



Connecticut State
Colleges & Universities

CHECKLIST FOR CONN. GEN. STAT. § 10a-55m(f)
SEXUAL VIOLENCE REPORT 2019 SUBMISSION

INSTITUTION INFORMATION

Name: **Naugatuck Valley Community College** Contact: **Jacquie Swanson**
Reporting Office/Department: **Title IX** Report Year: **2019**

NARRATIVE

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

POLICIES

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

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

WRITTEN NOTIFICATION

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

SEXUAL VIOLENCE STATISTICS AND DATA

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

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

☒ Sexual Violence Reportable Statistics and Data

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

PUBLIC AWARENESS, PREVENTION, AND RISK REDUCTION INFORMATION

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

OTHER SUPPLEMENTAL INFORMATION

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

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

CSCU INSTITUTION: Naugatuck Community College
REPORTING OFFICE/DEPARTMENT: Student Services
REPORTING CONTACT: Dean Sarah Gager, 203-575-8086
YEAR: 2019

Narrative:

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

With two campuses; Waterbury and Danbury, the College has partnered with Safe Haven and the Women's Center of Danbury to help us communicate to and educate our students on sexual assault and domestic violence in an effort to encourage appropriate behavior on our campuses and continue to provide a safe environment for students to achieve their academic goals.

Expanding outreach to students and working with our community partners, the College provides a weekly forum for students to engage in conversation around healthy relationships, sexual assault, compassion and inclusion, and more. In addition, the College offers online training modules to supplement on campus efforts to effectively educate students on sexual assault and domestic violence prevention. Providing a safe, nurturing environment in which students can focus on their academic studies is paramount to student success.

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

Policies

- 5-2 Sexual Misconduct Reporting, Supporting Measures and Processes Policy - [View Policy \(pdf\)](#)
- 4-3 Consensual Relationships Policy - [View Policy \(pdf\)](#)
- 5-6 Reporting Suspected Abuse or Neglect of a Child - [View Policy \(pdf\)](#)
- 2-1 Student Code of Conduct - [View Policy \(pdf\)](#)



A Guide for Students: Sexual Misconduct & Interpersonal Violence

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

***What do I do if I have experienced... ?
Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence,
Domestic Violence, or Dating Violence? (Detailed Definitions are on the reverse)***

YOU HAVE THE RIGHT TO:

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

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

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

WAYS TO SEEK HELP:

→ ***Preserve any evidence and seek medical attention:***

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

→ ***DISCLOSURE - Seek Advice & Support:***

- ***You have a choice to DISCLOSE CONFIDENTIALLY to the resources listed below.***
- Safe Haven of Greater Waterbury, 24/7 help line, Domestic Violence: **203-575-0036**, Sexual Assault: **203-753-3613**
- Connecticut Coalition Against Domestic Violence CCADV, **888-774-2900**
- Domestic Violence Services of Greater New Haven-CCADV, The DVS hotline **203-789-8104** is available 24/7
Spanish speakers are also available
- Connecticut Sexual Assault Crisis Services, Inc., Statewide 24 Hour Toll Free Hotline, **1-888-999-5545**
English
1-888-568-8332 Español
- **Religious Leader or Mental Health Provider**
If you choose to DISCLOSE to an NAUGATUCK VALLEY FACULTY or STAFF member, know that all faculty and staff are MANDATED REPORTERS. This means that any disclosed instance of sexual misconduct or interpersonal violence must be submitted to the Title IX Coordinator(s). Disclosures will only be maintained as numerical data for campus security (Clery Act, etc.) Further action will only be taken at the student's request or if the safety of the student or others is at risk.

→ ***REPORT - File a REPORT on campus with the following individuals:***

- Campus Security: (203) 575-8112 or : (203) 575-8113
- Title IX Coordinator: Jacquie Swanson 203-575-8043 jswanson@nv.edu
- Dean of Students: Sarah Gager 203-575-8086 sgager@nv.edu

Know Your Rights & Options

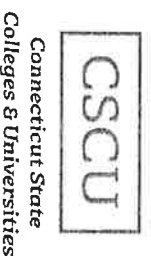
You have the right to...

- **Take both Legal Action (criminal/civil action) and Disciplinary Action** in accordance with the Student Code of Conduct and Policy Against Harassment against the individual allegedly responsible.
- **Request a change in Academic, Transportation and Working Arrangements** : Naugatuck Valley Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation or working situations as well as honoring lawful protective or temporary restraining orders.
- **Notify Law Enforcement & Seek Protective and Other Orders**
Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, shall be provided written information about her/his right to:
 - (1) notify law enforcement and receive assistance from campus authorities in making the notification; and,
 - (2) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order.
 Such orders include: standing criminal protective orders, protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child, temporary restraining orders or protective orders prohibiting the harassment of a witness, relief from physical abuse by a family or household member or person in a dating relationship, and family violence protective orders.

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

- to be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
- to request that student conduct proceedings begin promptly;
- to have student conduct proceedings be conducted by an official trained in issues relating to sexual assault and intimate partner violence;
- to present information, including other persons, on their behalf;
- to have the student conduct proceedings use the more likely than not standard in determining whether a violation of the *Expectations for Student Conduct* has been committed, i. e. , whether it is more likely than not that the reported act of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, was committed by the accused student;
- to be informed in writing of the results of the proceeding as soon as possible after it concludes, normally no later than the next business day after it concludes; and consistent with the requirements of the Family Educational Rights and Privacy Act (FERPA) and other federal and State laws, have their identities kept confidential.

<i>Sexual Misconduct Definitions</i>	<i>Interpersonal Violence Definitions</i>
<p>Sexual Harassment: can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.</p> <p>Sexual Assault: is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.</p> <p>Stalking: is defined as any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.</p>	<p>Intimate Partner Violence: is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from 1) sexual assault; 2) sexual assault in a spousal or cohabiting relationship</p> <p>Domestic Violence is an act between family or household members that includes but is not limited to:</p> <ul style="list-style-type: none"> • Physical abuse, which can include but is not limited to, slapping, pulling hair or punching. • Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat. • Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person. <p>Dating/Relationship Violence: Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.</p>



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Naugatuck Valley Community College
 REPORTING OFFICE/DEPARTMENT: Title IX
 INSTITUTION CONTACT: Jacquie Swanson
 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 2018	Respondent Identified as Connected to the Reporting Institution	Respondent Identified as Connected to CSCU Institution	Confidential or Anonymous Reports
Sexual Assault	0		0	0	0	1
Stalking	0		0	0	0	0
Intimate Partner Violence (IPV)	0		0	0	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	Finding of Responsible & Probation/Warning	Number of Findings Appealed	Appeal Outcome
Sexual Assault	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Intimate Partner Violence (IPV)	0	0	0	0	0	0	0	0

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

PUBLIC ACT 14-11: SEXUAL VIOLENCE STATISTICS AND DATA

CSCU INSTITUTION: Naugatuck Community College

REPORTING OFFICE/DEPARTMENT: Title IX

INSTITUTION CONTACT: Jacque Swanson, Title IX Coordinator, 203-575-8043

YEAR: 2019

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

Explanation

- There zero incidents of sexual violence at NVCC in 2019.
- There was one anonymous disclosure of sexual assault and it was kept confidential per the student's request. Services were offered.
- There was one anonymous disclosure of intimate partner violence and it was kept confidential per the student's request. Services were offered.

Title IX Related Training Provided by INSERT YOUR INSTITUTION/ OFFICE/DEPT. HERE

January 1, 2019 - December 31, 2019

* Domestic Violence (DV), Dating Violence (DV), Sexual Assault (SA), Stalking (S) ** Primary = new employees/students *** Ongoing = throughout the year

[illegible]



CONNECTICUT STATE
COLLEGES & UNIVERSITIES
Division of Information Systems & Technology

Employee Training Center

HOME | MY TRAINING | STUDENT CENTER | RESOURCES | WHAT'S NEW | HELP | ADMINISTRATION | PASSWORDS | MY REPORTS

Hierarchy Transcript Report

Title IX

Reporting Group: Naugatuck Valley Community College (NaugatuckVail) Level: 3

Date Range: All Dates

Run Another Report

Group Name (Group ID) / User (User ID)	Total Passed	Row Levels	Total Incomplete	Course	Event On
Naugatuck Valley Community College (NaugatuckVail)	365	0	26		
Administration (NVAAdmin)	0	0	0		
AMTC (AMTC)	0	0	0		
CIPCO (CIPCO)	0	0	0		
Community & Economic Development (CED)	0	0	0		
Development (NVDev)	0	0	0		
Facilities (NVF)	0	0	0		
Finance and Admin Services (FAS)	0	0	0		

Date	Seminar	Type (webinar, Conference, etc.)
1/4/19	New Proposed Title IX Regulation	Training
1/14/19	Not Anymore Round Table	discussion
1/15/19	CRT Training	Training
3/3/19	Title IX Training	Training
3/15/19	CRT Training - Behavioral Intervention	Training
8/12/19	Supporting Student Survivors w/Disabilities	Training
9/10/19	Student Behavioral Issues Workshop	Workshop
9/24/19	Everybody Deserves to be Heard	Conference



TITLE IX HEARING OFFICER & DECISION-MAKER TRAINING & CERTIFICATION COURSE

June 25th & 26th, 2019 in New Britain, CT

Early Bird Registration Deadline: Monday, May 20, 2019

Regular Registration deadline: Wednesday, June 12, 2019

To register by cheque, submit a completed registration form to accounts@atixa.org.

You will receive an invoice via email within 3-5 business days

Early Bird Registration Rates (Register by May 20, 2018)

Standard Rates:

___ \$2,500 for a campus group of up to seven attendees

___ \$2,000 for a campus pair of attendees

___ \$1,500 for an individual attendee

Member Rates:

___ \$2,200 for a campus group of up to seven attendees

___ \$1,775 for a campus pair of attendees

___ \$1,350 for an individual attendee

Regular Registration Rates (After May 20, 2018)

Standard Rates:

___ \$2,875 for a campus group of up to seven attendees

X ___ \$2,300 for a campus pair of attendees

___ \$1,725 for an individual attendee

Member Rates:

___ \$2,530 for a campus group of up to seven attendees

___ \$2,000 for a campus pair of attendees

___ \$1,555 for an individual attendee

Name Jacqueline Swanson (first attendee)

Title Associate Director of Human Resources

Institution Naugatuck Valley Community College

Address 750 Chase Parkway

City Waterbury

State CT

Zip 06708

Phone 203-575-8043

Email jswanson@nv.edu

Please provide the email address for where the invoice for payment due and W9 should be sent:
swright@nv.edu

Make cheques payable to ATIXA (EIN# 45-2177373). Payment can be made via credit card at atixa.org/store.

SUBMIT COMPLETED FORM TO accounts@atixa.org | QUESTIONS TO events@atixa.org

Registrant recognizes that ATIXA is not providing legal advice or acting in the capacity of legal counsel, and that registrant should consult their own legal counsel before relying or acting upon any advice or suggestions made by ATIXA's employees, consultants, or representatives in the course of their training programs. While this training may include compliance elements, ATIXA offers no warranties or guarantees as to content, and accepts no liability for how the content is interpreted or implemented by registrants.

Name Susan Houlihan (second attendee)
Title Academic Advisor/Student Retention Specialist
Institution Naugatuck Valley Community College
Address 750 Chase Parkway
City Waterbury State CT Zip 06708
Phone 203-596-2164
Email shoulihan@nv.edu

Please provide the email address for where the invoice for payment due and W9 should be sent:
swright@nv.edu

Make cheques payable to ATIXA (EIN# 45-2177373). Payment can be made via credit card at atixa.org/store.

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jackson|lewis.

CERTIFICATE OF ATTENDANCE

Title IX/Section 504 Training

This is to certify that Jacqueline Swanson attended a Training Seminar lasting two hours conducted by Sarah Skubas on March 8, 2019.



Sarah R. Skubas

Swanson, Jacqueline G

From: Gager, Sarah
Sent: Tuesday, January 14, 2020 3:29 PM
To: Swanson, Jacqueline G
Cc: Zutant, Diane
Subject: Not Any More

Training Period: 2019-2020

Cohort File	Curriculum	Course	Total	Complete	% Complete	Avg. Pre Test	Avg. Post Test
All Students	Initial Training	Naugatuck Valley Community College	4726	1716	36%	68%	90%
All Students	Refresher Training 19-20	Naugatuck Valley Community College - Clarifying Consent Refresher	1104	856	78%	75%	85%
NICF	Refresher Training 19-20	Naugatuck Valley Community College - Clarifying Consent Refresher	11	11	100%	76%	83%
NICF	Initial Training	Naugatuck Valley Community College	69	37	54%	67%	88%

Sarah E. Gager
Dean of Student Services
Naugatuck Valley Community College
Kinney Hall, room 509
750 Chase Parkway
Waterbury, CT. 06708

(203)-575-8086

How do I make a report?

Contact the Title IX Coordinator, who manages all complaints of sexual misconduct or any of the following:

Jacquie Swanson, Title IX Coordinator

Associate Director of Human Resources

Naugatuck Valley Community College

750 Chase Parkway, Waterbury, CT 06708

Room: Kinney Hall, K704C

Phone: 203-575-8043

Sarah Gager, Dean of Student Services

Naugatuck Valley Community College

750 Chase Parkway, Waterbury, CT 06708

Room: Kinney Hall, K509A

Phone: 203-575-8086

There is no time limit for reporting, but access to evidence and witnesses will diminish with time.

If you disclose the details of an incident, but do not wish to take action, NVCC will consider your request; but may decide that action must be taken to prevent danger or disruption to the campus.

If the College agrees not to take action, you may still request action at a later time. You will also have the right to file a criminal complaint with the police at any time.

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religion, creed, age, sex, national origin, marital status, ancestry, disability (including but not limited to present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression or genetic information in treatment or employment at the College), in admission or access to the College, or in any other aspect of its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The College is required by Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act of 1975 (Age Act), and their respective implementing regulations, at 28 C.F.R. Part 35 and 34 C.F.R. Parts 100, 104, 106 and 110, not to discriminate on the basis of race, color, or national origin (Title VI); disability (Section 504/Title II); sex (Title IX); or age (Age Act); inquiries concerning the application of each of the aforementioned statutes and their implementing regulations to the College may be referred to the U.S. Department of Education, Office for Civil Rights, at (617) 389-0111 or 5 Post Office Square, 8th Floor, Boston, MA 02109-3921, or to the applicable College Coordinators who are located at Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, Connecticut 06708. Kimberly Candina, Director of Human Resources/Section 504/Title III/ADA/Age Act Coordinator, Room K704b, 203-575-8056. Sarah Gager, Dean of Student Services/Deputy Section 504/Title III/ADA/Age Act Coordinator (Students), Room K509a, 203-575-8086. Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, 203-575-8043. (Rev 10/21/19)

What if I need help right now?

CONFIDENTIAL COUNSELING

Waterbury

Website: www.safchavengw.org

Sexual Assault Hotline: 203-753-3613

Domestic Violence Hotline: 203-575-0036

Danbury

Website: www.wccogd.org

Sexual Assault Hotline: 203-731-5204

Domestic Violence Hotline: 203-731-5206

Connecticut Toll-Free Hotlines

Domestic Violence Hotline: 888-774-2900

Sexual Assault Hotline (*English*): 888-999-5545

Sexual Assault Hotline (*Spanish*): 888-568-8332

NVCC Public Safety

203-575-8112

Local Police

Waterbury Police Department

255 East Main Street

Waterbury, CT 06702

Office: 203-574-6920

Crimestoppers: 203-755-1234

Danbury Police Department

375 Main Street

Danbury, CT 06810

Office: 203-797-4611

Confidential Tips Line: 203-790-TIPS

EMERGENCY: 911



Naugatuck
Valley
Community
College



You are not alone.

