

Trinity College:
Committed to Addressing
the Issue of Sexual Harassment

Your Rights, Your Options

A Guide for Victims, Survivors, and Accused Persons

SEXUAL HARASSMENT

SEXUAL VIOLENCE

DATING/DOMESTIC/
RELATIONSHIP
VIOLENCE

STALKING

September 2020

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Trinity College's Interim Policy on Sexual Harassment prohibits sexual discrimination and harassment, including sexual violence, intimate partner violence, domestic violence, dating violence, stalking, and related retaliation.

INTRODUCTION

This booklet explains what rights and options are available if you or a friend is a victim or is accused of sexual harassment, which includes sexual assault; rape; dating, domestic, or relationship violence; sexual harassment; and stalking. All services and resources listed in this booklet are for everyone, including victims and survivors, accused persons, and secondary survivors (friends/boyfriends/girlfriends/family/partners) of survivors. Because the incidence rate of sexual assault for those who identify as persons of color and LGBTQ+ tends to be higher, and reporting rates lower, than for other populations, some resources listed in this booklet are specific to these groups.

This booklet also shares the available on- and off-campus resources for support, offers guidance for understanding your rights and options, and explains the levels of confidentiality of campus staff, faculty, and certain student staff. The college will help and support you through any steps you decide to take while doing its best to protect your privacy.

To view Trinity's Interim Policy on Sexual Harassment, please visit the Title IX website at www.trincoll.edu/Title-IX/. In addition, this site provides the Title IX Coordinator's contact information and the Sexual Harassment Anonymous Report Form. The policy also is available at the SART (Sexual Assault Resource Team) website at www.trincoll.edu/campus-safety/SART/.

The college's Title IX Coordinator is Rita Kelley, who may be contacted by email at rita.kelley@trincoll.edu or titleixcoordinator@trincoll.edu or by phone at 860-297-2688. The Title IX Coordinator is responsible for ensuring that Trinity establishes and follows a prompt, thorough, and equitable process for addressing allegations of sexual harassment and discrimination or differential treatment based on sex. The Title IX Coordinator is responsible for providing leadership, neutrality, and centralized support for compliance with all requirements under Title IX of the Education Amendments Act of 1972 (Title IX), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Violence Against Women Act (VAWA), and other federal and state laws and regulations pertaining to sexual discrimination, harassment, and sexual violence. **The college's Deputy Title IX Coordinator is Kristen Noone, assistant athletic director: kristen.noone@trincoll.edu, 860-297-2059.**

WHAT ASSISTANCE IS AVAILABLE?

Immediate Assistance

If you have been subject to an incident of sexual harassment, you should seek immediate assistance as listed below:

- 1. Hartford Police Department: Emergency, call 911; non-emergency, call 860-757-4000**
- 2. Trinity College Campus Safety: 860-297-2222, 76 Vernon Street.** Campus Safety may, in turn, contact the Administrator-on-Call (AOC), a college administrator who is available 24/7. Campus Safety personnel and AOCs are considered Responsible Employees who are required to report incidents of sexual harassment to the Title IX Coordinator. The AOC can assist the victim with contacting privileged and confidential campus resources.
- 3. Off-campus advocates available to victims, survivors, secondary survivors 24/7:**
 - a. Statewide Sexual Violence Hotline: 888-999-5545**
 - b. Statewide Sexual Violence Spanish Hotline: 888-568-8332**
 - c. Statewide Domestic Violence Hotline: 888-774-2900**
 - d. Statewide Domestic Violence Spanish Hotline: 844-831-9200**
- 4. Trinity College maintains a Sexual Assault Resource Team (SART): www.trincoll.edu/Campus-Safety/SART/**
 - a.** SART members offer support, guidance, referrals, information, and services.
 - b.** Some SART members are Responsible Employees (mandatory reporters). Please see pages 7–9 for a list of members and their confidentiality levels.
- 5. Employee Assistance Program, for faculty and staff: www.HigherEdEAP.com or 800-225-2527**

