

Title IX Policy on Sexual Misconduct

34 CFR 668.46 (b) (11) and CGS 10a-55a

It is important that all members of the University community take precautions and act responsibly towards the goal of reducing vulnerability for crime. Should you become the victim of a crime, immediately call the Department of Public Safety at 203-371-7911 *for assistance*.

The great majority of sexual assaults reported to the Department of Public Safety are committed by acquaintances. Victims of sexual assault are urged to report the incident to the Title IX Coordinator and the Department of Public Safety as soon as possible, regardless of where the crime took place and whether or not you know the offender. The Title IX Coordinator will work closely with victims to ensure the appropriate emergency, medical care, counseling, support services and housing or academic accommodations are made available and will assist victims in notifying the Department of Public Safety and/or the appropriate local law enforcement agency, if applicable.

Sexual assault victims are not required to file formal charges, even if they report the incident to the Department of Public Safety. The Title IX Coordinator will present victims with a full range of options and services available, enabling victims to choose the most appropriate course of action. Some options available to student victims if sexually assaulted on or off campus are: immediate medical attention, counseling, police referral for investigation, immediate relocation to a different residence facility if the offender lives in the same residential facility, and changes in the victim's academic class schedule if the victim wishes and if such a change is reasonably available. *(See Student Handbook pages 88--111 for details)* <http://www.sacredheart.edu/campuslife/lifeonoffcampus/studenthandbook/>

Students accused of sexual assault are subject to disciplinary action in accordance with the provisions set forth in the Sexual Misconduct Policy, found under the policy section of the Student Handbook, whether or not the victim files formal criminal charges. Both the victim and the accused student are entitled to be interviewed by the investigator, present a list of witnesses during the investigator's proceedings, and be informed of the final outcome. A student found to have committed sexual misconduct is subject to disciplinary action, up to and including suspension or expulsion from the University.

Victims are also advised of the importance of preserving any and all physical evidence that may be present for potential use for criminal proceedings (if desired), and not to use the bathroom or shower until after a hospital examination. After reporting the incident to the Title IX Coordinator, victims of sexual assault are strongly encouraged to report the crime to the local police. The Title IX Coordinator and the University Counseling Center will assist victims in reporting sexual misconduct.

On-campus assistance for sexual assault victims includes:

- Title IX Coordinator: 203-365-7572 (Julie Lawrence)
- Public Safety: 203-371-7995 (routine) or 203-371-7911 (emergency)
- Counseling Center: 203-371-7955 (*Reporting is Confidential*)
- Campus Ministry: 203-371-7840 (*Reporting is Confidential*)
- Student Health Center: 203-371-7838 (*Reporting is Confidential*)
- Campus Advocate: 203-258-3702
- Dean of Students Office: 203-371-7916
- Office of Residential Life: 203-416-3417

- Office of Global Affairs: 203-365-7518

Off campus assistance is available at:

- The Center for Family Justice: 203-334-6154
- Sexual Assault 24Hr Hotline: 203-333-2233
- Domestic Violence 24Hr Hotline: 203-384-9559
- Women & Families Center, Sexual Assault Crisis Services in CT 24Hr Hotline: 1-888-999-5545
- V.E.D.A.S. (Española): 1-888-568-8332
- CT Domestic Violence Hotline 1-888-774-2900
- CT Office of the Victim Advocate 860-550-6632
- The National Sexual Assault 24 Hour Hotline 1-800-656-HOPE (4673)
- National Domestic Violence Hotline 1-800-799-SAFE (7233)
- St. Vincent's Medical Center 203-576-6000
- Bridgeport Hospital 203-384-3000
- Fairfield Police 203-254-4800
- Bridgeport Police 203-576-7671
- Trumbull Police 203-261-3665

University wide – Educational Programming and Training

To reduce the risk of sexual misconduct, as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence and domestic violence occurring among its students, the University uses a range of campaigns, strategies and initiatives to provide awareness, educational, risk-reduction and prevention programming. It is the University's policy to offer programming to prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults) and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout incoming students' first semester.

These programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention (including bystander intervention and the interactions of sexual assault and substance use), and discussion of institutional policies on sexual misconduct, as well as Connecticut's definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies and/or creating distractions.

Programs also offer information on risk-reduction that strives to empower victims, teach how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. The following programs/training are planned and presented by the Title IX Coordinator and The Center for Family Justice in conjunction with a number of offices and organizations at Sacred Heart University:

- Culture of Respect (CofR) Team
- Campus Resource Team (CRT)
- Resident Success Assistant and Residence Hall Directors – staff training and development
- Sexual Misconduct Policy, introduction, training and awareness.
- SWEET Peer Educators – programs on awareness

- Take Back the Night events
- Bystander intervention training
- It's on US national campaign
- ***Not Anymore*** online course for all students
- Sexual misconduct prevention training classes for all faculty, staff and students who work with minors under 17 years of age
- Faculty and staff training and educational information
- Residence Life – Residence hall and classroom presentations
- Counseling Department training
- Greek Life presentations
- Athletic team presentations and awareness programs
- Domestic Violence Awareness Month –table information
- Sexual Assault Awareness Month – table information
- Delta Tau Delta White Ribbon Campaign
- *Walk a Mile in Her Shoes* – Center for Family Justice
- Support groups through the Counseling Center
- Various legal issues panels through our Colloquia Series of programs

The University has received a \$300,000 grant from the Department of Justice and the Office of Violence Against Women. The initial year of strategic planning is commencing, and years two and three will encompass a significant increase in prevention, education, training and awareness programs and events for the campus community. The programs will focus specifically on the sexual assault, domestic and dating violence and stalking.

In the event that sexual misconduct, gender-based violence or the crimes of sexual assault, stalking, dating violence or domestic violence does occur, Sacred Heart University takes these matters very seriously. The University employs interim protection measures such as no-contact orders in any case where a student's behavior represents a risk of violence, threat, pattern or predation. If a student is accused of sexual misconduct, other gender-based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence, s/he is subject to action in accordance with the Title IX Sexual Misconduct Policy in the student handbook.

A student wishing to officially report such an incident may do so by contacting the Title IX Coordinator, Leonora P. Campbell, at campbelll@sacredheart.edu or 203-396-8386.

Anyone with knowledge about sexual misconduct or gender-based violence or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence is encouraged to report it immediately.

Violence Against Women Act

The Violence Against Women Act (VAWA) is a federal law enacted in 1994 to improve criminal justice and community-based responses to domestic violence, dating violence, sexual assault and stalking. The reauthorization of VAWA (2000, 2005 and 2013), along with the Campus Safe Act and the Jeanne Clery Act, have combined to improve the safety of college campuses and enhance the outlook for victims of any crime'

Sacred Heart University is committed to maintaining a safe and secure work and academic environment, free of any form of sexual misconduct, including domestic violence, dating violence, sexual assault, stalking, and sexual harassment. A violation of the Violence Against Women Act shall constitute grounds for disciplinary action, up to and including dismissal from the University.