SEXUAL MISCONDUCT

RESOURCES

AND

EDUCATION



Naugatuck
Valley
Community
College

Waterbury

750 Chase Parkway • Waterbury, CT 06708

Phone: 203-575-8000

Danbury

190 Main Street • Danbury, CT 06810

203-437-9699

website: nv.edu/SexualMisconduct

What is sexual misconduct?

Naugatuck Valley Community College will not tolerate any form of sexual misconduct or sexual harassment, which may include, but is not limited to:

Sexual Harassment

Unwanted sexual advances, flirtation, jokes, requests for sexual favors or threats.

Sexual Assault

Any sexual act with a person who did not or cannot give consent.

Sexual Exploitation

Taking non-consensual or abusive sexual advantage of another person.

Relationship Violence

Physical or emotional abuse, threat of abuse, or sexual harm by a current or former partner.

Stalking

Unwelcome and repeated following, contact via internet email, social media, or pursuit of a person.

Naugatuck Valley Community College strongly encourages the reporting of sexual misconduct, which means disclosing the details of an incident to a College employee, and requesting action be taken.

Before you file a report, be aware that College employees cannot offer confidentiality. All employees are mandated to share the details of the incident with the Title IX Coordinator.

What if I'm not ready to report an incident?

It's okay. You are not alone.

Naugatuck Valley Community College recommends that you speak with a professional crisis counselor to review your rights and to seek emotional, medical and/or legal help. These resources are free and completely confidential.

For assistance with sexual assault, domestic or relationship violence, contact:

Safe Haven of Greater Waterbury
www.safehavenwg.org

29 Central Avenue
Waterbury, CT 06702
Phone: 203-575-0388
Fax: 203-574-3306

Women's Center of Greater Danbury
www.wcogd.org

2 West Street
Danbury, CT 06810
Phone: 203-731-5200
Fax: 203-731-5207

Can I keep my identity secret if I report?

Naugatuck Valley Community College will protect your privacy to the fullest extent possible and allowed by law, but, in order to take action against an offender, your name and details of the incident may need to be revealed.

Information may also be shared with employees who require it to do their jobs and/or keep the campus safe, or with law enforcement, if requested.

The College encourages you to speak to any of the confidential counseling services listed in this brochure before disclosing any details to a College employee.

Can the College protect me if I report?

Yes, the College can help you by providing the following resources:

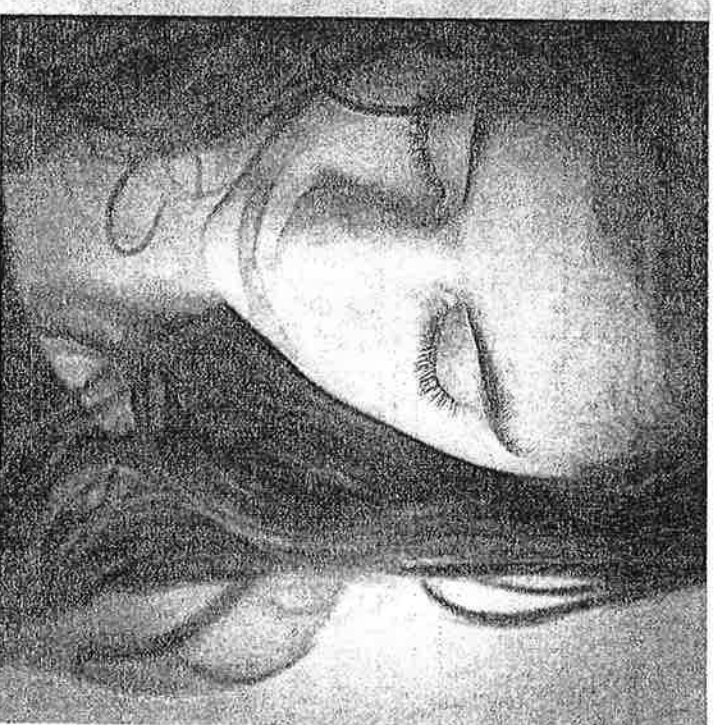
- An escort to ensure that you can move safely between classes
- Alternate class/work arrangements
- Extra time to complete coursework or exams
- Ban the offender from campus



website: nv.edu/SexualMisconduct

**I want to have fun at
the party, not to be
sexually harassed.**

**SHOW ME LOVE,
SHOW ME RESPECT.**



For more information, visit www.safehavenngw.org

Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (*Spanish*) 888-568-8332



SAFE HAVEN
OF GREATER WATERBURY, INC.



Naugatuck
Valley
Community
College

Waterbury • Danbury
nv.edu

**Just because I like you
doesn't mean I'm ready
to have sex with you.**

ASK ME FIRST, SHOW ME RESPECT.

For more information, visit www.safehaven.org

Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (*Spanish*) 888-568-8332

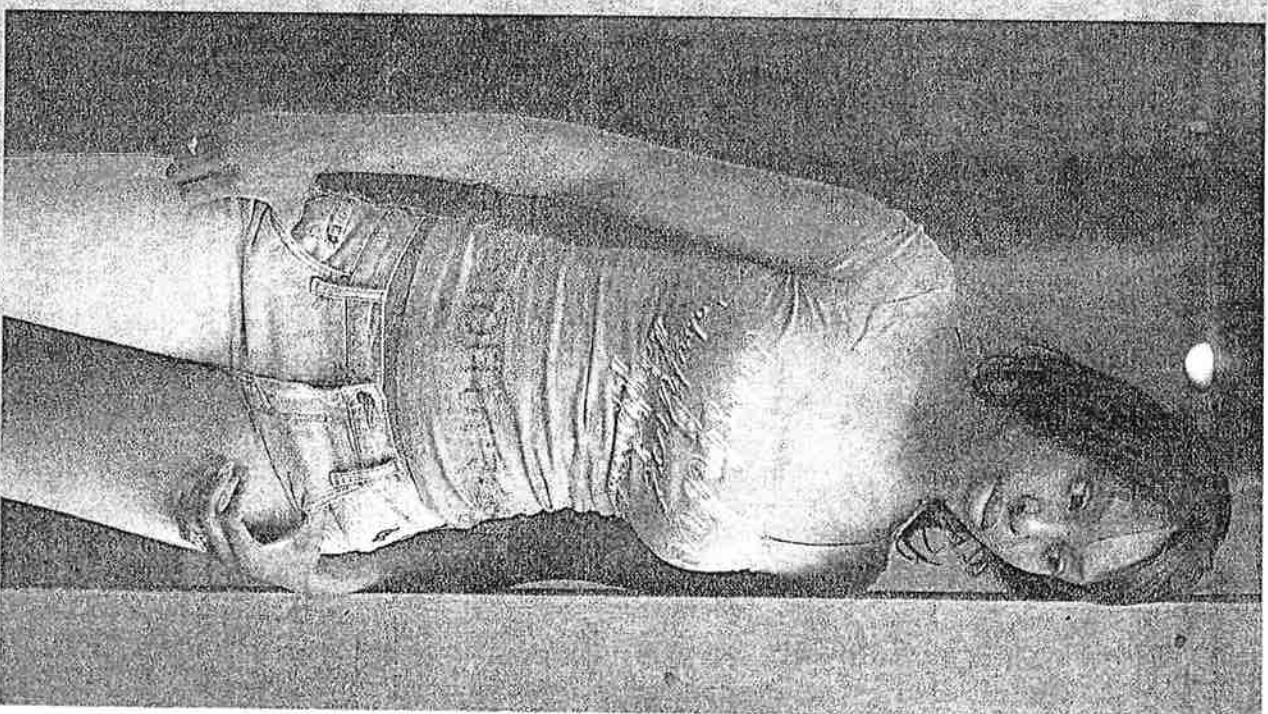


SAFE HAVEN
FOR COLLEGE STUDENTS



**Naugatuck
Valley
Community
College**

Waterbury • Danbury
nv.edu





Don't be a passive bystander. **SPEAK UP, STOP SEXUAL ASSAULT.**

For more information, visit www.safehavenrgw.org

Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (*Spanish*) 888-568-8332



SAFE HAVEN



Naugatuck
Valley
Community
College

Waterbury • Danbury

www.nvc.edu

When I say **NO**,
I mean **NO**.
Don't harass me.

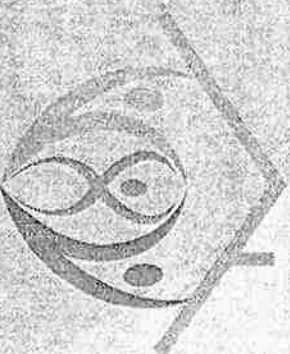
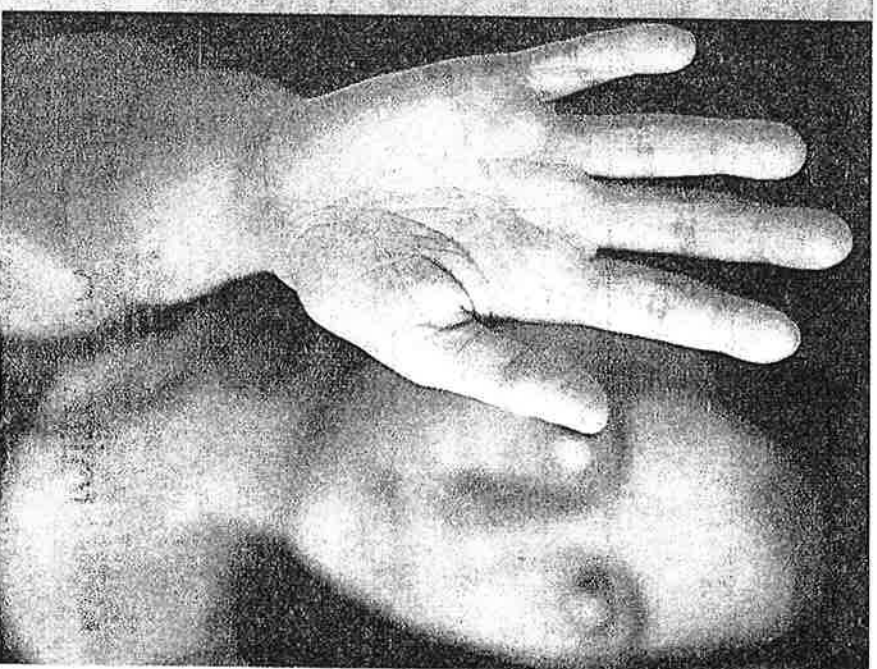
SHOW ME PATIENCE, SHOW ME RESPECT.

For more information, visit www.safehavenwgw.org

Sexual Assault Hotline 203-753-3613

Domestic Violence Hotline 203-575-0036

Sexual Assault Hotline (*Spanish*) 888-568-8332



SAFE HAVEN
OF GREATER WATERBURY, INC.



Naugatuck
Valley
Community
College

Waterbury • Danbury

nv.edu

**El hecho de que me
gustes no significa que
esté lista para tener sexo.**

Pregúntame primero Muéstrame respeto

Para Mayor información visite www.safehavengw.org

Línea de Asalto Sexual 203-753-3613

Línea de Violencia Domestica 203-575-0036

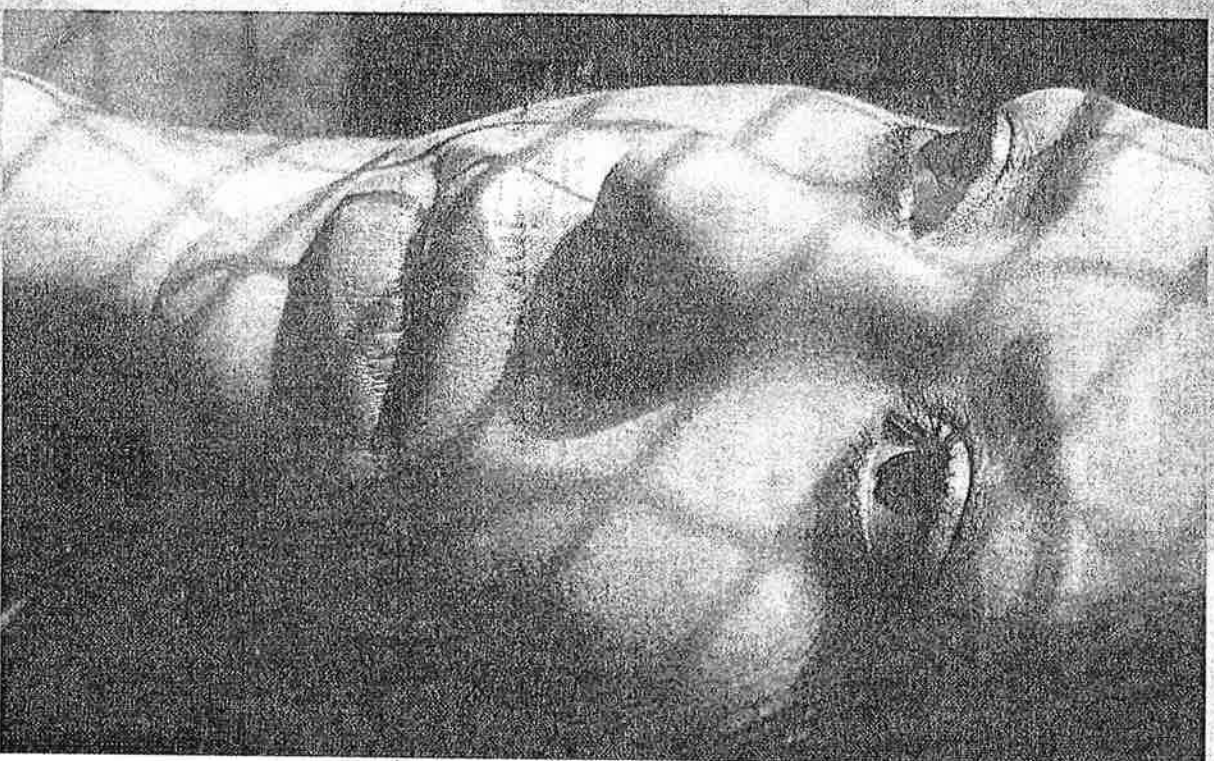
Línea de Asalto Sexual en Español 888-568-8332



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The Lamark

Our college. Our news. Our voice.

Naugatuck Valley Community College

April 1, 2019

Waterbury, Connecticut

Vol. 63, Iss. 3

In Defense of "Not Anymore"

by Evans

I am an "older" returning student having already experienced, firsthand, the craziness of undergrad dorm life. I should've been above snap judgment, but I wasn't. Like many students I've spoken to, I felt "contempt" for "investigation" regarding the heavy-handed federal and state mandated student training, "Not Anymore."

After completing the 45-minute process, however, I felt like a huge chunk of my youth had finally been validated. Though rape occurred as frequently in the 70s and 80s, it was not so candidly discussed. I wished I'd been forced to take this training years ago. I was excited; I wanted my children and friends to view it.

In 1982, I was attending university, living in off-campus housing. I was 19 and had roommates. One Sunday afternoon, the youngest of us came home disheveled, disoriented. We noticed a red mark on her neck.

My friend had left her passed out at the party, and she remembered, vaguely, three or four men having sex with her semi-conscious body. As we continued trying to get the story out of her, my roommate grew agitated, beginning to relive the events of the last two days: She'd lost her virginity to a drunken gang bang. We struggled to respond appropriately, supportively. We didn't know what to do. One Human Services student tried to break through the young woman's hysteria by throwing a glass of water in her face. Another kept repeating, "Who were they? I want their names." The energy escalated until the landlord arrived.

After hours of unproductive attempts to help our roommate, someone thought to call her family. Her parents took her home. I remember their accusing looks as they gathered their daughter's belongings. We never saw her again.

I wasn't sure what they'd expected from us.

No, we did not. This sort of thing happened, that we knew. We didn't know the college culture agreed with us that it shouldn't.

