa Dohme Hill

Tuesday, October 15

1 p.m. – 3 p.m.

Founders Hall (in Davidson)

Melissa Dohme Hill is a survivor and advocate for dating and domestic violence. Melissa survived a brutal attack in 2012, where she was stabbed 32 times after leaving her abusive and jealous high school ex-boyfriend. Melissa will speak about the cycle of violence, controlling behaviors and red flags she experienced prior to the assault. Melissa will also speak about empowerment, healthy relationships and how to help a friend who may be experiencing dating violence. Melissa's story was featured on [48 Hours: Live to Tell: One Last Hug](#).

Presentation is open to CCSU students, faculty and staff. Please let us know if you plan to attend!

RSVP – ckearney@acc.commnet.edu

Red Flag Campaign Day

Tuesday, October 29

11 a.m. – 2:30 p.m.

Student Center Circle (*weather permitting - alternate location: Student Center Lobby*)

The Red Flag Campaign student community organizers invite everyone to stop by and learn about the campaign and what you can do to prevent dating violence. Join us for interactive activities, photo opportunities, and giveaways. **Free t-shirts** available while supplies last!

. Equity & Inclusion

- [Stand Up CCSU Home](#)
- [Resources](#)
- [Events](#)

Stand Up CCSU

StandUpCCSU is a bystander awareness campaign organized by a group of Central Connecticut State University students, faculty and staff who are committed to the prevention of sexual and interpersonal violence on our campus. StandUpCCSU encourages men to stand up and take action against violence. Our goal is to engage the campus community in a dialogue on how each of us can actively play a part in creating an environment free of sexual and relationship violence.

The CCSU Office of Victim Advocacy is currently recruiting volunteer student **Community Organizers** for the Spring 2019 semester. Community Organizers will receive training in sexual assault and interpersonal violence prevention and then work as a team to develop and implement innovative efforts on the CCSU campus. Community Organizers will play a key role in the Stand Up CCSU Campaign – an initiative that intends to help students build skills to intervene in situations that could lead to harm or hostility to others. Community Organizers will help organize events, plan a poster campaign, facilitate classroom presentations and brainstorm creative ways to reach their peers.

There is no specific experience or academic major necessary to apply. All selected applicants will be provided on-going training and support throughout their time as a Community Organizer. A strong commitment to ending sexual and interpersonal violence on our campus is required. This is a volunteer position.

To apply, [download an application here](#) or contact Joanna Flanagan in the Office of Victim Advocacy at jflanagan@ccsu.edu or 860-832-3795. Applications for Spring 2019 are due by January 25, 2019.

How You Can Take a Stand: Start with YOU

- Get involved. There are many opportunities right here on campus to think deeper about violence prevention in our society. Attend events. Read posters. Ask questions. Know more.
- Challenge offensive behaviors. Speak up against sexist, homophobic and racist jokes, comments or actions.
- Be reflective. Take the time to consider your own relationships and how you can take steps to be a better partner, brother, uncle, father, spouse and/or friend.

Start with YOUR family and friends

- Support survivors. Those who experience violence are most likely to reach out to family or friend(s). Believing and supporting them can have an incredible impact on their future healing.
- Challenge others. People we love and respect can sometimes make statements that are sexist, homophobic, or racist. Learn about diverse groups to help the people in your life connect with all members of our community.

Start with YOUR community

- Share and follow. Social media is a powerful community. Do your part by being a positive role model to friends and followers – bring awareness to issues of violence when you can and challenge myths and misconceptions that you come across.
- Be an active bystander. If you see or hear something that could lead to violence or to a hostile culture don't ignore it. Think about how you can intervene in a way that feels right and safe to you. When in doubt call the police.

**Join us. Together we will end violence. Share how you STAND UP -
#STANDUPCCSU**

<https://www.ccsu.edu/boyea/index.html>

The Ruth Boyea Women's Center

• Women's Center

- Event Information
- Annual Events
- Women's Organizations
- Women's Sports
- Resources and Services
- Red Flag Campaign
- Employment Opportunities
- Links
- Photo Galleries
- Scholarships
- The Lounge and Library

Contact Information

Ruthe Boyea Women's Center
Student Center - Room 215
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

Phone: 860-832-1655
Fax: 860-832-1677

Hours of Operation
Monday - Friday: 9 a.m. - 5 p.m.

For emergencies, call 911

Mission

The Ruthe Boyea Women's Center exists to provide resources, to advocate, to inform, and to support personal development. The Center offers a variety of services for and about women. We sponsor educational and cultural programs designed to promote gender equity, knowledge of women's rights issues, leadership, and independence. We encourage understanding and cooperation among women of varied socio-economic groups, cultures, ethnic backgrounds, races and sexual orientations. We welcome all women and men who enter our doors.

Our Doors Are Open

The Center is open to all of CCSU's community, men and women. The Women's Center values and celebrates the multiplicity of women's lives; recognizes the intersections of gender, race, sexual

orientation, economic status, and other significant aspects of individual and cultural identity; accepts responsibility for opposing injustice; and commits itself to service to the University and larger communities. Feel free to stop by to see what's going on, or just hang out with the crew. Also, please check out our newsletter, and send in your letters to be published.

Women of all backgrounds can drop in and help one another grow towards personal effectiveness and independence. We encourage understanding and coming together of women of varied cultures, races and ethnicities, as well as different sexual orientations, socio-economic groups and ages. Our Center is for and about women so that both women and men are welcome to drop in and use our resources, attend activities or just hang out.



Resources and Services

Resources

The Women's Center aims to help find victims of violence, assault or harassment find the resources they need and act as their advocates in the process. If you or someone you know has been a victim of dating- or domestic-violence, sexual assault or harassment, stalking or bullying, please stop by the Center and find out how we can help.

In the mean time, online resources can be found on the left-hand menu, including more about what we do here. If we are not in our office, additional on- and off-campus resources can be found below.

The Center's office hours are Monday-Friday 9-5.

Services

Ruthe Boyea Women's Center 860-832-1655

CCSU Police 911

Off Campus Police 911

Prudence Crandall Center 1-888-774-2900

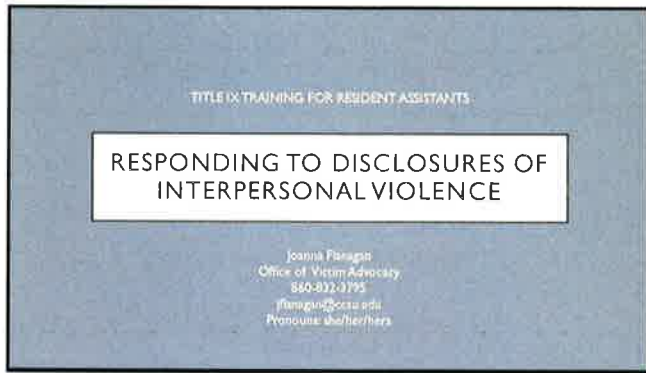
Sexual Assault Hotline 1-888-999-5544

New Britain General Hospital 860-224-1655

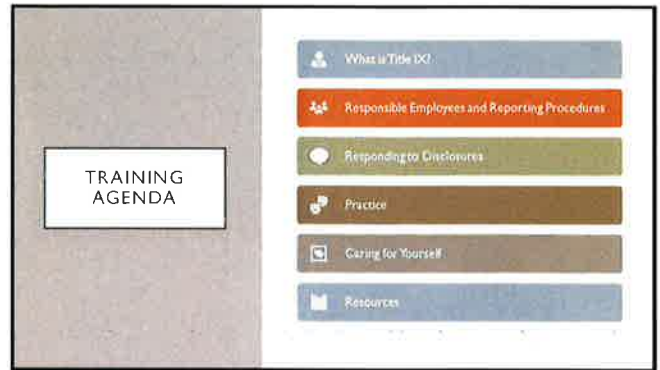
CCSU Health Services 860-832-1925

CCSU Prevention and Counseling 860-832-1945

Title IX Training for Resident Assistants, August 2019



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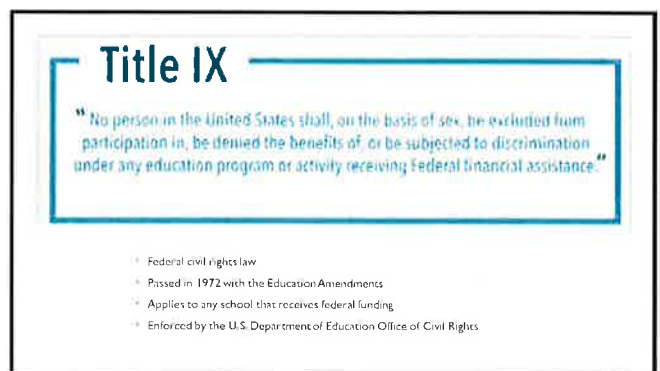
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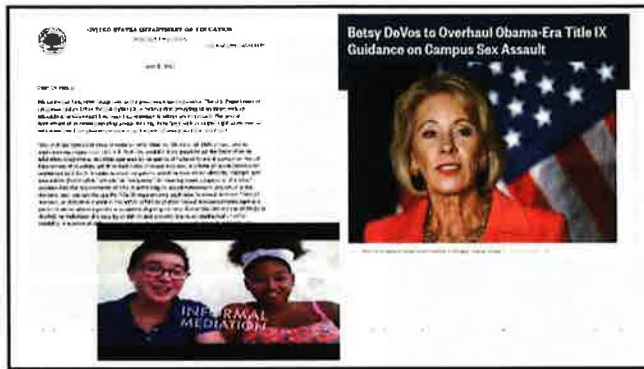
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RESPONSIBLE EMPLOYEES – BOR SEXUAL MISCONDUCT POLICY

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.
- "Sexual misconduct" includes sexual harassment, sexual assault, intimate partner violence, and stalking.

To report incidents of sexual misconduct:

Pamela Whitley
Diversity Associate
Office of Diversity & Equity
860-832-1653

8

BOR POLICY ON MANDATORY REPORTING OF SUSPECTED ABUSE OR NEGLECT OF A CHILD

- Any university employee deemed a "**mandatory reporter**"* who 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 report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

DCF Careline (24/7)
1-800-842-2288
TDD: 1-800-624-5518

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

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RESPONDING TO DISCLOSURES

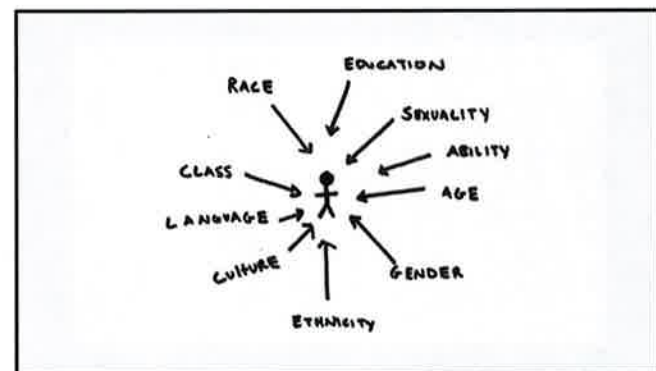
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How do you want to respond to someone who has experienced interpersonal violence?

What do you NOT want to do?

What resources can you offer people?

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PRACTICE

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SCENARIOS

Two options:

- Discuss how you would respond and what you would say to the person in the scenario.
- Act out the scenario within your group. Have someone be the RA, the resident, and an observer to give feedback on how they did.



14

FEEDBACK



What went well?



What questions do you have?



How did you communicate with the person about your responsibility to report?



What resources did you provide?

15

"Empathy has no script. There's no right way or wrong way to do it. It's simply listening, holding space, withholding judgment, emotionally connecting, and communicating that incredibly healing message of 'you're not alone.'"

- Brené Brown

16

CARING FOR YOURSELF

17

COMPASSION FATIGUE

- Often called "the cost of caring"
- Emotional strain caused by exposure to those suffering from trauma
- May result in physical and/or emotional exhaustion, reduced feelings of empathy, feelings of irritability, avoidance of work or taking care of others, and feelings of guilt

TRIO Academy

18

BURNOUT

- A state of chronic stress that can lead to physical and emotional exhaustion, cynicism and detachment, and feelings of ineffectiveness and lack of accomplishment.
- Burnout is not specific to trauma and can also be a result of overworking or constant stress.



Psychology Today

19

KNOW YOUR ZONES – EVERYONE IS DIFFERENT!

Green

- How do I feel when I am at my best?

Yellow

- What are some early warning signs that I'm feeling overwhelmed?

Red

- What does burnout look like for me?

20

My Self-Care Plan

Mental Physical Emotional

CREATING YOUR SELF-CARE PLAN

What might get in the way? What can you do to remove these barriers?

Goals for overall balance:

Where I live...

I run...

If you implement your plan, how might you feel?

21

SELF-CARE IDEAS



22

You can't pour
from an empty cup.



Take care of yourself first.

YOU HAVE SUPPORT

The resources you share with residents are available to you too. You are not alone in supporting people who have experienced violence.

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"True self-care is a journey, a lifestyle, and a continuous process to living a healthy life. It involves assessing various aspects of our lives to see which areas need improvement and then addressing these areas. Sometimes it is doing the tasks that we don't want to do that take time and effort. Self-care involves determining what is most important in your life and being proactive with your situation.

It is realizing that you are important, and what you have to say matters. True self-care is prioritizing your mental, physical, and emotional health to have a more complete and balanced life."

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ON CAMPUS RESOURCES TO REPORT AN INCIDENT

- **Office of Diversity & Equity** (all complaints)
860-832-1653
Davidson Hall, Room 119
- **Office of Student Conduct** (complaints against students)
860-832-1667
Willard DiLoreto Hall, W-105
- **CCSU Police** (criminal complaints)
Emergency: 911
Routine – Police Dispatch: 860-832-2375

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ON CAMPUS RESOURCES SOMEONE TO TALK TO

<ul style="list-style-type: none"> • Office of Victim Advocacy Joanna Flanagan 860-832-3795 Willard DiLoreto, D-305 • Women's Center Jacqueline Cobbina-Balvin 860-832-1655 Student Center, Room 215 • Residence Life 860-832-1660 Mid Campus, Room 118 	<ul style="list-style-type: none"> • Student Wellness Services <i>*Confidential</i> Health Services Counseling & Student Development 860-832-1926 (appointments) 860-832-1925 (inquiries) Willard DiLoreto, W-101 • Office of Student Affairs 860-832-1401 Davidson Hall, Room 103
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OFF CAMPUS CONFIDENTIAL RESOURCES

<ul style="list-style-type: none"> • YWCA Sexual Assault Crisis Service 24-Hour Hotline: 860-223-1787 or 888-999-5545 24-Hour Spanish Hotline: 888-568-8332 • Prudence Crandall Center for Domestic Violence 24-Hour Hotline: 888-774-2900 24-Hour Spanish Hotline: 844-831-9200 	<ul style="list-style-type: none"> • Suicide Prevention Lifeline 24-Hour Hotline: 800-273-8255 • Crisis Text Line Text "home" to 741-741 for free 24/7 crisis support • Hospital of Central Connecticut 100 Grand St. New Britain, CT 860-224-5011 <i>*SAFE Program for sexual assault forensic exams</i>
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THANK YOU!

Joanna Flanagan
Office of Victim Advocacy
jflanagan@ccsu.edu
860-832-3795
Willard DiLoreto Hall, D-305
M-F 9:00 a.m. – 5:00 p.m.

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Bringing in the Bystander, Spring-Summer 2019

1

PREVENTION INNOVATIONS

Office of Victim Advocacy

Bringing in the Bystander®



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

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1

2

Brainstorm on Bystander Responsibility

- What is a bystander?
- Are our ideas of bystanders positive or negative?
- Why?

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2

3

Definitions

- **Bystanders** are individuals who witness emergencies, events or situations that could lead to harm to another person and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.
- In the context of this program, **prosocial bystanders** are individuals whose behaviors intervene in ways that impact the outcome positively.

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Who will you be?


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Stoke Hall Gang Rape 1987

- Three men gang raped a woman in 1987 in Stoke Hall, a residence hall at UNH.
- The victim transferred to another University.
- Two of the three offenders plead guilty to misdemeanor sexual assault for which they would each spend 2 months in prison.



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6

Where were the bystanders?

- ❑ WHO COULD HAVE INTERVENED?
- ❑ WHAT COULD THEY HAVE DONE TO HELP?

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Yeardley Love: 1988-2010



Credit: USA Media Relations

In February 2012, George Huguey was convicted of Second degree murder of his former girlfriend, Yeardley Love.

They were students at the University of Virginia when he killed her.



Credit: USA Media Relations

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Where were the bystanders?



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1 Minute Check-In

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Where Did the Study Of Bystanders Begin?

The Case of Kitty Genovese

- Kitty Genovese was stalked and stabbed outside her apartment in Queens, NY, in 1964.
- Despite the fact that there were many individuals who either saw or heard the attack, little was done in assisting her. She died as a result.
- This became a national story and prompted social scientists to start researching the bystander phenomenon.

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Bystander Research Confirms

RECOGNIZE SITUATION

- You must be aware of the problem and recognize the negative impact on the victim.²

BEING ASKED

- Those who are asked and agree to help, are far more likely to intervene than those who are not asked.³

ROLE MODEL

- People who witness prosocial interventions are more likely to effectively intervene in the future.⁴

GROUP SIZE

- The more people are present, the lesser the likelihood of a bystander effectively intervening.⁵

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Brock Turner, Stanford Rape Case



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Bystander Action: Social Media



Samantha Stendal:
A Needed Response
<http://youtu.be/eZxvsWCWivM>

Alexandria Goddard:
The Steubenville Rape Case
Blogger



PREVENTION INNOVATIONS

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Scope of Sexual & Relationship Violence

What are examples of behaviors that are:
unreciprocated, unwanted, or coercive?

What are elements of environments that are:
intimidating, hostile, or discriminatory?

Low LEVEL OF RECOGNITION High

High FREQUENCY Low

PREVENTION INNOVATIONS

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Rape Culture

*Adapted from D. Lisak's Rape Culture slide



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15

Just the Facts: Swartout et al.

- More recent research from Swartout et al. (2015)⁷ provides more information on single-act rapists.
- Rapists who perpetrated before college, often did not perpetrate when they got to college.
- Rapists who perpetrated in college, often had not perpetrated previously.
- This potentially points to the influence of the campus environment on perpetrator behavior.

PREVENTION INNOVATIONS

16

Facts about Sexual Violence

- Rape is an act of violence, sex is the weapon.
- Sexual violence affects everyone.
- Rape can happen to anyone, anywhere at any time.
- Most men don't rape, but the few that do, commit multiple rapes as well as other assault.⁸
- Majority of perpetrators remain undetected in our community - they are not caught.⁹
- Most (73%) of sexual assaults are perpetrated by a non-stranger.¹⁰
- Most people tell the truth about rape. Only 2-10% are false reports. The higher range of this statistic also encompasses cases in which a victim recanted.¹¹

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17

Facts about Relationship Violence

- 1 in 4 women will be a victim of relationship abuse.¹²
- 85% of victims of physical relationship abuse are women.¹³
- Women ages 20-24 are at the greatest risk of nonfatal relationship abuse.¹⁴
- 20-30% of college dating couples experience at least one act of physical aggression.¹⁵
- 70-90% of college dating couples experience psychological aggression.¹⁶

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Consequences of Sexual & Relationship Violence

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- Many victims develop post-traumatic stress disorder (PTSD).
- Other consequences include fear, suicidal feelings, interference with school and job, disrupted relationships, helplessness, shock and disbelief, guilt, humiliation, self blame, flashbacks, depression, nightmares, insomnia, impaired memory, drug and alcohol abuse.

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1 Minute Check-In

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THE FOUR THINGS EXERCISE

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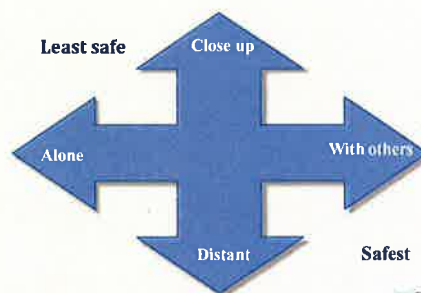
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Decision Making Process

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Scenario One

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- You are at a party. A highly intoxicated woman you don't know comes over to a male friend of yours. You overhear her ask your friend to help her get back to her dorm room. She is hanging all over him. Your friend has told you he finds her attractive and would like to have sex with her.
- Discuss pros and cons of the following choices:
 - Do nothing. It's none of my business
 - Talk to your male friend. Explain that you think she may be too drunk to give clear consent to sex.
 - Offer to take her home, make sure she arrives there safely and leave.
 - Find some of her friends and ask them to take her home.
- Your own idea:
- What do you do? How do you stay safe?

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Scenario Two

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- You are hanging out with some friends and acquaintances. Some people start talking about a rape that recently occurred at a nearby university. An acquaintance of yours says "yeah, but she was totally shit-faced, what did she think was going to happen to her?" Some of the people involved in the conversation laugh, others look uncomfortable but don't say anything.
- Discuss pros and cons of the following options:
 - Do nothing, it's none of my business
 - Give the person a disapproving look
 - Say something to counter the comment such as:
 - Engage the person and others in a conversation by saying:
 - Your own idea:
 - What do you do? How do you stay safe?