Sacred Heart University — Title IX Policy on Sexual Misconduct

Introduction

Sacred Heart University is firmly committed to maintaining a learning, living and working environment for University community members, guests and visitors, free from all forms of gender-based discrimination and sexual misconduct (hereinafter referred to as “misconduct”), including acts of sexual violence, sexual harassment, domestic violence, intimate partner violence and stalking. The policy describes the University's response toward sexual violence. All campus community members are expected to conduct themselves in a manner that does not infringe upon the rights of others. The policy provides guidance for those who have been involved in an incident of sexual misconduct, outlines the University's disciplinary response to alleged incidents of misconduct, and identifies the appropriate administrators within the University responsible for managing the policy and programs associated with it. This policy applies to all Sacred Heart University community members, which include students, employees, visitors and other parties.

The Title IX Policy also applies to all University programs and activities, and all complaints will be processed to determine whether the reported incident occurred within an educational program or an on-campus or off-campus activity, or results in continuing effects on campus. Thus, all complaints are processed regardless of the reported incident location, and it is understood that this policy applies to both on-campus and off-campus conduct. Sacred Heart University's policy aims to comply with relevant state and federal statutes and applies to faculty, staff and students.

Notice of Title IX Coordinator

The University's Title IX Coordinator is responsible for working with SHU constituents to ensure that the University is compliant with all requirements under Title IX of the Federal Education Amendments of 1972 and other laws prohibiting discrimination and all aspects of the sex/gender-based harassment, gender-based discrimination and sexual misconduct to assure equitable education and work environments. The coordinator reports to the Vice President of Human Resources and indirectly to the University President. Questions about this policy should be directed to the Title IX Coordinator. Anyone wishing to make a report may do so by contacting the Title IX Coordinator:

Leonora P. Campbell

Title IX Coordinator

Office of Human Resources

Melady Hall 229

203-396-8386

campbelll@sacredheart.edu

Complainants and/or third parties can make anonymous reports alleging any form of sexual misconduct or gender-based discrimination. Information provided anonymously will be used in compliance of The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and CT Public Act 11-14 for data collection. Under federal law, the University is required to investigate all incidents of sexual harassment and discrimination, including sexual assaults, about which the University knows or has reason to know, to protect the University community's health and safety. The University may undertake an investigation even in those cases in which the complainant chooses not to cooperate.

1. Reporting Form:

https://publicdocs.maxient.com/reportingform.php?SacredHeartUniv&layout_id=1

2. Public Safety — Silent Witness (anonymous tips): <https://silentwitness.sacredheart.edu/>

Individuals experiencing harassment or discrimination always have the right to file a formal grievance with government authorities: the U.S. Department of Education, Office of Civil Rights is the federal agency charged with enforcing institutional compliance with Title IX regulations. Anyone may contact the office directly for more information regarding Title IX or to issue a complaint.

Office of Civil Rights
400 Maryland Avenue, SW
Washington DC 20202-1100

Facsimile: 202-453-6012
Customer Service Hotline: 800-421-3481
Toll-Free Hotline: 877-521-2172
Email: OCR@ed.gov
Website: <http://www.ed.gov/ocr>

If an incident involves alleged misconduct by the Title IX Coordinator, reports should be made directly to the University's Vice President of Human Resources:

Name: Robert Hardy
Title: Vice President of Human Resources
Department: Human Resources
Office: Melady Hall, Room 227
Phone: 203—396-8390
Email: hardyr@sacredheart.edu

Reporting and Responsible Employees

Title IX of the Education Amendments of 1972 defines “**Responsible Employees**” as those employees who:

- have the authority to redress harassment;
- have the duty to report sexual harassment or any other misconduct by students or employees to appropriate school officials; or
- a student could reasonably believe has this authority or responsibility

At Sacred Heart University, all employees (faculty, staff and administrators), including student Resident Success Assistants and graduate assistants, are “responsible employees.” As such, they are required by Title IX and University policy to report any information they have concerning possible sexual harassment or sexual misconduct (which are defined in this policy). This means information about sexual harassment or misconduct shared with any of the above-mentioned community members is not confidential. Those who wish to discuss a matter in complete confidence can speak with the University Chaplain and clergy members, or the licensed professionals in SHU’s Counseling, Wellness and Health services.

Responsible employees are often the first to witness or hear from a student or employee about behavior that may constitute sexual harassment or misconduct. According to Title IX, when a responsible employee has such information, the University is deemed to possess that knowledge and is obligated to take actions intended to stop the behavior, prevent its recurrence, and remedy its effects. By reporting the information to the appropriate University official — the Title IX Coordinator — the responsible employee enables the University to fulfill its legal obligation to assess the information and determine what action is necessary. In this way, responsible employees contribute to a learning environment in which sexual harassment and sexual misconduct are discouraged and promptly addressed

Culture of Respect (CofR) Team

To contact the CofR Team regarding getting involved and educational opportunities, please call 203-396-8386

In an ongoing effort to provide a safe and supportive learning environment, the University has created a Culture of Respect Team. This team comprises a network of stakeholders throughout the University and surrounding communities that conducts ongoing prevention and educational campaigns on issues related to sexual misconduct, as well as ensure an appropriate and coordinated response to complainants of sexual assault, intimate partner violence or stalking. The group meets bi-weekly throughout each semester to plan and organize educational programs and events. The team is divided into six sub-teams that involve the following areas: Marketing & Communications, Policy Development and Review, Research and Assessment, Prevention, Education & Training, Survivor Advocacy and Academic & Community Leadership and Engagement. Members of the SHU community include representatives from the following campus and local resources: Athletics, Center for Family Justice, Counseling and Health services, Dean of Students Office, Public Safety, Office of Residential Life, Student Conduct and Community Standards office, faculty, S.W.E.E.T. Peer Educators, student representatives from Athletics, Student Government, Residential Life and Greek Life, and the community at large.

Campus Resource Team (CRT)

To learn more about the Campus Resource Team, please call 203-396-8386.

In an ongoing effort to enhance the University’s response to sexual violence and harassment, the University President has appointed a Campus Resource Team (“CRT”) that will be part of the Culture of Respect Team. The Campus Resource Team comprises critical campus officials and local resources involved in responding to sexual misconduct. It is charged with reviewing campus policies and recommending protocols for providing support and services to community members who report incidents of sexual misconduct. The group meets at least once per semester to review, assess and update the University’s Sexual Misconduct protocols and policies. Members include representatives from the following campus and local resources: Dean of Students Office, Department of Public Safety,

Office of Residential Life, Counseling and Wellness Services, faculty, the Center for Family Justice and student representatives.

Policy Statement

Sacred Heart University is committed to an environment that promotes a spirit of responsibility, dignity, and respect. All students and employees are entitled to pursue their work and education free of misconduct or sexual violence in any form. When sexual misconduct or sexual violence occurs at Sacred Heart University, the University's standards, as well as Connecticut's criminal laws, are violated. Sexual misconduct is a broad term encompassing many behaviors of a sexual nature that violate Sacred Heart University's Code of Conduct or University policies. Sexual misconduct includes sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, dating violence, intimate partner violence, domestic violence, stalking and intimidation.

Sexual misconduct committed by students, whether on or off campus, is prohibited and will not be tolerated. This applies to conduct during academic, educational, co-curricular, athletic, study abroad, residential and off-campus activities and other University programs. Sacred Heart University encourages individuals who have been involved in an incident of sexual misconduct to make a complaint to the University and potentially pursue criminal charges against the person or persons they believe to have committed misconduct.