In 1983, I was living in a dorm and was assigned a roommate, but my first day she and her boyfriend, an RA in a neighboring dorm, asked if I'd mind changing rooms to bunk with another girl instead. I agreed. Here I was, again, in a culture where rules were getting confusing: the Residence Advisor and his girlfriend were "working the system" for their sexual convenience—that is until she attempted to break up, and he wouldn't let her.

That Thanksgiving, I was alone on the first floor of the dorm except for this young woman when her ex-boyfriend broke in, climbing through her window. He beat and raped her. Hearing the commotion, I timidly knocked on her door. She answered, with him in the background, and told me "everything was okay." Not to worry. Back in my room, I listened to more brutality.

I went to our RA's room, but because of the holiday, no one was there. I had no phone; there was no working emergency phone. I didn't even know where campus security was located. I don't remember EVER being told what to do.

own. Ultimately, her ex was expelled and arrested. The young woman left the university with a dislocated shoulder, a concussion, and lasting sexual trauma. I was left with the awareness I hadn't done enough. Ultimately, it boils down to this: I didn't know what to do—or if I would be CULTURALLY SUPPORTED TO DO IT.

If nothing else, "Not Anymore" made it clear victims would be CULTURALLY SUPPORTED. The training gives real-life strategies, laws, and the confidence to deny the "Snitches get stitches" dorm-life attitude. It was refreshing to be told the administration recognizes the sexual gauntlet endured by residents in college dormitories, and that what occurs is not always fun or consensual, but often, dangerous and illegal.

None of these events happened directly to me, but they ALL affected me because I didn't know what to do, who to call, how to respond. I remember them so clearly, because I wished I had known. You don't have to personally experience rape, stalking, or assault to be a victim of rape, stalking, or assault. Their permitted presence permeates culture. "Not Anymore" is a step toward holding perpetrators of sexual



Swanson, Jacqueline G

From: D'Alusio, Jeffrey
Sent: Tuesday, September 17, 2019 3:18 PM
To: NV-AllCampuswide
Subject: Annual Clery Report

Naugatuck Valley Community College is committed to assisting all members of the NVCC community in providing for their own safety and security.

The annual security compliance document, "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act Report," is now available. The report contains information regarding campus security and personal safety, and includes topics such as NVCC Public Safety law enforcement authority and crime statistics for the three (3) previous calendar years. It also contains information about College policies on such topics as sexual assault prevention and response, sex offender registration, drug and alcohol use, and crime reporting procedures.

The report can be found online at the link: <http://www.nv.edu/clery>. Hard copies are available at the following locations:

- Waterbury Campus
 - C122 of the Core building (Main Public Safety Department Office)
 - S520
- Danbury Campus
 - D209

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

Sent with the permission of Dean Elm.

Jeffrey D'Alusio
Lieutenant, Director of Public Safety
Naugatuck Valley Community College
Phone: 203-575-8126
Fax: 203-575-8298
jdalusio@nv.edu

Swanson, Jacqueline G

From: Blake, Karen A
Sent: Wednesday, July 24, 2019 11:03 AM
To: Swanson, Jacqueline G
Subject: FW: Dates for Tabling Events Fall 2019

Safe have Tables for the fall

Karen Blake

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

From: Johna Yashenko [mailto:jyashenko@safehavenofgw.org]
Sent: Wednesday, July 24, 2019 10:34 AM
To: Blake, Karen A <KBlake@nvcc.commnet.edu>
Subject: Dates for Tabling Events Fall 2019

Good Morning Karen,

I hope the summer is treating you well. Attached please find requested dates for Fall 2019 Semester Information tables:

- Tuesday August 27th 8:30am - 10:30am
- Tuesday September 3rd 8:30am - 10:30am
- Tuesday September 10th 8:30am - 10:30am
- Tuesday September 17th 8:30am - 10:30am
- Tuesday September 24th 8:30am - 10:30am
- Tuesday October 1st 8:30am - 10:30am
- Tuesday October 8th 8:30am - 10:30am
- Tuesday October 15th 8:30am - 10:30am
- Tuesday October 22nd 8:30am - 10:30am
- Thursday October 24th 8:30am - 10:30am
- Tuesday October 29th 8:30am - 10:30 am
- Thursday October 31st 8:30am - 10:30am
- Tuesday November 12th 8:30am - 10:30am
- Tuesday November 19th 8:30am - 10:30am

If there are any issues with the requested dates please let me know.

Thanks,

Swanson, Jacqueline G

From: Dimascia, Susan
Sent: Thursday, February 21, 2019 3:42 PM
To: NV-FacultyAdjCR-DL-M
Cc: Carolina, Kimberly B; Baker, Bradford; Dresdner, Lisa; Gabriele, Carol; Holmes, Mitchell J; Moore, H. Justin
Subject: Sexual Harassment Prevention Training
Importance: High
Categories: Yellow Category

This is being sent on behalf of Dean Lisa Dresdner

Good afternoon adjunct faculty,

For your information, the Human Resources Department is conducting sexual harassment prevention training tomorrow from 9 a.m. to noon in K715.

If you would like to attend, please let Kim Carolina know at kcarolina@nv.edu so she can prepare enough handouts, and please accept our apologies for the late notice.

Thank you.

*Susan DiMascia, Administrative Assistant
Academic Affairs, Naugatuck Valley Community College
750 Chase Parkway
Waterbury, CT 06708
(203) 575-8046*

WORKSHOP ON IMPLICIT BIAS

The Social Justice Series
hosts a workshop on Implicit Bias
featuring Gloria Mangual.

Tuesday 9/10
@12:45 PM – 2:05 PM
in L501

Implicit bias impacts the way we think and act, and is connected to structural inequalities. Participants of this workshop will reflect on implicit biases and create strategies to counteract them.

Contacts:

Nikki McGary (nmcgary@nv.edu)

Kathy Taylor (ktaylor1@nv.edu)

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Tuesday 9/10

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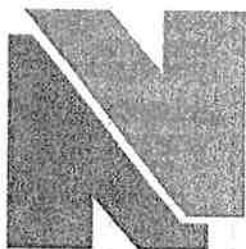
in L501

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Contacts:

Nikki McGary (nmcgary@nv.edu)

Kathy Taylor (ktaylor1@nv.edu)



Continuing Notice of Nondiscrimination:

Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, disability, including but not limited to present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression or genetic information in treatment or employment at the College, in admission or access to the College, or in any other aspect of its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The College is required by Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act of 1975 (Age Act), and their respective implementing regulations at 28 C.F.R. Part 35 and 34 C.F.R. Parts 100, 104, 106 and 110, not to discriminate on the basis of race, color, or national origin (Title VI); disability (Section 504/Title II); sex (Title IX); or age (Age Act). Inquiries concerning the application of each of the aforementioned statutes and their implementing regulations to the College may be referred to the U.S. Department of Education, Office for Civil Rights, at (617) 289-0111 or 5 Post Office Square, 8th Floor, Boston, MA 02109-3921, or to the applicable College Coordinators who are located at Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, Connecticut 06708: Kimberly Carolina, Director of Human Resources/Section 504/Title II/ADA/Age Act Coordinator, Room K704b, 203-575-8056; Sarah Gager, Dean of Student Services/Deputy Section 504/Title II/ADA/Age Act Coordinator (Students), Room K509a, 203-575-8086; Robert Dujak, Director of Facilities/Deputy Section 504/Title II/ADA Coordinator (Facilities), Room C216, 203-575-8235; Jacque Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, 203-575-8043 (Rev 3/18/19). ocm

THE SOCIAL JUSTICE SERIES

hosts a workshop on

Implicit Bias

featuring

Gloria Francesca Mangual,

*Diversity & Inclusion Coordinator for the Capital Region Education Council and
Hartford Region Open Choice Program.*

Tuesday 9/10

@12:45 PM – 2:05 PM

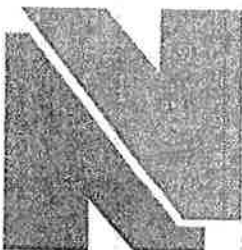
in L501

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Contacts:

Nikki McGary (nmcgary@nv.edu)

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Student Behavioral Issues Workshop

Tuesday, September 10, 2019

2:00 p.m. to 4:00 p.m.

Room K-715



At NVCC, students are our most sacred trust and our finest asset. Our mission and our commitment to their success is proven each semester in the classroom and the community.

They bring their dreams and goals to campus each day. They also bring the weight of their personal and professional issues with them. Unfortunately, we've observed these pressures are growing and more complex. They are affecting them and us.

Student behavioral issues in the classroom and on campus now require faculty and staff to know more about their roles in addressing them. What does the NVCC Student Code of Conduct expect of students? Which approaches to handle troubling behavior work well? To whom can you turn for help? What are your reporting responsibilities?

Academic Dean Lisa Dresdner, Dean of Students Sarah Gager, and Associate Director of Human Resources Jacqueline Swanson will lead the workshop on Student Behavioral Issues to explore this important topic and to springboard ideas for further discussion among faculty and staff. Objectives are to identify the behavioral issues among students, offer ways to address them, list helpful resources and protocols, and suggest related topics for subsequent workshops. Materials will be provided.

The workshop is open to full-time faculty, adjunct instructors, and staff at NVCC. It will identify your professional roles, offer successful intervention practices, and review reporting protocols for inappropriate classroom and campus behavior by students.

This workshop was designed by a subgroup of the NVCC Professional Development Committee, volunteer members who represent all professional constituencies on campus. The workshop is offered by the NVCC Vanguard Leadership Academy which promotes professional growth toward excellence in teaching, learning, and service to support the NVCC mission, values, and strategic goals.

Love Your Relationship(s)

Wednesday, October 2nd

12:30 – 1:30 pm

Room 501

Healthy Interpersonal Relationships

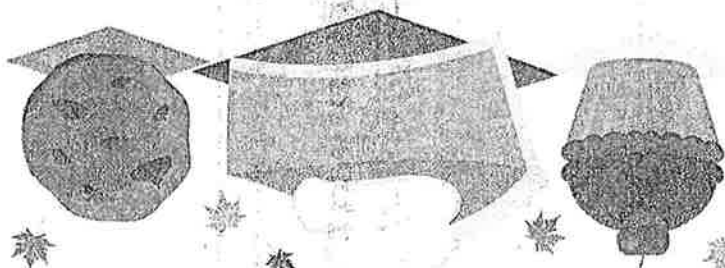


Come join us for the opportunity to talk openly about all types of relationships including Intimate Partner Relationships. Learn the tools that will help you identify the difference between healthy and unhealthy characteristics. Do you know what they are? We will discuss red flags, being yourself, how to help someone, the warning signs and so much more.

This workshop is for everyone and anyone! Discussions on domestic violence can be difficult for many. Come spend some time in a safer environment to express and learn.



BAKE SALE



When – October 16 2019

Where - Outside Café West

When – 9:00 AM – 12:00 PM

Sponsored By the Pride Alliance



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STUDENT AFFAIRS FALL 2019 PROFESSIONAL DAY

BEST PRACTICES FOR SUPPORTING OUR STUDENTS

Founders Hall Center for Health Sciences
Naugatuck Valley Community College
750 Chase Parkway
Waterbury, Connecticut

October 25, 2019

8:30-9:00 A.M.

REGISTRATION AND REFRESHMENTS

1st Floor Alcove

9:00-9:30 A.M.

WELCOME & OPENING REMARKS

Waterbury Hospital and Saint Mary's Hospital Community Room

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

Dr. Jane McBride Gates, Provost/Senior Vice President
Academic and Student Affairs

Connecticut State Colleges and Universities (CSCU)

9:30-10:30 A.M.

KEYNOTE SPEAKER

Waterbury Hospital and Saint Mary's Hospital Community Room

Dr. Jane Thierfeld Brown, Director
College Autism Spectrum and former Director of Student Services University of
Connecticut School of Law
College Students on the Autism Spectrum:
How Do We Best Support Their Academic Success?

10:30-10:45 A.M.

BREAK/TRANSITION

10:45-11:30 A.M.

BREAK-OUT SESSIONS

1a - Disability Services in Connecticut's Community Colleges:
The Present and a Possible Future - Room 121

1b - Creating Partnerships to Prevent Gender-Based
Violence on Campus - Room 122

1c - Job Searching in the Millennial Market:
How Using Social Media Can Help Get Your Students Employed

Room 125

1d - The Opioid Crisis and Narcan:
Establishing Narcan Trainings on a College Campus - Room 126

Swanson, Jacqueline G

From:
Sent:
To:
Subject:

Cochiolo, Christine
Thursday, October 24, 2019 8:59 AM
NV-AllCampuswide
Consent 101 Workshop!

Please join us and/or tell your students to join us in CAFE WEST
Tuesday October 29, 2019 from 1245 until 200 pm for an
Intimate Partner Violence Sexual Assault Prevention Program (IP-V-SAPP)
Consent 101
This workshop is focused on
"only YES means YES!"
and will assist students in seeing
their role in consent.

Christine M. Cochiolo, MSW, LCSW
Professor of Social Work Studies
Chairperson of Psychology, Sociology and Social Sciences
Naugatuck Valley Community College
203.575.8284

11:30-11:45 A.M.

TRANSITION

11:45-12:30 P.M.

BREAK-OUT SESSIONS II

1a - Title IX - How to talk to Student Survivors of Sexual Assault
Room 121

1b - Campus Support Services- Best Practices - Room 122

1b - Holistic College Wellness Center for Retention and Sudden Death Protocol

1c - Exploring the Social and Emotional Well-being of Students
via a Student Assistant Model - Room 125

1d - Introduction to Career Coach/EMSI - Room 126

LUNCH/BREAK

12:30-1:15 P.M.

Waterbury Hospital and Saint Mary's Hospital Community Room

KEYNOTE SPEAKER

Waterbury Hospital and Saint Mary's Hospital Community Room

Robin Hammeal-Urban

Adjunct Faculty TCC

Canon for Integrity & Training, Episcopal Church in CT

Supporting Our Students During Times of Change

CLOSING REMARKS/NEXT STEPS

Waterbury Hospital and Saint Mary's Hospital Community Room

2:00-4:00 P.M.

COUNCIL MEETINGS

(see attachment for room numbers)

the determination to close the campuses has been made, students are notified via text message and all via our alert system. All students are encouraged to register for the alerts and the link to register may be found here: <https://www.nv.edu/Student-Life/Where-to-Go/Safety-Support/Public-Safety#cdn-5591> NVCC also notifies the local news stations and updates the NVCC Information Line, which may be reached at 203-575-8000.

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

Fresh Check Day at NVCC

The College held its 3rd annual Fresh Check Day on Monday, November 4. Fresh Check Day is a program of the Jordan Porco Foundation. The Foundation's mission is to help prevent suicide among college students and to increase awareness of mental health resources and services available to students both on campus and throughout the communities we serve.

The event focused on educating students around the warning signs that may indicate emotional distress and on reducing the stigma around mental health while connecting them to campus and community based resources in an inclusive and nurturing environment. A total of 10 stations were represented and supported by various student clubs, staff and community partners, some of which included the SGA, Human Services, Veterans, Access Health CT, Safe Haven and CAPSS. Attendees had the opportunity to participate in 10 different activities, several which included: "raise the red flag" by writing a personalized message on a red flag to raise awareness around sexual assault/domestic violence; "elephant in the room" - removing the stigma from sharing your feelings and experiences; "know your limit" - promoting alcohol safety and abuse awareness.

As part of Fresh Check Day there is a raffle for all students who attend. This prize this year was an Echo Dot, generously donated by the Porco Foundation. The winner of this year's drawing is Chuck Sherwood. Congratulations Chuck!

Special thanks to our SGA, clubs and their advisors and student services staff for helping to make this event so successful.