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24

Intervene

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- **"Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that had made it possible for evil to triumph."**
– Haile Selassie
- **"The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it."**
– Albert Einstein



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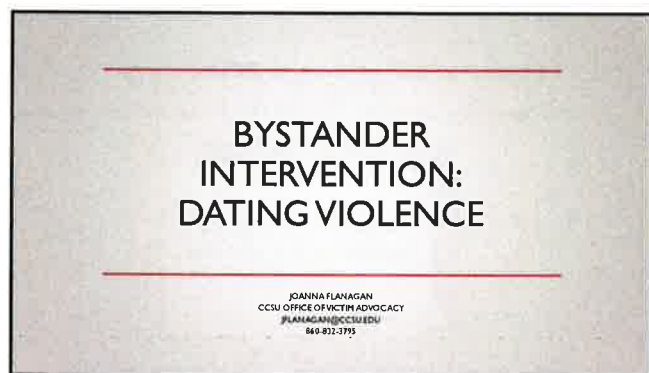
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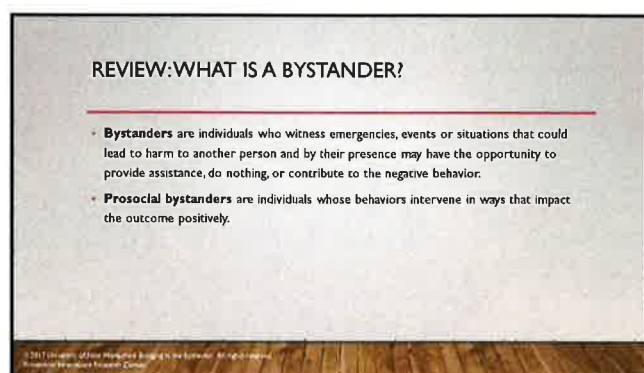
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Bystander Intervention - Healthy Relationships, Fall 2019



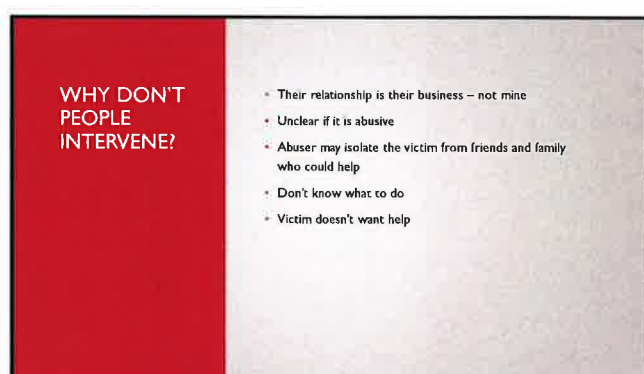
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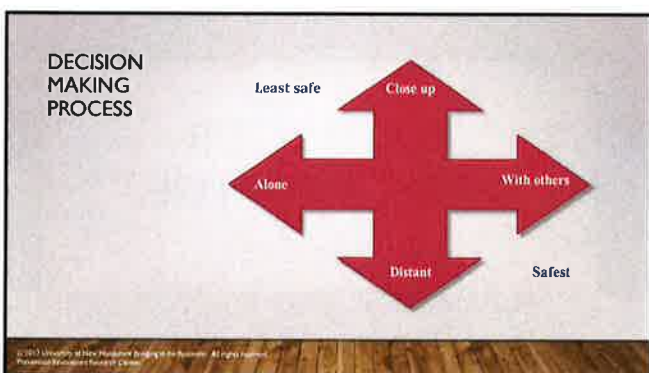
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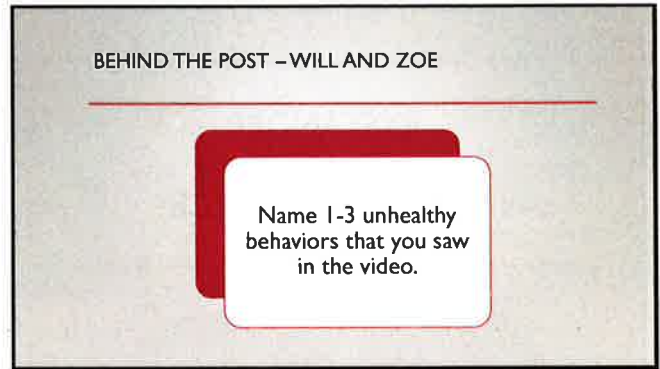
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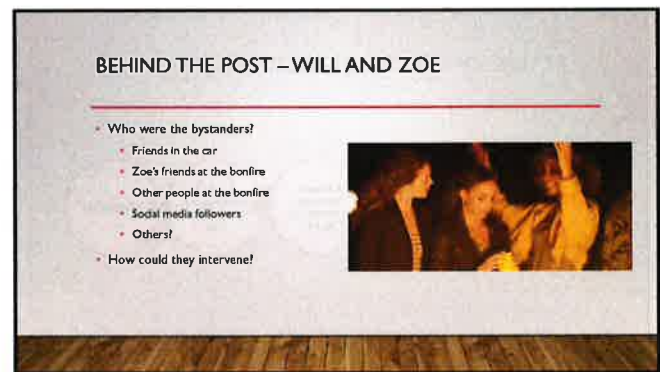
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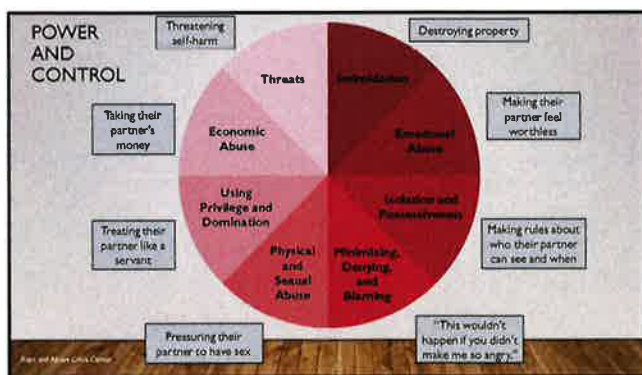
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DATING VIOLENCE STATISTICS

- 43% of college women and 27% of college men report having experienced abuse or controlling behaviors in a relationship.
- 70% of college students who experienced dating violence while in college reported they were not aware they were in an abusive relationship at the time.
- 58% of college students reported they do not know how to help someone who is experiencing dating abuse and 89% are not confident in their ability to recognize warning signs.

13

HOW TO HELP

IF YOU BELIEVE A FRIEND IS IN AN UNHEALTHY OR ABUSIVE RELATIONSHIP

- Talk to them in a private, comfortable setting.
- Be supportive.
- Talk about what you notice about their relationship and ask how they feel.
- Let them know the abuse is not their fault.
- Offer resources.
- Follow up – this is the start of the conversation.

Avoid labeling their relationship as abusive or expecting them to leave right away. Dating violence is complex and your friend may have feelings of love and affection for their partner, or may be afraid of what could happen if they leave. Reassure your friend that you are not there to judge and that you care about them.

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WHAT WOULD YOU DO?

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SCENARIO 1

You're sitting in the Student Center with Joe and Emily who have been dating on and off for about a year. Joe excuses himself to get some coffee. You then notice Emily open Joe's backpack and take out his phone. She tells you that she has to check his texts, emails and social media to make sure he's not cheating on her. She admits to doing this often because she's worried about Joe talking with other girls. She asks you not to tell Joe.

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SCENARIO 2

You and some friends are having a movie night at your off-campus apartment. Your friend Lacey's boyfriend, whom none of you know very well, shows up and demands Lacey leave with him. He accuses her of cheating on him with one of your other friends.

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SCENARIO 3

You're walking back from class with your friend Liam and his phone keeps ringing. You ask him if everything is okay and he says his ex-boyfriend John has been texting and calling him all day. His phone continues to go off and he appears to be frustrated. Liam tells you that John needs to know everything he's doing all the time and it's getting annoying especially since he ended the relationship three weeks ago. He also tells you that John comes to campus every day and begs him to talk about things, but he refuses.

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ON-CAMPUS RESOURCES: SOMEONE TO TALK TO

- **Office of Victim Advocacy**
Joanna Flanagan
860-832-3795
Willard DiLoreto, D-305
- **Women's Center**
Jacqueline Cobbinia-Bolvin
860-832-1655
Student Center, Room 215
- **Residence Life**
860-832-1660
Mid Campus, Room 118
- **Student Wellness Center** *Confidential
Health Services
Counseling & Student Development
860-832-1926 (appointments)
860-832-1925 (inquiries)
Willard DiLoreto, W-101
- **Office of Student Affairs**
860-832-1601
Davidson Hall, Room 103

19

ON-CAMPUS RESOURCES: TO REPORT

- **Office of Equity & Inclusion** (all complaints)
860-832-1653
Davidson 119
- **Office of Student Conduct** (complaints against students)
860-832-1667
Willard DiLoreto W-105
- **CCSU Police** (criminal complaints)
Emergency: 911
Routine – Police Dispatch: 860-832-2375

The support resources listed on the previous slide can assist you in making a report.

20

OFF-CAMPUS CONFIDENTIAL RESOURCES

- **Prudence Crandall Center for Domestic Violence**
24-Hour Hotline: 888-774-2900
24-Hour Spanish Hotline: 844-831-9200
- **YWCA Sexual Assault Crisis Service**
24-Hour Hotline: 860-223-1787
24-Hour Spanish Hotline: 888-568-8332
- **Hospital of Central Connecticut**
100 Grand St. New Britain, CT
860-224-5011
- **Suicide Prevention Lifeline**
24-Hour Hotline: 1-800-273-8255
- **Crisis Text Line**
Text "home" to 741-741 for free 24/7 crisis support
- **Love is Respect** – support for dating violence
Text "lovels" to 22522 or visit lovelsrespect.org

21

THANK YOU!

Joanna Flanagan
Office of Victim Advocacy
Willard DiLoreto D-305
jflanagan@ccsu.edu
860-832-3795

Instagram/Twitter: @standupccsu
Facebook: Stand Up CCSU




22

Campus Security Authority Training, Spring 2019

THE CLERY ACT: YOUR ROLE AS A CAMPUS SECURITY AUTHORITY (CSA)

FACILITATORS: SERGEANT JERRY ERWIN AND JOANNA FLANAGAN VICTIM ADVOCATE
FRIDAY, MAY 3, 2019



1

CLERY ACT – THE CONTEXT



Jeanne Clery, 1966 - 1986



1990, Connie and Howard Clery receive
National Crime Victim Services Award

2

CORE REQUIREMENTS UNDER THE CLERY ACT

- Reporting of crime statistics
- Alert campuses of imminent danger
- Distribute an annual Campus Security Report

3

CAMPUS SECURITY AUTHORITIES

Who is a CSA?

- A member of campus police or security
- A staff member responsible for campus security
- An individual designated by the university as someone crimes should be reported to
- Someone with significant responsibility for student and campus activities

Examples

- Resident Assistants
- Housing staff
- Student conduct officials
- Coaches
- Athletic Directors
- Faculty advisors to student groups


4

CLERY CRIMES

Murder and Non-Negligent Manslaughter	Misadventure by Negligence	Rape	Fondling	Incest	Statutory Rape
Robbery	Aggravated Assault	Burglary	Motor Vehicle Theft	Arson	Domestic Violence
Dating Violence	Stalking	Hate crimes	Drug Law Violations	Liquor Law Violations	Weapons Law Violations

5

CLERY CRIMES AND GEOGRAPHY



- On campus
- On campus student housing facility
- On campus public property adjacent to and accessible from campus
- At non-campus property or building owned or controlled by the institution or a recognized student organization

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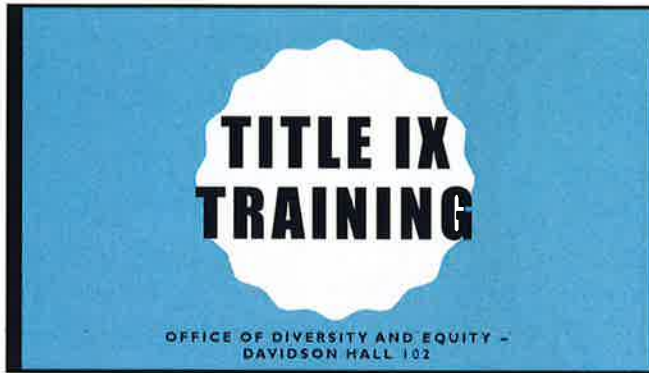
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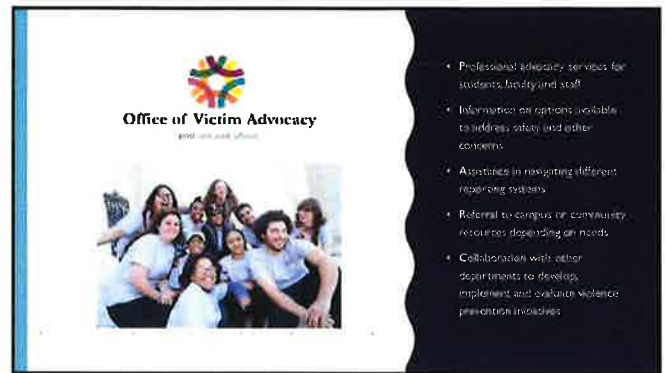
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PLEASE FEEL FREE TO CONTACT US WITH ANY QUESTIONS.

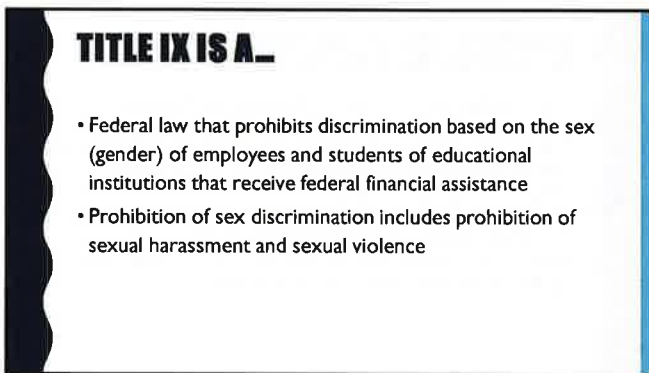
Full Title IX Training, Spring 2019



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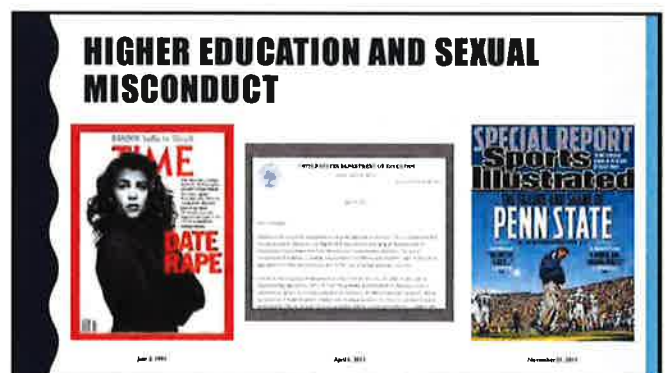
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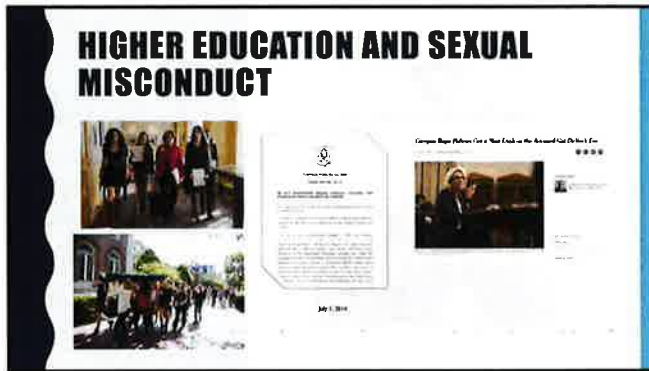
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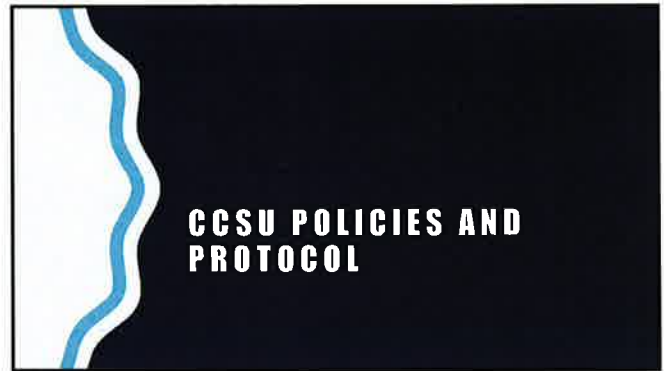
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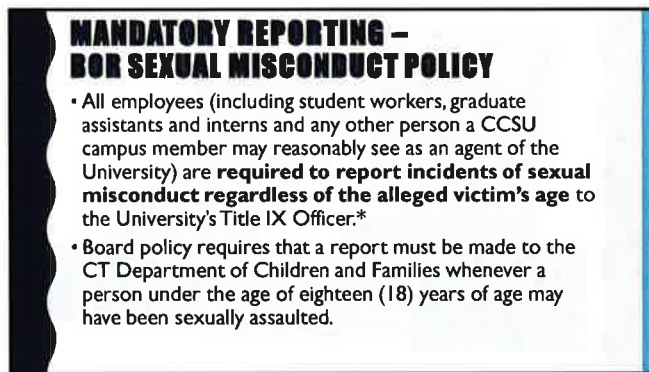
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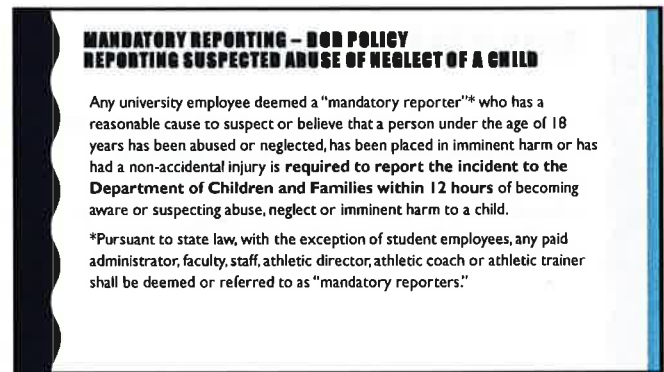
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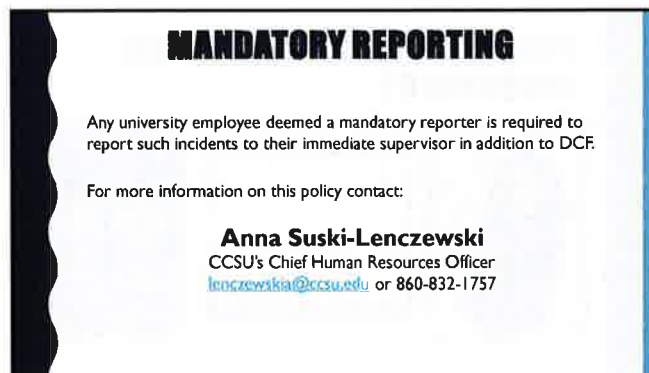
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12

SEXUAL MISCONDUCT: SEXUAL HARASSMENT

Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.

13

QUID PRO QUO: "THIS FOR THAT"

- Subjected to **unwelcome** requests for sexual favors or conduct
- Submission to the conduct is a condition of employment, education, benefit, etc.
- The harasser generally has some type of supervisory or power relationship over the person being harassed

14

HOSTILE ENVIRONMENT

- **Unwelcome** verbal or physical conduct directed at another
- Because of that individual's **protected class** (e.g., gender/sex)
- That **unreasonably** interferes with the person's work or academic performance
- Sufficiently **severe, pervasive or persistent**
- Purpose or of creating a hostile work or educational environment
 - **A one time incident can be seen as severe**

15

FORMS OF HARASSMENT

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Taunting
- Name calling
- Use of offensive words
- Threatening
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Physical Assault

16

SEXUAL MISCONDUCT: 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.

17

SEXUAL ASSAULT

18

SEXUAL MISCONDUCT: SEXUAL ASSAULT

Sexual assault may include 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.

19

PREVALENCE AT CCSU

Approximately 11% of undergraduate women experienced attempted or completed sexual assault.

Approximately 3% of undergraduate men experienced attempted or completed sexual assault.

Approximately 8% of graduate student women and 0% of graduate student men experienced attempted or completed sexual assault.

20

The majority of incidents occurred off-campus

90% of victims/survivors knew the person that harmed them

Approximately 3% of victims/survivors notified law enforcement

40% of victims/survivors told a close friend

21

mirror

House overwhelmingly adopts affirmative consent bill

4/10/19 10:00 AM

The House of Representatives on Wednesday passed a landmark affirmative consent bill, which would require sexual assault survivors to prove that their attacker did not obtain their consent.

The bill, known as the Campus Sexual Assault (CSA) Act, was passed by a vote of 268 to 161.

The bill is a significant step in the fight against sexual assault on college campuses.

It will require schools to take more steps to prevent sexual assault and to support survivors.

The bill also requires schools to provide more information to students about sexual assault and consent.

The bill is expected to become law in the near future.

It is a major victory for survivors and for the fight against sexual assault.

The bill is a landmark achievement for the campus community.

It shows that Congress is taking action to address this serious issue.

The bill is a testament to the strength and resilience of survivors.