Students, faculty and staff members should understand that consensual sexual relationships, particularly those between individuals of unequal status, may be or become a violation of this policy. Anyone who engages in a sexual relationship with a person over whom the individual has any degree of formal power or authority must understand that the validity of the consent involved can and may be questioned. The University does not condone sexual relationships between staff or faculty members and students, and between supervisors and their employees. Members of the University community are encouraged to contribute to the prevention of, intervention in and effective response to any sexual misconduct. All community members may play a role in building a safe and just educational environment.

Policy Jurisdiction

Sacred Heart will adjudicate instances of misconduct that occur on and off campus, and/or in any situation that is detrimental to the educational mission or interest of the University and its constituents. This policy and the process apply to the conduct of individual students, both undergraduate and graduate, including all University-affiliated student organizations. For the purposes of this policy, Sacred Heart considers an individual to be a student when an offer of admission has been extended and thereafter, as long as the student has a continuing educational interest in the University. Any violation of this policy that occurs between the time of acceptance and enrollment at the University may be subject to review by the Title IX Coordinator or his/her designee. Students are advised to seek the advice of the Title IX Coordinator if they are unsure whether the University has jurisdiction over an incident of misconduct. Students are advised that a delay in reporting could have a negative impact on the University's ability to respond.

Definitions

For purposes of this policy, definitions for the following terms are provided below. Please note that some of these terms may also be used in other contexts.

Consent is an understandable exchange of positive and affirmative words or actions that indicate a willingness to participate and engage in mutually agreed-upon, specific sexual activity throughout a sexual encounter.

- a) Consent must be informed, freely and actively given.
- b) The initiator has the responsibility to obtain clear and affirmative responses at each stage of sexual involvement.
- c) Silence, lack of protest, or an absence of resistance does not imply consent.
- d) Past consent to sexual activity does not imply present, continued, ongoing or future consent.
- e) Consent to one sexual activity does not imply consent to all. Consent must be obtained at each stage of sexual involvement.
- f) Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- g) Consent to sexual activity may be withdrawn at any time by communicating the lack of consent to the other person. Once withdrawal of consent is communicated, all sexual activity must cease. In other words, a simple “no” or its verbal or nonverbal equivalent means withdrawal of consent.
- h) Consent cannot be obtained by physical force, threats, intimidation or coercion. Agreement under such circumstances does not constitute consent.
- i) To give effective consent, one must be of legal age. In Connecticut, an individual must be at least 16 years old to provide effective consent. Furthermore, state law restricts the sexual involvement of an individual under the age of 18 with an individual that is 20 years of age or older and stands in a position of power, authority, or supervision over such other person by virtue of the individual’s professional, legal, occupational or volunteer status and such other person’s participation in a program or activity. (For further information on sexual consent under Connecticut law, see Connecticut General Statutes Section 53a-71.)
- j) Sexual activity with someone who one should know to be — or, based on the circumstances, reasonably should know to be — mentally or physically incapacitated (by alcohol or other drug use, unconsciousness or blackout), constitutes a violation of this policy.
 - Incapacitation is a state in which someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction).
 - Intoxication is defined as the point at which the quantity of alcohol a person consumes exceeds the individual’s tolerance for alcohol and impairs behavioral or physical abilities.
 - This policy also covers a person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the administration of rape drugs. Possession, use and/or distribution of any such substances, including Rohypnol, Ketamine, GHB, etc. is prohibited, and administering one of these drugs to another student is a violation of this policy. More information on these drugs can be found at <http://www.911rape.org>.
- k) When a person is subjected to either mental or physical coercion — be it subtle or overt — there is no effective consent. To coerce means to compel or force one to act based on pressure, harassment, threats, or intimidation.

Guidance regarding Sexual Consent: Consent can only be accurately gauged through direct communication about the decision to engage in sexual activity. Presumptions based upon factors (such as but not limited to: clothing, alcohol consumption, or inappropriate bodily gestures) are unwarranted and should not be considered as evidence for consent.

Although consent does not need to be verbal, verbal communication *is the most reliable form* of asking for and gauging consent, and you are thus urged to seek consent in verbal form. Talking with sexual partners about desires and limits may seem awkward, but it serves as the basis for positive sexual experiences shaped by mutual respect and willingness.

Complainant — an individual who reportedly experienced misconduct; in certain cases, the University may serve as the complainant regardless of whether the initial complainant participates in the University's review of that report and subsequent procedures.

Force — the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent (ATIXA Model Policy).

Hostile Environment — created when sexual harassment is sufficiently severe, persistent or pervasive, and objectively offensive that it unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the University's educational, social and/or residential programs or employment.

Incapacitation — lacking the physical and/or mental ability to make informed and rational decisions or judgments. This term includes, but is not limited to, people who are intoxicated, passed out, or asleep. Use of alcohol or drugs shall not diminish one's responsibility to obtain consent and does not excuse conduct that constitutes sexual misconduct under this policy. An example would be someone who cannot make rational, reasonable decisions because (s)he lacks the capacity to give knowing consent (e.g., to understand the "who, what, when, where, why or how" of their sexual interaction). Sexual activity with someone you know to be or should know to be incapacitated constitutes a violation of this policy.

Intimidation — a course of conduct directed at a person that would cause a reasonable person to fear injury or harm through the use of threats (direct or implied).

Intimate Partner/Dating Relationship Violence — the use of physical or sexual violence, coercion, threats, intimidation, isolation, stalking, harm or other forms of emotional, sexual or economic abuse to control a current or former partner or spouse in an intimate and/or dating relationship. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure or wound someone. Intimate partner violence can be a single act or a pattern of behavior in relationships. Intimate partner relationships are defined as short- or long-term relationships (current or former) between people intended to provide some emotional/romantic and/or physical intimacy. Intimate partner violence is a term commonly exchanged with the terms dating violence, domestic violence and/or relationship abuse; as such, this policy applies to each of these terms.

Investigator — appropriately trained individual who reviews and investigates reports of misconduct under this policy.

Retaliation — any action that is perceived as intimidation, hostility, harassment, retribution, or violence that occurs in connection to the making and investigation of the report. Both Title IX and Sacred Heart University prohibit retaliation against any person for using this reporting system or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take strong responsive action if it occurs. Complainants or respondents should report any subsequent problems of harassment or retaliation. The Title IX Coordinator or a designee will follow up with complainants periodically to determine whether any retaliation or new incidents of harassment have occurred, and handle such reports accordingly.

Reporter — an individual who reports to the University a concern regarding a possible misconduct. The reporter need not be a complainant. Without a statement from the actual complainant, an investigation may be limited in its scope.

Respondent — an individual who is reported to have allegedly engaged in some form of misconduct and/or has been charged with a violation of this policy.

Sexual Assault — any type of sexual contact or behavior that occurs without explicit consent. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse; unwanted or unwelcome touching of a sexual nature, including hugging, kissing, fondling, oral sex, anal or vaginal intercourse; or other physical, sexual activity that occurs without valid consent.