Academic Standards Committee - New Form for Academic Misconduct - Input needed (recurring notice)

Dear all,

At the request of Dean Dresdner, the Academic Standards Committee reviewed the CT Community College and Naugatuck Valley Community College Academic Misconduct Policy. The main reason cited was there is no central repository of student academic misconduct. Thus, if a student was caught cheating in one course and then caught cheating again in a second course, there would be no easy way to link that the same student has been cheating across multiple courses.

The completed forms will be stored in the Dean of Academic Affairs office so that tracking of student academic misconduct can be tracked and hopefully remediated so that a student does not fall into a pattern in cheating across multiple courses.

Swanson, Jacqueline G

From: Dimascia, Susan
Sent: Monday, October 28, 2019 2:51 PM
Cc: Dresdner, Lisa; Dimascia, Susan
Subject: Sabbatical Presentations

This email is being sent on behalf of Dr. Lisa Dresdner

Please join us on Tuesday, November 5, at 1 PM in K715 to hear Professors Christine Cocchiola and Ruth Urbina-Llback discuss their recent sabbatical work. Professor Cocchiola's sabbatical presentation is titled "Intimate Partner Violence Sexual Assault Prevention Program (IP-V-SAPP)," and Professor Urbina-Llback's sabbatical presentation is titled "Writing for Publication on Equitable Mathematics Teaching Practices."

Light refreshments will be available.



Lisa Dresdner, Ph.D.
Dean of Academic Affairs
Naugatuck Valley Community College
750 Chase Parkway
K719
Waterbury, CT 06708
P: 203-575-8004
ldresdner@nv.edu

SAFE SPACE

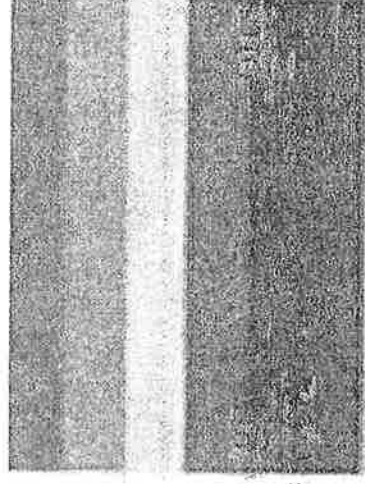
Safe Space is an open and affirming student club with a threefold mission:

- 1) to raise awareness about sexual and gender diversity on and beyond campus
- 2) to provide support for LGBT students and our allies
- 3) to embrace diversity in all of its forms.

Advisors:

Nikki McGary: nmcgary@nv.edu

Chris Rempfer: crempfer@nv.edu



We meet on
Wednesdays
@2:15 pm
in K622.



MALE ENCOURAGEMENT NETWORK.

(M.E.N.-)

We Need YOU!

We are looking for NVCC male students to help improve the male experience on campus.

As a member of M.E.N you will:

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

Mission Statement:

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

Meetings will take place every other Thursday from 1-2:30pm on the NVCC Waterbury Campus in room L501. Light refreshments will be served at each meeting.

For more information, sign up in the A.C.E. (E500), or contact:

Antonio Santiago
Dean of Danbury Campus
asantiago@nv.edu
203-437-9637

Rob Sheffel
ACE Director
rsheffel@nv.edu
203-596-8717

Brad Baker
Associate Dean of LABSS
bbaker@nv.edu
203-575-8002

PRIDE ALLIANCE

Club Advisors:

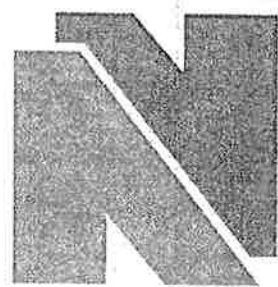
Nikki McGary & Chris Rempfer

Meeting Time: 2:30pm in K622

Dates:

10/3, 10/17, 11/7, 11/21, 12/5

Pride Alliance is a student club that is open to all members of the LGBTQ+ community and allies who wish to create a safe environment, raise awareness, and embrace diversity in all of its forms.



Continuing Notice of Nondiscrimination; Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, disability, including but not limited to present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression or genetic information in treatment or employment at the College, in admission or access to the College, or in any other aspect of its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The College is required by Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act of 1975 (Age Act), and their respective implementing regulations at 28 C.F.R. Part 35 and 34 C.F.R. Parts 100, 104, 106 and 110, not to discriminate on the basis of race, color, or national origin (Title VI); disability (Section 504/Title II); sex (Title IX); or age (Age Act). Inquiries concerning the application of each of the aforementioned statutes and their implementing regulations to the College may be referred to the U.S. Department of Education, Office for Civil Rights, at (617) 289-0111 or 5 Post Office Square, Boston, MA 02109-06708; Kimberly Carolina, Director of Human Resources/Section 504/Title II/ADA/Age Act Coordinator, Room K704b, 203-575-8056; Sarah Gager, Dean of Student Services/Deputy Section 504/Title II/ADA/Age Act Coordinator (Students), Room K509a, 203-575-8086; Robert Divjak, Director of Facilities/Deputy Section 504/Title II/ADA Coordinator (Facilities), Room C216, 203-575-8235; Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, 203-575-8043 (Rev 3/18/19). ocm

Swanson, Jacqueline G

From: Gager, Sarah
Sent: Wednesday, July 03, 2019 12:07 PM
To: Swanson, Jacqueline G
Subject: Fwd: Stats for Spring Semester 2019

Begin forwarded message:

From: Johna Yashenko <jyashenko@safehavenofrw.org>
Date: July 3, 2019 at 12:05:41 PM EDT
To: "Gager, Sarah" <SGager@nvcc.commnet.edu>
Subject: Stats for Spring Semester 2019

Good Morning Dean Gager,

This is email is to verify that Safe Haven of Greater Waterbury has provided weekly information tables for students at the Waterbury Campus during Spring Semester of 2019. The tabling events for the semester started on Wednesday February 6th, 2019 and concluded on Wednesday April 17th, 2019. The information tables were held between 8:00 am – 10:00 am on every Wednesday. In providing information tables on campus, 200 student contacts were made.

On February 27th, 2019 I attended the viewing of the documentary entitled, "The City of Joy" which NVCC provided to students. I was present during the time the film was being played in the event a student was triggered. In providing this service, 50 student contacts were made.

On March 26th, 2019 I attended the CRT/SART meeting that was held on campus.

I was not present at any of the campus conversations, however Louisa would be the best person of contact in order to receive the number of student contacts she has made. She is currently out of office until after Monday. If there is anything we can do to help with this please let us know.
If you have any further questions or concerns please feel free to reach me at the office at 203.575.0388 at my direct extension of 122.

Sincerely,

Johna Yashenko

CAMPUS CONVERSATION- INTERNET SAFETY

Sign up in S514 or email
Althompson2@nv.edu to
reserve your spot

Lunch will be
provided for all
students who
attend.

**TUESDAY, FEBRUARY 28, 2018 FROM
12:45PM-1:45PM IN L501**

SPONSORED BY SAFE HAVEN

Time: 12:45-1:45



Open to all students!

Take Back the Night (or Day) Yoga

Take Back the Night (or day)
serves to support survivors
of sexual violence and
works to end sexual violence in all forms

Yoga is
A creative
and meditative
way to comfort
and feel
in control
of our bodies.

Whitney Troy,
a Yoga Instructor and NYCC student,
will lead a "Slow Flow" yoga class as
part of Sexual Assault Awareness Month.

All are invited to participate.
All levels welcome.

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

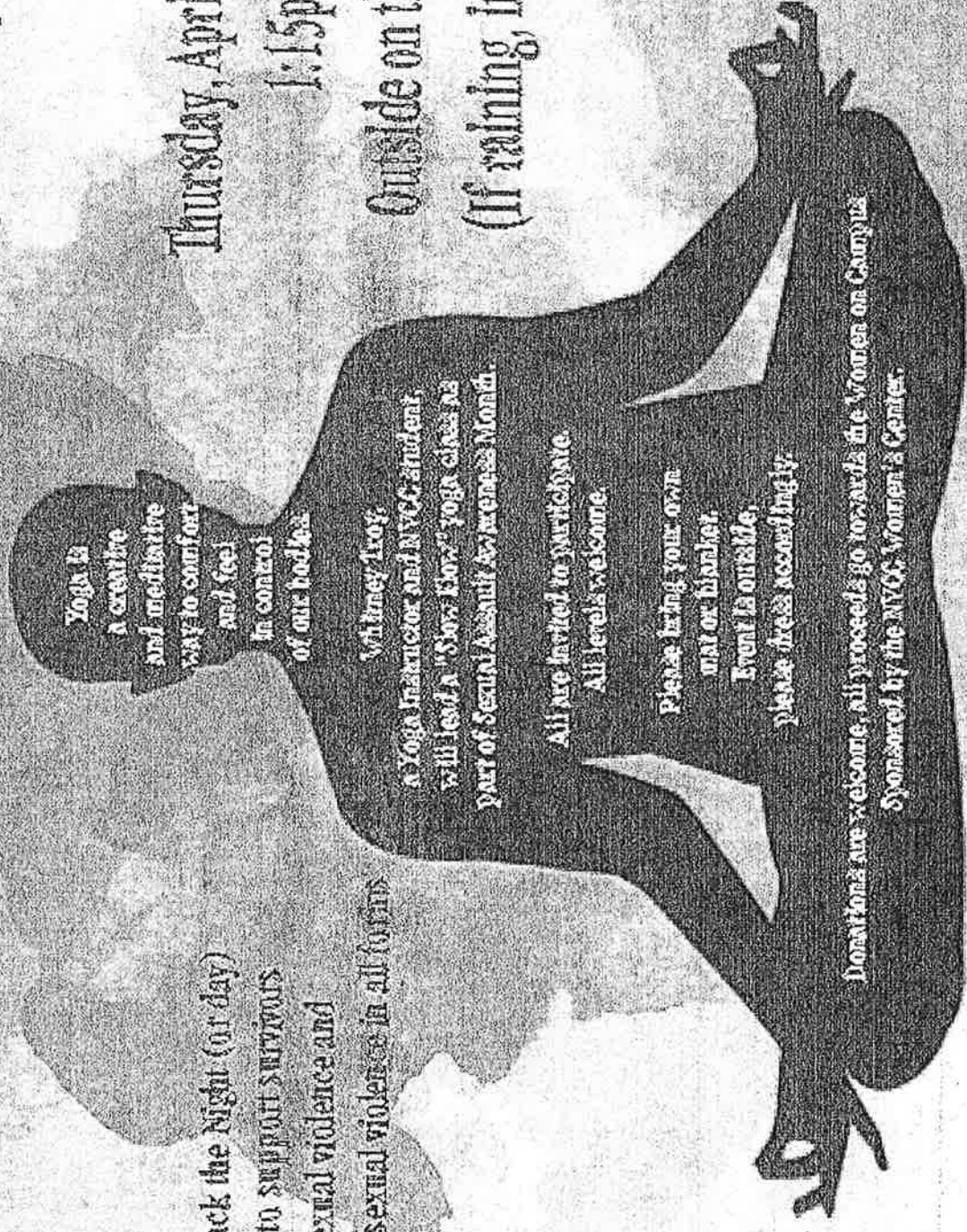
Donations are welcome. All proceeds go towards the Women on Campus
Sponsored by the NYCC Women's Center.

Thursday, April 18, 2019

1:15pm

Outside on the Plaza

(If raining, in Atrium)



SAFE SPACE

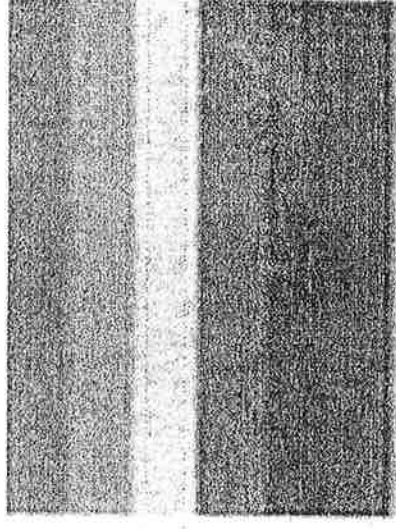
Safe Space is an open and affirming student club with a threefold mission:

- 1) to raise awareness about sexual and gender diversity on and beyond campus
- 2) to provide support for LGBT students and our allies
- 3) to embrace diversity in all of its forms.

Advisors:

Nikki McGary: nmcgary@nv.edu

Chris Rempfer: crempfer@nv.edu



We meet on
Wednesdays
@2:15 pm
in K622.

Swanson, Jacqueline G

From: Rodrigues, Rose-Mary
Sent: Tuesday, February 26, 2019 9:52 AM
To: Rodrigues, Rose-Mary
Subject: Please Join us...
Attachments: City of Joy Event PosterFin.pdf

Sent with approval from Lisa Dresdner, Dean of Academic Affairs

Join us tomorrow, Wednesday, February 27, 2019 at 11:10 am in the Founders Hall Community Room for V-Day 2019.

V-Day 2019 presents a discussion on refugees and immigration with Christina Castellani from the Connecticut Institute for Refugees and Immigrants. The Netflix Original Documentary *City of Joy* made in conjunction with Eve Ensler, to stop the violence against women and girls, follows the discussion. Safe Haven of Greater Waterbury will be available during the presentation.

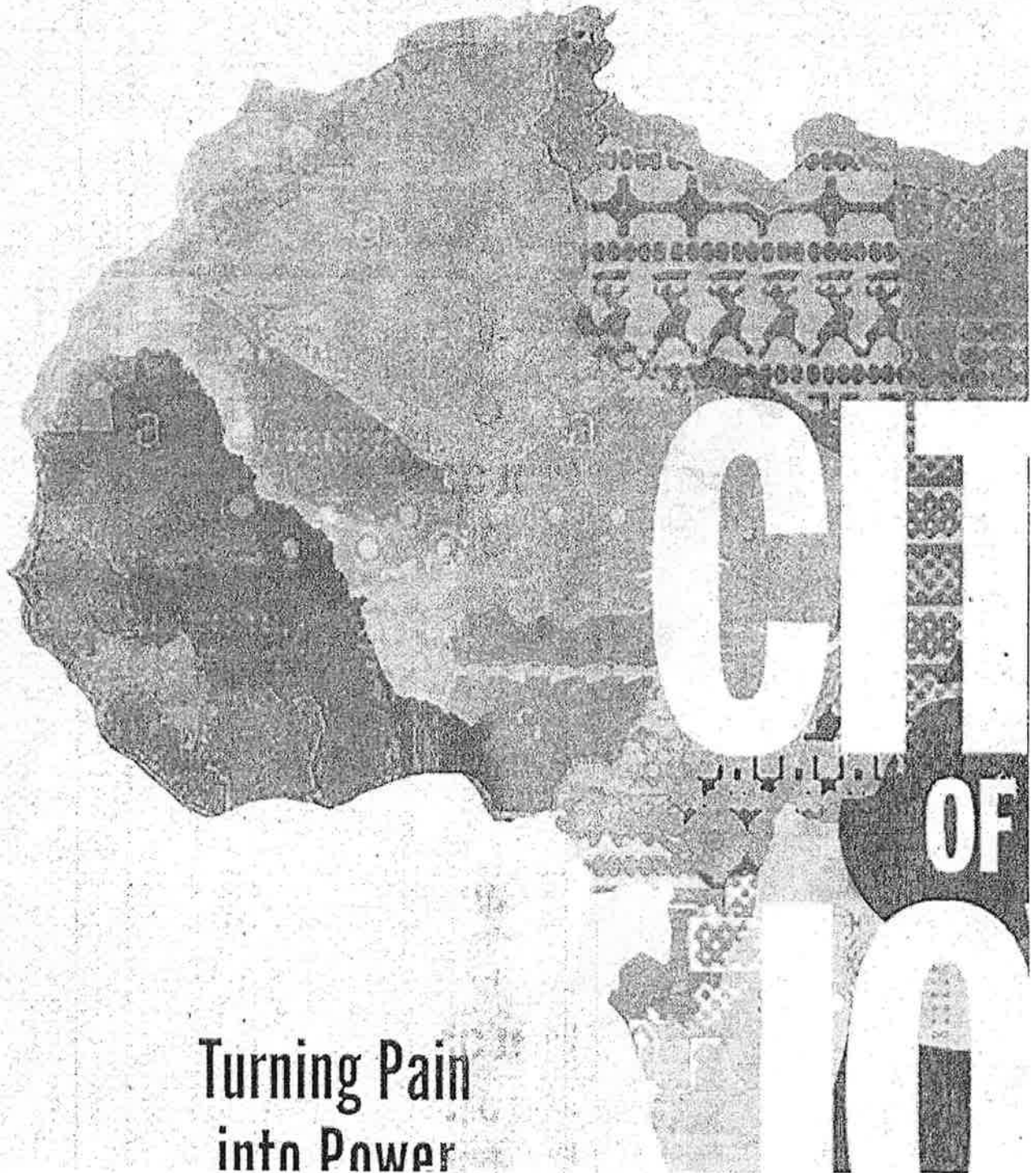
The event is free and open to all. Feel free to bring your classes and be a part of this informational and powerful event. V-Day NVCC is sponsored by the NVCC Women's Center.