It is a step towards a safer and more equitable campus environment.

The bill is a victory for all who have been affected by sexual assault.

It is a promise of a better future for all students.

The bill is a sign of hope for the future of campus life.

It is a commitment to the well-being of every student.

The bill is a testament to the power of collective action.

It is a reminder that we are all in this together.

The bill is a symbol of our shared values.

It is a promise of a brighter future for all.

The bill is a testament to the strength of our democracy.

It is a sign of our progress as a nation.

The bill is a commitment to the future of our country.

It is a promise of a better world for all.

The bill is a testament to the power of the people.

It is a sign of our strength as a nation.

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Senate Passes 'Yes Means Yes' Bill Targeting Sexual Assault



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FILM CLIP AND DISCUSSION

It wasn't bad.
It wasn't a mistake.
It wasn't my fault.
It was rape.

This film contains content about sexual assault that may be triggering to some people.
Please take care of yourself when it means exiting the screening.

23

DISCUSSION QUESTIONS

1. What caught your attention during this clip?
2. What concerned you while watching the clip?
3. What questions did the clip raise for you?

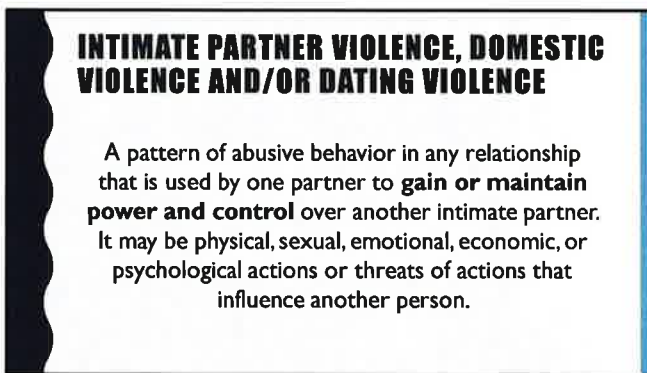
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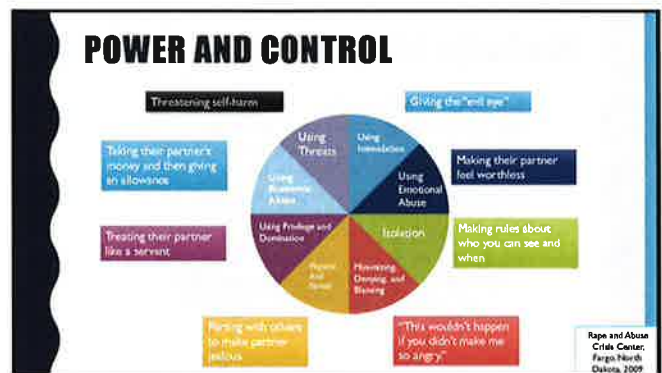
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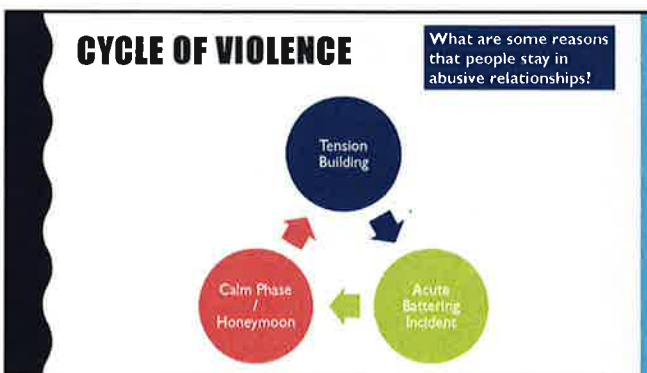
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STALKING

Definition:

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.



31

Bauser, K., Catalano, S., and Rand, M. (2009). *Stalking Victimization in the United States*. Bureau of Justice Statistics Special Report. U.S. Department of Justice.

Persons age 18 – 24 experienced the highest rate of stalking victimization.

3 in 4 of all victims knew their offender in some capacity.

1 in 4 stalking victims reported some form of cyberstalking was used.

The most common fear cited was not knowing what would happen next.

32

BEHAVIOR OF STALKERS

- Follow you and show up wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Drive by or hang out at your home, school, or work.
- Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.

33

INDIVIDUAL RESPONSE

34

WHY DO STUDENTS DISCLOSE TO FACULTY/STAFF?

- They believe that they will be believed.
- They feel close to the staff member and want comfort.
- They are having difficulty with classes or with other aspects of their life and really need assistance.
 - They feel like they need to explain a behavior.
- To warn a staff member about another student.
 - They are suddenly triggered.

35

CASE STUDY ACTIVITY

Directions: In groups of 3 – 5 please read your Case Study card and discuss the questions below. Prepare to report back to the larger group.

1. How would you respond, in the moment, to the student/colleague who has approached you? (i.e. what are concrete things you can say or do)
2. What are things you would not want to say or do in response to the student?
3. What is your responsibility as a CCSU employee?
4. What questions does that raise for you?

36

SCENARIO 1

You are an adjunct instructor who requires students to attend a certain number of CCSU events each semester. The students are then required to write a response paper regarding their experience. One of the students in your class attends a large campus event focused on sexual assault prevention. In her paper she writes that the speaker really resonated with her, as she is a survivor of sexual violence.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

37

SCENARIO 2

You are a CCSU staff member who supervises 15 student workers. You check in regularly with each of these students regarding their classes and how their semester is going. In one of these informal discussions, a student tells you that he was up all night with one of his close friends, who was sexually assaulted on campus two nights prior by another CCSU student. The student you supervise is concerned for his friend's safety.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

38

SCENARIO 3

You are a professor and a student with whom you have had limited interaction comes to your office hours for the first time. The student tells you that he knows that he is failing the class and he has had a really "tough semester." When you ask what happened, he tells you that he was sexually assaulted several months earlier and has had trouble focusing on school ever since. He quickly follows this with a request to "keep this confidential, okay?"

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

39

SCENARIO 4

You are a CCSU faculty member who requires students to submit papers on-line by a certain deadline. One of your students does not submit a paper by the deadline. The next day you receive an e-mail from this student requesting an extension on the assignment. The student further tells you that he had a serious incident with his partner last night. His partner smashed the computer that he was using to do his school work. He further tells you that the police are involved and that he has a lot of stress in his life right now.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

40

Disclosure of SA, DV and/or stalking to non-confidential CCSU employee

Office of Diversity and Equity (all complaints)
Office of Student Conduct (complaints against all students)

Refer.

Report.

Follow-Up (if appropriate)

Confidential
- YWCA
- Prudence Crandall Center
- Counseling Services
Not Confidential
- Office of Victim Advocacy
- Women's Center
- Residence Life

41

YOU HAVE SUPPORT.



You are not alone in supporting a student or colleague who has experienced unwanted behaviors.

42

STAND UP CCSU

STAND UP DAY

Tuesday, April 23, 2019
11:00 – 3:00
Student Center Circle
Prevention themed activities, photo booth,
and giveaways!

DENIM DAY

Wednesday, April 24, 2019
11:00 – 2:00
Student Center Lobby
Wear denim to show support!



Do you want a poster to hang in your office? Contact me!



43

THANK YOU.



you are
not alone

Joanna Flanagan
Sexual Assault & Violence Prevention Specialist
jflanagan@ccsu.edu
860-832-3795
Willard DiLoreto Hall, D-305

Would you like a presentation in your classroom?
Please contact me directly to coordinate!

44

Full Title IX Training, Fall 2019


Title IX Training

Office of Equity & Inclusion

1

Office of Equity & Inclusion (OEI)

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action




Davidson 119
(860) 832-1652

2

Office of Victim Advocacy (OVA)

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives



Willard DiLoreto Hall, D-305
M-F, 9:00 a.m. – 5:00 p.m.
(860) 832-3795
jlanagan@ccau.edu

3


Training Outline

- Overview: Title IX
- Sexual Violence, Intimate Partner Violence and Stalking
- CCSU Policies & Protocol
- Responding to Disclosures
- Resources

4

What is your favorite color?

- A Red
- B Orange
- C Yellow
- D Green
- E Blue
- F Purple
- G Pink
- H Other



5

I feel comfortable talking about sexual violence.

- A Strongly Agree
- B Agree
- C Neutral
- D Disagree
- E Strongly Disagree



6

The Context

7

True or False: Title IX protects female students only.

- A True
- B False

8

Title IX

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence
- Title IX protects ALL students and employees of an educational institution – it is not specific to one gender

9

History of Title IX



10

Where We Are Now

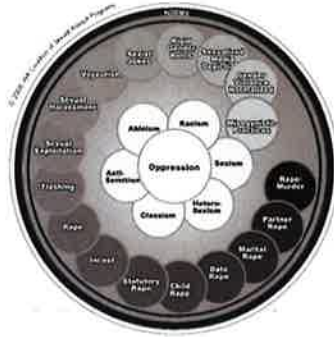


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Sexual Violence

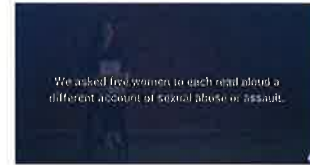
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What is Sexual Violence?



13

This video includes personal stories of sexual assault that may be triggering to some people. Please take care of yourself, even if it means stepping out of the room.



The video runs for about 5 minutes.

14

Sexual Harassment

- **Unwelcome** sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.
- Two categories: quid pro quo and hostile environment
- Forms of harassment include:
 - Language/postures of a prejudicial nature
 - Offensive graphic jokes
 - Teasing
 - Name calling
 - Use of offensive words
 - Threatening
 - Unlawful or inappropriate Internet use
 - 'Accidental' collisions or brushing up against
 - Physical Assault

15

Sexual Harassment

Quid Pro Quo: "This For That"

- Subjected to **unwelcome** requests for sexual favors or conduct
- Submission to the conduct is a **condition** of employment, education, benefit, etc.
- The harasser generally has some type of **supervisory or power** relationship over the person being harassed

Hostile Environment

- **Unwelcome** verbal or physical conduct directed at another
- Because of that individual's **protected class** (e.g., gender/sex)
- That **unreasonably** interferes with the person's work or academic performance
- Sufficiently **severe, pervasive or persistent**
- Purpose of or creating a hostile work or educational environment
 - A one time incident can be seen as severe

16

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.

17

Sexual Assault

- **Sexual assault** may include 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.



18

True or False: In the BOR policy, consent can be revoked if a person changes their mind.

- ☒ True
- ☐ False



19

Prevalence at CCSU

Approximately 11% of undergraduate women experienced attempted or completed sexual assault.

Approximately 3% of undergraduate men experienced attempted or completed sexual assault.

Approximately 6% of graduate women and 0% of graduate men experienced attempted or completed sexual assault.

CCSU Campus Climate Survey, 2015

20



The majority of incidents occurred off campus.



90% of victims/survivors knew the person that harmed them.



Approximately 3% of victims/survivors notified law enforcement.



40% of victims/survivors told a close friend.

CCSU Campus Climate Survey, 2015

21

Intimate Partner Violence

22

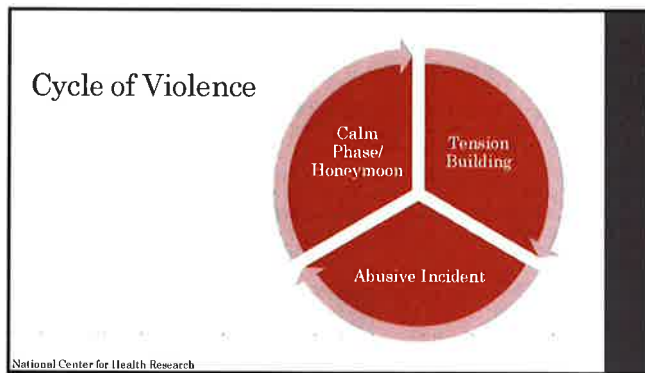
Intimate Partner Violence

- A **pattern of abusive behavior** in any relationship that is used by one partner to **gain or maintain power and control** over another intimate partner.
- It may include physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

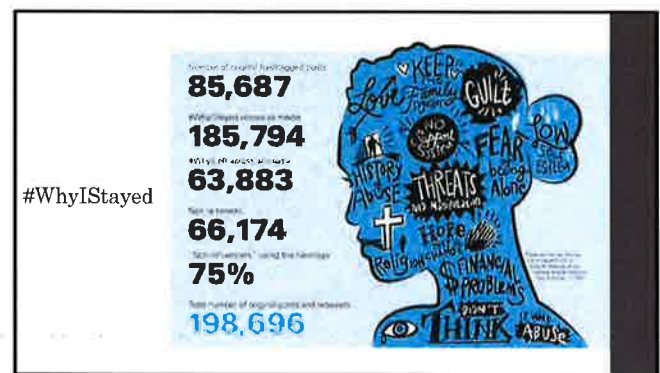
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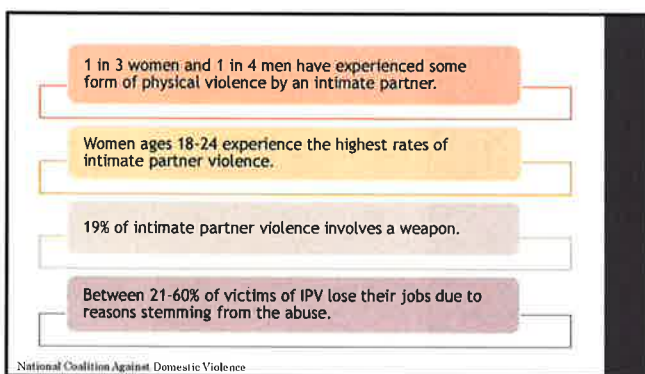
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Stalking

28

True or False:
Most stalkers target celebrities.

☐ True
☐ False

29

True or False: If a person ignores
stalking behavior, it will go away.

☐ True
☐ False

30

True or False: All stalkers have mental health issues.

- ☐ A. True
☐ B. False



31

Stalking

- **Repeatedly** contacting another person when the contacting person knows or should know that the contact is **unwanted** by the other person
- 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.



32

People age 18-24 experienced the highest rate of stalking victimization.

3 in 4 victims knew their offender in some capacity

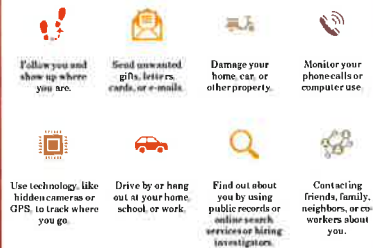
1 in 4 stalking victims reported some form of cyberstalking was used.

The most common fear cited was not knowing what would happen next.

Baum, K., Catalano, S., and Rand, M. (2009) *Stalking Victimization in the United States*. Bureau of Justice Statistics Special Report. U.S. Department of Justice.

33

Behavior of Stalkers



34

CCSU Policies & Protocol

35

In the BOR policy, sexual misconduct includes which of the following? (Mark all that apply)

- ☐ A. Sexual harassment
☐ B. Sexual assault
☐ C. Sexual exploitation
☐ D. Intimate partner violence
☐ E. Stalking
☐ F. All of the above



36

Responsible Employees – BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are **required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.**
- Board policy requires that a report be made to the Department of Children and Families (DCF) whenever a person under the age of eighteen (18) may have been sexually assaulted.

To report sexual misconduct:
Pamela Whitley
Senior Equity & Inclusion Officer
Office of Equity & Inclusion
860-832-1652

37

True or False: If a student discloses to a responsible employee about a sexual assault that happened before they came to CCSU, that employee is required to report to the Title IX Officer.

- ☒ True
☐ False



38

BOR Policy on Mandatory Reporting of Suspected Abuse or Neglect of a Child

- Any university employee deemed a "mandatory reporter"™ who 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 report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

DCF Careline (24/7)
 1-800-842-2288
 TDD: 1-800-624-5518

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

39

Rights of Reporting & Responding Parties

- To be treated fairly and with respect.
- The right to have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does 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.
- To receive notice at the same time of the outcome.
- The right to request a review of any decision regarding the sexual misconduct matter in which they are involved.

40

Responding to Disclosures

How do you want to respond to someone who has experienced interpersonal violence?

What do you NOT want to do or say?

What resources can you provide?

41

42

Scenarios

In your groups, discuss how you would respond and what you would say to the person in the scenario.

What is your responsibility as an employee?



43

Feedback

What went well?

What questions do you have?

How did you communicate with the person about your responsibility to report?

What resources did you provide?

44

“Empathy has no script. There’s no right way or wrong way to do it. It’s simply listening, holding space, withholding judgment, emotionally connecting, and communicating that incredibly healing message of ‘You’re not alone.’”

— Brené Brown

45

Resources

46

What offices at CCSU are confidential? (Mark all that apply)

- ☐ Counseling and Wellness Center
- ☐ Employee Assistance Program
- ☐ The Women's Center
- ☐ Office of Victim Advocacy
- ☐ Career Services



47

On-Campus Resources To Report an Incident

- **Office of Equity & Inclusion (all complaints)**
860-832-1653
Davidson Hall, Room 119
- **Office of Student Conduct (complaints against students)**
860-832-1667
Willard DiLoreto Hall, W-105
- **CCSU Police (criminal complaints)**
Emergency: 911
Routine – Police Dispatch: 860-832-2375

48

On-Campus Resources Someone to Talk to

- **Office of Victim Advocacy**
Joanna Flanagan
860-832-3795
Willard DiLoreto, D-305
- **Women's Center**
Jacqueline Cobbina-Boivin
860-832-1655
Student Center, Room 215
- **Residence Life**
860-832-1660
Mid Campus, Room 118
- **Student Wellness Services**
**Confidential*
Health Services
Counseling & Student
Development
860-832-1926 (appointments)
860-832-1925 (inquiries)
Willard DiLoreto, W-101
- **Office of Student Affairs**
860-832-1601
Davidson Hall, Room 103

49

Off-Campus Confidential Resources

- **YWCA Sexual Assault Crisis Service**
24-Hour Hotline: 860-223-1787 or 888-969-5545
24-Hour Spanish Hotline: 888-568-8332
- **Prudence Crandall Center for Domestic Violence**
24-Hour Hotline: 888-774-2900
24-Hour Spanish Hotline: 844-831-9200
- **Suicide Prevention Lifeline**
24-Hour Hotline: 800-273-8255
- **Hospital of Central Connecticut**
100 Grand St. New Britain, CT
860-224-5011
**SAFE Program for sexual assault forensic exams*

50

Thank you!

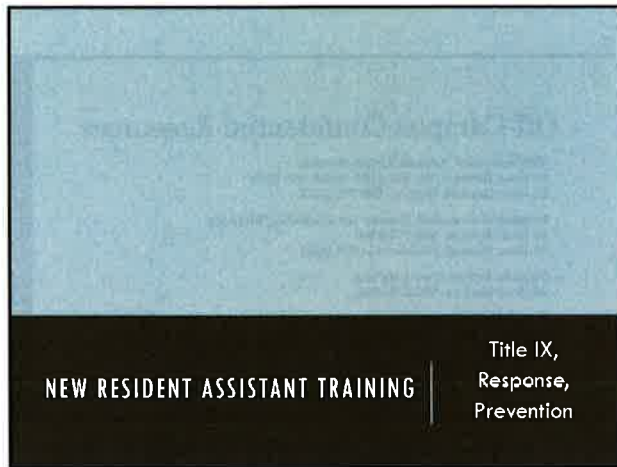
Joanna Flanagan
Office of Victim Advocacy
jflanagan@ccsu.edu
(860) 832-3795
Willard DiLoreto Hall, D-305
M-F 9:00 a.m. – 5:00 p.m.



Want you to present this in your classroom?
Please contact me directly for permission!


51

Title IX Training for New Resident Assistants, January 2019



1

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives



Office of Victim Advocacy
Support. Advocate. Educate.

Willard DiLoreto, Suite D-305
860-832-3795
jflanagan@cccw.edu
M-F, 9:00am – 5:00pm

2

WHAT IS YOUR FAVORITE COLOR?

- A. Red
- B. Green
- C. Blue
- D. Yellow
- E. Pink
- F. Orange
- G. Other

Set clicker to channel 41

Color	Percentage
Red	0%
Green	0%
Blue	0%
Yellow	0%
Pink	0%
Orange	0%
Other	0%

3

I FEEL COMFORTABLE TALKING ABOUT SEXUAL VIOLENCE.

- A. Strongly Agree
- B. Agree
- C. Somewhat Agree
- D. Neutral
- E. Somewhat Disagree
- F. Disagree
- G. Strongly Disagree

Response	Percentage
Strongly Agree	0%
Agree	0%
Somewhat Agree	0%
Neutral	0%
Somewhat Disagree	0%
Disagree	0%
Strongly Disagree	0%

4

SEXUAL VIOLENCE

5

THE MYTHOLOGY

What Ideas do people have about sexual violence?


"Classic" rape myths:

- Offenders attack strangers, wear ski masks, hide in ambush, inflict injuries

The adoption of new language: "date rape"

New myths:

- Viewed as less harmful and less serious offenses
- Seen as a miscommunication between two people



6

STATISTICS

Sexual Assault:
sexual contact or behavior that
occurs without explicit consent
from the victim.

Approximately 20% of college
women will experience
completed or attempted sexual
assault while attending college.

Approximately 6% of college
men will experience completed
or attempted sexual assault while
attending college.