- **Non-Consensual Sexual Contact** is any intentional sexual touching, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttocks, groin or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.
- **Non-Consensual Sexual Intercourse** is any sexual intercourse, however slight, with any object, by any person(s) upon any other person(s) that is without consent and/or by force. Non-consensual sexual intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact. (For further information on sexual assault crimes under Connecticut law, see Connecticut General Statutes, Sections 53a-65 through 53a-73a.)

Sexual Harassment — encompasses a wide range of conduct from sexual exploitation to harassment and is a violation of the University's code of conduct. Sexual harassment can be physical or verbal in nature and may include psychological harassment.

- **Sexual Exploitation** is taking non-consensual, unjust, or abusive advantage of another in a sexual or intimate context. Sexual exploitation includes, but is not limited to, prostituting another person; engaging in permitting, reproducing or facilitating nonconsensual viewing, videotaping, photographing or audio taping of sexual or intimate activity (such as dressing, showering, toileting, or similar activity); and knowingly infecting another person with a sexually transmitted infection.
- **Sexual Harassment** is unwelcome sexual advances, requests for sexual favors and other sex-based and/or gender-based verbal, nonverbal, written and/or physical conduct of a sexual nature when:

- a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education, living environment, employment, or participation in a University-related activity or University program;
 - b) submission to or rejection of such conduct by an individual is used as the basis for or a factor in decisions affecting that individual's education, living environment, employment or participation in an activity at the University; or
 - c) such conduct has the purpose or effect of unreasonably interfering with an individual's educational performance or creating an intimidating, hostile, offensive or abusive environment for that individual's education, living environment, employment, or participation in an activity at the University.
- **Quid Pro Quo Harassment** – harassment by a person having power or authority over another constitutes sexual harassment when submission to such sexual conduct is made either explicitly or implicitly a term or condition of rating or evaluating an individual's educational or employment progress, development, or performance. This includes when submission to such conduct would be a condition for access to receiving the benefits of any educational or employment program.

Some examples of sexual harassment include, but are not limited to:

- Promising, directly or indirectly, a person a reward for complying with a sexually oriented request.
- Threatening, directly or indirectly, retaliation against a person for refusing to comply with a sexually oriented request.
- Denying, directly or indirectly, a person an employment- or education-related opportunity, if the person refuses to comply with a sexually oriented request.
- Engaging in sexually suggestive conversation or physical contact or touching another person.
- Displaying pornographic or sexually oriented materials in areas that may be deemed public, such as shared office space, common residential living space, classrooms, outward facing windows, etc.
- Engaging in indecent exposure.
- Making sexual or romantic advances toward a person and persisting despite the person's rejection of the advances.
- Suggestive or lewd remarks.
- Staring or leering at parts of a person's body.
- Physical conduct such as assault, touching, or blocking normal movement.
- Retaliation for making harassment reports or threatening to report harassment.
- Sexual harassment can occur to any person regardless of someone's gender identity, gender expression or biological sex. Although sexual harassment sometimes involves a person in a greater position of authority as the harasser, individuals in positions of lesser or equal authority also can be found responsible for engaging in prohibited harassment.
- An aggregation of a series of incidents can constitute sexual harassment, even if one of the incidents, considered separately, would not rise to the level of harassment.
- Sexual harassment may occur in a single episode as well as in repetitive behavior.
- Acts of sexual harassment can be perpetrated by one person or by a group of individuals.

Sexual Misconduct — unwanted or unwelcome conduct of a sexual nature that takes place without valid consent, including sexual misconduct and sexual harassment. Sexual misconduct may occur between people regardless of their sex and/or gender identity. Sexual misconduct can include both intentional conduct and conduct that results in negative effects, even if those negative effects were unintended. Sexual misconduct can also include retaliation in connection with a complainant's or reporter's allegations under this policy.

Support Person — an individual chosen by a complainant, respondent or reporter to provide support during the review of a report and/or during the hearing process of possible sexual misconduct. The person(s) chosen may not already be directly involved in the investigative process (for example, a witness, or reporter) and may not speak on behalf of the person they are supporting, but instead may be present only to assist or advise the individual in a non-advocacy role.

Stalking — willful and repeated course of conduct that is unwelcomed and directed at a specific person that would cause a reasonable person to fear for her or his physical safety, for the safety of a third person, or to feel extreme emotional distress, bodily injury or death due to repetitive contact or the perception of such conduct. Stalking behaviors include, but are not limited to: non-consensual communication by any means; collecting information by any means; use of surveillance in person or via electronic means (telephone, mail, email, text, social networking or any other like method); collecting information about a person's routine, friends, family or coworkers; and uninvited visits to a residence, workplace, classroom, worship location or other locations where an individual is commonly found.

- "Course of conduct" means two or more acts, including but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person's property.
- "Emotional distress" means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.
- "Reasonable person" is defined as an individual's perspective of the reporting party's circumstances within a given context.

Reporting Procedures for Complaints of Sexual Misconduct

People wishing to report incidents of sexual misconduct (sexual assault, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, sexual harassment, gender-based discrimination, dating violence, intimate partner violence, domestic violence, stalking and intimidation) may choose any/all of the options below:

- 1) Speak with a confidential resource on or off-campus for support, advocacy and counseling services.
- 2) Disclose to a "responsible employee" or the Title IX Coordinator directly for support services, informal remedies and other accommodations.
- 3) Initiate a formal institutional complaint through the process described in this policy.
- 4) Notify local law enforcement and receive assistance from campus authorities in making such notification, if desired. This may include obtaining a protective order, applying for a temporary restraining order or seeking enforcement of an existing protective or restraining order.

Sacred Heart University's complaint procedure provides for a prompt, adequate, reliable and impartial investigation of all claims of sexual misconduct. The University encourages all those who have

experienced any form of sexual misconduct to report the incident promptly, to seek out all available campus and community resources, and pursue University conduct action, and/or legal proceedings against the offender. Electing not to report an incident to law enforcement will not impact the University's investigation or grievance process under Title IX. The University reserves the right to initiate an investigation on its own if it perceives an imminent and/or ongoing threat to the University community. Likewise, if a criminal complaint is filed, the law enforcement investigation or report does not determine whether the incident of sexual misconduct violates the University policy and/or the rights of students and employees provided under the Title IX Education Amendment of 1972.

How to file a report or complaint

The University encourages the reporting of any sexual misconduct to the following offices:

Title IX Coordinator, Leonora Campbell

Melady Hall 229

(203)-396-8386

campbelll@sacredheart.edu

Department of Public Safety

Lower Level, WSHU Broadcast Center

203-371-7995

Dean of Students Office Second Floor Hawley Lounge Main Academic Building

203-371-7916

Counseling Services

Hamilton Wellness Center

Second Floor 4980 Park Avenue

203-371-7955

Health Services

Hamilton Wellness Center

First Floor 4980 Park Avenue

203-371-7955

Bridgeport Police Department

300 Congress Street, Bridgeport, CT 06604

203-576-7671

Fairfield Police Department

100 Reef Road, Fairfield, CT 06824

203-254-4800

Trumbull Police Department

158 Edison Road, Trumbull, CT 06611

203-261-3665

Stamford Police Department

805 Bedford Street, Stamford, CT 06901
203-977-4444

Griswold Campus

CT State Police
860-848-6500 or 860-376-2583

The University's primary concern is student, staff, and employee safety. Other lesser violations of the Sacred Heart University Student Code of Conduct, such as alcohol or drug violations that are disclosed during the investigation, likely will be referred for educational follow-up rather than any disciplinary action.