If bringing your class, please reply so that we have proper seating for all.

V-Day NVCC 2019 Presents

A NETFLIX ORIGINAL DOC

NVCC JOINS THE GLOBAL MOVEMENT
TO STOP VIOLENCE AGAINST WOMEN AND



Turning Pain
into Power



SEARCH

QUICKLINKS

MENU

In this
section:

Campus Safety & Support Resources

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

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

Campus safety

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

Human Diversity

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

Sexual Assault Resources and Support

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

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

NVCC has also established the College Resource Team (CRT) to support victims and survivors of sexual violence, dating violence, stalking and intimate partner violence. The College has partnered with Safe Haven of Greater Waterbury to provide educational resources and support to the campus community on these important issues:

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

Title IX

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

- A Guide for Students: Sexual Misconduct & Interpersonal Violence
- Information regarding NVCC reports of sexual misconduct, including sexual harassment, sexual assault and intimate, stalking, and partner violence
- Board of Regent Policies including Title IX statement



- Title IX Training materials from SCI

Continuing Notice of Nondiscrimination

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, disability, including but not limited to present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression or genetic information in treatment or employment at the College, in admission or access to the College, or in any other aspect of its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The College is required by Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act of 1975 (Age Act), and their respective implementing regulations at 28 C.F.R. Part 35 and 34 C.F.R. Parts 100, 104, 106 and 110, not to discriminate on the basis of race, color, or national origin (Title VI); disability (Section 504/Title II); sex (Title IX); or age (Age Act). Inquiries concerning the application of each of the aforementioned statutes and their implementing regulations to the College may be referred to the U.S. Department of Education, Office for Civil Rights, at (617) 289-0111 or 5 Post Office Square, 8th Floor, Boston, MA 02109-3921, or to the applicable College Coordinators who are located at Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, Connecticut 06708: Kimberly Carolina, Director of Human Resources/Section 504/Title II/ADA/Age Act Coordinator, Room K704b, 203-575-8056; Sarah Gager, Dean of Student

Services/Deputy Section 504/Title II/ADA/Age Act Coordinator (Students), Room K509a, 203-575-8086; Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, 203-575-8043 (Rev 10/21/19).

Community Resources

Food Assistance in CT:

NVCC Food Pantry

Location: E308 (head over to the ACE and follow the signs)

NV-Pantry@nv.edu or 203 596-8717

CT Food Bank

203-469-5000

SNAP Program

1-800-842-1508

Food Stamps

1-860-560-2100

Soup Kitchen, Homeless Shelter

203-754-0000

Health Care Insurance Assistance in CT

203-575-9799

Buying First Home Assistance

203-969-1830

Danbury Area Food Pantries

Interfaith Aids Ministry of Greater Danbury

39 Rose Street

Danbury, CT 06810

203-748-4077

Saint James Episcopal Church Daily Bread Ecumenical Food Pantry

25 West Street Danbury, CT

06810

203-748-3561

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

203-792-7505

New Hope Baptist Church
10 Doctor Aaron B. Samuels Boulevard
Danbury, CT 06810
203-748-5461

Town of Bethel - Social Services/ Municipal Agent for Elderly
1 School Street Bethel, CT 06801
203-794-8537

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

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

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

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

Waterbury Area Food Pantries

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

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

Greater Waterbury Interfaith Ministries - St John's Episcopal

16 Church Street

Waterbury, CT - 06702

203-756-2830

First Assembly of God Food Pantry

1333 Thomaston Ave, Unit 5

Waterbury, CT - 06704

203-753-8023

Evangelical Christian Church Food Pantry

1325 Watertown Avenue

Waterbury, CT - 06708

203-756-1293

Community Tabernacle Outreach Center

12 Hewlett Street

Waterbury, CT - 06710

(203) 756-5981

Christian Church John 3:16 Food Pantry

332 Baldwin Street

Waterbury, CT - 06706

203-759-0869

The Rock of Waterbury Food Pantry

513 Meriden Rd.

Waterbury, CT - 06705

203-574-0515

Nea Zoe Food Pantry

242 Southmayd Road

Waterbury, CT - 06705

(203) 437-7123

Housing Assistance in CT:**Emergency Housing**

Danbury Area Shelters

DOROTHY DAY HOSPITALITY HOUSE

11 Spring St. Danbury, CT 06810

203-743-7988

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

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

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

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

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

Waterbury Area Shelters

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

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

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

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

Legal Aid in CT:
CT Legal Aid Program
1-800-453-3320

State of CT Office of Victim Services:

Compensation for Crime Victims

Compensation Benefit Chart

Fuel and Utilities Assistance in CT:

Fuel Assistance By Town

Utilities Assistance


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

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

 Assistance and Information in CT

 Topics and resources from NVCC Campus Conversation, 11/2017

DACA Students - Update

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

EMPLOYMENT

LIBRARY

NVCC FOUNDATION

FACULTY / STAFF DIRECTORY

Contact

Waterbury Campus

750 Chase Parkway
Waterbury, CT 06708
Phone: 203.575.8000

DIRECTIONS

Danbury Campus

190 Main Street
Danbury, CT 06810
Phone: 203.437.9699

DIRECTIONS

At NVCC, student success is our expectation!

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

LEARN MORE



Support Services

Institutional Research & Effectiveness

Bid Notices

Inclement Weather Closings

LOGIN

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PRIVACY STATEMENT



Campus Crime Report

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

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

Download a printable copy of the 2019 Clery Report or pick one up at the Public Safety Department, Room C122, and at various public locations throughout campus.

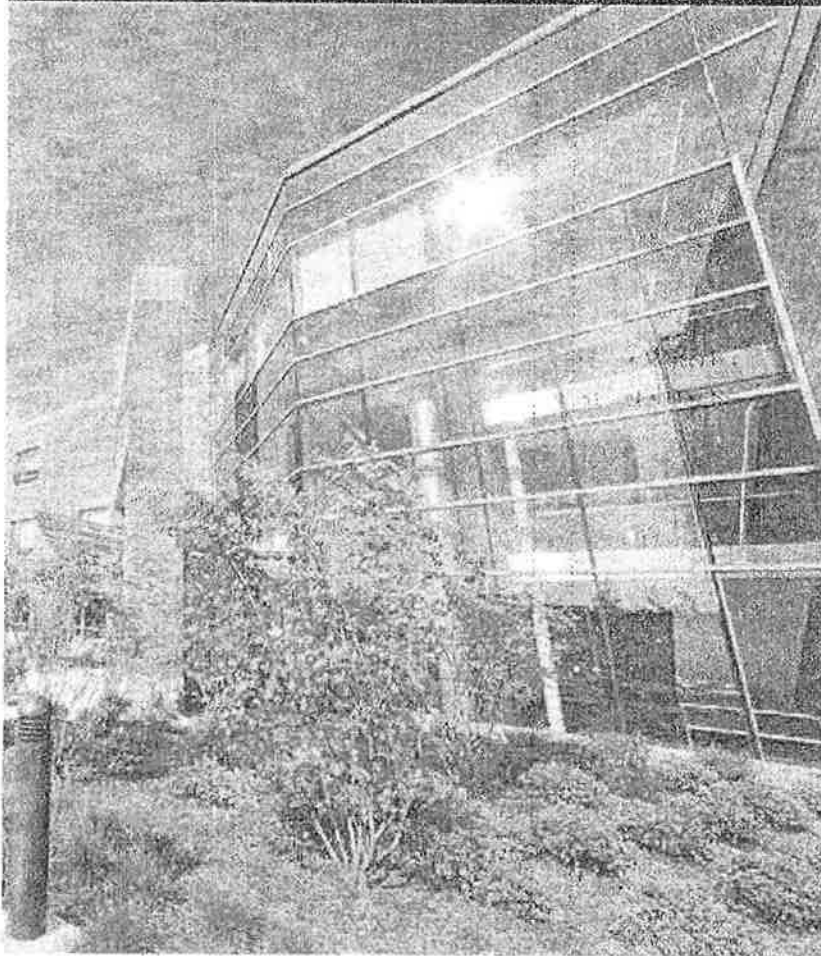
Naugatuck Valley Community College is committed to assisting all members of the NVCC community in providing for their own safety and security. The annual security compliance document is available on the College website at nv.edu/CleryReport.

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

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

NAUGATUCK VALLEY COMMUNITY COLLEGE

2019 Campus Security Report
Jeanne Clery Disclosure of
Campus Security Policy and
Campus Crime Statistics for 2018



nv.edu/clery

750 Chase Parkway • Waterbury, CT
190 Main Street • Danbury, CT

NAUGATUCK VALLEY COMMUNITY COLLEGE

INTRODUCTION

The publication of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics – 2019 is a 1998 amendment of Public Law 101-542 which requires all postsecondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information.

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

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

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

CAMPUS POLICE AUTHORITY AND JURISDICTION

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

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

The prosecution of all criminal offenses that occur on the NVCC campus, both felony and misdemeanor, are conducted at the designated Superior Court of Connecticut. By mutual agreement with state and federal agencies, the NVCC Public Safety Department maintains an NLETS terminal (National Law Enforcement Telecommunications Network). Through this system police personnel can access the National Crime Information Computer (NCIC) system as well as the Connecticut Online Law Enforcement Communications Teleprocessing (COLLECT) system. These databases are used for accessing criminal history data, nationwide police records, driver/vehicle identification information as well as other local, state and federal law enforcement information.

REPORTING CRIMES AND OTHER EMERGENCIES

To report a Crime on the Main NVCC Waterbury Campus:

To report a crime, you may call the NVCC Public Safety Department at 203-575-8113 if calling from a non-campus phone, or 58113 if calling from a campus phone. There are also direct-dial phones to Public Safety located throughout campus in several areas, including next to most elevators, in parking garages and near some buildings. You may also report a crime by reporting it in person at the NVCC Public Safety Department in the Core Building, first floor, C122. Any suspicious activity or person seen in the parking lots, loitering around vehicles, inside or around buildings on campus should be reported to Public Safety. In addition, you may report a crime to any college official or employee, who will, in turn, contact the Public Safety Department. The following is a list of some of the key NVCC officials who will receive your report and forward it to Public Safety:

Dean of Administration	203-596-2153, K706
Dean of Student Services	203-575-8086, K509
Dean of Academic Affairs	203-575-8116, K719
Director of Human Resources	203-575-8056, K704
Director of Student Activities	203-575-8269, S514
Title IX Coordinator	203-575-8043, K704

For off-campus options you may refer to the current college catalog and student handbook. The NVCC Public Safety Department receives mutual aid assistance from both the Connecticut State Police and the Waterbury Police Department. Crimes may be reported to these law enforcement agencies and, when appropriate, will be referred to NVCC Public Safety Department for investigation.

To Report A Crime at the Danbury Campus:

To report a crime at the Danbury Campus, located at 190 Main Street, Danbury, CT, you may call the Director at 203-437-9637, the Administrative Offices at 203-437-9699 or you may contact the Danbury Police Department by dialing 9-1-1 in Danbury or 203-797-4611. You may also report a crime in person at the Danbury Campus.

CRIME REPORTING

Students, faculty, staff and guests of Naugatuck Valley Community College are encouraged to report all crimes and public safety related incidents to the NVCC Public Safety Department in a timely manner. Anyone who is a victim or witness to any crime should promptly report the incident to the police. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other NVCC campus security authorities.

To report a crime or an emergency on the campus, call the Public Safety Department at 203-575-8113 if calling from a non-campus phone, or 58113 if calling from within the college phone system. The Public Safety Office is staffed 24/7, 365 days a year and someone will be available to take your call. In response to a call for service, officers will usually report to the caller's location or, in some cases, the caller may be asked to report to the Public Safety Office, located in the Core Building, C122.

Some incident reports involving students are forwarded to the Dean of Student Services for review and possible action.

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

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

CONFIDENTIAL REPORTING PROCEDURES

If you are the victim of a crime and do not want to pursue action within the college or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Director or a designee of the NVCC Public Safety Department or any campus security authority can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to ensure the future safety of yourself and others.

With such information, NVCC can keep an accurate record of the number of incidents involving members of the campus community to determine if there is a pattern of crime with regard to a particular location, method or suspect and alert the campus community to any potential danger. Reports filed in this manner are included and disclosed in the annual crime report published by NVCC.

TIMELY WARNINGS

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

SEXUAL ASSAULT PREVENTION AND RESPONSE

Naugatuck Valley Community College periodically offers sexual assault education and information programs to students and employees. In addition, literature on date rape education and risk reduction is posted throughout campus and information is also included in the student handbook. Information may also be available through Student Services.

If you are a victim of a sexual assault at Naugatuck Valley Community College, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. The Public Safety Department strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to an NVCC Public Safety Officer. Filing a report with a college Public Safety Officer will not subject the reported victim to scrutiny or judgmental opinions from college officials. Filing a report will enable the college to refer a person who reports being a victim of a sexual assault,

- as appropriate for necessary medical treatment and tests
- to those who may assist in the proper collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet or change clothing prior to a medical/legal exam)
- to confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention

When a person contacts the NVCC Public Safety Department and reports that she/he has been the victim of a sexual assault, the report will be thoroughly investigated and, if necessary, other law enforcement agencies may assist in the investigation. The investigating officer will guide the victim through the available options and support the victim in his/her decisions. Various counseling options and support services are available in the community and will be provided to the victim.

In addition, the Dean of Student Services and the Title IX Coordinator will be notified to supplement services to the victim and, if the accused is a student, to initiate an independent investigation into the incident. They will also assist the victim in ensuring that her/his academic needs continue to be met throughout the process. College student conduct proceedings, as well as the Board of Regents' guidelines for cases involving sexual misconduct, are detailed in the student handbook.

The handbook provides, in part, that the accused student and the reported victim will each be allowed to choose a person who has had no formal legal training to accompany them throughout the hearing. Both the reported victim and accused student will be informed of the outcome of the hearing. A student found to have violated a policy or rule regarding sexual misconduct may be suspended or expelled from the college for the first offense in addition to possible criminal prosecution in the courts. Victims of a sexual assault have the option to request a change in their academic situations after a reported sexual assault, if such changes are reasonably available.

SEX OFFENDER REGISTRATION

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders who are already required to register in a state to provide notice of each institution of higher education in that state, at which the person is employed, carries on a vocation or is a student.