Christopher P. Krebs et. al. The Campus Sexual Assault Study: Final
Report xliii., National Criminal Justice Reference Service, October
2007

7

CONSENT (AND TEA)

So, what do we
know about
consent?



8

9 in 10 offenders were known to
the victim

The majority of sexual victimization
occurred in living quarters

Off-campus victimization is more
common

Fewer than 5% of incidents were
reported to the police

Why do so few
people report
to law
enforcement?

Fischer et al. *The Sexual Victimization of College Women*, National Institute of
Justice. December, 2000.

9

ALCOHOL AND SEXUAL VIOLENCE

Alcohol consumption and sexual
assault frequently co-occur

Alcohol does not cause sexual assault

Consuming alcohol is not a request to
be assaulted

A person who is incapacitated by
alcohol or other drugs can not consent



What are other ways we blame
victims/survivors?

10

FILM CLIP AND DISCUSSION

It wasn't bad sex.
It wasn't a mistake.
It wasn't my fault.
It was rape.
a film by
Jennifer Baumgardner

This film contains content
about sexual assault that may be
triggering to some people.

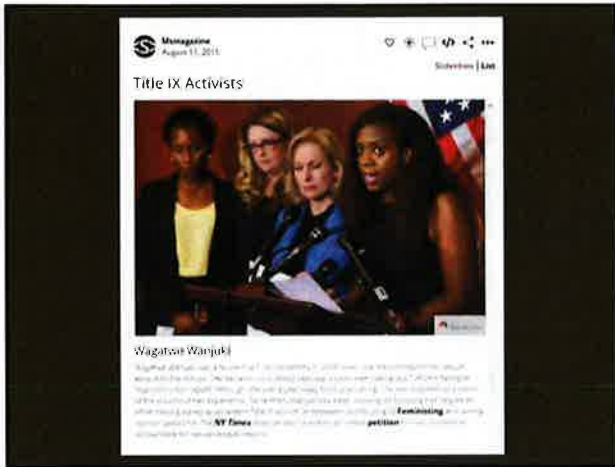
Please take care of yourself, even
if it means exiting the screening.

11

DISCUSSION QUESTIONS

1. What caught your attention during this clip?
2. What concerned you while watching the clip?
3. What questions did the clip raise for you?

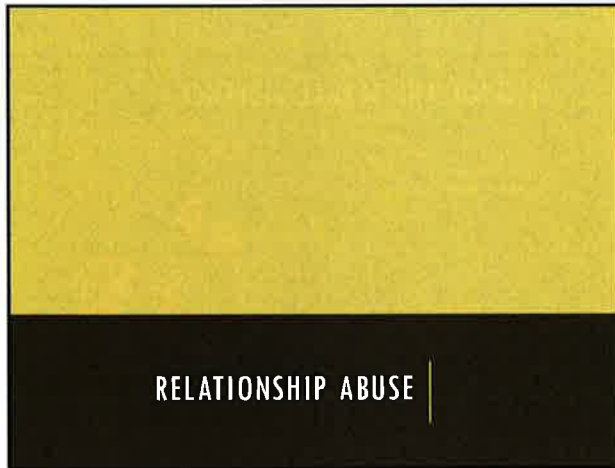
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13



14

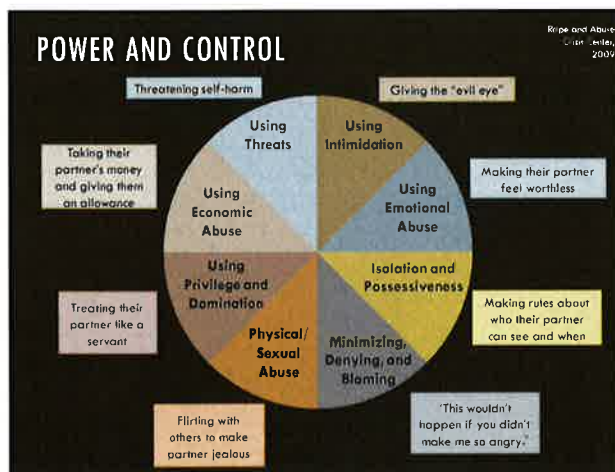


15

RELATIONSHIP ABUSE

A pattern of abusive behavior in any relationship that is used by one partner to **gain or maintain power and control** over another intimate partner. It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

16



17



18

STALKING

One person's repetitive and willful following or lying in wait behavior towards another person that causes that other person to reasonably fear for his or her physical safety.

19

Baum, K., Catalano, S., and Rand, M. (2009) *Stalking Victimization in the United States*.
Bureau of Justice Statistics Special Report. U.S Department of Justice.

Persons age 18 – 24 experienced the highest rate of stalking victimization.

3 in 4 of all victims knew their offender in some capacity.

1 in 4 stalking victims reported some form of cyberstalking was used.

The most common fear cited was not knowing what would happen next.

20

MOST STALKERS TARGET CELEBRITIES.

- A. True
- B. False

0%
True

0%
False

21

STALKING IN THE FIRST DEGREE IS A FELONY IN THE STATE OF CT.

- A. True
- B. False

0%
True

0%
False

22

ALL STALKERS HAVE MENTAL HEALTH ISSUES.

- A. True
- B. False

0%
True

0%
False

23

IF A PERSON IGNORES STALKING BEHAVIOR IT WILL GO AWAY.

- A. True
- B. False

0%
True

0%
False

24

BEHAVIOR OF STALKERS

- Follow you and show up wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Drive by or hang out at your home, school, or work.
- Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.

25

I FEEL CONFIDENT IN MY ABILITY TO ASSIST A RESIDENT WHO HAS EXPERIENCED SEXUAL ASSAULT, STALKING OR INTIMATE PARTNER VIOLENCE.

- A. Strongly Agree
- B. Agree
- C. Somewhat Agree
- D. Neutral
- E. Somewhat Disagree
- F. Disagree
- G. Strongly Disagree



26

INSTITUTIONAL RESPONSE

Title IX and the Clery Act

27

THE CLERY ACT — REQUIREMENTS



- Publish an Annual Security Report
- To keep a public crime log
- Disclose crime statistics for incidents that occur on campus
- Issue Timely Warnings
- Devise an emergency response, notification and testing policy
- Publish an annual fire safety report
- Enact policies and procedures to handle reports of missing students

<http://www.ccsu.edu/galaxy>

28

Title IX

- 9. Schools cannot discourage your continuing your education.
- 8. In cases of sexual violence, schools are prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint.
- 7. Schools can issue a no contact directive under Title IX to prevent the accused student from approaching or interacting with you.
- 6. Title IX is a landmark federal civil right that prohibits sex discrimination in education.
- 5. Schools must take immediate action to ensure a complainant-victim can continue his or her education free of ongoing sex discrimination, sexual harassment or sexual violence.
- 4. Title IX does not apply to female students only.
- 3. Schools must be proactive in ensuring that your campus is free of sex discrimination.
- 2. School must have an established procedure for handling complaints of sex discrimination, sexual harassment or sexual violence.
- 1. Schools may not retaliate against someone filing a complaint and must keep a complaint-victim safe from other retaliatory harassment or behavior.

29

RESPONSIBLE AND MANDATORY REPORTING — BOR SEXUAL MISCONDUCT POLICY

Responsible Employee New Change—All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may be reasonably seen as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer*.

You are all Responsible Employees!

*Rosa Rodríguez, Title IX Officer - Rosa.Rodriguez@ccsu.edu or 860-832-0178.

30

TITLE IX COORDINATOR

Rosa Rodriguez

Chief Diversity Officer & Title IX Officer

Rosa.Rodriguez@ccsu.edu

(860) 832-1653



31

MANDATORY REPORTING

Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.

32

MANDATORY REPORTING – BOR POLICY REGARDING REPORTING SUSPECTED ABUSE OR NEGLECT OF A CHILD

Any university employee deemed a "mandatory reporter"^{*19} who 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 report the incident to the Department of Children and Families **within 12 hours** of becoming aware or suspecting abuse, neglect or imminent harm to a child.

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

You are all
mandatory
reporters!

33

INDIVIDUAL RESPONSE

34

WHY DO STUDENTS DISCLOSE TO RA'S?

- They are friends.
- They believe that they will be believed.
- They have no one else to turn to.
- They are having difficulty with classes or with other aspects of their life and really need assistance.
- They feel like they need to explain a behavior.
- To warn them about another student.
- They are suddenly triggered.

In general, what are
helpful things to do
or say when
someone discloses?

In general, what do
we want to avoid
doing or saying
when someone
discloses?

35

SCENARIOS

1. What are your initial thoughts?
2. What are some things you would say/do?
3. What is your responsibility as an RA?

36

YOU HAVE SUPPORT.



You are not alone in supporting a student who has experienced sexual assault, relationship violence or stalking.

37

YOU ARE WHICH OF THE FOLLOWING? CLICK ALL THAT APPLY

- A. A mandatory reporter
- B. A student at CCSU
- C. A responsible employee
- D. An employee of CCSU



38

SEXUAL AND RELATIONSHIP VIOLENCE CAN BE PREVENTED

39

The majority of men and women in our community do not perpetrate violence.

The majority of us are non-violent people who do not want violence to happen to our peers.

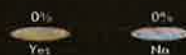


40

IS THIS PREVENTION?



- A. Yes
- B. No



41

PRIMARY PREVENTION

- Focus is on stopping violence before it occurs by changing our environment
- Addresses root causes of violence
- Bystander Intervention
- Social norms change

RISK REDUCTION

- Focus is on the potential victim
- Usually requires that a potential victim change their behavior to "avoid" being assaulted
- Typically "in the moment" strategies
- Self-defense
- Blue lights
- Nail polish

42

NORMS THAT SHAPE ENVIRONMENT

Women: Objectification

Power: Value placed on claiming and maintaining

Violence: Tolerance of aggression and victim blaming

Masculinity: "the man box"

Privacy: Notions of individual and family privacy

(National Sexual Violence Resource Center, 2006)

43

SPECTRUM OF PRIMARY PREVENTION

1. Strengthen Individual Knowledge and Skills

2. Promoting Community Education

3. Educating Providers

4. Fostering Coalitions and Networks

5. Changing Organizational Practices

6. Influencing Policy and Legislation

(National Sexual Violence Resource Center, 2006)

44

THANK YOU!

Joanna Flanagan

Sexual Assault & Violence Prevention Specialist

Office of Victim Advocacy

Willard DiLoreto Hall, Suite D-305

Monday-Friday 9:00 am-5:00pm

jflanagan@ccsu.edu

860-832-3795



45

Title IX Training for New Resident Assistants, August 2019

Title IX Training for New Resident Assistants


History of Title IX & Interpersonal Violence

Jeanne Flanagan,
Office of Victim Advocacy
(860) 832-3795
jflanagan@ccsu.edu
Pauwling, shelli@hops

1

Office of Victim Advocacy (OVA)

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives




Willard DiLoreto Hall, D-305
M-F, 9:00 a.m. – 5:00 p.m.
(860) 832-3795
jflanagan@ccsu.edu

2

Office of Diversity & Equity (ODE)

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action



Davidson 118*
(860) 832-1653
*NEW Location

3

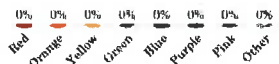
Training Outline

- History of Title IX
- Violence in Our Culture
- Sexual Violence
- Intimate Partner Violence
- Stalking
- CCSU Policies
- Resources

4

What is your favorite color?

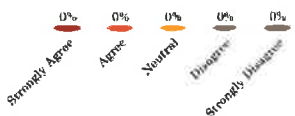
A Red
B Orange
C Yellow
D Green
E Blue
F Purple
G Pink
H Other



5

I feel comfortable talking about sexual violence.

A Strongly Agree
B Agree
C Neutral
D Disagree
E Strongly Disagree



6

The Context

7

True or False: Title IX protects female students only.

- ☐ True
☒ False

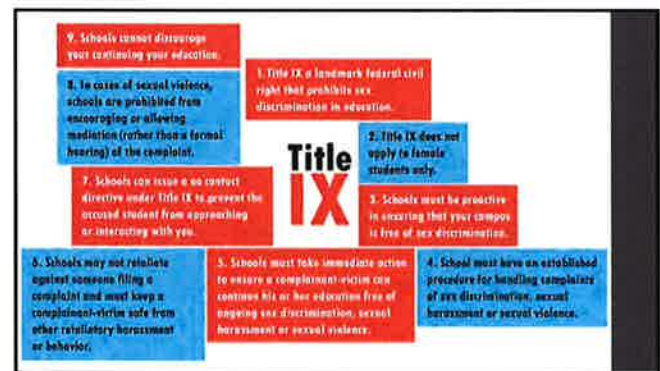


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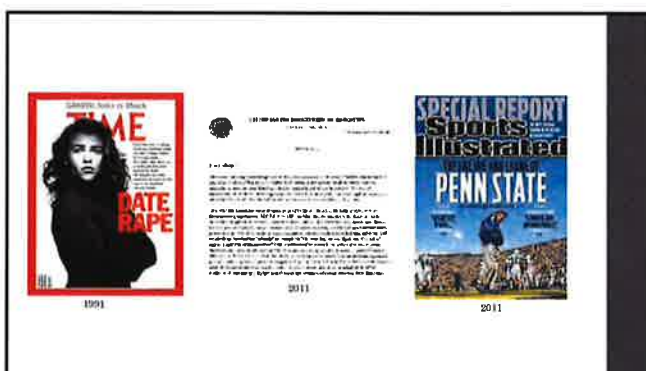
Title IX

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance.
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence.
- Title IX protects ALL students and employees of an educational institution – it is not specific to one gender.

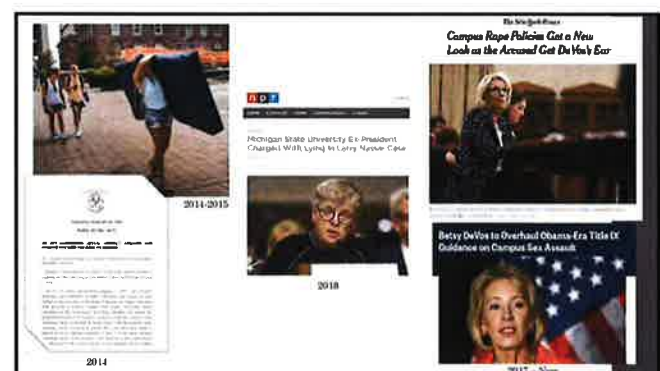
9



10



11



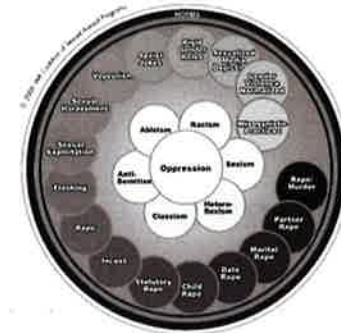
12

Activity: Violence in Our Culture

Think about how interpersonal violence is viewed in our culture.

Look at the card you were given and work as a group to create a continuum of behavior from what our culture views as "least harmful" to "most harmful."

13



14

Sexual Violence

15

Sexual Harassment

- **Unwelcome** sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.
- Two categories: quid pro quo and hostile environment
- Forms of harassment include:
 - Language/posters of a prejudicial nature
 - Offensive graphic posters
 - Taunting
 - Name calling
 - Use of offensive words
 - Threatening
 - Unlawful or inappropriate Internet use
 - "Accidental" collisions or brushing up against
 - Physical Assault

16

Sexual Harassment

Quid Pro Quo "This For That"

- Subjected to **unwelcome** requests for sexual favors or conduct
- Submission to the conduct is a condition of employment, education, benefit, etc.
- The harasser generally has some type of **supervisory or power** relationship over the person being harassed

Hostile Environment

- **Unwelcome** verbal or physical conduct directed at another
- Because of that individual's **protected class** (e.g., gender/sex)
- That **unreasonably** interferes with the person's work or academic performance
- Sufficiently **severe, pervasive or persistent**
- Purpose or of creating a hostile work or educational environment
 - A one-time incident can be seen as severe

17

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.



18

Sexual Assault

Sexual assault may include 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.



19

In the BOR policy, consent can be revoked if a person changes their mind.

- A True
B False



20

This video includes personal stories of sexual assault that may be triggering to some people. Please take care of yourself, even if it means stepping out of the room.



The video runs for about 5 minutes.

21

Prevalence at CCSU

Approximately 11% of undergraduate women experienced attempted or completed sexual assault.

Approximately 3% of undergraduate men experienced attempted or completed sexual assault.

Approximately 6% of graduate women and 0% of graduate men experienced attempted or completed sexual assault.

CCSU Campus Climate Survey, 2015

22



The majority of incidents occurred off campus.



90% of victims/survivors knew the person that harmed them.



Approximately 3% of victims/survivors notified law enforcement.



40% of victims/survivors told a close friend.

CCSU Campus Climate Survey, 2015

23

Break

24

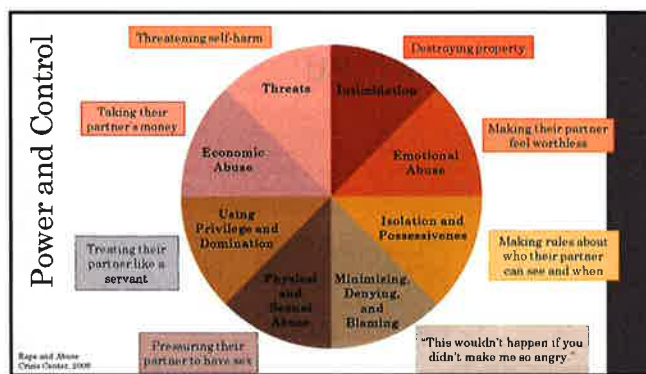
Intimate Partner Violence

25

Intimate Partner Violence

- A **pattern of abusive behavior** in any relationship that is used by one partner to **gain or maintain power and control** over another intimate partner.
- It may include physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

26



27

Cycle of Violence

- How does this type of abuse impact someone's education or work?



National Center for Health Research

28

#WhyIStayed

Number of women who stayed with their abusive partner

85,687

Number of women who stayed with their abusive partner

185,794

Number of women who stayed with their abusive partner

63,883

Number of women who stayed with their abusive partner

66,174

Percentage of women who stayed with their abusive partner

75%

Total number of original calls and responses

198,696



29

1 in 3 women and 1 in 4 men have experienced some form of physical violence by an intimate partner.

Women ages 18-24 experience the highest rates of intimate partner violence.

19% of intimate partner violence involves a weapon.

Between 21-60% of victims of IPV lose their jobs due to reasons stemming from the abuse.

National Coalition Against Domestic Violence

30

Stalking

31

True or False:
Most stalkers target celebrities.

- ☐ True
- ☐ False



32

True or False: If a person ignores stalking behavior, it will go away.

- ☐ True
- ☐ False



33

True or False: All stalkers have mental health issues.

- ☐ True
- ☐ False



34

Stalking

- **Repeatedly** contacting another person when the contacting person knows or should know that the contact is **unwanted** by the other person
- 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.



35

People age 18-24 experienced the highest rate of stalking victimization.

3 in 4 victims knew their offender in some capacity.

1 in 4 stalking victims reported some form of cyberstalking was used.

The most common fear cited was not knowing what would happen next.

Bhum, K., Catalano, S., and Rand, M. (2009) *Stalking Victimization in the United States*. Bureau of Justice Statistics Special Report. U.S. Department of Justice.

36

Behavior of Stalkers

- Follow you and show up where you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology like hidden cameras or GPS to track where you go.
- Drive by or hang out at your home, school, or work.
- Find out about you by using public records or online search services or hiring investigators.
- Contacting friends, family, neighbors, or co-workers about you.

37

CCSU Policies & Protocol

38

In the BOR policy, sexual misconduct includes which of the following?

- ☐ A Sexual harassment
- ☐ B Sexual assault
- ☐ C Sexual exploitation
- ☐ D Intimate partner violence
- ☐ E Stalking
- ☐ F All of the above

Option	Percentage
A Sexual harassment	40%
B Sexual assault	10%
C Sexual exploitation	40%
D Intimate partner violence	10%
E Stalking	10%
F All of the above	0%

39

Responsible Employees – BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are **required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.**

To report incidents of sexual misconduct:

Pamela Whitley
Diversity Associate
Office of Diversity & Equity
860-832-1653

40

True or False: If a student discloses to a responsible employee about a sexual assault that happened before they came to CCSU, that employee is required to report to the Title IX Officer.

- ☐ A True
- ☐ B False

Option	Percentage
A True	0%
B False	0%

41

BOR Policy on Mandatory Reporting of Suspected Abuse or Neglect of a Child

- Any university employee deemed a "mandatory reporter"* who 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 report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

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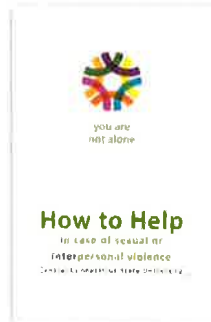
43

We will talk more about Title IX reporting and responding to disclosures of interpersonal violence during our next training session.