False Reports

An allegation or a report that is intentionally false and/or malicious maybe a violation of the Sacred Heart University Student Conduct Code and will be investigated and adjudicated accordingly. The University will not tolerate intentional false reporting of incidents. To make an intentionally false report of any policy violation also may violate state criminal statutes and civil defamation laws.

Privacy & Confidentiality

Sacred Heart University will preserve student confidentiality to the extent possible and allowed by law. The degree to which confidentiality can be protected, however, depends upon whether the individual is legally protected to withhold this information. The person being consulted should make these limits clear before any disclosure of facts. An individual can speak confidentially with certain persons in legally protected roles at Sacred Heart University, including University Chaplain and minister, counseling, and wellness and health services staff.

All reports and allegations of sexual misconduct will be investigated and may be resolved through the procedures outlined in this policy, and will be conducted with regard for the privacy of all those involved. Information acquired during Title IX and Sexual Misconduct procedures will be shared only with University investigators, identified witnesses, and other relevant parties. Only those individuals who need to be informed of the report will have access to the information acquired in any related investigation or subsequent proceedings. The reporting party and responding party are not restricted from discussing or sharing information related to the complaint with others if it may support them or assist them in presenting their case. However, the University encourages all parties involved to consider the privacy of other participating parties prior to divulging complaint-related information.

Sacred Heart University maintains privacy and confidentiality in relation to any accommodations or protective measures afforded to a complainant or respondent, to the extent it does not impair the institution's ability to provide the accommodations or protective measures. While the Title IX Coordinator, or designee, will review all requests for confidentiality or a request to not investigate, the Title IX Coordinator, or designee, will take appropriate steps to respond to the matter consistent with Title IX regulations and concerns for the greater University community.

Federal Timely Warning Reporting Obligations

Public disclosure of pertinent information, through a timely warning notification, also may be made if University administrators, the Title IX Coordinator, or designee, determines the disclosure is necessary to protect the safety of the larger campus community. As required by state and federal law, the University collects and reports annually statistical information concerning sexual misconduct incidents occurring in its jurisdiction. Any public release of information to comply with the open crime logs or timely warning provisions of the Clery Act will not release the names of complainants or information that could easily lead to a complainant's identification

Sacred Heart University Process for an investigation

Sacred Heart University encourages students who have been involved in a sexual misconduct incident to file an official report. Students are also advised to seek medical attention as soon as possible and within 72 hours of a sexual misconduct incident. Title IX of the Education Amendments of 1972 obligates the University to investigate allegations of sexual misconduct. An investigation team will convene upon receipt of information that alleges a violation has taken place and will begin a preliminary investigation with the reporting party's consent. Anyone reporting incidents of sexual misconduct has the opportunity to seek informal remedies, pursue a formal investigation and/or pursue a formal hearing. Specifics of each option are outlined as follows:

Preliminary Response

Upon receipt of knowledge or a report, the reporting party will have an opportunity to meet with the Title IX Coordinator to discuss the matter and learn about what the Title IX office can offer in support, guidance, and understanding the process. In every report of sexual misconduct, the University's Title IX Coordinator, or designee, will proceed to make a reasonable and immediate assessment of the risk of harm to individuals and the larger campus community, and will take the necessary steps to address identified risks. The Title IX Coordinator, in coordination with the Dean of Students, will initiate an immediate response to separate the complainant and respondent from engaging each other and may include interim and informal interventions and accommodations, not limited to no-contact order(s), housing/academic relocation, residence hall suspension, and University suspension.

The preliminary response also may result in a formal investigation depending on various factors, which may include the reporting party's decision to pursue a formal institutional complaint, the assessed risk of not proceeding further, and the nature of the allegation.

If a reporting party requests that identity remains confidential, to postpone, or to decline an investigation, the University will consider this request in light of the assessed risk to the individual and the larger campus community. However, confidentiality cannot be guaranteed if the University determines a formal investigation is needed for it to respond effectively to the reported misconduct and prevent further sexual misconduct from harming other community members. If the reporting party does not consent to an investigation, the University will take all reasonable steps to investigate and respond to the complaint consistent with the request, unless the University determines a formal investigation is, in fact, necessary. The University reserves the right to investigate allegations of sexual misconduct absent of a formal grievance, or after its subsequent withdrawal.

The University seeks to respect the request(s) of the reporting party and, in circumstances when it cannot do so; the University will consult with and keep the reporting party informed of the chosen course of action.

Interim and Informal Interventions and Accommodations

During the preliminary investigation, when students have been involved in an alleged incident, the reporting party and respondent will be informed of any reasonable interim and informal interventions and accommodations that are available, including but not limited to:

- * Referral to counseling and health services
- * Change of an on-campus student's housing to a different on-campus location;
- * Assistance from University support staff in completing the relocation;
- * Arranging to dissolve a housing contract and pro-rating a refund;
- * Alternative course completion options.
- * Academic accommodations
- * Exam (paper, assignment) rescheduling;
- * Taking an incomplete in a class;
- * Transferring class sections;
- * Temporary withdrawal;
- * Providing campus transportation accommodations or changes
- * Providing campus escorts
- * Changing work situations
- * Interim separation from the campus

These informal remedies are available to both parties regardless of a decision to pursue a formal University investigation. The Title IX Coordinator, in conjunction with the Dean of Students, or a designee, may use informal remedies during any stage of an investigation. If appropriate, the Title IX Coordinator will inform all parties of their option to resolve the report through informal remedies.

Informal resolution will be a meeting facilitated by a trained mediator and may consist of a discussion with all parties regarding the incident. If a satisfactory resolution is reached through this informal process and all parties agree to the resolution, the matter will be considered completed. If this process is unsuccessful, a formal investigation may be pursued and requested.

The reporting party may choose to end the informal resolution process at any time and request a formal investigation. A reporting party who initially requests to remain confidential, to postpone, or to decline an investigation, may later choose to request a formal investigation.

No-Contact Letter

The Dean of Students will issue no-contact letters upon receipt of a report of sexual misconduct in which the respondent and complainant are Sacred Heart University students. Students may also request a no-contact letter towards students who have engaged in or threatens to engage in stalking, threatening, harassing or other improper behavior that presents a danger to the welfare of the complaining student or others.

Decision to Proceed with Formal Investigation

After the preliminary response, and consistent with a reporting party's request, the Title IX Coordinator or designee will coordinate a formal investigation into the incident. The Title IX Coordinator will determine the most effective method of reviewing the concerns raised by the reported sexual misconduct. In all investigations and cases, the University will respond in a prompt, thorough, procedurally fair and impartial manner. It also will conduct and entail interviews with all relevant parties and witnesses, obtaining available evidence and identifying sources of expert information, if necessary. While the Title IX Coordinator cannot force a complainant to make a report, a written report is required to move forward with a formal investigation. The respondent also will have an opportunity to submit a statement to the investigator(s)

The Title IX Coordinator or designee will ensure both parties are aware of the allegation(s) and explain the subsequent steps involved in a sexual misconduct investigation.