Medical Care and Evidence Preservation

If you have experienced or are experiencing sexual harassment, including domestic or dating violence, stalking, rape or sexual assault, or retaliation, you are strongly encouraged to immediately seek medical care or an exam at a local hospital emergency room or at the Trinity College Health Center. It is important for you to preserve all possible evidence in case you decide at some point to engage the legal process or to file a complaint with the college. If at all possible, you should refrain from changing clothes, showering, or changing your physical state after an incident until after consulting with medical personnel. We encourage you to also preserve physical evidence, documents, or electronic evidence such as texts, photos, social media posts, etc. You need to have a medical exam performed within 120 hours (five days) but are encouraged to have it done as soon as possible following the incident.

For evidence preservation through a medical exam (evidence collection kit) and for medical care, including treatment for injuries, preventative treatment for STIs, STI and drug testing (drugs that may have been slipped into your drink), pregnancy tests, and contraception, you can go to:

- 1. Hartford Hospital: Sexual Assault Nurse Examiner (SANE) available: 80 Seymour Street, Hartford; 860-545-5000**
- 2. Saint Francis Hospital, Hartford; SANE available: 114 Woodland Street, Hartford; 860-714-4000**
- 3. Hospital of Central Connecticut; SANE available: 100 Grand Street, New Britain; 860-224-5011**

Campus Safety will facilitate transportation as needed: 76 Vernon Street; 860-297-2222

The SANE program automatically contacts the YWCA Sexual Assault Crisis Services (SACS) to send a trained volunteer advocate to the emergency room. If you wish, this advocate will stay with you through the emergency room waiting period and the medical exam, answering any questions you may have and acting as your advocate.

SART members may be available during business hours to accompany a person to the hospital or to the Trinity College Health Center (see below).

4. Trinity College Health Center: Wheaton Hall, first floor; 860-297-2018

- The Health Center offers medical exams as well as emergency contraception and STI/drug testing. Toxicity tests, whether performed at the hospital or at the Health Center, need to be administered as soon after the incident as possible, preferably within 24–48 hours but up to 72 hours.
- If the Health Center is closed, Campus Safety also offers confidential toxicity tests 24/7.

WHAT ARE MY TITLE IX RIGHTS?

Confidentiality, Academic Accommodations, and Interim Measures

1. **You have the right to request confidentiality.**
You have the right to request confidentiality even if the person taking the report/disclosure is mandated to report a disclosure. If you make a disclosure or file a report and want to request confidentiality, you may do so in writing and submit it to and discuss it with the Title IX Coordinator. The Title IX Coordinator may consult an appropriate college officer to make a decision based on the available information.
2. **You have the right to contact law enforcement.**
You have the right to contact law enforcement—the Hartford Police Department or Campus Safety—at any time, as well as the right to decline to notify either department. The college will not contact the Hartford Police Department unless requested or unless a threat of imminent danger exists. For contact information, please see page 9.
3. **You have the right to notice of and access to available services: support services, information, referrals, medical assistance, and a sexual assault counselor or advocate.**
Access to support services will be provided with assistance by the college, including advocacy, academic support, counseling, disability, health or mental health services, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable.
4. **You have the right to accommodations regardless of whether you file a complaint with the college requesting an investigation, participate in an adjudication process, or file a criminal complaint. Accommodations and/or supportive measures may include, but are not limited to, the following:**
 - a. **No-contact orders** issued by the college are measures that restrict encounters and communications between the parties. For the full definition, please see page 31 of the Interim Policy on Sexual Harassment: <https://www.trincoll.edu/SiteCollectionDocuments/Policy-on-Sexual-Misconduct.pdf>
 - b. **Academic accommodations** are measures that include deadline extensions, incompletes, course changes or late drops, or other arrangements as appropriate.
 - c. **Residential accommodations** are measures that include arranging for new housing or providing temporary housing options, as appropriate.
 - d. **Transportation or working arrangements** may be changed or other employment accommodations made, as appropriate.
5. **Assistance with reporting a crime to local law enforcement may be requested at any time by an individual** involved in an incident of sexual harassment. Such individuals may request orders of protection, restraining orders, or relief from abuse orders from courts of appropriate jurisdiction upon request. The college also will work to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate.
6. **You have the right to a fair and impartial internal disciplinary process.**
 - a. If you file a complaint with the college and ask that the incident/s be investigated, or if the college undertakes an investigation based on other circumstances, you have the right to a fair and impartial investigation.
 - b. The Title IX Coordinator will ensure both the complainant and the respondent receive due process. Both parties are entitled to have an adviser of their choosing during any and all meetings related to the investigation. The adviser may be an attorney. The college will help either party, if requested, in the search for affordable counsel.
 - c. The college officials who will conduct the investigation and who participate on the Administrative Panel will receive annual training to ensure due process, safety, and accountability.