Tuesday, August 20, 2019

44

Resources



45

What offices at CCSU are confidential? (Mark all that apply)

- ☐ A. Counseling and Wellness Center
- ☐ B. Employee Assistance Program
- ☐ C. The Women's Center
- ☐ D. Office of Victim Advocacy
- ☐ E. Career Services



46

On-Campus Resources To Report an Incident

- **Office of Diversity & Equity (all complaints)**
860-832-1653
Davidson Hall, Room 119
- **Office of Student Conduct (complaints against students)**
860-832-1667
Willard DiLoreto Hall, W-105
- **CCSU Police (criminal complaints)**
Emergency: 911
Routine – Police Dispatch: 860-832-2375

47

On-Campus Resources Someone to Talk to

- **Office of Victim Advocacy**
Joanna Flanagan
860-832-3795
Willard DiLoreto, D-305
- **Women's Center**
Jacqueline Cobbina-Boivin
860-832-1655
Student Center, Room 215
- **Residence Life**
860-832-1660
Mid Campus, Room 118
- **Student Wellness Services**
**Confidential*
Health Services
Counseling & Student Development
860-832-1926 (appointments)
860-832-1925 (inquiries)
Willard DiLoreto, W-101
- **Office of Student Affairs**
860-832-1601
Davidson Hall, Room 103

48

Off-Campus Confidential Resources

- **YWCA Sexual Assault Crisis Service**
24-Hour Hotline: 860-223-1787 or 888-999-5545
24-Hour Spanish Hotline: 888-568-8332
- **Prudence Crandall Center for Domestic Violence**
24-Hour Hotline: 888-774-2900
24-Hour Spanish Hotline: 844-831-9200
- **Suicide Prevention Lifeline**
24-Hour Hotline: 860-273-8255
- **Crisis Text Line**
Text "home" to 741-741 for free 24/7 crisis support
- **Hospital of Central Connecticut**
100 Grand St, New Britain, CT
860-224-5011
**SAFE Program for sexual assault forensic exams*

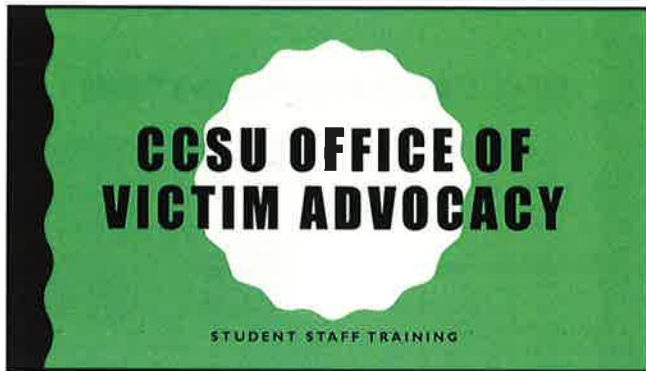
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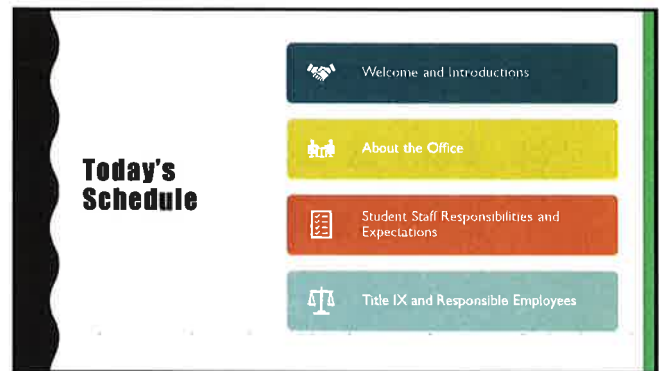
Joanna Flanagan
Office of Victim Advocacy
jflanagan@ccsu.edu
(860) 832-3795
Willard DiLoreto Hall, D-305
M-F 9:00 a.m. – 5:00 p.m.



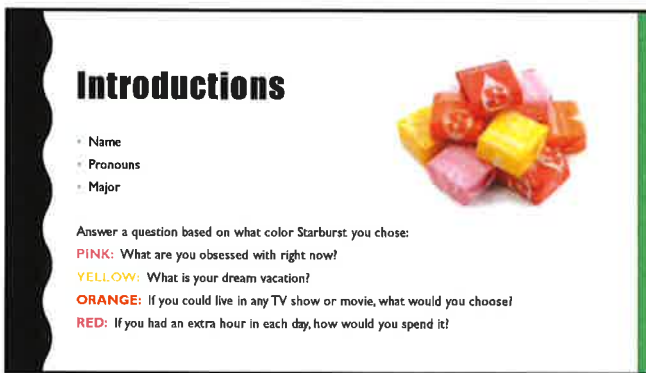
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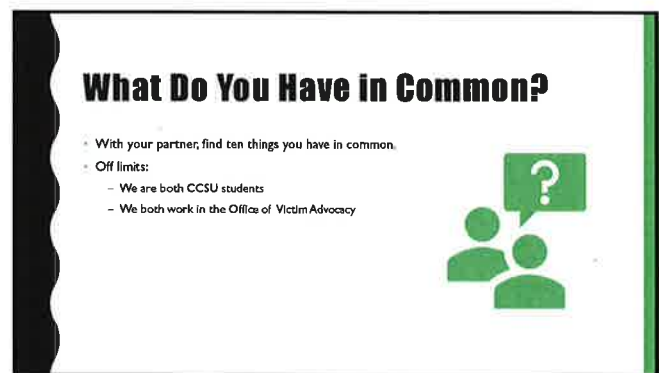
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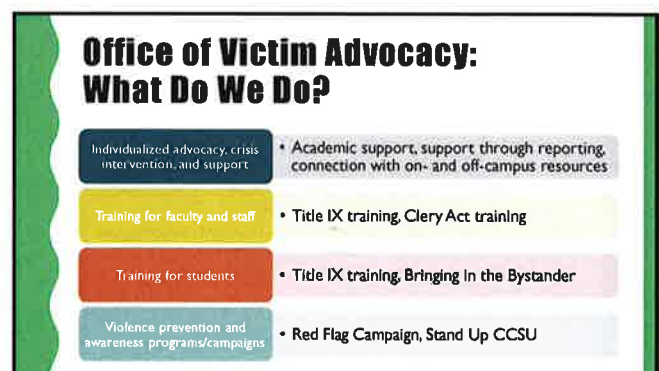
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4



5



6

"SO, WHAT IS THE OFFICE OF VICTIM ADVOCACY?"

Practice your elevator pitch! How would you answer this question?

7

Office of Diversity, Inclusion & Equity

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action
- Oversees the Office of Victim Advocacy and the Women's Center



Davidson 119
(860) 832-1653
New L&L edition

8

Who's Who In ODE

Dr. Nancy "Rusty" Barceló
Interim Vice President for Diversity, Inclusion and Equity
Pamela Whitley
Diversity Associate
TBD
Diversity Associate
Richard Kirby
University Assistant
Joanna Flanagan
Sexual Assault & Violence Prevention Specialist, Office of Victim Advocacy
Jacqueline Cobbina-Boivin
Director, The Ruth Boyce Women's Center

9

STUDENT STAFF RESPONSIBILITIES AND EXPECTATIONS

10

Student Staff Responsibilities

- Reception: greet visitors, stock brochures, take messages
- Administrative tasks: data entry, file information, prepare materials for presentations
- Outreach: represent OVA at campus events/information tables and be able to answer questions about the office, post to OVA social media accounts
- Programming: work with fellow student staff and professional staff to plan, develop, and implement violence prevention campaigns for the CCSU campus
- Other duties and responsibilities as assigned

11

Student Staff Expectations

- 1 What expectations do you have for yourselves?
- 2 What expectations do you have for each other?
- 3 What expectations do you have for your supervisor?

12

Schedule

- Office hours are Monday through Friday, 9:00 a.m. – 5:00 p.m.
- If you are working more than 7 hours, you should take a 30 minute break during that time.
- If you know in advance that you cannot make a scheduled shift, let Joanna know in advance.
- If you are sick or there is an emergency and you cannot make your shift, let Joanna know by email/text/phone as soon as you can.
- If you need to adjust your schedule, let Joanna know.

Inclement weather: If classes are cancelled and/or the University is closed, the office is also closed. If the office is open but you feel it is not safe for you to travel to campus, your safety is the priority. Let Joanna know if that is the case.

13

Keeping Track of Hours

- Everyone should keep track of their hours on a weekly basis.
- Work Study Student Workers: You will enter your time in CORE-CT. Joanna will show you how. Time must be entered by 8 p.m. on the last day of the pay period.
- Volunteers and Interns: Joanna will provide a sheet to track your hours. Record your time in and time out each day and give your form to Joanna to sign.

14

Confidentiality

What does confidentiality mean to you?

Why is confidentiality important?

How do we maintain confidentiality?

15

My Self-Care Plan

Mental	Physical	Emotional
<p>What might get in the way? What can you do to remove these barriers?</p>		
<p>Goals for overall balance:</p>	<p>When I feel...</p>	<p>I can...</p>
<p>If you implement your plan, how might you feel?</p>		

16

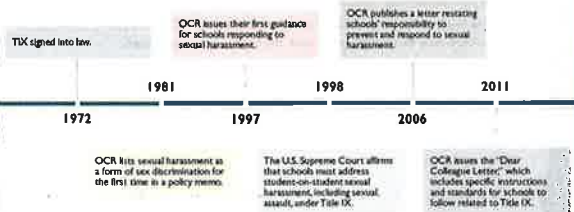
TITLE IX AND RESPONSIBLE EMPLOYEES

Title IX

- * Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance.
- * Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence.
- * Title IX protects ALL students and employees of an educational institution – it is not specific to one gender.

18

HISTORY OF TITLE IX



19

WHERE WE ARE NOW



20

Responsible Employees – BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.
- "Sexual misconduct" includes sexual harassment, sexual assault, intimate partner violence, and stalking.

If someone discloses to you that they have experienced sexual harassment, sexual assault, intimate partner violence, and/or stalking, you are required to inform your supervisor.

21

RESPONDING TO DISCLOSURES

22

Responding to Disclosures

How do you want to respond to someone who has experienced interpersonal violence?

What do you NOT want to do?

What resources can you provide?

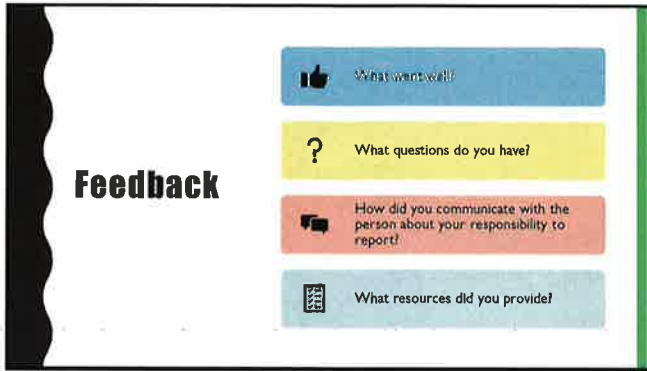
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Scenarios

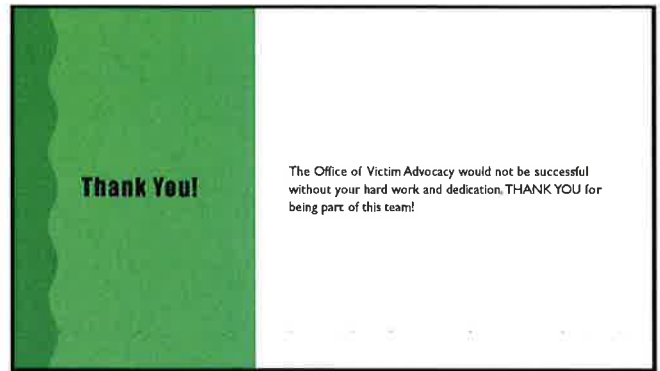
In your groups, discuss how you would respond and what you would say to the person in the scenario.

What is your responsibility as an employee?

24



25



26

Red Flag Campaign Classroom Presentation, Fall 2019

THE RED FLAG CAMPAIGN

Central Connecticut State University
Office of Victim Advocacy

1

Have you seen these flags around campus?



2

About the Red Flag Campaign

"The Red Flag Campaign is a public awareness campaign designed to address dating violence and promote the prevention of dating violence on college campuses. Through using the 'bystander intervention' strategy, the campaign encourages friends and other campus community member to 'say something' when they see warning signs ('red flags') for dating violence in a friend's relationship."

www.redflagcampaign.org

3

Is intimate partner violence an issue on college campuses?

- ☐ Nearly half (43%) of dating college women and 1 in 7 dating college men (~14%) report experiencing violent and abusive dating behaviors.
- ☐ College students are **not equipped** to deal with dating abuse; 57% say it is difficult to identify and 58% say they don't know how to help someone who's experiencing it.

www.redflagcampaign.org

4

Relationship Red Flags



5

What are some relationship Red Flags?

- ☐ **Jealousy**
 - ☐ Excessive calling/texting/DMing.
 - ☐ Gets angry when partner spends time with other people.
- ☐ **Isolation**
 - ☐ Persuades their partner to give up activities he/she/ze enjoys.
 - ☐ Separates partner from relationships with family and friends.
 - ☐ Makes all decisions in the relationship.
- ☐ **Stalking**
 - ☐ Sends frequent unwanted messages directly, through friends, or through social media.
 - ☐ Consistently follows partner.

www.redflagcampaign.org

6

What are some relationship Red Flags?

- ☐ **Physical or sexual abuse**
 - ☐ Grabs, pushes, hits partner.
 - ☐ Throws physical objects.
 - ☐ Forces their partner to have or engage in sexual activities.
- ☐ **Emotional abuse and/or victim blaming**
 - ☐ Makes their partner feel bad about themselves.
 - ☐ Consistently 'talking down' to partner.
 - ☐ Uses derogatory words to describe their partner.

7

If you notice a Red Flag, what would you do?

- ☐ Would you say something?
- ☐ What might make you hesitant to say something?

8

How can you help yourself if your partner is showing Red Flags?

- ☐ **CCSU has a Victims Advocate** who is specially trained to help you through these hardships. Her name is Joanna Flanagan, she can be reached at Willard DiLoreto D305 or by phone at 860-832-3795.
 - ☐ **Joanna can offer:** emotional support, help receiving accommodations (such as moving classes or dorms), assistance with reporting abuse, and more.
- ☐ CCSU offers **counseling services** that are located in Willard DiLoreto W101, or the counseling center can be reached by phone at 860-832-1925.
- ☐ Both of these resources are **free** and available to **all CCSU students & staff**.

9

How can you help a friend if their partner shows Red Flags?

- ☐ **Ask** your friend if they notice the same things you do, and how it makes them feel when their partner acts this way.
- ☐ Ask them if they would like to speak to someone, and **remind** them of the resources that are available. Do not push them if they refuse, though.
- ☐ If you feel a sense of urgency for your friend, such as you think they may be in danger, you can **contact CCSU's Victims Advocate**, Joanna Flanagan. She can reach out to your friend to offer support **without them knowing** you contacted her.

10

Scenario 1

You are walking into class, and Abby (the person you sit next to & have gotten to know over the semester) is not as talkative as usual. You ask her if everything is ok? She confides in you that her partner, Sarah, and her got into a fight the night prior. Abby wanted to spend the night out with her friends and Sarah demanded that they stay home together. This was not the first time Sarah prevented Abby from doing things she enjoys. Abby isn't sure what to do, she is worried the next fight might become violent.

How would you respond to Abby's concerns about Sarah's behaviors?

11

Scenario 2

You spend a Saturday night at a carnival with your friend Emma and her boyfriend, Matt. When you are all in the car on your way home, Matt begins to argue with Emma, accusing her of "checking out other guys" at the carnival. This escalates to him claiming she is cheating on him and calling her names. After you drop them off, Emma texts you and tells you that the argument continued at home, and Matt grabbed her. She sends you a picture of bruises on her arms and further reveals to you that this is not the first time something like this has happened.

How would you respond to Emma's texts?

12

What makes a healthy relationship (“green flags”)?

- ❑ **Comfortable pace:** Both you and your partner let the relationship happen at a pace that is comfortable for both of you. Taking the next step in the relationship makes you both feel happy & excited, without mixed feelings.
- ❑ **Trust:** Knowing your partner won't do anything to hurt you or your relationship.
- ❑ **Independence:** Your partner supports you having other friends as well as a life outside of your relationship that includes a career, hobbies, and time to yourself.
- ❑ **Respect:** Your partner values your beliefs, opinions and accepts who you are as a person.
- ❑ **Compassion:** Feeling a sense of care and concern from your partner & knowing they will support you in your decisions.
- ❑ **Communication:** Being able to talk about anything comfortably (both good & bad).

Source: Stand Up CCSU

13

Get Involved!

Red Flag Campaign Day

- Tuesday, October 29
- 11:00 a.m. - 2:30 p.m.
- Student Center Lobby
- Activities, trivia, and free t-shirts!

Social Media Contest

- Tag us in pictures of the flag, and/or posters and be entered to win a prize!
- Instagram and Twitter: @standupccsu
- Facebook: Stand Up CCSU
- #redflagccsu



14

Reporting

OFFICE OF EQUITY AND INCLUSION

Title IX Compliance Officer
 Pamela Whitley
 860-832-1652
 Davidson Hall, Room 119

OFFICE OF STUDENT CONDUCT

Stephanie Reis
 860-832-1667
 Willard DiLoreto Hall, Room W-105

University Police

Emergency (Police, Fire, Medical): 911
 Routine Police Service Requests Dispatch
 860-832-2375

Available information, resources and reporting can be found in your syllabus

15

24/7 Resources (Off Campus)

YWCA Sexual Assault Crisis Service:

English Hotline: 860-223-1787
 Spanish Hotline: 888-568-8332

Prudence Crandall Center for Domestic Violence:

Hotline: 888-774-2900

Suicide Prevention Lifeline:

Hotline: 1-800-273-8255

Crisis Text Line

Text "HOME" to 741-741

Hospital of Central Connecticut

Phone: 860-274-5011
 100 Grand Street
 New Britain, CT 06050

*All 24/7 Hotlines are confidential

16

Questions or Comments?

Joanna Flanagan

Victim Advocate

Willard DiLoreto, Room D305

jflanagan@ccsu.edu

(860) 832-3795

17

Sexual Violence on College Campuses Classroom Presentation, Fall 2019

Sexual Violence on College Campuses

Joanna Flanagan
Sexual Assault & Violence Prevention Specialist
CCSU Office of Victim Advocacy
jflanagan@ccsu.edu | 860-832-3795

1

Office of Victim Advocacy
Support. Advocate. Educate.

Willard DiLoreto Hall, Suite D-305
Monday-Friday, 9:00 am - 5:00 pm
860-832-3795
jflanagan@ccsu.edu

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives

2

Sexual Violence in Our Culture

3

NO MORE
"THAT USED TO HAPPEN TO GUYS"

What ideas do people have about sexual violence?

How is sexual violence viewed?

YOU LET HIM DO IT
HE'S DRUNK
WHY WERE YOU DRUNK?
HE'S A GOOD PERSON

DATE RAPE

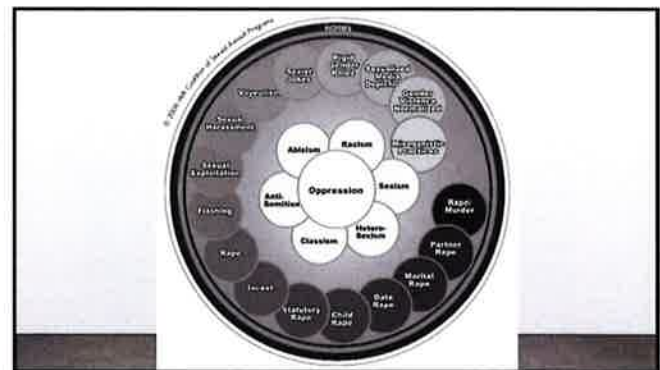
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Sexual Violence and Higher Education

Betsy DeVos to Overhaul Obama-Era Title IX Guidance on Campus Sex Assault

TITLE IX

5



6

Sexual Assault:

Sexual contact or behavior that occurs without explicit consent from the victim.

Approximately **20% of college women** will experience completed or attempted sexual assault while attending college.

Approximately **6% of college men** will experience completed or attempted sexual assault while attending college.

Crimmins et al. Krieser et al. The Campus Sexual Assault Study's Final Report 3/11/11, National Crime Justice Reference Service, October 2007

7

Consent



8

9 in 10 offenders were known to the victim.

The majority of sexual assaults occurred in living quarters.

Off-campus victimization is more common.

Fewer than 5% of incidents were reported to the police.

Fischer et al. The Sexual Victimization of College Women. National Institute of Justice. December 2006.

9

Small Group Discussion

1. What stood out to you in the article?
2. What concerns did the article bring up for you?
3. What questions do you have?



10

Supporting Survivors

- Listen.
- Believe them.
- Show empathy.
- Avoid asking unnecessary questions.
- Avoid making assumptions.
- Offer to bring them to a counselor/advocate or other trusted person.



11

Preventing Sexual Violence

12

Primary Prevention

- The goal is to prevent initial perpetration and victimization
- Addresses the root causes of violence
- Focuses on creating an environment that encourages well-being and healthy choices
 - Social norm change
 - Bystander Intervention

Risk Reduction

- Focus is on the potential victim
- Requires a potential victim to change their behavior in an effort to "avoid" being assaulted
- Strategies are typically "in the moment" responses
 - Self-defense
 - "Rape whistles"

Risk reduction is NOT an effective prevention method for sexual violence or dating violence. Sexual and relationship violence are NEVER the victim's fault.