In the state of Connecticut, convicted sex offenders must register with the Sex Offender Registry maintained by the Connecticut Department of Emergency Services and Public Protection, Division of State Police, Sex Offender Registry Unit, pursuant to Connecticut General Statutes 54-250. The Sex Offender Registry information provided under this law is intended to be used for such purposes as the administration of criminal justice, screening of current or prospective employees and volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and a willful violation shall be punishable as provided by law.

The Connecticut Sex Offender Registry may be accessed on the Connecticut State Police website through the following: <http://www.communitynotification.com>. Registry information is also available at all law enforcement agencies, including the NVCC Public Safety Department, located in Room C122 of the Core building.

OFF-CAMPUS CRIMINAL ACTIVITY

The Public Safety Department of Naugatuck Valley Community College does not provide law enforcement services off-campus. Criminal activity off campus is monitored and recorded by the local law enforcement agency. In Danbury, that includes the Danbury Police Department or the Connecticut State Police. NVCC Public Safety Department enjoys a close working relationship with the Connecticut State Police and the Waterbury Police Department when violations of federal, state or local laws are reported. This cooperative team approach addresses situations as they arise as well as future concerns.

CAMPUS SAFETY AND CRIME PREVENTION PROGRAMS

Naugatuck Valley Community College addresses campus safety and crime prevention programs and issues with the campus community through a variety of venues:

- Employee campus-wide announcements
- Employee Policy & Procedures Manual
- Information sessions
- Posters
- Student handbook
- Student orientation
- Women's Center, located in Kinney 405

DRUGS AND ALCOHOL IN THE COMMUNITY COLLEGES

The Board of Regents endorses the statement of the network of colleges and universities committed to the elimination of drug and alcohol abuse, which is based on the following premise:

American society is harmed in many ways by the abuse of alcohol and other drugs -- decreased productivity, serious health problems, breakdown of the family structure, and strained social resources. Problems of illicit use and abuse of substances have a pervasive effect upon many segments of society -- all socio-economic groups, all age levels and even the unborn. Education and learning are especially impaired by alcohol abuse and illicit drug use. (Statement of the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse)

The Board recognizes that education regarding alcohol and substance abuse is an appropriate and even necessary part of contemporary college life. Since the unauthorized use of controlled substances, in addition to the potential harmful effect it may have on students and employees, is contrary to state and federal law and regulation, it must be prohibited in any college activity, on or off the college campus.

Although the conditions of alcohol and drug dependency may be considered disabilities or handicaps under state and federal law and regulation and Board of Regents' policy, and employees and students will not be discriminated against because they have these disabilities, all students and employees are considered to be responsible for their actions and their conduct.

These provisions shall apply to all colleges, including Naugatuck Valley Community College, under the jurisdiction of the Board:

1. No student or employee shall knowingly possess, use, distribute, transmit, sell or be under the influence of any controlled substance on the college campus or off the college campus at a college-sponsored activity, function, or event. Use or possession of a drug authorized by a medical prescription from a registered physician shall not be a violation of this provision.

2. All colleges shall develop and enforce policies regarding the sale, distribution, possession or consumption of alcoholic beverages on campus, subject to state and federal law. Consistent with previous Board policy, the consumption of alcoholic beverages on campus may be authorized by the president subject to the following conditions, as appropriate:
 - a. when a temporary permit for the sale of alcoholic beverages has been obtained and dram shop act insurance has been purchased;
 - b. when a college permit has been obtained
 - c. when students bring their own beverages
 - d. when alcoholic beverages are provided by a student organization and no fee is charged for attendance or for said beverages
3. All colleges shall provide educational programs on the abuse of alcohol and other drugs and referral for assistance for students and employees who seek it. Colleges are encouraged to establish campus wide committees to assist in development of these programs in response to particular campus needs and identification of referral resources in their respective service planning regions.
4. This policy shall be published in all college catalogs, faculty and staff manuals and other appropriate literature.
5. Failure to comply with this policy will result in invocation of the appropriate disciplinary procedure and may result in separation from the college and referral to the appropriate authorities for prosecution. (Adopted November 20, 1989)

The policy of Naugatuck Valley Community College regarding the serving of alcoholic beverages on campus is as follows:

The use of alcohol at any college activity on or off campus is prohibited unless the College president approves prior authorization. The president has established the following procedure regarding requests for the serving of alcoholic beverages at college functions:

1. Any request to serve alcoholic beverages must be consistent with the Board of Trustees for Community-Technical Colleges' Policy 4.15, "Drugs & Alcohol Policy in the Community Colleges".
2. The request must be submitted in writing to the Dean of Administration at least four (4) weeks in advance of the event.
3. If the sale of alcohol is being solicited, the request must demonstrate that a temporary permit for the sale of alcoholic beverages will be obtained and dram shop act insurance will be purchased.
4. A paragraph in the request must describe how alcohol will be made available only to legal age students and/or guests. This includes students bringing in their own alcoholic beverages, or beverages being provided free when purchased by a student organization or other group.
5. The request must include a plan for a visible educational program display or presentation urging responsible drinking of alcoholic beverages during the event.
6. Once the Dean of Administration has reviewed the request for all necessary compliance, the request will be forwarded to the College President for final decision. Final approval can be granted only by the College President.

Note: Under no conditions will alcoholic beverages be purchased for consumption with monies from the General or Operating funds of this College.

(Updated and clarified by the College President, July 1, 1998)

DRUG AND ALCOHOL EDUCATION

Naugatuck Valley Community College has a student recovery group (Recovery Society) that meets under the direction of the Coordinator of the Drug and Alcohol Recovery Counselor (DARC) program. Educational materials are provided at the annual student expo. Past events include a drug and alcohol awareness day and providing education on substance abuse for community organizations.

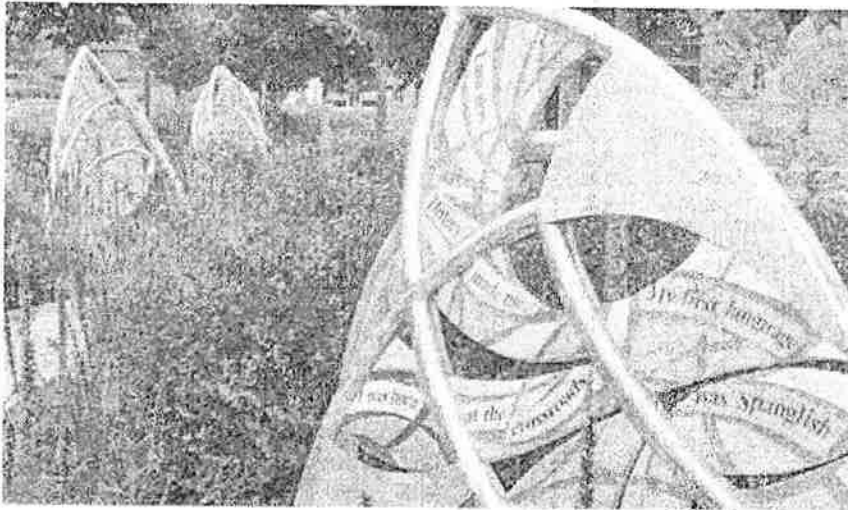
A "Drug Free Workplace" policy is distributed by e-mail annually in the Weekly Bulletin, a publication for college employees. In addition, the college Employee Assistance Program (EAP) is a professional, free and confidential service for employees that is equipped to handle drug and alcohol issues that employees may experience.

SECURITY AND ACCESS TO NVCC

During business hours, NVCC will be open to students, employees, parents, contractors and guests. When the college is closed, employee access to all college facilities is by key, if issued, or by admittance by Public Safety Department staff. Students will not be permitted access to the buildings when the college is closed unless prior written permission has been received by the Public Safety Department from the academic division providing permission and then, only when a defined academic need exists. College facilities such as the Library, Bookstore, computer labs and study areas are not available for student use when the college is closed. Security and access concerns are addressed by the Director of Public Safety, Director of Facilities, Dean of Administration, Public Safety Officers and Maintenance personnel, in addition to other appropriate college personnel when necessary.

COUNSELORS AND VOLUNTARY CONFIDENTIAL REPORTING OF CRIME STATISTICS

The College does not employ pastoral or professional counselors to provide therapeutic services. Therefore, voluntary confidential reporting to these individuals is not an issue for consideration at NVCC.



WHAT TO DO WHEN A STUDENT REPORTS SEXUAL VIOLENCE, RELATIONSHIP VIOLENCE, AND STALKING

1. Listen

Listen without judgment and offer your support. *"I'm sorry that this happened. I appreciated your telling me and would like to help. Is there anything I can do that would be most helpful to you right now?"* Inform the student early in your conversation that while your conversation will be private, it will not be confidential, given your status as a "responsible employee." Explain that the College takes these matters very seriously and after your conversation, you will be calling the Title IX Coordinator who can help and provide further assistance if required. Ask about their safety. Do not ask questions or try to make a judgement about the incidents. You are not the investigator.

2. Provide

Ensure the student's safety and wellbeing by providing the student with resources on and off campus, as well as their reporting options. Inform of the importance of preserving any evidence and seek medical attention. If you have experienced any form of interpersonal violence or sexual assault, it is important to preserve any evidence and seek medical attention. Call 911 for ambulance services.

Campus Security:

(203) 575-8112

Waterbury Police Department:

(203) 574-6920

Provide a copy of the:

Guide for Students Misconduct & Interpersonal Violence

3. Alert

To continue to ensure the student's safety, you are required to report the disclosure to NVCC's Title IX Coordinator:

Jacquie Swanson

203-575-8043

jswanson@nv.edu

Title IX requires you to provide all the information you were given about the incident, including identifying information of any students involved. If the student has requested confidentiality, you may include that in your report.

Confidential Support & Resources:

Safe Haven of Greater Waterbury, 24/7 help line,

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

Connecticut Coalition Against Domestic Violence CCADV, **888-774-2900**

Domestic Violence Services of Greater New Haven-CCADV,

The DVS hotline **203-789-8104** is available 24/7. Spanish speakers are also available.

Connecticut Sexual Assault Crisis Services, Inc., Statewide 24 Hour Toll Free Hotline, **1-888-999-5545 (English) • 1-888-568-8332 (Español)**

A GUIDE FOR FACULTY & STAFF: SEXUAL MISCONDUCT & INTERPERSONAL VIOLENCE

Naugatuck Valley is committed to maintaining a safe environment for all students and employees. All faculty and staff are considered "responsible employees" and are mandated reporters under Board Policy. Faculty and staff must share any disclosed or reported* instance of sexual misconduct or interpersonal violence to the Title IX Coordinator. *A disclosure is a communication of an incident of sexual violence not accompanied with a request for an investigation or adjudication, although there may be a request for accommodations and referral to services. A report is a disclosure accompanied by an immediate request for an investigation and adjudication.

What do I do if someone discloses or reports Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence, Domestic Violence, or Dating/Relationship Violence?

TAKE 3 STEPS:

1. **SHOW CONCERN:**
 - Ask if the person is safe.
 - Listen and provide non-judgmental concern and support.
2. **SHARE RESOURCES:**
 - Resources are available on the website: www.nv.edu
3. **SEND FORM (on page 12) to the Title IX Coordinator:**
 - Explain you are a mandated reporter, meaning that you must share the disclosure or report to the Title IX Coordinator (using the form on page 12).
 - Further action will be taken at the person's request or if the safety of the person or others is at risk.
 - Fill out the Title IX Reporting Form (on reverse side) and send to the Title IX Coordinator (see below).
 - Contact the Title IX Coordinator with any questions:
Jacquie Swanson - Title IX Coordinator • 203-575-8043 • jswanson@nv.edu

Sexual Misconduct Definitions

Sexual Harassment can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.

Sexual Assault is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.

Stalking is defined as any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.

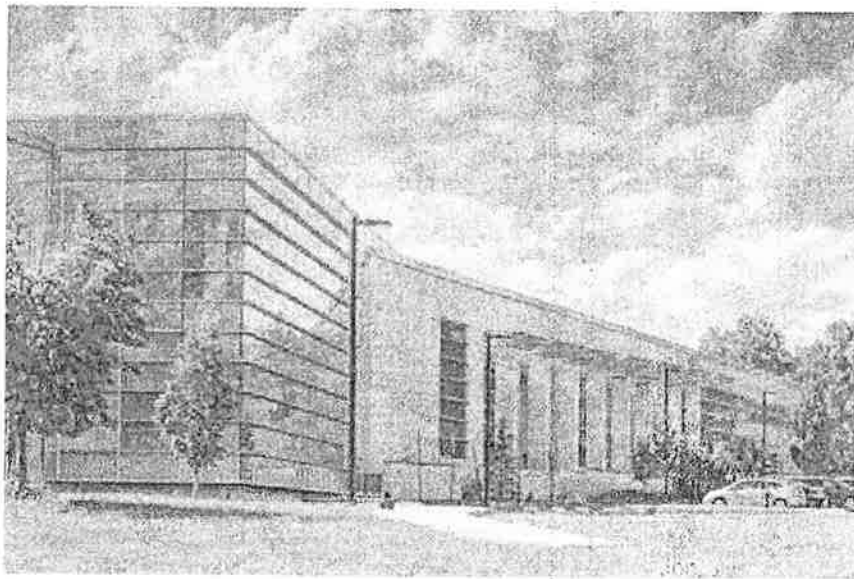
Interpersonal Violence Definitions

Intimate Partner Violence is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from 1) sexual assault; 2) sexual assault in a spousal or cohabiting relationship.

Domestic Violence is an act between family or household members that includes but is not limited to:

- Physical abuse, which can include but is not limited to, slapping, pulling hair or punching.
- Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat,
- Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.

Dating/Relationship Violence occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.





Notification for Reporting Sexual Assault, Stalking, or Intimate Partner Violence Disclosure

Date: _____

From

Faculty/Staff Member _____ Department _____ E-mail: _____

Student: _____ ID _____ E-mail: _____

Complainant

Name of Student or Employee _____ DOB or ID# _____

Gender: _____ Age: _____ Phone: _____ E-Mail: _____

(Identity will not be shared except in very limited circumstances)

Expectation of Student/Employee:

☐ **Disclosure only:** Share information without a request for investigation and resolution.

☐ **Filing a Report:** Investigation and action by College requested and should be completed within 60 days.

Date of Report/Disclosure _____

General category of report/disclosure:

- | | |
|--|--|
| <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Assault |
| <input type="checkbox"/> Stalking | <input type="checkbox"/> Intimate Partner Violence |
| <input type="checkbox"/> Domestic Violence | <input type="checkbox"/> Dating Violence |

Resource materials provided to the Student/Employee

☐ A Guide for Students: Sexual Misconduct & Interpersonal Violence

☐ Sexual Assault Resource Team Flyer (S.A.R.T.)

☐ Other _____

(Materials available at) www.nv.edu

Please deliver, marked confidential via e-mail or hand delivered to:

Jacque Swanson

Title IX Coordinator-Room K704

(203) 575-8043, jswanson@nv.edu

A GUIDE FOR STUDENTS: SEXUAL MISCONDUCT AND INTERPERSONAL VIOLENCE

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

What do I do if I have experience Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence, Domestic Violence, or Dating/Relationship Violence?

YOU HAVE THE RIGHT TO:

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

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

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

WAYS TO SEEK HELP:

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

You have a choice to DISCLOSE CONFIDENTIALLY to the resources listed below.

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

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

► **REPORT - File a REPORT on campus with the following individuals:**

- Campus Security: (203) 575-8112 or : (203) 575-8113
- Title IX Coordinator: Jacquie Swanson 203-575-8043 • jswanson@nvcc.edu
- Dean of Students: Sarah Gager 203-575-8086 • sgager@nvcc.edu

KNOW YOUR RIGHTS & OPTIONS

You have the right to...