The Title IX Coordinator will refer all parties to the investigator(s) who will assist them in submitting an incident report and/or statements.

Both parties will be informed of the respective time and place of the interviews with the investigator(s), and that contact between the parties will be limited to necessity.

During the investigation, the complainant and respondent have the right to be accompanied by an advisor/support person. Advisor/support people are permitted to speak only to their advisees. They are not permitted to represent any person involved in the investigation and adjudication process.

The investigator(s) will investigate the incident by separately questioning the complainant, respondent, and any identified witnesses. The purpose of the questioning is to ascertain to reasonable suspicion if there may have been a violation of Sacred Heart University's Sexual Misconduct Policy and what immediate responses need to occur.

Standard of Proof

The investigator's findings will be made using the "preponderance of the evidence" standard. This standard requires that the information supporting a finding of responsibility be more convincing than the information in opposition to it. Under this standard, individuals are presumed not to have engaged in sexual misconduct unless a preponderance of the evidence supports a finding that sexual misconduct occurred.

Should this questioning not produce a reasonable suspicion, the investigation will not proceed.

However, complainants may still seek options such as filing a no-contact letter and reporting the incident to the local police department.

At the conclusion of the interviews, a report of the findings and decision will be provided.

Investigators' possible findings are as follows:

Not Responsible — Insufficient evidence was available to support a finding of responsibility for policy violation.

Responsible — The evidence supports a finding of responsibility, based on a preponderance of the evidence standard.

Investigator(s) will issue a final report with recommended sanction(s) and decisions to the Title IX Coordinator, who will discuss it with the Dean of Students for final decision and implementation of sanctions.

The reporting and responding parties will be kept up-to-date as to the status of the hearing process through its conclusion. Correspondence regarding the status of the process will be by the Title IX Coordinator via email, phone, or in-person meetings.

To assist in formulating appropriate sanctions by the investigator(s), both parties may make a statement of the impact of the incident.

During any stage of the investigation, if the Title IX Coordinator or the Dean of Students reasonably suspects that either party poses an imminent threat of harm or disruption to the campus community, he or she may immediately be removed from campus housing and/or be restricted from movement on campus. Violation of an interim suspension or removal from campus under this policy is grounds for dismissal or expulsion.

It's important at this stage that all University community members respect the role of the Title IX Coordinator and Dean of Students or designee and not engage in behavior that compromises the process.

Disciplinary Sanctions

The following sanctions against a student who has been found responsible for violating the Sexual Misconduct Policy will vary depending on the violation's severity.

The investigator(s) will recommend sanctions to the Title IX Coordinator, who will discuss them with the Dean of Students for final decision and implementation of sanctions.

Information regarding the definition(s) of specific sanctions is in the Student Code of Conduct and Community Standards. Each sanction is formally defined there.

Sexual Assault/Misconduct Violations

- Any student found responsible for violating the policy on Non-Consensual Sexual or Forced Sexual contact (where no intercourse has occurred) likely will receive a sanction ranging from probation to expulsion, depending on the incident's severity and taking into account any previous disciplinary violations.*
- Any person found responsible for violating the policy on Non-Consensual or Forced Sexual Intercourse will likely face a recommended sanction of suspension or expulsion *

Sexual Harassment Violations

- Any student found responsible for violating the Sexual Exploitation or Sexual Harassment policies likely will receive a recommended sanction ranging from warning to expulsion depending on the incident's severity and taking into account any previous disciplinary violations.*

Intimate Partner/Dating Relationship Violence Violations

- Any student found responsible for violating the policy on intimate partner violence likely will receive a recommended sanction ranging from warning to expulsion; depending on the incident's severity and taking into account any previous campus conduct code violations.*

Stalking Violations

- Any student found responsible for violating the policy on stalking likely will receive a recommended sanction ranging from warning to expulsion, depending on the incident's severity and taking into account any previous campus conduct code violations.*

*The Title IX Coordinator, in collaboration with the Dean of Students, reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior.

The Dean of Students or designee will correspond concurrently via email, phone, or in-person meetings to both the complainant and respondent about the outcome of a sexual misconduct proceeding in writing within three (3) business days of the decision.

Sanctions will include steps to end the behavior exhibited, prevent its reoccurrence, and make whole the educational environment of all involved parties. Depending on the nature of the conduct and the sanction(s) imposed, the reporting party may or may not be informed of the sanction issued to the responding party in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g; 34 CFR Part 99.

Title IX Coordinator's Office will hold Title IX and Sexual Misconduct complaints, including investigative files, documentation of proceedings, and related incident reports, as a student educational record. Student educational records are defined as those records, files, documents, and other materials that contain information directly related to a student and are maintained by Sacred heart University or by a person acting for the University pursuant to University policy. More information on the University policy regarding student educational records can be found in the Sacred Heart University Student Handbook.

Appeal Process

Both parties may request an appeal of the outcome of the investigator's(s') hearing or final decision of the Dean of Students within three (3) business days of receipt of the written determination. Appeals must be submitted in writing and delivered to the Title IX Coordinator's Office and thus forwarded to the University's Senior Vice President of Enrollment Planning and Student Affairs, whose decision shall be final within the prescribed time period. If no appeal is made within the prescribed time period, the original decision shall be final, conclusive, and effective immediately.

Each party will be notified if the other party initiates an appeal and will have the opportunity to submit information for consideration by the Appeal Hearing Officer. All sanctions imposed will remain in effect throughout the appeal process.

The following grounds will be considered:

- 1) the sanctions imposed are substantially outside the parameters or guidelines set by the University for this type of offense or the cumulative conduct record of the responding student;
- 2) to consider new evidence, unavailable during the original hearing or investigation, that could impact the original finding or sanction substantially. (A summary of this new evidence and its potential impact must be included.);
- 3) a procedural or substantive error occurred that significantly affected the hearing's outcome

The Appeals Hearing officer will determine if there are sufficient grounds for the appeal. The Appeal Hearing officer may decide to:

- 1) To uphold the findings/sanctions of the original conduct officer, investigator(s) and Dean of Students. In this case, the initial decision is final;
- 2) Modify the finding(s) and/or sanction(s) decided by the conduct officer(s), investigator(s) and Dean of Students.

The appeal officer can modify the findings, which means: reduce, uphold or increase the original sanction(s).

The appeal decision is final.

Retaliation

Both Title IX and Sacred Heart University prohibit retaliation against any person for using this reporting system or for participating in investigations or subsequent proceedings. The University will take steps to prevent retaliation and take strong responsive action if it occurs. Retaliation is defined as any intentional adverse action taken by any person or third party that is perceived as: intimidating, hostile, harassment, retribution, or violent behavior against a participant or supporter in connection to the making and investigation of a report, proceedings or other protected activity.

- Complainants or respondents should report any subsequent problems of harassment or retaliation to the Title IX Coordinator. The Title IX Coordinator or designee will follow up with complainants periodically to determine whether any retaliation or new incidents of harassment have occurred, and will handle such reports accordingly.