National Sexual Violence Resource Center
Campus Law Center

13

Bystander Strategies:
If you see something, do something!

Direct	Distract	Delegate
<ul style="list-style-type: none"> • Intervene in the moment • Address the harmful behavior 	<ul style="list-style-type: none"> • Interrupt/diffuse the situation • May not involve addressing the behavior 	<ul style="list-style-type: none"> • Get help from someone better equipped to handle the situation • Intervene as a group

14

On Campus Resources

<p>To Make a Report</p> <p>Office of Diversity and Equity 860-832-1652 Davidson 102</p> <p>Office of Student Conduct 860-832-1667 Willard DiLoreto W-105</p> <p>University Police Emergency: 911 Routine: 860-832-2375 1500 East St.</p>	<p>For Support</p> <p>Office of Victim Advocacy 860-832-3795 Willard DiLoreto D-305</p> <p>Women's Center 860-832-1655 Student Center 215</p> <p>Student Wellness Services *Confidential Health Services: 860-832-1925 Counseling Services: 860-832-1945</p>
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15

Thank you!

Joanna Flanagan
Sexual Assault & Violence Prevention Specialist
Office of Victim Advocacy
Willard DiLoreto Hall, Suite D-305
860-832-3795
jflanagan@ccsu.edu

Questions?

16

Sexual Harassment Prevention, January 2019



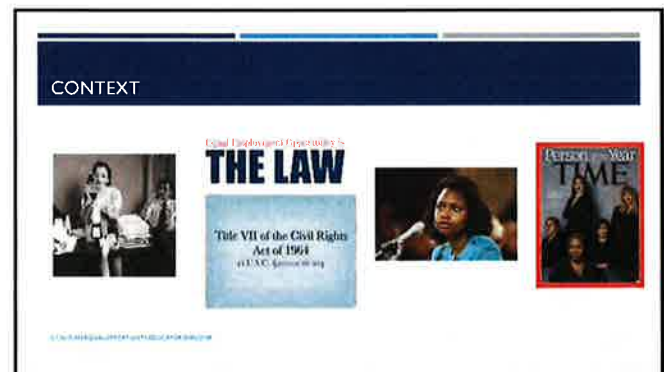
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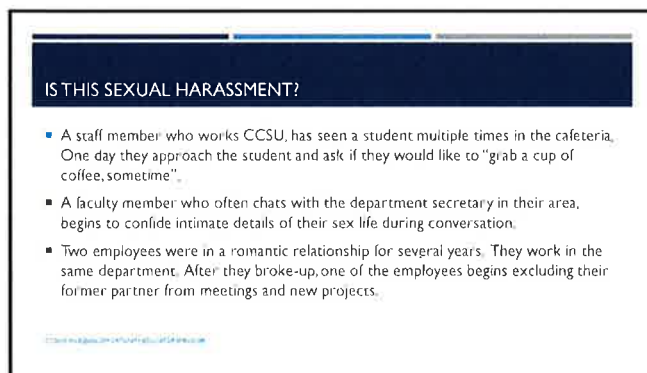
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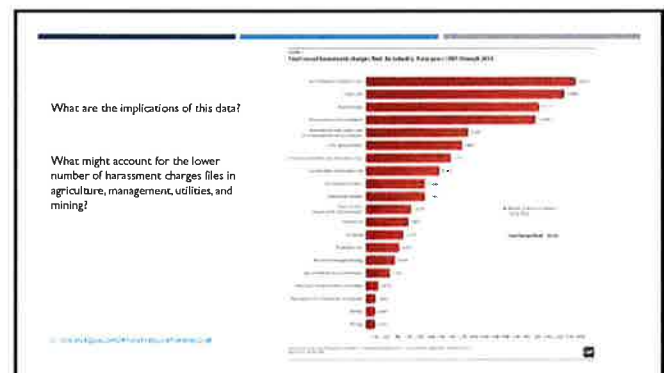
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6

SEXUAL HARASSMENT AND LAW ENFORCEMENT

24% of police women in one study said that they experienced a "constant atmosphere" of offensive remarks, (Timmins & Hainsworth, 1989)

100% of female officers interviewed in another study described experiencing at least one sexually harassing behavior during their career (Haar, 1997)

Most estimates fall between 53% to 77% of female officers have experienced sexual harassment during their career.

7

SEXUAL HARASSMENT IN LAW ENFORCEMENT: INCIDENCE, IMPACT, AND PERCEPTION (LONSWAY, PAYNICH, & HALL, 2013)

- 679 sworn law enforcement throughout Florida
- 82% of men and 92% of the women had experienced at least one sexually harassing behavior in the course of their law enforcement career.
- 5% had ever made an actual formal report
- Gender differences in why they did not report

8

IMPACT OF SEXUAL HARASSMENT IN THE WORKPLACE

- Having trouble paying attention and maintaining focus at work
- Skipping meetings or avoiding certain group work
- Wanting to use PTO or sick days to avoid going to work
- Staying away from certain places on campus
- Thinking of quitting your job

9

SEXUAL HARASSMENT AND THE LAW



10

SEX DISCRIMINATION IS ILLEGAL

- Sex/Gender Discrimination
 - Sexual Harassment
- Pregnancy Discrimination

11

LEGISLATION

- Federal Law
 - Title VII – employees/prospective employees
 - Title IX – students
- State Law
 - CT General Statutes sec. 46a-60(a)(8) (civil)
 - CT Criminal Code (assault statutes/harassment/stalking)

12

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

- The Federal Employment Discrimination Law
- Prevents discrimination based on:
 - Race or color
 - National origin
 - Religion
 - Sex (includes sexual harassment)
 - Pregnancy
 - Childbirth

13

LEGISLATION PROTECTS YOU FROM QUID PRO QUO HARASSMENT & HOSTILE ENVIRONMENT

- Hiring
- Firing
- Compensation
- Benefits
- Job assignments
- Shift assignments
- Promotions
- Discipline
- Day to day work environment

14

EMPLOYER DUTY TO PROTECT

- Training of supervisors/employees
 - Awareness in general
 - Reporting if witness conduct/told of harassment
- Investigating complaints
 - Appropriate action/sanction if employee did harass
 - Mild to severe
 - Warning, suspension, termination

15

RAMIFICATIONS OF SEXUAL HARASSMENT IN GENERAL

- Employer
 - Liable to victim for supervisor action (always illegal even if welcome)
 - If co-worker to co-worker: if no previous occurrences; must take action to prevent/stop future conduct
 - Prevent retaliation against victim, witnesses, reporting supervisor

16

SUPervisor

- Duty to report; failure to report could cause supervisor to face disciplinary action/termination
- Scope of duty/acting outside of scope of duty (report to D & E, they investigate; you do not)
- Prevent retaliation/report retaliation

17

VICTIM

- Protection from retaliation
- Compensatory damages/back pay
- Promotion/reinstatement/hired

18

- Harasser
 - employment discipline/warning/suspension
 - civil suit – personal liability
 - criminal responsibility (assault, harassment, stalking)

19

CCSU NONDISCRIMINATION AND ANTI-HARASSMENT POLICY

SARAH DODD, MSW

20

CCSU NONDISCRIMINATION POLICY

Harassment and discrimination are prohibited based on the following:

Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (intellectual, learning, mental and physical disability)	Genetic Information
Sex (pregnancy and sexual harassment or misconduct)	Sexual Orientation
Gender Identity or Expression	Veteran Status

21

DISCRIMINATION

- Treat someone differently
- Based on individual's protected class status
- Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities, or privileges provided by the university
- Otherwise adversely affect the person's employment or educational experience

22

HARASSMENT

- Unwelcome verbal or physical conduct directed at another
- Because of that individual's protected class status
- That unreasonably interferes with the individual's work or academic performance
- Sufficiently severe, pervasive or persistent
- Purpose or of creating a hostile work or educational environment

23

SEXUAL HARASSMENT

Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.

This conduct causes an intimidating, hostile, or offensive work environment.

24

QUID PRO QUO : "THIS FOR THAT"

- Subjected to **unwelcome** requests for sexual favors or conduct
- Submission to the conduct is a condition of employment, education, benefit, etc.
- The harasser generally has some type of supervisory or power relationship over the person being harassed

25

HOSTILE ENVIRONMENT

- **Unwelcome** verbal or physical conduct directed at another
 - What if conduct/comment is welcomed?
- Because of that individual's **protected** class (i.e. gender/sex)
- That **unreasonably** interferes with the person's work or academic performance
- Sufficiently **severe, pervasive or persistent**
- Purpose or of creating a hostile work or educational environment

A one time incident can be seen as severe

26

FORMS OF HARASSMENT

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Taunting
- Name calling
- Use of offensive words
- Threatening
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Physical Assault

27

FORMS OF HARASSMENT CONTINUED

- Any sexual advance in the form of touching –
 - back, shoulder, knee, leg, private parts, hugging
- Water cooler joke – passerby hears – if uncomfortable is harassment
- A coworkers belittle a colleague in sexist or demeaning terms
- Inappropriately eyeballing coworkers
- Refusing to take "no" as an answer for a request to see a co-worker socially
- Talking about one's sexual experiences
- Describing TV show, movie, book, literature of a sexual nature

Quid Pro Quo, Hostile Environment, Sexual Harassment

28

FACTS ABOUT SEXUAL HARASSMENT

- The victim as well as the harasser may be a man or a woman.
- The victim does not have to be of the opposite sex.
- The victim does not have to be the recipient of the harassment but could be anyone affected by the offensive conduct/comment.
- The harasser can be the victim's supervisor, faculty, student, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

29

WORKPLACE/EDUCATIONAL ENVIRONMENT INCLUDES:

Any place a student/employee must be as part of their education/employment:

- buildings
- conferences
- training
- residence halls
- study abroad
- events/athletic
- transportation
- classrooms
- off-campus meetings

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and at "company" parties (picnics, retirement and holiday parties, etc.)

30

REASONABLE PERSON STANDARD

- Behavior that a reasonable person would consider offensive
- In the eye of the beholder. Impact - not intent!
- Can be used to determine if mere presence creates hostile environment

31

COMPLAINT PROCEDURES AND OPTIONS*

"...complainants are encouraged to file as soon as possible but, **except in cases involving sexual misconduct**, must file no later than ninety (90) calendar days following the complainant's first knowledge of the alleged discriminatory act."

- * ODE procedures and timetables included in packets

32

EXTERNAL COMPLAINT PROCESSES

- CHRO (180 day timeframe)
- EEOC (180** day timeframe)
- OCR Process: 180 day time frame

* The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

33

RETALIATION

No retaliation, reprisal or intimidation in conjunction with a complaint of discrimination/harassment shall be tolerated by the University.

34

UNIVERSITY PERSPECTIVE ON HARASSMENT

- Harassment is illegal
- Harassment won't be tolerated
- Harassment creates personal financial liability, loss of reputation, possible loss of employment

35

CCSU CONSENSUAL RELATIONSHIP POLICY

36

PROHIBITED BEHAVIORS

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 Central Connecticut State University. 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.

37

STRONGLY DISCOURAGED

Between employee and students

Between employee and employee

38

CONDUCT IN CONSENSUAL RELATIONSHIPS & PUBLIC DISPLAYS OF AFFECTION

- Asking co-workers out on date
- Flirting
- Physical touching (holding hands, rubbing back, kissing, etc.)

39

CASE STUDY

40

UNIVERSITY OF ROCHESTER



- Prominent faculty member in the UR Brain and Cognitive Science Department
- Complaint to EEOC claims a hostile environment was created for students and other faculty members
- University President ultimately resigns amidst the turmoil
- Outside investigator exonerates the university of any wrong doing
- EEOC complaint is pending

41

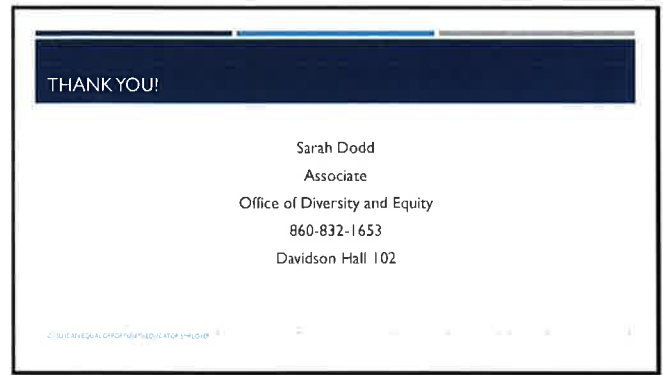
CASE STUDY QUESTIONS

- Thinking about this case, in its entirety, who has been impacted and how?
- This case has been described as "tearing a campus apart". What is undergirding the conflict and turmoil around this particular case?
- What could individuals (colleagues, administrators, supervisors) done to prevent this kind of outcome?
- How can we improve the climate and culture on our campus around sexual harassment?

42

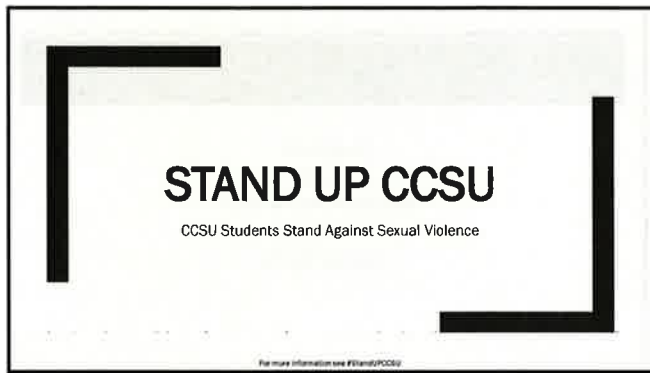


43



44

Stand Up CCSU Classroom Presentation, Spring 2019



1

Who are we?



Stand Up CCSU
Community
Organizers



Office of Victim Advocacy



- Members of a cross-campus committee focused on violence prevention
- Professionals and students with experience in prevention and advocacy work
- Individuals who deeply care about student safety and well being here at CCSU

For more information see #StandUPCCSU

2

It happens here:
Sexual Assault at CCSU

- Approximately **11% of female undergraduate students** experience completed or attempted sexual assault while attending college.
- Approximately **3% of male undergraduate students at CCSU** experience completed or attempted sexual assault while attending college.

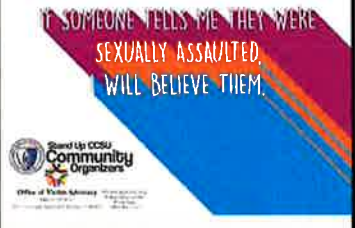
2018 Campus Climate Survey

3

The majority of survivors knew the person who sexually assaulted them.

Approximately 3% of survivors notified law enforcement.


Survivors were most likely to turn to a close friend or roommate for support.



4

The majority of men and women in our community do not perpetrate violence.

The majority of us are non-violent people who do not want violence to happen to our peers.



CCSU students in support of Stand Up CCSU
April 2018

5

Bystander Intervention

Why do people choose **not** to intervene in a given situation?

Why do people choose **to** intervene in a given situation?

6

The Bystander Effect



"37 WHO SAW
MURDER DIDN'T
CALL THE POLICE"

- The New York Times
MARCH 27, 1964

Theory developed by John M. Darley and Bibb Latané after the murder of Kitty Genovese in 1964.

Why don't people intervene?

- Diffusion of responsibility: "someone else will say something."
- Social influence: "no one else is saying anything."

7

WHEN I HEAR
"LOCKER-ROOM TALK"
I WILL STAND UP,
THAT'S NOT OKAY!



Office of Victim Advocacy
1110 S. 10th Street, Suite 100
Hartford, CT 06103
(860) 486-1100

8

I stand up if I see someone
who is in an uncomfortable
situation by checking in and
seeing if they are ok.
- Danella

I stand up by raising
my son to
understand that
there is no one
'definition of a "real"
man'
- Joel

It's okay to disagree with
professors sometimes. I
speak up when I hear
transphobic or
homophobic comments
in the classroom.
- Jess

I stand up by always
seeking to better
understand sexual
assault prevention
through my academics
and research
- Andrea

I stand up by standing by
friends who are in harmful or
abusive relationships: letting
them know I am there and
connecting them with the
right resources.
- Monica

9

Tips for Intervening

- Approach everyone as a friend
- Do not be antagonistic
- Do not use violence
- Be honest and direct when possible
- Recruit help if necessary
- Keep yourself safe
- If things get out of hand or become too serious, contact the police



10

Thank You!

Joanna Flanagan
Office of Victim Advocacy
Willard Diloreto D-305
860-832-3795
jflanagan@ccsu.edu

Follow Stand Up CCSU on social
media: @standupccsu
#StandUpCCSU



TUESDAY, APRIL 23
11:00 A.M. - 3:00 P.M.
STUDENT CENTER CIRCLE

Join us for activities, photo opportunities, prizes, and more!

©2019 Office of Victim Advocacy/Stand Up CCSU

11

Title IX Training for Student Center Staff, Fall 2019


Title IX Training: Responding to Interpersonal Violence

Jeanne Flanagan
Office of Victim Advocacy
jflanagan@ccsu.edu | (860) 832-3793

1

Office of Victim Advocacy (OVA)

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives




Office of Victim Advocacy
Support. Advocate. Educate.

Willard DiLoreto Hall, D-305
(860) 832-3795
jflanagan@ccsu.edu
M-F, 9:00 a.m. – 5:00 p.m.

2

Office of Diversity & Equity (ODE)

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action




Davidson 102

3

Training Outline


- The Context: Title IX and Higher Education
- Sexual Violence, Intimate Partner Violence and Stalking
- CCSU Policies & Protocol
- Responding to Disclosures
- Scenarios



4

What is your favorite color?

A Red
B Orange
C Yellow
D Green
E Blue
F Purple
G Pink
H Other

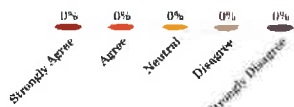


Color	Percentage
Red	0%
Orange	0%
Yellow	0%
Green	0%
Blue	0%
Purple	0%
Pink	0%
Other	0%

5

I feel comfortable talking about sexual violence.

A Strongly Agree
B Agree
C Neutral
D Disagree
E Strongly Disagree



Response	Percentage
Strongly Agree	0%
Agree	0%
Neutral	0%
Disagree	0%
Strongly Disagree	0%

6

The Context

Higher Education and Sexual Misconduct

7

True or False: Title IX protects female students only.

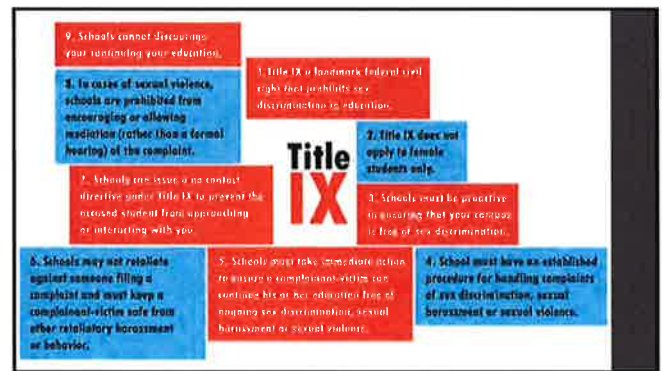
- ☒ True
- ☐ False

8

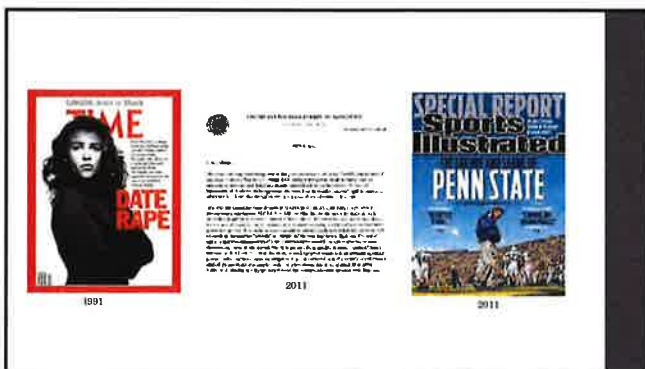
Title IX

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance.
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence.
- Title IX protects ALL students and employees of an educational institution – it is not specific to one gender.

9



10



11



12

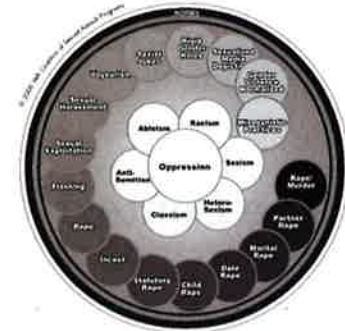
Sexual Violence

13

What is Sexual Violence?

Think about how sexual violence is viewed in our culture.

Look at the card you were given and work as a group to create a continuum of behavior from what our culture views as "least harmful" to "most harmful."