- **Take both Legal Action (criminal/civil action) and Disciplinary Action**
in accordance with the Student Code of Conduct and Policy Against Harassment against the individual allegedly responsible.
- **Request a change in Academic, Transportation and Working Arrangements:** Naugatuck Valley Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation or working situations as well as honoring lawful protective or temporary restraining orders.
- **Notify Law Enforcement & Seek Protective and Other Orders**

Those who report being subjected to sexual misconduct, including harassment, sexual assault or intimate partner violence, shall be provided written information about her/his right to:

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

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

- to be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed;
- to request that student conduct proceedings begin promptly;
- to have student conduct proceedings be conducted by an official trained in **issues** relating to sexual assault and intimate partner violence;
- to present information, including other persons, on their behalf;
- to have the student conduct proceedings use the more likely than not standard in determining whether a violation of the Expectations for Student Conduct has been committed, i. e., whether it is more likely than not that the reported act of sexual misconduct, including sexual harassment, sexual assault or intimate partner violence, was committed by the accused student;
- to be informed in writing of the results of the proceeding as soon as possible after it concludes, normally no later than the next business day after it concludes; and consistent with the requirements of the Family Educational Rights and Privacy Act (FERPA) and other federal and State laws, have their identities kept confidential.

Sexual Misconduct Definitions

Sexual Harassment can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.

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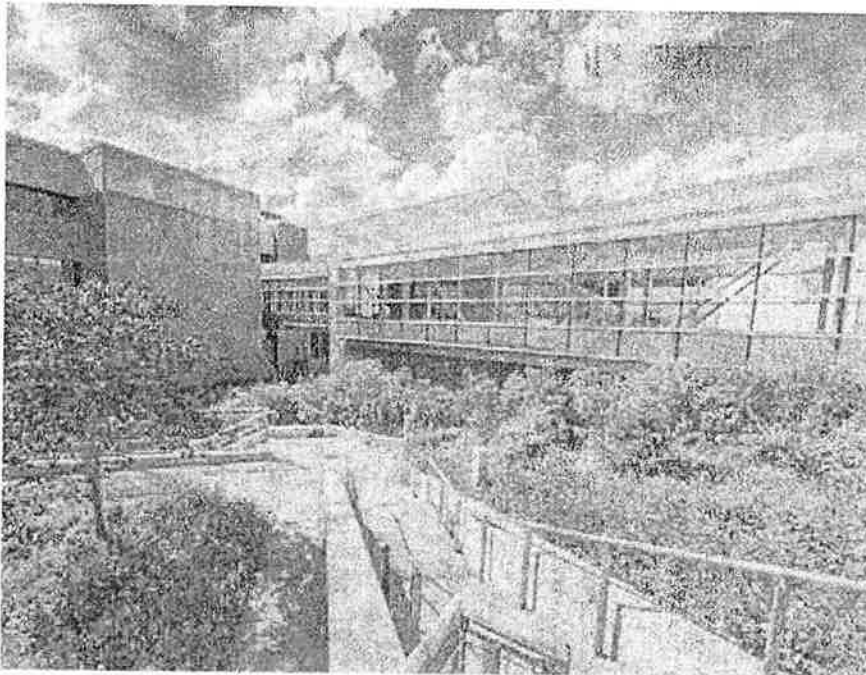
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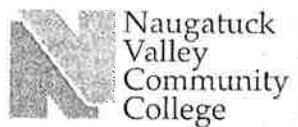
NAUGATUCK VALLEY COMMUNITY COLLEGE														Crime Statistics: 2018, 2017, 2016									
Naugatuck Valley Community College	2018			2018			2018 Totals	2017			2017			2016			2016						
	Waterbury			Danbury				Waterbury			Danbury			Waterbury			Danbury						
	OC	NCP	PP	OC	NCP	PP		OC	NCP	PP	OC	NCP	PP	Totals	OC	NCP	PP	Totals					
Murder/Non-Negligent Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Sex Offenses, Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Sex Offenses, Non-Forcible	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0					
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Motor Vehicle Theft	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0					
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Weapon Law Violation Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Drug Abuse/Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Weapon Law Violation Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Drug Abuse Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Liquor Law Violations Referred For Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Unfounded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					

NOTE:
Definitions:
NVCCT is a non-residential campus.

2018, 2017, 2016: Waterbury Campus, Danbury Campus, Hate Crimes: 0
OC = On Campus PP = Public Proper OC = On Campus PP = Public Property

NCP = Non Campus Property

NOTE:
 Definitions:
 2018, 2017, 2016: Waterbury Campus, Danbury Campus, Hate Crimes: 0
 OC = On Campus PP = Public Property OC = On Campus PP = Public Property
 NCC is a non-residential campus. NCP = Non Campus Property



750 Chase Parkway • Waterbury, CT

190 Main Street • Danbury, CT

ny.edu

Swanson, Jacqueline G

From: Monchun, Beth A
Sent: Tuesday, October 22, 2019 1:22 PM
To: DeFilippis, Daisy C
Cc: NV-AllCampuswide
Subject: On an Inclusive, Safe, Respectful and Supportive Environment
Attachments: hr-policy-ccc-violence-prevention.pdf; Sexual Harassment Prevention Policy May 2019.pdf; Sexual Harassment Prevention Policy Implementation Statement May 2019.pdf; qa-title-ix-201709.pdf; CCCPolicy Against Sexual Harassment.pdf; ContNoticeofNonDiscrmNVCCOctober19.doc

Categories: Yellow Category

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

My Dear Colleagues,

I write these words of affirmation of our commitment to keep our academic community one that is inclusive, respectful and safe for all our students.

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

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

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

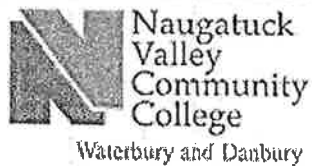
I attach to this email a number of pertinent publications and policies regarding sexual harassment, inappropriate conduct and relationships, Title IX, and maintaining a safe campus environment. In addition, these links provide additional information on [consensual relationships](#) and [sexual misconduct](#). The NVCC Student Handbook may be found [here](#) and the [Campus Safety & Support Resources](#) also provides additional resources for students and employees.

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

Mil gracias y bendiciones,

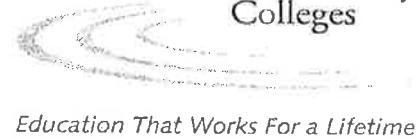
Daisy Cocco De Filippis, Ph.D.
President

Naugatuck Valley Community College
750 Chase Parkway, Waterbury, CT 06708
190 Main Street, Danbury, CT 06810
(203) 575-8083 phone
<http://www.nv.edu/>



From the Board of Trustees Policy Manual:

Connecticut
Community
Colleges



Section 2.13 Policy on Violence Prevention and Response

On August 4, 1999, Governor John G. Rowland signed Executive Order No. 16 instituting a "zero tolerance" Violence in the Workplace Prevention Policy for all state agency personnel, contractors, subcontractors and vendors. In accordance with this directive and in an effort to provide a safe environment for employees, students, visitors and guests while on the premises of the Community Colleges, the Board of Trustees of Community-Technical Colleges has adopted and expanded the application of the Governor's policy. Executive Order No. 16 is attached to this Board policy and is fully incorporated herein.

For purposes of this policy, "violence" is defined as an overt act or threat of harm to a person or property, or any act that poses a substantial threat to the safety of any person or property. "Premises" is defined as any space owned or leased by the Community Colleges or any of its constituent units, including vehicles and any location where college or system business or activities are conducted. Conduct that may violate this policy includes, but is not limited to, the following:

- Intimidating, harassing or threatening behaviors
- Physical abuse, including hitting, slapping, poking, kicking punching, grabbing, etc.
- Verbal abuse, including yelling, shouting, use of sexually, racially or ethnically charged epithets, etc.
- Vandalism
- Carrying or possessing weapons or dangerous instruments of any kind on Community College premises, unless properly authorized
- Using such weapons
- Any other act that a reasonable person would consider to constitute a threat of violence, including oral or written statements, gestures or expressions that communicate a direct or indirect threat of physical harm

Reporting Threats or Violent Act

A person who feels that he or she has been subjected to threats or acts of violence as defined herein, or a person who witnesses such threats or acts, must report the incident to a supervisor, manager or to the Human Resources office. Supervisors and managers who receive such reports shall seek advice from the Human Resources office regarding investigating the incident and initiating appropriate action. **Serious incidents or serious threats of imminent danger to the safety of persons or property should immediately be reported to proper law enforcement authorities and/or to the campus Public Safety/Security Department.**

Any individual who has applied for or obtained a protective or restraining order which lists the premises of the Community Colleges as protected areas, must provide to the

Human Resources office a copy of the petition and declaration used to seek the order, a copy of any temporary protective or restraining order that is granted; and a copy of any protective or restraining order that is made permanent. The sensitivity of the information requested is understood and colleges are responsible for treating such information in a manner that recognizes and respects the privacy of the reporting person.

Enforcement of this Policy

All reported incidents of violence will be taken seriously and will be dealt with appropriately, including prompt evaluation, investigation and response. An individual who makes a substantial threat of violence or commits an act of violence as defined in this policy shall be removed from the premises. Any weapon or dangerous instrument will be confiscated and turned over to appropriate law enforcement/public safety authorities. There is no reasonable expectation of privacy with respect to such items on college premises.

Violations of this policy, including knowingly providing a false report, or failing to cooperate fully with an investigation, may lead to disciplinary action up to and including dismissal from employment or expulsion from the college. Violations may also result in criminal penalties.

Threat Assessment Team

Each college will establish a Threat Assessment Team to oversee the implementation of this policy. The Threat Assessment Team should include representatives of management, human resources, employee unions, public safety, and facilities management.

One goal of the team approach is to ensure that people are prepared to work together to deal with violent or potentially violent situations. Although violence cannot always be prevented, planning ahead and being prepared to act swiftly to deal with threats, intimidation and other disruptive behavior at an early stage can reduce the risk. The Assessment Team has three major functions:

- **Identifying the potential for violence.** This involves analyzing trends in incidents relating to particular units, jobs, activities, time of day and so forth.
- **Prevention.** This includes recommending procedures to prevent violence, such as conducting violence prevention and response training for employees and students, establishing mechanisms for employees, students and others to discuss their concerns about violence, conducting inspections of college premises, evaluating working environments of employees and students to ascertain any unusual risks, conducting employee/student surveys, recommending changes in physical plant, equipment and practices to enhance campus safety.
- **Responding to individual acts of violence.** Incidents reported to the Human Resources office and/or the Public Safety department should be shared with the Threat Assessment Team which may advise and assist in the investigation if

appropriate. The Team may also assist in the management of threats or incidents of violence by planning a response to mitigate further damage, coordinating responses with local law enforcement and the community and managing media inquiries.

Publication of Policy on Violence Prevention and Response

This policy shall be distributed to all members of the college community and shall be posted prominently in areas where students, staff and guests may gather. The policy should also be included in orientation materials for new employees and students and published in college newsletters, catalogues, handbooks, as appropriate. The policy should be reissued once a year as a reminder of the importance of this issue in our community. Contractors, subcontractors, and vendors doing business with the college shall be advised that compliance with this policy is mandatory.

For further information on the subject of workplace violence. . . Human Resources Professional, **April 2012**, which can be found on the **Department of Administrative Services** website at the following

address: <http://das.ct.gov/images/5510/WorkplaceViolenceManual2012.pdf>

(Adopted December 20, 1999)

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

Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive employment environment.

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

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

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

Students may report incidents of sexual harassment to the Dean of Student Services or to such other College official as the President may have designated. The Dean of Student Services is Sarah Gager. Her office is located at Kinney Hall, Room 509A, and the telephone number is (203) 575-8086. Nothing shall prevent students from speaking to a College counselor

about their concerns. However, such communication is not a substitute for filing a complaint of sexual harassment with an appropriate College designee.

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

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

Sincerely,



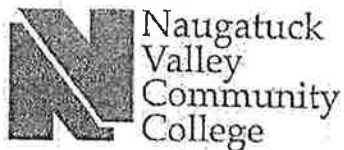
Daisy Cocco De Filippis, Ph.D.

President

Naugatuck Valley Community College

Room K706B

Direct
File



Office of the President

**Sexual Harassment Prevention Policy
Implementing Statement
Naugatuck Valley Community College
May 2019**

What is sexual harassment?

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

Any unwelcome sexual advance or request for sexual favors or any conduct of a sexual nature when

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education,**
- (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or**
- (3) such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment or educational environment.**

Examples of sexual harassment

Sexual harassment may be verbal, visual or physical. It may be overt or implicit and may, but need not, have tangible adverse effects on the victim's employment or learning experience. Conduct which may constitute sexual harassment include but are not limited to:

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

Faculty, Employees, and Students covered by statement

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

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

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

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

☐ ☐ **Employees may report incidents of sexual harassment to the Dean of the area of the College in which the individual is employed, the College's Equal Employment Opportunity Officer, the Director of Human Resources and Labor Relations, or the President of the College.** Ronald Clymer is the college's Equal Employment Opportunity Officer. His office is located in Kinney Hall, Room K702A, and the telephone number is (203) 575-8110. Kimberly Carolina is the Director of Human Resources and Labor Relations. Her office is located in Kinney Hall, Room K704B, and the telephone number is (203) 575-8056. Daisy Cocco De Filippis is the President of the College. Her office is located in Kinney Hall, Room K703B, and the telephone number is (203) 575-8044.

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

☐ ☐ **A claim that an employee of a third party contractor has engaged in sexual harassment on College premises or in connection with the performance of the third party contract should be reported immediately to either the Interim Dean of Administration or to the President for appropriate follow-up action.** The Interim Dean of Administration is Dana Elm. Her office is located at Kinney Hall, Room K706B, and the telephone number is (203) 596-2153.

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

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

Complaint Process

It is the responsibility of the College official who receives the complaint to notify the Title IX Coordinator and to keep him/her informed throughout the process. Depending on the nature of the complaint and the desires of the complainant, the College official to whom the complaint has been made may attempt to resolve the complaint informally. Any informal resolution of a complaint must be approved by the College President. No person shall be forced to pursue informal avenues of resolution

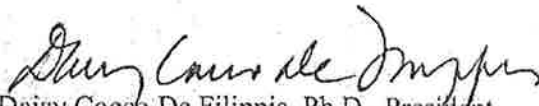
before filing a formal complaint of sexual harassment. If informal resolution is not possible or appropriate, a written complaint should be filed in accordance with the existing Discrimination Complaint Process for employees or Student Grievance Procedure for students. **The grievant and respondent will be notified of the outcome.**

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

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

Publication

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


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



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

September 2017

Q&A on Campus Sexual Misconduct

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

SCHOOLS' RESPONSIBILITY TO ADDRESS SEXUAL MISCONDUCT

Question 1:

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

Answer:

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

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

² 2001 Guidance at (VII).

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

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

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

THE CLERY ACT AND TITLE IX

Question 2:

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

Answer:

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

INTERIM MEASURES

Question 3:

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

Answer:

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

⁴ 34 C.F.R. § 106.8(a).

⁵ 2001 Guidance at (V)(C).

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

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

⁸ See 34 C.F.R. § 668.46.

⁹ See 2001 Guidance at (VII)(A).

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

GRIEVANCE PROCEDURES AND INVESTIGATIONS

Question 4:

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

Answer:

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

Question 5:

What time frame constitutes a "prompt" investigation?

Answer:

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

Question 6:

What constitutes an "equitable" investigation?

¹⁰ 2001 Guidance at (VII)(A). In cases covered by the Clery Act, a school must provide interim measures upon the request of a reporting party if such measures are reasonably available. 34 C.F.R. § 668.46(b)(1)(v).

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

¹² 2001 Guidance at (IX); *see also* 34 C.F.R. § 668.46(k). Postsecondary institutions are required to report publicly the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, and stalking, 34 C.F.R. § 668.46 (k)(1)(i), and to include a process that allows for the extension of timeframes for good cause with written notice to the parties of the delay and the reason for the delay, 34 C.F.R. § 668.46 (k)(3)(i)(A).