Retaliation against an individual who brings a complaint, reports an alleged violation, participates in an investigation or pursues legal action is prohibited, will not be tolerated, and will result in disciplinary action.

The University is committed to:

- a) Providing education on gender-based discrimination and sexual misconduct.

- b) Providing proper support and resources to aid any community member harmed by sexual misconduct. Community members may include employees, students, and third parties.
- c) Encouraging community members to have accountability for their behavior.
- d) Investigating all complaints or reports of sexual misconduct, harassment or discrimination.
- e) Providing a timely, fair, and equitable process for investigation and adjudication that includes appropriate disciplinary actions.

Recording Investigative Materials and Reports

The permanent disciplinary record of a student who violates the Sexual Misconduct Policy will reflect this violation if, and only if the complainant's allegations are found to be true. However, in implementing these procedures, the Title IX Coordinator will keep records of all allegations, investigations, and resolutions indefinitely in the electronic Title IX Coordinator database or will maintain them for at least seven (7) years from the date of the final report.

Policy Revision

University students are responsible for knowing the information, policies and procedures outlined in this document. Policies will be reviewed yearly to coincide with the law and mandates.

The University reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect. Students are encouraged to check the Student Handbook for updated versions of all policies and procedures. If government regulations change in a way that affects this document, this document will be construed to comply with government regulations in their most recent form. Reports of misconduct made after the fact may raise issues of policy and procedure application, if policies and procedures have changed. Unless the parties accept current policies, all reports are governed by the policies that were in place at the time the alleged misconduct occurred. Applicable procedures are those that are in place at the time of resolution.

This document does not create legally enforceable protections beyond the protection of the background state and federal laws that frame such codes generally.

Policy Enforcement

This policy was authorized and approved by the president of Sacred Heart University and is enforced under the authority of the Title IX Coordinator.

Legal Options

In addition to University disciplinary actions, a person who engages in a sexual misconduct may be the subject of criminal prosecution and/or civil litigation. A police report must be made for the state's prosecuting authority to consider criminal prosecution. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical/legal evidence.

Managing the Interests of the Alleged Respondent

The alleged respondent in a University investigation has legal and other rights, and complaints in which each party is a member of the campus community are the most ethically and legally complex. A

presumption of guilt should not be made as the result of any allegations. Insofar as it is possible, the University shall act to protect the identity of the respondent until such time as allegations against the individual are confirmed through the procedures outlined in this policy. In the event that a student is accused of sexual misconduct against another individual and a formal complaint is lodged with the Title IX Coordinator, the respondent shall receive information on the following:

- A copy of any relevant documentation about conduct proceedings, depending on the nature of the allegation;
- Seeking qualified legal advice, should criminal or civil action result;
- The respondent's capacity to access confidential counseling from someone with no contact with the complainant
- The right to select an advisor/support person within the guidelines of this policy. Counseling and/or support can only be offered to a respondent who is a Sacred Heart University student.

Confidential Resources

On Campus

Campus Ministry

HC 109, Academic Building, 203-371-7840

The office of Campus Ministry, rooted in the Catholic tradition, is open to all currently enrolled University students and is a welcoming place for students of all faiths to explore and nurture their spiritual life. It offers a variety of programs and opportunities for students to discover what they believe and find where they belong.

Hamilton Wellness Center

4980 Park Avenue, Fairfield, CT 06825

The wellness center houses the following student services:

- **Counseling Services, 203-371-7955**
The [Counseling Center](#) is a free, confidential resource providing individual and group counseling and other mental health support for students. By appointment only. **All contacts are confidential.**
- **Health Services, 203-371-7838**
The [Health Services](#) Center provides accessible, comprehensive and cost-effective primary health care and educational outreach. **All contacts are confidential.**

Off Campus

The Center for Family Justice, 203-334-6154

753 Fairfield Ave, Bridgeport, CT 06604,

www.centerforfamilyjustice.org

The center provides free, confidential, bilingual crisis services that help all people plagued by domestic and sexual violence restore their lives, and educate our communities to prevent future abuse. The comprehensive services our partners provide streamline the road to healing and self-sufficiency. Family Justice Centers use a coordinated approach to offer services designed to break the cycle of violence, in a

safe place, under one roof. Police, prosecutors, civil/legal providers, counselors and client advocates work together to streamline how they help people heal while reducing costs. ***All contacts are confidential.***

Connecticut Office of the Victim Advocate, 860-550-6632
505 Hudson Street 5th Floor Hartford, CT 06106
www.ct.gov/ova

Victim Rights Center of CT, 203-350-3535
8 Research Parkway, Wallingford, CT 06492
www.vrcct.org

Connecticut Alliance to End Sexual Violence, 860-282-9881
96 Pitkin Street, East Hartford, CT 06108
info@endsexualviolencect.org

Additional Resources

On Campus

Title IX Coordinator
Melady Hall, 2nd Floor, Office #229, 203-396-8386

The Title IX Coordinator can assist students with all aspects of an incident related to sexual violence or misconduct. The University's Title IX Coordinator oversees all aspects of compliance, investigations, and resolution of complaints regarding Title IX. Any student, faculty, or staff member with a concern or question about Title IX and/or a potential violation may contact the Title IX Coordinator, Leonora P. Campbell. You should contact the Title IX Coordinator if think you may have experienced or witnessed any of the following, but not limited to:

- Sexual harassment
- Sexual assault
- Sexual misconduct
- Stalking
- Intimate partner and relationship violence
- Intimidation, harassment, gender-based discrimination including bullying or cyber-bullying

It is the responsibility of every Pioneer in the Sacred Heart community to comply with the laws and regulations of Title IX to ensure we have a safe environment conducive to learning and student success.

Department of Public Safety

WHSU Broadcast Center – Lower Level
Routine Calls: 203-371-7995; **Emergency Calls:** 203-371-7911

The Department of Public Safety can assist with immediate medical needs and concerns of complainants, friends and others involved in an incident of sexual misconduct. Its staff works closely with the Title IX Coordinator, Dean of Students, Office of Residential Life and Counseling Center. It may assist in the investigation of incidents; and provide timely campus-wide notifications of incidents that pose an ongoing threat to the community. While complainants are encouraged to report crimes to the

police, they may instead elect to seek counseling services and may be assisted by these services or by other campus resources.

Dean of Students Office

Student Center, 2nd floor, Hawley Lounge, 203-371-7916

The Dean of Students works closely with the Title IX Coordinator and Department of Public Safety regarding incidents of sexual misconduct. This University official will assist in providing support to student complainants and work toward maintaining a balance between addressing the complainant's needs and the needs of the campus community.

Office of Residential Life

Roncalli Hall, 1st floor, 203-416-3417

Office of Residential Life staff members work closely with the Title IX Coordinator and are knowledgeable about campus and local services. They can help sexual assault/misconduct complainants get assistance and provide support to residents impacted by the sexual assault/misconduct.