DEFINITIONS

Definitions related to sexual harassment, as listed in Trinity College's Interim Policy on Sexual Harassment, include the following:

SEXUAL HARASSMENT

"Sexual harassment" is defined in three categories: (1) hostile environment sexual harassment; (2) quid pro quo sexual harassment; and (3) four specific offenses prohibited under the Clery Act, as amended by the Violence Against Women Act (VAWA)—sexual assault, dating violence, domestic violence, and stalking. Such conduct violates college policy when it has the purpose or effect of unreasonably interfering with an individual's employment or educational opportunities by creating an intimidating, hostile, or offensive educational, living, or work environment.

Sexual harassment can occur between persons of equal power status (e.g., student to student, staff to staff) or between persons of unequal power status (e.g., faculty member to student, coach to student-athlete). Although sexual harassment often occurs in the context of the misuse of power by the individual with the greater power, a person who may in fact have less or equal power in a relationship can also commit sexual harassment. Sexual harassment can be committed by (or against) an individual or by (or against) an organization or group. Sexual harassment can be committed by an acquaintance, a stranger, or people who shared a personal, intimate, or sexual relationship. Sexual harassment can occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.

Sexual harassment/quid pro quo example: Curt is a TA. His professor invites him to dinner at his house several times to discuss a rubric she would like his help designing. The professor has leaned against him several times in class and touched his hair when they were grading papers. Curt feels his professor may have alternative motives so he suggests they meet in her office instead. After Curt's fourth refusal to meet in her home, Curt's professor tells him she's considering replacing Curt. Curt continues to decline the invitations and is let go two weeks later.

Sexual harassment/hostile environment example: When Ann, a new employee, enters a back office, she often is met with unwelcome stares, sexual innuendos, sexual gestures, and off-color sexual jokes. A few co-workers text and email unwanted pornographic images to her. These co-workers also leave notes in her mailbox saying women should only be seen and not heard, with pornographic notes requesting sex. Ann is unable to do her work but fears worse treatment if she reports the behavior.

Hostile Environment Sexual Harassment

Hostile environment sexual harassment involves unwelcome conduct of a sexual nature or based on a person's sex that is objectively offensive and pervasive, persistent, and severe. The college considers a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and, (5) the degree to which the conduct affected one's employment or educational opportunities.

Examples of behavior that might be considered hostile environment sexual harassment include, but are not limited to:

- Unwanted sexual innuendo, propositions, sexual attention, or suggestive comments and gestures; inappropriate humor about sex or gender-specific traits; sexual slurs or derogatory language directed at another person's sexuality, gender, gender identity, sexual orientation, or gender expression; insults and threats based on sex, gender, gender identity, sexual orientation, or gender expression; and other oral, written, or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome.
- Written graffiti or the display or distribution of sexually explicit drawings, pictures, or written materials; sexually charged name-calling; or the circulation, display, or creation of emails, text messages, or websites of a sexual nature.
- Display or circulation of written materials or pictures degrading to an individual or gender group where such display is not directly related to academic freedom or to an educational/pedagogical, artistic, or work purpose.
- Unwelcome physical contact or suggestive body language, such as touching, patting, pinching, hugging, kissing, or brushing against an individual's body.
- Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances.
- Use of a position of power or authority to: (1) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (2) promise rewards in return for sexual favors.
- Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping.