¹³ 2001 Guidance at (IX); *see also* 34 C.F.R. § 668.46(k)(3)(i)(A).

Answer:

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

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

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

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

INFORMAL RESOLUTIONS OF COMPLAINTS

Question 7:

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

Answer:

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

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

¹⁵ 2001 Guidance at (X).

¹⁶ 34 C.F.R. § 106.31(a).

¹⁷ 2001 Guidance at (VII)(B).

¹⁸ 34 C.F.R. § 668.46(k)(3)(i)(B)(3).

DECISION-MAKING AS TO RESPONSIBILITY

Question 8:

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

Answer:

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

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

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

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

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

²⁰ 34 C.F.R. § 668.46(k)(3)(i)(B)(3).

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

²² 34 C.F.R. § 668.46(k)(2)(iii).

²³ 34 C.F.R. § 668.46(k)(2)(iv).

DECISION-MAKING AS TO DISCIPLINARY SANCTIONS

Question 9:

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

Answer:

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

NOTICE OF OUTCOME AND APPEALS

Question 10:

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

Answer:

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

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

²⁵ 34 C.F.R. § 668.46(k)(1)(iii).

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

²⁷ 34 C.F.R. § 668.46(k)(3)(iv).

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

²⁹ 20 U.S.C. § 1232g(d).

Question 11:

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

Answer:

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

EXISTING RESOLUTION AGREEMENTS

Question 12:

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

Answer:

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

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

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

POLICY AGAINST SEXUAL HARASSMENT:
Implementing Statement

Education That Works For a Lifetime

What is Sexual Harassment?

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

Sexual harassment may be described as:

Any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education, (2) submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive employment or educational environment.

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

Examples of conduct which may constitute sexual harassment include but are not limited to:

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

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

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

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

What To Do If You Are The Victim of Sexual Harassment

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

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

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

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

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

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

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

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

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

**Policy Against Sexual Harassment:
Implementing Statement
Page 4**

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

Publication of Sexual Harassment Policy

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

Training

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

Continuing Notice of Nondiscrimination: Naugatuck Valley Community College does not discriminate on the basis of race, color, religious creed, age, sex, national origin, marital status, ancestry, disability, including but not limited to present or past history of mental disorder, learning disability or physical disability, sexual orientation, gender identity or expression or genetic information in treatment or employment at the College, in admission or access to the College, or in any other aspect of its programs and activities. In addition, the College does not discriminate in employment on the additional basis of veteran status or criminal record. The College is required by Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (Title II), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act of 1975 (Age Act), and their respective implementing regulations at 28 C.F.R. Part 35 and 34 C.F.R. Parts 100, 104, 106 and 110, not to discriminate on the basis of race, color, or national origin (Title VI); disability (Section 504/Title II); sex (Title IX); or age (Age Act). Inquiries concerning the application of each of the aforementioned statutes and their implementing regulations to the College may be referred to the U.S. Department of Education, Office for Civil Rights, at (617) 289-0111 or 5 Post Office Square, 8th Floor, Boston, MA 02109-3921, or to the applicable College Coordinators who are located at Naugatuck Valley Community College, 750 Chase Parkway, Waterbury, Connecticut 06708: Kimberly Carolina, Director of Human Resources/Section 504/Title II/ADA/Age Act Coordinator, Room K704b, 203-575-8056; Sarah Gager, Dean of Student Services/Deputy Section 504/Title II/ADA/Age Act Coordinator (Students), Room K509a, 203-575-8086; Jacquie Swanson, Associate Director of Human Resources/Title IX Coordinator, Room K704, 203-575-8043 (Rev 10/21/19).

CSCU SAFE Project Semi-Annual Progress Report

Reporting Period: January 1 – June 30, 2019

Due: July 10, 2019

1. Please provide the total number of program events held on your campus during the current reporting period. Please include all programs, even those not using grant funds. (Program events can include activities related to sexual violence, dating/domestic violence and stalking such as: Take Back the Night; prevention education sessions; table events; awareness events).

Example: Take Back the Night awareness event = 1 program event
Bringing in the Bystander = 1 program event (grant funded)

Total number of prevention and education program events provided with grant funds __2__

Total number of prevention and education program events provided with other funding sources __6__

2. Please report the total number of Bringing in the Bystander sessions for students conducted on your campus. Please include the total amount of students trained.

Number of BITB sessions	Total number of students trained
0	0

3. Please report the total number of prevention education sessions provided for your students by your local rape crisis or domestic violence community partner agencies.

Number of prevention education sessions	Total number of students trained
10	200

4. How many times did your Campus Resource Team meet in the spring, 2019 semester?

___1___ Meeting date: ___3/26/19___

5. Please report the number of sexual assault, domestic violence, dating violence, and/or stalking offenses reported during the current reporting period. You do not need to report the number of disclosures.

Type of offense	Number of offenses reported
Sexual assault	0
Domestic violence/dating violence	0
Stalking	0
TOTAL	0

6. Please report the number of criminal offenses charged and campus disciplinary or judicial board actions during the current reporting period. (Report the number of offenses in which criminal charges were filed in the local jurisdiction and/or in which campus disciplinary/judicial board actions were held during the current reporting period.)

a. Number of offenses resulting in criminal charges being filed in the local jurisdiction

TOTAL: ___0___

b. Number of offenses resulting in campus disciplinary/judicial board actions

TOTAL: 0

7. Please report the total number of dispositions of campus disciplinary or judicial board actions.
(Report the dispositions of all campus disciplinary or judicial board actions resolved during the current reporting period. If you have unresolved/pending cases, please include in the next report. You may note the number of pending cases in Q. 9)

Type of offense	Number of dismissed			Number of acquitted	Sanctions					
	Request of victim	Lack of evidence	Other		Reprimand	Suspension	Expulsion	Counseling	Community service	Other
Sexual assault	0	0	0	0	0	0	0	0	0	0
Dating violence/ domestic violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0

8. Does your campus have pending cases? If so, how many? 0
9. Please report the total number of dispositions of criminal charges in local jurisdiction.

(Report the dispositions of all criminal charges filed in the local jurisdiction that were resolved during the current reporting period. Deferred adjudication is a process in which the judge requires the defendant to adhere to certain terms, prior to any adjudication of guilt. If a defendant successfully completes those terms, the charges are dismissed. If there are pending cases please note those in Q. 11)

Type of offense	Number of dismissed					Number of convicted				
	Request of victim	Lack of evidence	Plea bargain	Other	Number of deferred adjudications	Guilty of highest	Guilty of lesser	Plead as charged	Plead lesser	Number acquitted
Sexual assault	0	0	0	0	0	0	0	0	0	0
Dating violence/ domestic violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0

10. Does your campus have pending cases? If so, how many? ____ 0 ____

CSCU SAFE Project Semi-Annual Progress Report

Reporting Period: July 1, 2019 – December 31, 2019

Report Due: January 15, 2020

1. Please provide the total number of prevention and education program events held on your campus during the current reporting period. Please include all programs, even those not using grant funds. (Program events can include activities related to sexual violence, dating/domestic violence and stalking such as: Take Back the Night; table events; awareness events).

Example: Take Back the Night awareness event = 1 program event
Red Flag Campaign = 1 program event (grant funded)

Total number of prevention and education program events provided with grant funds 4
(Examples: Bringing in the Bystander; Red Flag Campaign)

Total number of prevention and education program events provided with other funding sources 13

2. Please provide the total number of students trained using in person sessions, if any. 625
3. Did you use the Red Flag Campaign this reporting period? Yes
4. Please report the total number of Bringing in the Bystander sessions for students conducted on your campus, including the total amount of students trained.

Number of BITB sessions	Total number of students trained
Online	2620

5. Please report the total number of prevention education sessions provided for your students by your local rape crisis or domestic violence community partner agencies.

Number of prevention education sessions	Total number of students trained
14	140

6. How many times did your Campus Resource Team meet in the fall, 2019 semester?

__1__ Meeting date: __12/4/19__

7. Please report the number of sexual assault, domestic violence, dating violence, and/or stalking offenses reported during the current reporting period. You do not need to report the number of disclosures.

Type of offense	Number of offenses reported
Sexual assault	0
Domestic violence/dating violence	0
Stalking	0
TOTAL	0

8. Please report the number of criminal offenses charged and campus disciplinary or judicial board actions during the current reporting period. (Report the number of offenses in which criminal charges were filed in the local jurisdiction and/or in which campus disciplinary/judicial board actions were held during the current reporting period.)

- a. Number of offenses resulting in criminal charges being filed in the local jurisdiction

TOTAL: __0__

- b. Number of offenses resulting in campus disciplinary/judicial board actions

TOTAL: __0__

9. Please report the total number of dispositions of campus disciplinary or judicial board actions.

(Report the dispositions of all campus disciplinary or judicial board actions resolved during the current reporting period. If you have unresolved/pending cases, please include in the next report. You may note the number of pending cases in Q. 9)

Type of offense	Number of dismissed			Number of acquitted	Sanctions					
	Request of victim	Lack of evidence	Other		Reprimand	Suspension	Expulsion	Counseling	Community service	Other
Sexual assault	0	0	0	0	0	0	0	0	0	0
Dating violence/ domestic violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0

10. Does your campus have pending disciplinary or judicial board cases? If so, how many? ____0____

11. Please report the total number of dispositions of criminal charges in local jurisdiction.

(Report the dispositions of all criminal charges filed in the local jurisdiction that were resolved during the current reporting period. Deferred adjudication is a process in which the judge requires the defendant to adhere to certain terms, prior to any adjudication of guilt. If a defendant successfully completes those terms, the charges are dismissed. If there are pending cases please note those in Q. 11)

Type of offense	Number of dismissed					Number of convicted				
	Request of victim	Lack of evidence	Plea bargain	Other	Number of deferred adjudications	Guilty of highest	Guilty of lesser	Plead as charged	Plead lesser	Number acquitted
Sexual assault	0	0	0	0	0	0	0	0	0	0
Dating violence/ domestic violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0

12. Does your campus have pending criminal cases? If so, how many? ____0____



A Guide for Faculty & Staff: Sexual Misconduct & Interpersonal Violence

Naugatuck Valley is committed to maintaining a safe environment for all students and employees. All faculty and staff are considered "responsible employees" and are mandated reporters under Board Policy. Faculty and staff must share any **disclosed or reported*** instance of sexual misconduct or interpersonal violence to the Title IX Coordinator.

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

What do I do if someone discloses or reports... Sexual Harassment, Sexual Assault, Stalking, Intimate Partner Violence, Domestic Violence, or Dating/Relationship Violence?

Take 3 Steps:

1) SHOW CONCERN:

- Ask if the person is safe
- Listen and provide non-judgmental concern and support

2) SHARE RESOURCES:

- Resources are available on the website: www.nv.edu

3) SEND FORM (on reverse side) to the Title IX Coordinator:

- Explain you are a mandated reporter, meaning that you must share the disclosure or report to the Title IX Coordinator (using the form on the reverse side)
- Further action will be taken at the person's request **or** if the safety of the person or others is at risk
- Fill out the Title IX Reporting Form (on reverse side) and send to the Title IX Coordinator (see below)
- Contact the Title IX Coordinator with any questions:

Jacque Swanson - Title IX Coordinator • 203-575-8043 • jswanson@nv.edu

<i>Sexual Misconduct Definitions</i>	<i>Interpersonal Violence Definitions</i>
<p>Sexual Harassment: can include any unwelcomed sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education; submission to or rejection of such conduct by an individual is used as a basis for academic decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive educational environment.</p> <p>Sexual Assault: is compelling by force, or the threat of force, the following: 1) sexual penetration of the vagina or anus, including by finger or an object; 2) oral sex; 3) contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim; 4) subjecting another to such sexual contact without consent.</p> <p>Stalking: is defined as any behaviors or activities occurring on more than one (1) occasion that collectively instill fear in the victim and/or threaten her/his safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to, whether on or off campus, non-consensual communications (face to face, telephone, e-mail, etc.), threatening or obscene gestures, surveillance or being present outside the victim's classroom or workplace.</p>	<p>Intimate Partner Violence: is any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from 1) sexual assault; 2) sexual assault in a spousal or cohabiting relationship</p> <p>Domestic Violence is an act between family or household members that includes but is not limited to:</p> <ul style="list-style-type: none"> • Physical abuse, which can include but is not limited to, slapping, pulling hair or punching. • Threat of abuse, which can include but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat. • Emotional abuse, which can include but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person. <p>Dating/Relationship Violence: Occurs when one intimate or romantic partner tries to maintain power and control over the other through words and actions that are physically or emotionally abusive. Dating Violence can take many forms including physical violence, coercion, threats, intimidation, isolation, and emotional, sexual or economic abuse.</p>



Notification for Reporting Sexual Assault, Stalking, or Intimate Partner Violence Disclosure

Date: _____

From

Faculty/Staff Member _____ Department _____ E-mail: _____

Student: _____ ID _____ E-mail: _____

Complainant

Name of Student or Employee _____ DOB or ID# _____

Gender: _____ Age: _____ Phone: _____ E-Mail: _____

(Identity will not be shared except in very limited circumstances)

Expectation of Student/Employee:

☐ **Disclosure only:** Share information without a request for investigation and resolution.

☐ **Filing a Report:** Investigation and action by College requested and should be completed within 60 days.

Date of Report/Disclosure _____

General category of report/disclosure:

- | | |
|--|--|
| <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Assault |
| <input type="checkbox"/> Stalking | <input type="checkbox"/> Intimate Partner Violence |
| <input type="checkbox"/> Domestic Violence | <input type="checkbox"/> Dating Violence |

Resource materials provided to the Student/Employee

- ☐ A Guide for Students: Sexual Misconduct & Interpersonal Violence
☐ Sexual Assault Resource Team Flyer (S.A.R.T.)
☐ Other _____

(Materials available at) www.nv.edu

Please deliver, marked confidential via e-mail or hand delivered to:

Jacquie Swanson
Title IX Coordinator-Room K704
(203) 575-8043, jswanson@nv.edu



Those who report any type of sexual misconduct, including sexual harassment, sexual assault, stalking, and intimate partner violence, to a College employee will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. When choosing a reporting resource the following information should be considered:

- All reports of sexual misconduct, including sexual harassment, sexual assault and intimate, stalking, and partner violence, will be treated seriously and with dignity by the College.
- Referrals to off-campus counseling and medical services are available immediately and confidentially, whether or not those who report an assault feel ready to make any decisions about reporting the assault to Public Safety, the Dean of Students or the College's Title IX Coordinator.
- Those who have been assaulted have the right to take both legal action (criminal/civil action) and action in accordance with the *Student Code of Conduct* and *Policy Against Harassment* against the individual allegedly responsible.
- Those who may wish that her/his report of an assault to be handled in a confidential manner may contact:
 - Safe Haven of Greater Waterbury, 24/7 help line, Domestic Violence: **203-575-0036**, Sexual Assault: **203-753-3613**
 - Connecticut Coalition Against Domestic Violence CCADV, **888-774-2900**
 - Domestic Violence Services of Greater New Haven-CCADV, The DVS hotline **203-789-8104** is available 24/7 Spanish speakers are also available
 - Connecticut Sexual Assault Crisis Services, Inc, Statewide 24 Hour Toll Free Hotline, **1-888-999-5545** English **1-888-568-8332** Español

Options for Changing Academic Housing, Transportation and Working Arrangements

Naugatuck Valley Community College will provide assistance to those involved in a report of sexual harassment, sexual assault or intimate partner violence, including but not limited to, reasonably available options for changing academic, campus transportation or working situations as well as honoring lawful protective or temporary restraining orders.