Office of Global Affairs

Academic Building, HC 120, 203-365-7518

The Office of Global Affairs (OGA) is the home of internationalization at Sacred Heart University. There are four areas of service under the office, and we also work with colleges and departments to promote and highlight all international efforts and initiatives across campus. Our purpose is to facilitate, encourage, and initiate the process of internationalization at SHU. Specifically, the English Language Institute provides excellent instruction in English as a Second Language (ESL) and orientation in U.S. culture to all students who are non-native speakers of English, to help them achieve their personal, academic and professional goals, while recognizing and addressing the students' individualized educational needs and cultural backgrounds. Issues may arise with concerns relating to Title IX and sexual misconduct. The ESL office will work closely with the Title IX Coordinator to address these concerns.

Off Campus

St. Vincent's Medical Center

2800 Main Street, Bridgeport, CT, 203-576-6000

Bridgeport Hospital

267 Grant Street, Bridgeport, CT, 203-384-3000

Bridgeport Police Department

300 Congress Street, Bridgeport, CT, 203-576-7671

Fairfield Police Department

100 Reef Road, Fairfield, CT 06824, - 203-254-4800

Report a crime: Detective Kerry Dalling – 203-254-4840

Trumbull Police Department

158 Edison Road, Trumbull, CT 06611, 203-261-3665

Statewide & National
Hotline Information and Resources

The Center for Family Justice

203-333-2233 —Sexual Assault Hotline

203-384-9559 —Domestic Violence Hotline

Sexual Assault Crisis Hotline: *All services are free and confidential*

1-888-999-5545 – English

1-888-568-8332 – Español

V.E.D.A.S. Hotline (Spanish — Español)

National: 1-888-568-8332

National Sexual Assault Hotline

1-800-656-HOPE (4673)

National Sexual Violence Resource Center

717-909-0710; Toll-Free – 877-739-3895

The NSVRC's mission is to provide leadership in preventing and responding to sexual violence through collaborating, sharing and creating resources, and promoting research.

www.nsvrc.org

Rape, Abuse & Incest National Network (RAINN)

800-656-HOPE (4673)

Reaching out for help is often the first step toward healing. RAINN provides support for sexual-assault victims and their loved ones through hotlines and online. Whether you are more comfortable on the telephone or online, RAINN has services that can guide you in your recovery.

www.rainn.org

Domestic Violence Hotline

Local: 203-384-9559

CT: 1-800-774-2900

National: 1-800-799-SAFE (7233)

www.thehotline.org

Survivors of Incest Anonymous

www.siaawso.org

Twelve--step recovery program

One Love

www.joinonelove.org

At One Love, we believe the more we know about how to identify and navigate healthy and unhealthy relationship behaviors, the less likely we will end up in abusive relationships.

No More

www.nomore.org

No More is dedicated to ending domestic violence and sexual assault by increasing awareness, inspiring action and fueling culture change.

LoveisRespect

www.Loveisrespect.org

LoveisRespect works to inspire and support young people to build healthy relationships. Dating violence affects millions of people every year, but people are still afraid to talk about it.

Not Alone

www.notalone.gov

Not Alone, the White House's official website on campus safety, provides tons of information, from finding a crisis service, to explaining your rights, to learning how to file a complaint at your school.

CT Coalition against Domestic Violence (CCADV)

888.774.2900 *English hotline*

844.831.9200 *Español hotline*

www.ctcadv.org

Connecticut Alliance to End Sexual Violence

888-999-5545 *English hotline*

888-568-8332 *Español hotline*

www.connsacs.org

TCC – Triangle Community Center

203-853-0600

www.ctpridecenter.org

GLBTQ Domestic Violence Project

800-832-1901 *hotline*

www.glbtqdv.org

Stalking Resource Center

202-467-8700 *office*

www.ncvc.org/src

National Suicide Prevention Lifeline

800-273-8255 *English hotline*

888-628-9454 *Español hotline*

www.suicidepreventionlifeline.org

Statewide Legal Services of CT, Inc.

800-453-3320 (*toll-free*)

<http://slsct.org/volunteer>

National Center for Victims of Crime

202-467-8716 *Referral hotline*

www.victimsofcrime.org/

Sexual Harassment Policy

It is the policy of Sacred Heart University that any practice or behavior that constitutes sexual harassment will not be tolerated, and the University is committed to providing and preserving an atmosphere free from harassment in any form. Sexual harassment is illegal and is prohibited by the Connecticut Discriminatory Employment Practices Act [Section 46a-60(a) (8) of the Connecticut General Statutes] and Title VII of the Civil Rights Act of 1964 [42 United States Code Section 2000e et. seq.] The University condemns any offensive or inappropriate sexual behavior at work and within the academic community. More specifically, the University's faculty, staff and students will not condone nor be subject to actions and words that constitute sexual harassment, gender discrimination or any other unreasonable interference with their performance based on an individual's gender. Individuals who engage in sexual harassment will be disciplined severely, up to and including discharge.

Any employee who feels he/she is being sexually harassed by anyone — including supervisors, co-workers, faculty, students or vendors — should report the incident immediately to Human Resources.

- **Some examples of prohibited conduct are:**

- Demanding sexual favors in exchange for favorable reviews, assignments, promotions, continued employment, or other promises.

- Continued or repeated sexual jokes, language, flirtation, advances or propositions.
- Verbal abuse of a sexual nature.
- Graphic verbal commentary about an individual's body, sexual prowess or sexual deficiencies.
- Sexually degrading or vulgar words to describe an individual.
- Leering, whistling, touching, pinching, brushing the body, assault, or suggestive, insulting or obscene comments or gestures.
- Name-calling, gossip, comments or jokes that may be derogatory towards a particular sex.

The University will investigate every reported incident as soon as possible. Any University employee, supervisor, or agent who has been found to have sexually harassed an employee will be subject to appropriate disciplinary action, up to and including termination.

Investigations will be conducted as thoroughly, discreetly, and confidentially as possible. The University recognizes that every investigation requires a determination based on all the facts in the matter.

An employee who reports a complaint and any employee involved in an investigation has the University's assurance that no retaliation will occur as a result. The University's policy is to encourage discussion of the matter to help protect others from being subject to inappropriate behavior.

The University cannot resolve an employee's sexual harassment issue unless it is communicated to Human Resources. It is the employee's responsibility to bring any incidents to the attention of Sacred Heart University so we can take necessary measures to correct the situation.

All supervisors, managers and exempt employees will receive sexual harassment training. Employees who are interested in attending a refresher session should contact Human Resources.

Campus Sex Crimes Prevention Act

34 CFR 668.46 (b)(12) and CGS 10a-55c (b)

The Federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community of where information concerning registered sex offenders may be obtained. In Connecticut, this information is accessible from the Connecticut State Police at the

following website: <http://www.ct.gov/dps>. The Department of Public Safety's web page has a link to this website titled CT Sex Offender Registry:

<http://www.sacredheart.edu/officesservices/publicsafety/crimepreventionreporting/>

or directly at:

http://www.communitynotification.com/cap_office_disclaimer.php?office=54567

Sacred Heart University has a written policy concerning sexual harassment, and new employees receive training from the Department of Human Resources. Sexual Harassment is also a violation of the student code of conduct. Sexual harassment means with respect to an individual, any unwelcome sexual advances, requests for sexual favors, or any conduct of a sexual nature by an agent or an employee of an institution of higher education.