Quid Pro Quo Sexual Harassment

Quid pro quo sexual harassment occurs when an employment opportunity (e.g., hiring, compensation, advancement, etc.) or an educational opportunity (e.g., admission, grades, research, etc.) is conditioned upon the targeted student or employee submitting to unwelcome requests or demands for sexual favors. Only individuals with authority to grant or withhold employment or educational opportunities can engage in quid pro quo sexual harassment.

In some cases, quid pro quo sexual harassment is obvious and may involve an overt action, threat, or reprisal. In other instances, it is subtle and indirect, with a coercive aspect that is unstated.

Examples of behavior that might be considered quid pro quo sexual harassment include, but are not limited to:

- Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances.
- Use of a position of power or authority to: (1) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (2) promise rewards in return for sexual favors.

AFFIRMATIVE CONSENT

Affirmative consent means an active, clear, and voluntary agreement by a person to engage in sexual activity with another person. Affirmative consent is informed, freely and actively given, and communicated through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. It is the responsibility of each person to ensure that he or she has the affirmative consent of all persons engaged in the sexual activity and that such consent is sustained throughout the sexual activity. Consent may never be given by minors, mentally disabled persons, those who are incapacitated, and those who are by law unable to give consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment

or incapacitation due to alcohol or drug consumption that meets this standard or being asleep or unconscious.

Consent obtained by fraud or force (actual or implied) is not consent, whether that force is physical force, threats, intimidation, or verbal coercion. A lack of verbal or physical resistance alone does not meet the affirmative-consent standard and does not of itself indicate consent. Past consent on its own cannot be construed as current/future consent. Moreover, consent may be withdrawn at any time. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person. Consent to engage in one form of sexual activity does not imply consent to engage in other forms.

References to “consent” in this policy should be construed as meaning “affirmative consent.”

Example: Alexa invites Omar over to her room to study. After studying, Omar asks Alexa if he can kiss her. Alexa answers yes. He asks if it's OK that he move his hand up her shirt, under her bra. She says yes. After some mutually enjoyable time, he asks her if he can get a condom. She says no. He doesn't, and they continue kissing.

SEXUAL ASSAULT

Sexual assault is any intentional sexual contact without consent, whether such contact directly touches skin or is through clothing. It includes any intentional sexual contact with the breasts, buttocks, groin, genitals, mouth, or other bodily orifice of another; or touching another with any of these body parts; or making another touch you or himself or herself with or on any of these body parts; or any intentional bodily contact of a sexual nature, whether or not it involves the previously mentioned body parts.

Example: As Katie walks to class one morning, her friend Lucy surprises her from behind and slaps her hard on her butt. At first, Katie is simply shocked and caught off guard. After seeing it's Lucy, however, Katie feels uneasy given some of the unwanted attention Lucy has been paying her over the past month.

RAPE

Rape is a form of sexual assault involving sexual penetration without consent. Rape is defined as: (a) any sexual penetration of the vagina or anus, however slight, with any object or body part without consent; or (b) any penetration of the mouth, however slight, by any sex organ or any object used in a

sexual manner without consent.

Example: Amaya and Craig have been hitting it off all night. At around 2:30 a.m., Amaya tells Craig she's had enough to drink and is ready to head back to her apartment on Allen. Craig offers to walk her back, and she accepts. When they arrive at Amaya's apartment, she invites Craig in for a bit. Craig helps Amaya into bed, where they begin to kiss. Amaya says she's tired and wants him to leave. Craig says, "I walked you back, so now you owe me." He refuses to leave until she performs oral sex. She says no. He replies, "Do it. I'm not leaving." She is scared and wants him to leave. She complies against her will.