14

Sexual Harassment

- **Unwelcome** sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.
- Two categories: quid pro quo and hostile environment
- Forms of harassment include:
 - Language/posters with a prejudicial nature
 - Offensive graphic jokes
 - Taunting
 - Name-calling
 - Use of offensive words
 - Threatening
 - Unlawful or inappropriate Internet use
 - "Accidental" collisions or brushing up against
 - Physical Assault

15

Sexual Harassment

Quid Pro Quo: "This For That"

- Subjected to **unwelcome** requests for sexual favors or conduct
- Submission to the conduct is a **condition** of employment, education, benefit, etc.
- The harasser generally has some type of **supervisory or power** relationship over the person being harassed

Hostile Environment

- **Unwelcome** verbal or physical conduct directed at another
- Because of that individual's **protected class** (e.g., gender/race)
- That **unreasonably** interferes with the person's work or academic performance
- Sufficiently **severe, pervasive or persistent**
- Purpose or of creating a hostile work or educational environment
 - A one-time incident can be seen as severe

16

Sexual Exploitation & Sexual Assault

- **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.
- **Sexual assault** may include 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.



17

In the BOR policy, consent can be revoked if a person changes their mind.

- A. True
- B. False

0%
True

0%
False

18

This video includes personal stories of sexual assault that may be triggering to some people. Please take care of yourself, even if it means stepping out of the room.



The video runs for about 5 minutes.

19

Prevalence at CCSU

Approximately 11% of undergraduate women experienced attempted or completed sexual assault.

Approximately 3% of undergraduate men experienced attempted or completed sexual assault.

Approximately 6% of graduate women and 0% of graduate men experienced attempted or completed sexual assault.

CCSU Campus Climate Survey, 2015

20

The majority of incidents occurred off campus.

90% of victims/survivors knew the person that harmed them.

Approximately 3% of victims/survivors notified law enforcement.

40% of victims/survivors told a close friend.

CCSU Campus Climate Survey, 2015

21

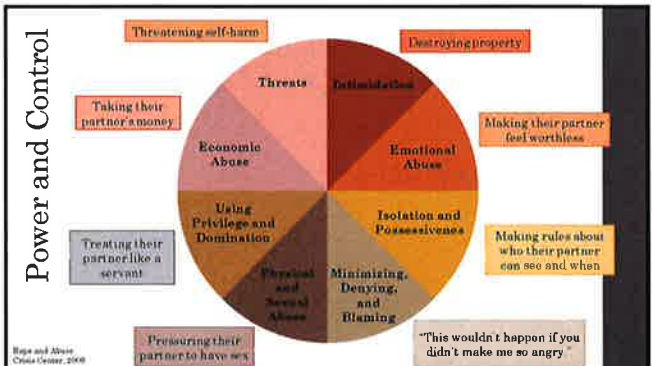
Intimate Partner Violence

22

Intimate Partner Violence

- A pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.
- It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

23



24

Cycle of Violence

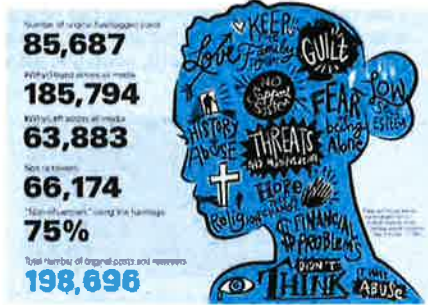
- How does this type of abuse impact someone's education or work?



National Center for Health Research

25

#WhyIStayed



26

Stalking

27

True or False:
Most stalkers target celebrities.

- ☒ True
☐ False



28

True or False: If a person ignores
stalking behavior, it will go away.

- ☒ True
☐ False



29

True or False: All stalkers have
mental health issues.

- ☒ True
☐ False



30

Stalking

- Repeatedly contacting another person when the contacting person knows or should know that the contact is **unwanted** by the other person
- 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.



31

People age 18-24 experienced the highest rate of stalking victimization.

3 in 4 victims knew their offender in some capacity.

1 in 4 stalking victims reported some form of cyberstalking was used.

The most common fear cited was not knowing what would happen next.

Beun, K., Catalano, S., and Rand, M. (2009) *Stalking Victimization in the United States*
Bureau of Justice Statistics Special Report. U.S. Department of Justice.

32

Behavior of Stalkers

- Follow you and show up wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Drive by or hang out at your home, school, or work.
- Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.

33

Self-Care Break

34

CCSU Policies & Protocol

35

In the BOR policy, sexual misconduct includes which of the following?

- ☐ A Sexual harassment
- ☐ B Sexual assault
- ☐ C Sexual exploitation
- ☐ D Intimate partner violence
- ☐ E Stalking
- ☐ F All of the above



36

Responsible Employees – BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are **required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.**
- Board policy requires that a report be made to the Department of Children and Families (DCF) whenever a person under the age of eighteen (18) may have been sexually assaulted.

To report incidents of sexual misconduct:
Office of Diversity & Equity
860-832-1653

37

True or False: If a student discloses to a responsible employee about a sexual assault that happened before they came to CCSU, that employee is required to report to the Title IX Officer.

- A. True
- B. False

0%
True

0%
False

38

BOR Policy on Mandatory Reporting of Suspected Abuse or Neglect of a Child

- Any university employee deemed a "mandatory reporter" who 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 report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

DCF Careline (24/7)
1-800-842-2288
TDD: 1-800-624-5518

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

39

Rights of Reporting & Responding Parties

- To be treated fairly and with respect.
- The right to have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process of other meeting pertaining to a report of sexual misconduct.
- To receive notice at the same time of the outcome.
- The right to request a review of any decision regarding the sexual misconduct matter in which they are involved.

40

Responding to Disclosures

What are some barriers survivors face when deciding whether or not to disclose about their experience?

- Fear of being blamed
- Fear of not being believed
- Not knowing who to talk to
- Difficulty with trust
- Dynamics of the abuse/violence
- Not identifying the situation as abuse/violence

41

42

Responding to Disclosures

- Listen
- Emphasize safety
- Let them know you believe them
- Tell them it's not their fault
- Show genuine concern and empathy
- Provide options and offer to connect them to resources
- Maintain privacy/confidentiality as much as possible and be upfront about mandated reporting requirements
- Avoid making assumptions
- Do NOT try to investigate or ask unnecessary questions

43

Scenarios

44

Scenario 1

• You are a CCSU staff member who supervises student workers. One of your student workers has recently been coming in late, missing shifts altogether, or leaving early. They seem distracted and anxious when they are at work. You have a conversation with the student about their behavior and they say they are having a "tough semester." When you ask what happened, they say they were sexually assaulted a few months earlier and have had trouble focusing ever since.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this person?
3. What are some things you would say to this person?
4. What is your responsibility as a CCSU employee?

45

Scenario 2

• You start to notice an unfamiliar person waiting around your work area at different times. One day, they leave flowers for one of your colleagues, Alex. The next week, the person comes to you and asks if Alex is working. The person says they are a friend and want to surprise Alex for their birthday.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this person?
3. What are some things you would say to this person?
4. What is your responsibility as a CCSU employee?

46

Scenario 3

• A student asks to speak with you privately. When you start talking, he shares that he had a serious incident with his partner last night. His partner smashed the computer he was using to do his school work. He further tells you that the police are involved and that he has a lot of stress in his life right now.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this person?
3. What are some things you would say to this person?
4. What is your responsibility as a CCSU employee?

47

Scenario 4

• A student you supervise, Riley, asks to be moved to a different shift. When you ask why, Riley tells you they don't like working with another student worker, Jamie, because Jamie keeps asking them out on dates and making sexual comments at them. Riley doesn't want Jamie to get in trouble but just wants to avoid working together.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this person?
3. What are some things you would say to this person?
4. What is your responsibility as a CCSU employee?

48

"Empathy has no script. There's no right way or wrong way to do it. It's simply listening, holding space, withholding judgment, emotionally connecting, and communicating that incredibly healing message of 'You're not alone.'"

- Brené Brown

49

What offices at CCSU are confidential? (Mark all that apply)

- ☒ A Counseling and Wellness Center
- ☒ B Employee Assistance Program
- ☒ C The Women's Center
- ☒ D Office of Victim Advocacy
- ☒ E Career Services



50

On-Campus Resources To Report an Incident

- **Office of Diversity & Equity (all complaints)**
860-832-1653
Davidson Hall, Room 102
- **Office of Student Conduct (complaints against students)**
860-832-1667
Willard DiLoreto Hall, W-105
- **CCSU Police (criminal complaints)**
Emergency: 911
Routine – Police Dispatch: 860-832-2375

51

On-Campus Resources Someone to Talk to

- **Office of Victim Advocacy**
Joanna Flanagan
860-832-3795
Willard DiLoreto, D-305
- **Women's Center**
Jacqueline Cobbina-Boivin
860-832-1655
Student Center, Room 215
- **Residence Life**
860-832-1660
Mid Campus, Room 118
- **Student Wellness Services**
**Confidential*
Health Services:
860-832-1925
Marcus White Annex
Counseling Services:
860-832-1945
Marcus White, Room 205
- **Office of Student Affairs**
860-832-1601
Davidson Hall, Room 103

52

Off-Campus Confidential Resources

- **YWCA Sexual Assault Crisis Service**
24-Hour Hotline: 860-223-1787 or 888-999-5545
24-Hour Spanish Hotline: 888-568-8332
- **Prudence Crandall Center for Domestic Violence**
24-Hour Hotline: 888-774-2900
24-Hour Spanish Hotline: 844-831-9200
- **Suicide Prevention Lifeline**
24-Hour Hotline: 860-273-8255
- **Hospital of Central Connecticut**
100 Grand St. New Britain, CT
860-224-5011
**SAFE Program for sexual assault forensic exams*

53

Thank you!



Questions?

Joanna Flanagan
Office of Victim Advocacy
jflanagan@ccsu.edu
(860) 832-3795
Willard DiLoreto Hall, D-305
M-F 9:00 a.m. – 5:00 p.m.

54

Title IX Training for Residence Life Summer Coordinators, May 2019

Title IX Training: Responding to Interpersonal Violence

Joanna Flanagan
Sexual Assault & Violence Prevention Specialist
Office of Victim Advocacy
jflanagan@ccsu.edu | 860-832-3795

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives



Office of Victim Advocacy
Support. Advocate. Educate.

Willard DiLoreto, Suite D-305
860-832-3795
jflanagan@ccsu.edu
M-F, 9:00am - 5:00pm

1

2

Sexual Violence

In Our Culture

- How are victims of sexual violence viewed?
- How are perpetrators viewed?



NO MORE
"THAT DOESN'T HAPPEN TO GAYS"



3

4

Sexual Harassment

- Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.
- Quid pro quo: "this for that"
- Hostile environment
 - Sufficiently severe, pervasive or persistent
 - Creates a hostile work or educational environment
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Sexual Assault

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5

6

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7

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40% of victims/survivors told a close friend.

CCSU Campus Climate Survey, 2015

8



Intimate Partner Violence

9

Intimate Partner Violence

- A pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.
- It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

10

Power and Control



11

Cycle of Violence

- How does this type of abuse impact someone's education or work?



National Center for Health Research

12



13



14

Stalking

- Repeatedly contacting another person when the contacting person knows or should know that the contact is unwanted by the other person
- 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.

15

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- The most common fear cited was not knowing what would happen next.

Baum, K., Catalano, S., and Rand, M. (2009) Stalking Victimization in the United States. Bureau of Justice Statistics Special Report. U.S Department of Justice.

16

Behavior of Stalkers

- Follow you and show up wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Drive by or hang out at your home, school, or work.
- Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.

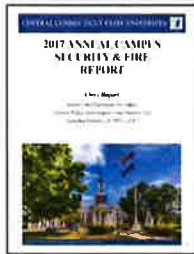
17

Institutional Response

The Clery Act and Title IX

18

The Clery Act - Requirements



<http://www.ccsu.edu/police/>

- Publish an Annual Security Report
- Keep a public crime log
- Disclose crime statistics for incidents that occur on campus
- Issue Timely Warnings
- Devise an emergency response, notification and testing policy
- Publish an annual fire safety report
- Enact policies and procedures to handle reports of missing students

19

Title IX

1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.
2. Title IX does not apply to female students only.
3. Schools must be proactive in ensuring that your campus is free of sex discrimination.
4. Schools must have an established procedure for handling complaints of sex discrimination, sexual harassment or sexual violence.
5. Schools must take immediate action to ensure a complainant/victim can continue his or her education free of ongoing sex discrimination, sexual harassment or sexual violence.
6. Schools may not retaliate against someone filing a complaint and must keep a complainant/victim safe from other retaliatory harassment or behavior.
7. Schools can issue a no contact directive under Title IX to prevent the accused student from approaching or interacting with you.
8. In cases of sexual violence, schools are prohibited from encouraging or allowing mediators (rather than a formal hearing) of the complaint.
9. Schools cannot discourage you from continuing your education.

20

Responsible Employees – BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may be reasonably seen as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.

To report incidents of sexual misconduct:
Office of Diversity & Equity
860-832-1653

You are all responsible employees!

21

Mandatory Reporting – BOR Policy Regarding Reporting Suspected Abuse or Neglect of a Child

- Any university employee deemed a "mandatory reporter" who 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 report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

22



Individual Response

23

Barriers to Disclosing

- Fear of being blamed or not believed
- Not knowing who to talk to
- Difficulty with trust
- Dynamics of the abuse/violence
- Not identifying the situation as abuse/violence

24

Responding to Disclosures

- Listen.
- Emphasize safety.
- Let them know you believe them.
- Tell them it's not their fault.
- Show genuine concern and empathy.
- Provide options and offer to connect them to resources.
- Maintain privacy/confidentiality as much as possible and be upfront about mandated reporting requirements.
- Avoid making assumptions.
- Do NOT try to investigate or ask unnecessary questions.



25

Scenario 1

A resident knocks on your door and asks if they can speak with you privately. They tell you they are worried about their roommate, who came back from a party the night before visibly upset. They spoke to their roommate today and the roommate confessed they think someone had sex with them last night, but they don't remember because they had a lot to drink. The resident tells you they aren't sure what happened and asks what they should do.

- What are your initial thoughts?
- What are some things you would say to this person?
- What are some things you do NOT want to say to this person?
- What is your responsibility as a CCSU employee?

26

Scenario 2

A resident tells you they were sexually assaulted by a guest they invited to their room. They are afraid to stay in their room, but are unsure about making a report.

- What are your initial thoughts?
- What are some things you would say to this person?
- What are some things you do NOT want to say to this person?
- What is your responsibility as a CCSU employee?

27

Scenario 3

You start to notice an unfamiliar person waiting outside your building at different times. One night when you are on duty, the person comes in and asks to be let into a resident's room. The person says they are a friend of this resident and want to surprise them for their birthday.

- What are your initial thoughts?
- What are some things you would say to this person?
- What are some things you do NOT want to say to this person?
- What is your responsibility as a CCSU employee?

28

Scenario 4

After a program on healthy relationships, a resident comes to you and says some of the "red flags" discussed in the program felt similar to their relationship. They want to know how to improve their relationship.

- What are your initial thoughts?
- What are some things you would say to this person?
- What are some things you do NOT want to say to this person?
- What is your responsibility as a CCSU employee?

29

You have support.



You are not alone in supporting a student who has experienced sexual assault, relationship violence, or stalking.

30



Sexual and relationship violence can be prevented.

31

The majority of people in our community do not perpetrate violence.

The majority of us are non-violent people who do not want violence to happen to our peers.



32



Violence Prevention

33

Primary Prevention

- The goal is to prevent initial perpetration and victimization
- Addresses the root causes of violence
- Focuses on creating an environment that encourages well-being and healthy choices
 - Social norm change
 - Bystander intervention

Risk Reduction

- Focus is on the potential victim
- Requires a potential victim to change their behavior in an effort to "avoid" being assaulted
- Strategies are typically "in the moment" responses
 - Self-defense
 - "Rape whistles"

Sexual violence, intimate partner violence, and stalking are NEVER the victim/survivor's fault.

National Sexual Violence Resource Center; Centers for Disease Control

34



Office of Victim Advocacy
1000 W. 7th St., 10th Floor
New Haven, CT 06510
(203) 439-3000 ext. 3000
www.ccsu.edu/advocacy

WHEN I HEAR
"LOCKER-ROOM TALK"
I WILL STAND UP,
THAT'S NOT OKAY.

35




Thank you!

Please complete the program evaluation form.

Joanna Flanagan
Sexual Assault & Violence Prevention Specialist
Office of Victim Advocacy
Willard DiLoreto Suite D-305, M-F 9:00am-5:00pm
jflanagan@ccsu.edu | 860-832-3795

36

Title IX Refresher Training, Spring 2019



Office of Victim Advocacy
Support. Advocate. Educate.

Title IX Refresher Training: Responding to Disclosures of Interpersonal Violence


JOANNA FLANAGAN
SEXUAL ASSAULT & VIOLENCE PREVENTION SPECIALIST
860-832-3795 | JFLANAGAN@CCSU.EDU

2019

1

Office of Victim Advocacy (OVA)

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives




Office of Victim Advocacy
Support. Advocate. Educate.

Willard DiLoreto Hall, Suite D-305
860-832-3795
jflanagan@ccsu.edu
M-F, 9:00 a.m. – 5:00 p.m.

2

Office of Diversity & Equity (ODE)

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CCSU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action




Davidson Hall 102

3

Training Outline

- Higher Education and Sexual Violence
- CCSU Nondiscrimination and Harassment Policy
- BOR Sexual Misconduct Policy – Responsible Employees
- Responding to Disclosures
- Scenarios
- Resources



4

The Context

5

Title IX is a...

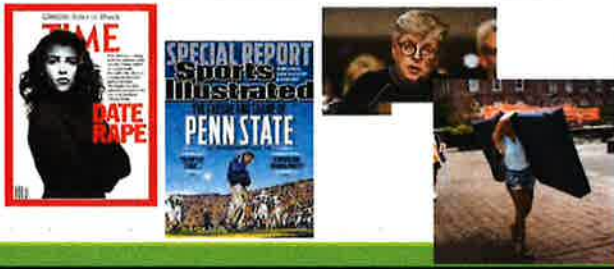
- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence

Title IX

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

6

Higher Education and Sexual Violence



7

Higher Education and Sexual Violence



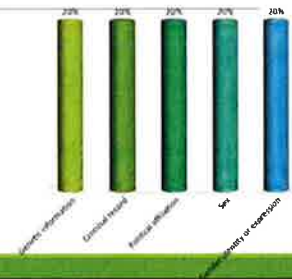
8

CCSU Nondiscrimination & Anti-Harassment Policies

9

Which of the following is **not** considered a protected class under CCSU nondiscrimination and anti-harassment policies?

- A. Genetic information
- B. Criminal record
- C. Political affiliation
- D. Sex
- E. Gender identity or expression



10

CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on the following:

Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (Intellectual, learning, mental and physical disability)	Genetic Information
Sex (pregnancy and sexual harassment or misconduct)	Veteran Status
Gender Identity or Expression	Sexual Orientation

11

Discrimination

- Treat someone differently
- Based on individual's protected class status
- Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities, or privileges provided by the university
- Otherwise adversely affects the person's employment or educational experience

12

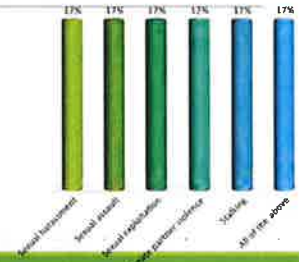
Harassment

- Unwelcome verbal or physical conduct directed at another
- Because of that individual's protected class status (i.e., gender/sex)
- That unreasonably interferes with the individual's work or academic performance
- Sufficiently severe, pervasive or persistent
- Purpose or of creating a hostile work or educational environment

13

In the BOR policy, sexual misconduct includes which of the following?

- Sexual harassment
- Sexual assault
- Sexual exploitation
- Intimate partner violence
- Stalking
- All of the above



14

Responsible Employees – BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.
- Board policy requires that a report be made to the Department of Children and Families (DCF) whenever a person under the age of eighteen (18) may have been sexually assaulted.

To report incidents of sexual misconduct:

Office of Diversity & Equity
860-832-1653

15

If a student discloses to a faculty member about a sexual assault that happened before they came to Central, that faculty member is required to report to the Title IX Officer.

- True
- False



16

Mandatory Reporting – BOR Policy Reporting Suspected Abuse or Neglect of a Child

- Any university employee deemed a "mandatory reporter" who 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 report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

DCF Careline (24/7)
1-800-842-2288
TDD: 1-800-624-5518

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

17

Mandatory Reporting

- Any university employee deemed a "mandatory reporter" is required to report such incidents to their immediate supervisor in addition to DCF.
- For more information on this policy, contact:

Anna Suski-Lenczewski
CCSU Chief Human Resources Officer
lenczewskia@ccsu.edu or 860-832-1757

18

Rights of Alleged Victim & Accused

- To be treated fairly and with respect.
- The right to have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does 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.
- To receive notice at the same time of the outcome.
- The right to request a review of any decision regarding the sexual misconduct matter in which they are involved.

19

Complaint Procedures and Options

- Internal process: 90 days to file a complaint **except in cases involving sexual misconduct**
 - No time limit for filing complaints of sexual misconduct
 - Complaint procedure – see "Nondiscrimination & Anti-Harassment Policies, Complaint Procedures and On-campus and Community Resources" booklet
 - External Process
 - Connecticut Commission on Human Rights & Opportunities (CHRO) – 180 days to file
 - Equal Employment Opportunities Commission (EEOC) – 180 days to file*
 - Office of Civil Rights (OCR) – 180 days to file
- *The 180 calendar day filing deadline for EEOC is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

20

Investigation Standards

- Reasonable person
 - Behavior that a reasonable person would consider offensive
 - In the eye of the beholder – impact, not intent.
- Preponderance of the evidence
 - More likely than not

21

Responding to Disclosures

22

Why do students disclose to faculty/staff?