DOMESTIC VIOLENCE

Domestic violence is abusive behavior in any relationship that is used by one person to gain or maintain power and control over another person. It includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant (e.g., roommate), or person similarly situated under domestic or family violence law. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. *Example: Luke and Tina have been together for almost a year. For the last two months, Luke has gone into fits of jealous rage every time Tina hangs out with her best friend, Jayden. During his most recent episode, Luke shoves Tina against the wall and threatens to leave her. He calls later to apologize and promises to never push her again..*

DATING VIOLENCE

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Whether there was such a relationship will be determined by the length, type, and frequency of the interaction.

STALKING

Stalking involves a course of conduct directed at a specific person that would cause a reasonable person to suffer substantial emotional distress or to fear for that person's own safety or that of another. *Example: Pete breaks up with his boyfriend, Jamie. For the next week, Jamie calls him hourly and sends threatening texts, saying he will out Pete to his friends and parents if he doesn't continue the relationship. He also threatens to harm Pete's dog. Pete is scared and confused.*

FORMS OF SEXUAL HARASSMENT PROHIBITED UNDER OTHER COLLEGE POLICIES; INDUCING INCAPACITATION

INDUCING INCAPACITATION

Inducing incapacitation includes the provision of alcohol or drugs to an individual, with or without that individual's knowledge, for the purpose of causing harm, impairment, or intoxication or of taking advantage of that individual's impairment or intoxication.

COERCION

Coercion is defined for purposes of this section as the application of unreasonable pressure to take part in sexual activity or in any of the prohibited conduct listed in this document.

Unreasonable pressure can be exerted through physical or emotional force, intimidation, misuse of authority, or outright threats. When someone makes it clear that he or she does not want to engage in sexual activity or does not want to go beyond a certain point of sexual interaction, continued pressure beyond that point may be considered coercive. Ignoring or dismissing the objections of another person also may be a form of coercion.

SEXUAL EXPLOITATION

Sexual exploitation occurs when a person takes sexual advantage of another person for the benefit of anyone other than that person without that person's consent. Examples of behavior that could rise to the level of sexual exploitation include:

1. Prostituting another person;
2. Recording images (e.g., video, photograph), audio, or otherwise of another person's sexual activity, intimate body parts, or the person in a state of undress;
3. Distributing images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or the person in a state of undress; and
4. Viewing another person's sexual activity, intimate body parts, or the person in a state of undress in a place where that person would have a reasonable expectation of privacy.

Even if a person consented to sexual activity, consent also must be given to any photographing or recording of sexual activity. In addition, even if a person consented to photographing or recording of sexual activity, consent must also be given for any distribution of that material.

INTIMATE PARTNER VIOLENCE

Intimate partner violence means any physical or sexual harm against an individual by a current or former spouse of, or person in a dating relationship with, such individual that results from any action by such spouse or such person that may be classified as a sexual assault, stalking, or family violence

IMPROPER ROMANTIC RELATIONSHIPS

All relationships that occur in a hierarchical relationship present an imbalance of power. By virtue of the individual's position of authority, a supervisor or faculty member is able to influence the terms and conditions of a subordinate's employment or a student's academic standing. Therefore, Trinity College forbids romantic relationships between an employee (faculty or staff) and any student (including undergraduate, graduate, and IDP) for which that employee (faculty or staff) has responsibility by virtue of any professional supervisory obligations, including teaching, advising, departmental, committee, and coaching. Additionally, the college expects all supervisory staff (whether faculty or staff) and all faculty (whether supervisory or not) to avoid engaging in romantic relationships with individuals (whether students or employees) over whom they exercise or have the potential to exercise power.