- They believe that they will be believed.
- They feel close to the staff member and want comfort.
- They are having difficulty with classes or other aspects of their life and need assistance.
- They feel like they need to explain a behavior.
- They are suddenly triggered.
- They want to warn a staff member about another student.

23

Barriers to Disclosing

- Fear of being blamed
- Fear of not being believed
- Not knowing who to talk to
- Difficulty with trust
- Dynamics of the abuse/violence
- Not identifying the situation as abuse/violence

What are some reasons victims/survivors might not disclose?

How can we address these barriers in our roles as faculty/staff?

24

Responding to Disclosures

- Listen
- Emphasize safety
- Let them know you believe them
- Tell them it's not their fault
- Show genuine concern and empathy
- Provide options and offer to connect them to resources
- Maintain privacy/confidentiality as much as possible and be upfront about mandated reporting requirements
- Avoid making assumptions
- Do NOT try to investigate or ask unnecessary questions



25

Scenarios

26

Scenario 1

You are an adjunct instructor who requires students to attend a certain number of CCSU events each semester. The students are then required to write a response paper regarding their experience. One of the students in your class attends a large campus event focused on sexual assault prevention. In her paper she writes that the speaker really resonated with her, as she is a survivor of sexual violence.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

27

Scenario 2

You are a CCSU staff member who supervises 15 student workers. You check in regularly with each of these students regarding their classes and how their semester is going. In one of these informal discussions, a student tells you that he was up all night with one of his close friends, who was sexually assaulted on campus two nights prior by another CCSU student. The student you supervise is concerned for his friend's safety.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

28

Scenario 3

You are a professor and a student with whom you have had limited interaction comes to your office hours for the first time. The student tells you that he knows that he is failing the class and he has had a really "tough semester." When you ask what happened, he tells you that he was sexually assaulted several months earlier and has had trouble focusing on school ever since. He quickly follows this with a request to "keep this confidential, okay?"

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

29

Scenario 4

You are a CCSU faculty member who requires students to submit papers on-line by a certain deadline. One of your students does not submit a paper by the deadline. The next day you receive an e-mail from this student requesting an extension on the assignment. The student further tells you that he had a serious incident with his partner last night. His partner smashed the computer that he was using to do his school work. He further tells you that the police are involved and that he has a lot of stress in his life right now.

Questions to Consider:

1. What are your initial thoughts?
2. What are some things you do NOT want to say to this student?
3. What are some things you would say to this student?
4. What is your responsibility as a CCSU employee?

30

"Empathy has no script. There is no right way or wrong way to do it. It's simply listening, holding space, withholding judgment, emotionally connecting, and communicating that incredibly healing message of 'You're not alone.'"

BRENE BROWN

31

Resources

32

What offices at CCSU are confidential?
(Mark all that apply)

- A Counseling and Wellness Center
- B Employee Assistance Program
- C The Women's Center
- D Office of Victim Advocacy
- E Career Services



33

On-Campus Resources To Report an Incident

Office of Diversity & Equity (all complaints)
860-832-1653
Davidson Hall, Room 102

Office of Student Conduct (complaints against students)
860-832-1667
Willard DiLoreto Hall, W-105

CCSU Police (criminal complaints)
Emergency: 911
Routine — Police Dispatch: 860-832-2375

34

On-Campus Resources Someone to Talk To

Office of Victim Advocacy
Joanna Flanagan
860-832-3795
Willard DiLoreto, D-305

Women's Center
Jacqueline Cobbina-Boivin
860-832-1655
Student Center, Room 215

Residence Life
860-832-1660
Mid Campus, Room 118

Student Wellness Services *Confidential

Health Services:
860-832-1925
Marcus White Annex
Counseling Services:
860-832-1945
Marcus White, Room 205

Office of Student Affairs
860-832-1601
Davidson Hall, Room 103

35

Off-Campus Confidential Resources

YWCA Sexual Assault Crisis Service
24-Hour Hotline: 860-223-1787 or 888-999-5545
24 Hour Spanish Hotline: 888-568-8332

Prudence Crandall Center for Domestic Violence
24-Hour Hotline: 888-774-2900
24-Hour Spanish Hotline: 844-831-9200

Suicide Prevention Lifeline
24-Hour Hotline: 860-273-8255

Hospital of Central Connecticut
100 Grand St. New Britain, CT
860-224-5011

*SAFE Program for sexual assault forensic exams

36


Thank you!

Joanna Flanagan
Sexual Assault & Violence Prevention Specialist
jflanagan@ccsu.edu
860-832-3795
Willard DiLoreto Hall, D-305
9:00 am – 5:00 pm, M-F

you are
not alone

Would you like a presentation in your classroom?
Please contact me directly to coordinate!

Title IX Refresher Training, Fall 2019



Office of Victim Advocacy
Support. Strength. Courage.

Title IX Refresher Training: Responding to Disclosures of Interpersonal Violence

JOANNA FLANAGAN
SEXUAL ASSAULT & VIOLENCE PREVENTION SPECIALIST
860-832-3795 | JFLANAGAN@CCSU.EDU

2019

1

Office of Equity & Inclusion (OEI)

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action




Davidson Hall 119
*NEW Location and Name

2

Office of Victim Advocacy (OVA)

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Collaboration with other departments to develop, implement and evaluate violence prevention initiatives



Willard D'Isoro Hall, D-305
M-F, 9:00 a.m. – 5:00 p.m.
(860) 832-3795
jflanagan@ccsu.edu

3

The Context

4

Title IX is a...

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance

Title IX

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

5

Sexual Harassment	<ul style="list-style-type: none"> Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature. Quid pro quo or hostile environment
Sexual Exploitation	<ul style="list-style-type: none"> Taking non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited
Sexual Assault	<ul style="list-style-type: none"> A sexual act directed against another person when that person is not capable of giving consent
Intimate Partner Violence	<ul style="list-style-type: none"> A pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.
Stalking	<ul style="list-style-type: none"> Repeatedly contacting another person when the contacting person knows or should know that the contact is unwanted by the other person The contact causes the other person reasonable apprehension of imminent physical harm or substantial impairment of the other person's ability to perform the activities of daily life.

6

CCSU Policies & Protocol

7

Responsible Employees – BOR Sexual Misconduct Policy

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.
- Board policy requires that a report be made to the Department of Children and Families (DCF) whenever a person under the age of eighteen (18) may have been sexually assaulted.

To report incidents of sexual misconduct:

Pamela Whitley
Senior Equity & Inclusion Officer
Office of Equity & Inclusion
860-832-1652

8

Mandatory Reporting – BOR Policy Reporting Suspected Abuse or Neglect of a Child

- Any university employee deemed a "mandatory reporter" who 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 report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

DCF Careline (24/7)
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TDD: 1-800-624-5518

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

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 - Connecticut Commission on Human Rights & Opportunities (CHRO) – 180 days to file
 - Equal Employment Opportunities Commission (EEOC) – 180 days to file*
 - Office of Civil Rights (OCR) – 180 days to file

*The 180 calendar day filing deadline for EEOC is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

11

Responding to Disclosures

12

How do you want to respond to someone who has experienced interpersonal violence?

What do you NOT want to do or say?

What resources can you provide?

13

Scenarios

In your groups, discuss how you would respond and what you would say to the person in the scenario.

What is your responsibility as an employee?



14

Feedback

👍 What went well?

? What questions do you have?

🗣️ How did you communicate with the person about your responsibility to report?

📋 What resources did you provide?

15

“Empathy has no script. There is no right way or wrong way to do it. It’s simply listening, holding space, withholding judgment, emotionally connecting, and communicating that incredibly healing message of ‘You’re not alone.’”

— BRENE BROWN

16

Resources

17

On-Campus Resources To Report an Incident

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860-832-1653
Davidson Hall, Room 119

Office of Student Conduct (complaints against students)
860-832-1667
Willard DiLoreto Hall, W-105

CCSU Police (criminal complaints)
Emergency: 911
Routine – Police Dispatch: 860-832-2375
CCSU Police can assist in connecting with departments in other cities/towns

18

On-Campus Resources Someone to Talk To

Office of Victim Advocacy
Joanna Flanagan
860-832-3795
Willard DiLoreto, D-305

Women's Center
Jacqueline Cobbina-Boivin
860-832-1655
Student Center, Room 215

Residence Life
860-832-1660
Mid Campus, Room 118

Student Wellness Services *Confidential
Health Services
Counseling & Student Development
860-832-1926 (appointments)
860-832-1925 (inquiries)
Willard DiLoreto 1st Floor

Office of Student Affairs
860-832-1601
Davidson Hall, Room 103

19

Off-Campus Resources

YWCA Sexual Assault Crisis Service *Confidential
24-Hour Hotline: 860-223-1787 or 888-999-5545
24-Hour Spanish Hotline: 888-568-8332

Prudence Crandall Center for Domestic Violence *Confidential
24-Hour Hotline: 888-773-2900
24-Hour Spanish Hotline: 844-831-9200

Suicide Prevention Lifeline *Confidential
24-Hour Hotline: 1-800-273-8255

Hospital of Central Connecticut *Confidential
100 Grand St, New Britain, CT
860-224-5011

*SAFE (Sexual Assault Forensic Examiner) Program for sexual assault forensic exams – exam can be done up to 120 hours after a sexual assault. A survivor is not required to report to police at the time of the exam

20

Thank you!

Joanna Flanagan
Sexual Assault & Violence Prevention Specialist
jflanagan@ccsu.edu
860-832-3795
Willard DiLoreto Hall, D-305
9:00 am – 5:00 pm, M-F



you are
not alone

Would you like a presentation in your classroom?
Please contact me directly to coordinate!

21

Other Supplemental Information

1. Institution Sexual Violence Forms
2. Redacted Sample of Investigation Results
3. Sample E-mail Notification for Employee Title IX Training

Central Connecticut State University
Discrimination/Harassment
Complaint Form

Name of Complainant: <input style="width: 400px;" type="text"/>		Date: <input style="width: 100px;" type="text"/>
Address: <input style="width: 600px;" type="text"/>		
City: <input style="width: 200px;" type="text"/>	State: <input style="width: 50px;" type="text"/>	Zip Code: <input style="width: 100px;" type="text"/>
Work Phone: <input style="width: 150px;" type="text"/>	Home Phone: <input style="width: 150px;" type="text"/>	
Cell Phone: <input style="width: 150px;" type="text"/>	Email: <input style="width: 150px;" type="text"/>	
CCSU ID: <input style="width: 150px;" type="text"/>	Email 2: <input style="width: 150px;" type="text"/>	

Sex: ☐ Male ☐ Female ☐ Other

Your status: ☐ Student ☐ Faculty/Staff ☐ External (Non-Campus)

Type of Complaint: ☐ Discrimination ☐ Harassment ☐ Retaliation

I was discriminated/harassed/retaliated against on the basis of my:

- | | |
|---|--|
| <input type="checkbox"/> Age
<input type="checkbox"/> Ancestry
<input type="checkbox"/> Color
<input type="checkbox"/> Criminal Record (State Employment)
<input type="checkbox"/> Gender Identity or Expression
<input type="checkbox"/> Genetics
<input type="checkbox"/> Intellectual Disability
<input type="checkbox"/> Learning Disability
<input type="checkbox"/> Physical Disability | <input type="checkbox"/> Mental Disorder
<input type="checkbox"/> Marital Status
<input type="checkbox"/> National Origin
<input type="checkbox"/> Sex (including pregnancy or sexual harassment)
<input type="checkbox"/> Sexual Orientation
<input type="checkbox"/> Race
<input type="checkbox"/> Religious Creed
<input type="checkbox"/> Retaliation
<input type="checkbox"/> Veteran Status |
|---|--|

I was :

- | | |
|---|--|
| <input type="checkbox"/> terminated
<input type="checkbox"/> not hired/promoted
<input type="checkbox"/> suspended
<input type="checkbox"/> constructively discharged
<input type="checkbox"/> not hired due to BFOQ*
<input type="checkbox"/> given a poor evaluation
<input type="checkbox"/> denied a raise
<input type="checkbox"/> less trained
<input type="checkbox"/> given different terms and conditions of employment
<input type="checkbox"/> given a poor grade (student)
<input type="checkbox"/> denied services | <input type="checkbox"/> harassed
<input type="checkbox"/> sexually harassed
<input type="checkbox"/> demoted
<input type="checkbox"/> retaliated against
<input type="checkbox"/> not hired due to a disability
<input type="checkbox"/> delegated difficult duties
<input type="checkbox"/> warned
<input type="checkbox"/> not hired due to prior criminal record
<input type="checkbox"/> subjected to a hostile work environment
<input type="checkbox"/> other <input style="width: 100px;" type="text"/>
<input type="checkbox"/> treated differently |
|---|--|

I believe that I was discriminated/harassed/retaliated against by:

Name of Respondent 1:

Address:

City:

State:

Zip:

Sex: ☐ Male ☐ Female

Work Phone:

☐ Other:

Home/Cell Phone:

Status: ☐ Student ☐ Faculty ☐ Staff

☐ External (Non-campus)

Specify

Name of Respondent 2:

Address:

City:

State:

Zip:

Sex: ☐ Male ☐ Female

Work Phone:

☐ Other:

Home/Cell Phone:

Status: ☐ Student ☐ Faculty ☐ Staff

☐ External (Non-campus)

Specify

Name of Witness 1:

Address:

City:

State:

Zip:

Sex: ☐ Male ☐ Female

Work Phone:

☐ Other:

Home/Cell Phone:

Status: ☐ Student ☐ Faculty ☐ Staff

☐ External (Non-campus)

Specify

Name of Witness 2:

Address:

City:

State:

Zip:

Sex: ☐ Male ☐ Female

Work Phone:

☐ Other:

Home/Cell Phone:

Status: ☐ Student

☐ Faculty

☐ Staff

☐ External (Non-campus)

Specify

Name of Witness 3:

Address:

City:

State:

Zip:

Sex: ☐ Male ☐ Female

Work Phone:

☐ Other:

Home/Cell Phone:

Status: ☐ Student

☐ Faculty

☐ Staff

☐ External (Non-campus)

Specify

Name of Witness 4:

Address:

City:

State:

Zip:

Sex: ☐ Male ☐ Female

Work Phone:

☐ Other:

Home/Cell Phone:

Status: ☐ Student

☐ Faculty

☐ Staff

☐ External (Non-campus)

Specify

Explain your complaint in detail. Include the following information. Add additional pages if necessary. Attach documents you believe may be helpful in investigating your complaint.

1. Describe the specific incident(s) of discrimination/harassment/retaliation. List dates, times, locations, names, and titles of the people involved in the incident(s).
2. Explain why you believe that you were discriminated/harassed/retaliated against because of your protected class status (race, age, sex, disability, etc.)
3. Provide the names and titles of people you believe were treated more favorably than you due to your protected class status. List the protected class status (race, age, sex, disability, etc.) of each person.

A.

B.

C.

D.

E.

F.

G.

H.

I.

J.

If more space is needed please attach to this form.

Remedy Sought:

Signature

Date:

Please return form to:

Central Connecticut State University
Office of Equity & Inclusion
Davidson Hall, room 119
1615 Stanley St.
New Britain, CT 06050

If you have additional questions or to schedule an appointment, call **860-832-1652**.

Investigatory Report

Report Date	
Report Prepared by:	, Chief Diversity Officer , Associate in Equity & Inclusion
Nature of Investigation:	
Complainant:	
Subjects of Investigation:	

Introduction

, Chief Diversity Officer and , Associate in Equity & Inclusion conducted an investigation to examine alleged violations of CCSU's Nondiscrimination in Education and Employment Policy based on [Insert Protected Class Basis Here] status brought forward by [complainant first and last name], [insert Complainant title and area of work or study].

[Complainant last name] has alleged [gender pronoun] was subjected to [alleged actions] based on her [protected class bases] by [respondent 1 prefix, first, last, last name], [title and location], [respondent 2 prefix, first, last, last name], [title and location], [respondent 3 prefix, first, last, last name], [title and location]. [Insert brief case description]

The OEI conducted [insert # of people interviewed] in-person interviews of the complainant, respondent and witnesses.

Summary of Complaint and Complainant Interview

1. [Name of Complainant] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[complainant first and last name] [insert brief summary of complainant's history with CCSU]
[Gender pronoun] complaint stated:

[Insert complete statement or complaint summary (if exists)]

Summary of Respondent Interview

1. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

2. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

3. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

Witnesses

The investigator interviewed [Insert # of Witnesses Interviewed] witnesses. The investigators explained the provision of the policy related to retaliations to all witnesses. All witnesses indicated that their statements were truthful complete and accurate.

1. [First and Last name of witness 1] (Interviewed on [insert interview date] by [insert investigator last name(s)])
2. [First and Last name of witness 2] (Interviewed on [insert interview date] by [insert investigator last name(s)])
3. [First and Last name of witness 3] (Interviewed on [insert interview date] by [insert investigator last name(s)])
4. [First and Last name of witness 4] (Interviewed on [insert interview date] by [insert investigator last name(s)])
5. [First and Last name of witness 5] (Interviewed on [insert interview date] by [insert investigator last name(s)])

Other Evidence Gathered

- [insert description of other evidence gathered]

Findings

Findings Regarding Issue 1.

Basis for Finding:

Findings Regarding Issue 2.

Basis for Finding:

Findings Regarding Issue 3.

Basis for Finding:

Findings Regarding Issue 4.

Basis for Finding:

Other Issues

Recommendations

Conclusion

The investigation in this case is completed and is marked as closed.

This report will be provided to [Insert person(s) first and last name and title receiving copy of complaint report] to determine appropriate administrative action. All original statements and other documentary

evidence in this case will remain in the custody and control of the Office of Equity & Inclusion. can be reached at 860-832-0178.

Fall 2019 E-mail for full Title IX training – new employees

Dear Colleagues,

As employees at CCSU, we are all required to complete Title IX training on an annual basis*. Our records indicate that you have not attended a previously held Title IX training. We have scheduled four (4) in-person training sessions to accommodate most schedules. Please use the following link to schedule your training date: Title IX In-Person Training Program.

While we highly recommend attending one of the in-person sessions, the training is also available through an online program. If you prefer to take the **training online** please follow this link and sign-in using your CCSU Blue Net ID to access the training: <https://studentsuccess.org/LDAP/ccsu>.

This session will help you:

- Define sexual harassment and Title IX (including sexual assault and interpersonal violence prevention)
- Know which laws prohibit it
- Recognize specific behaviors that constitute sexual harassment, sexual assault and interpersonal violence
- Recognize and handle retaliation
- Apply CCSU's policy to sexual harassment and Title IX cases
- Understand and fulfill your responsibility as a responsible employee/mandated reporter
- Use remedies and procedures available through the University

Please feel free to contact Joanna Flanagan (jflanagan@ccsu.edu or 860-832-3795) with any questions.

Sincerely,

Dr. Nancy "Rusty" Barceló

Interim Vice President, Office of Equity & Inclusion

***Background:**

Given the recent legislative changes regarding Title IX, Sexual Assault and Interpersonal Violence on college campus, the Office of Equity & Inclusion is providing several training sessions on the topics. Currently all employees at the university are expected to take either the online or in person training regarding Sexual Assault and Interpersonal Violence Prevention.

Both federal and state laws clearly prohibit sexual harassment, sexual assault and interpersonal violence in the workplace and education settings. On campuses large and small, women and men find themselves the unwilling target of unwelcomed sexual conduct that creates a hostile environment. It is critical that all students, employees, including managers, understand both the full range of behaviors that define sexual harassment, sexual assault and interpersonal violence and the pro-active steps they can take to prevent it.

Fall 2019 E-mail for Title IX Refresher Training

Dear Colleague:

As CCSU employees, we are required to attend annual Title IX Training. This year, the Office of Equity & Inclusion is offering both in-person and on-line training for you to fulfill this requirement. These trainings will help you:

- Define sexual harassment and Title IX (including sexual assault and interpersonal violence prevention)
- Know which laws prohibit it
- Recognize specific behaviors that constitute sexual harassment, sexual assault and interpersonal violence
- Recognize and handle retaliation
- Apply CCSU's policy to sexual harassment and Title IX cases
- Understand and fulfill your responsibility as a responsible employee/mandated reporter
- Use remedies and procedures available through the University
- Understand how to respond to a student who has experienced interpersonal violence, including making necessary referrals and reports

Sign up for an in-person training:

The in-person training is a brief, 45-minute training. Registration is required.

Please use the following link to schedule your training date: Title IX Refresher Training Program

Note: New dates have been added since notification was sent out in the fall.

Access the on-line training:

The on-line training takes approximately 60 minutes to complete.

Follow the link below, and sign-in using your CCSU Blue Net ID to access the training.

Training link: <https://studentsuccess.org/LDAP/ccsu>

Please feel free to contact Joanna Flanagan (jflanagan@ccsu.edu or 860-832-3795) with any questions.

Sincerely,

Dr. Nancy "Rusty" Barceló

Interim Vice President, Office of Equity & Inclusion