TO WHOM CAN I TALK? RESOURCES AND SERVICES

DISCLOSING AND REPORTING: RESOURCES, OPTIONS, CONFIDENTIALITY LEVELS

Trinity College strongly encourages individuals to report incidents of sexual harassment so that any victim or survivor of alleged sexual harassment may gain access to available support and to allow the college to respond appropriately. The college will accept a report of sexual harassment at any time but strongly encourages prompt reporting, as resolution options narrow over time, especially if the college no longer has disciplinary jurisdiction over the person accused. The options of whom to disclose and report incidents of sexual harassment to are listed below, with their confidentiality levels. You also may file an Anonymous Report (please scroll down). All campus-based staff and offices listed below—as well as the YWCA of New Britain/Hartford Sexual Assault Crisis Services and the Interval House, Hartford's domestic violence shelter—are members of Trinity's Sexual Assault Resource Team (SART).

1. PRIVILEGED EMPLOYEES (PE)

Privileged Employees are so named because they have privileged communication under Connecticut law. They may not reveal anything that is told to them in confidence. At Trinity they include:

Counseling and Wellness Center:

860-297-2415, 135 Allen Place
Randy Lee, Ph.D., Director
Kristine Kennen, Psy.D., Associate Director
Saleha Chaudhry, Ph.D.
Sarah Kopencey, Psy.D.
T'Kai Howard, LCSW
Maryam Parvez, LCSW
Erica Ronald, LCSW

Spiritual and Religious Life—PE

Trevor Beauford, Interim College Chaplain: 860-297-2013
Rebekah B. Hatch, Interim Chaplain: rebekah.hatch@trincoll.edu

YWCA of New Britain/Hartford Sexual Assault Crisis Services (SACS): 860-225-4681, ext. 211—PE

YWCA SACS provides immediate counseling/advocacy services to victims and survivors of all types of sexual abuse. All services are free. Hospital accompaniment is available by calling the hotlines below or the main number. Trained hotline staff generally will maintain confidentiality and will not share information with the college unless the victim or survivor requests the disclosure and signs a consent or waiver form.

- **Statewide Sexual Violence 24-Hour Toll-Free Hotline: 888-999-5544—PE**
- **Statewide Sexual Violence 24-Hour Toll-Free Spanish Hotline: 888-568-8332—PE**
- **Hartford Interval House** serves 24 towns and provides 24/7 hotlines (below), services, and a safe house for victims of domestic violence. Trained hotline staff generally will maintain confidentiality and will not share information with the college unless the victim or survivor requests the disclosure and signs a consent or waiver form.
- **Statewide Domestic Violence 24-Hour Toll-Free Hotline: 888-774-2900—PE**
- **Statewide Domestic Violence 24-Hour Toll-Free Spanish Hotline: 844-831-9200—PE**

2. ANONYMOUS REPORTING OPTION

You can report anonymously using an online form accessible from the websites below. Click on "Sexual Harassment Anonymous Reporting Form." The form goes directly to the Title IX Coordinator and the Campus Safety director. If you list your name, the Title IX Coordinator will contact you. If the form includes a name or personally identifying information, it may serve as notice to the college for the purpose of initiating an investigation and/or timely warning notice to the college community to alert the community to a perceived serious or ongoing public safety threat. A report number will be issued after you submit the form. Keep this for a reference in case you decide in the future to meet with the Title IX Coordinator and request services or accommodations or to ask the college to investigate the complaint.

Title IX: <https://www.trincoll.edu/Title-IX> **SART:** <https://www.trincoll.edu/Campus-Safety/SART>

3. NON-LICENSED COUNSELORS and ADVOCATES: Confidential Employees (CE)

Confidential Employees are so named because while they are required to report basic information about the incident/s to the Title IX Coordinator and the director of Campus Safety, they do not reveal the names or identifying information of all parties involved unless there is imminent harm to the campus or the person/s disclosing. Before filing a report, CEs will first consult with the person disclosing to ensure that the general report does not contain any personally identifying details, unless the person disclosing wishes it to.

Women & Gender Resource Action Center (WGRAC)—CE Mather Hall, second floor

Laura Lockwood, Director: 860-297-2408

All non-student staff

Health Center—CE Wheaton Hall, first floor

Martha Burke O'Brien, Director of Health Services and Director of the Health Center: 860-297-2018

All non-student staff

Queer Resource Center (QRC)—CE 114 Crescent Street

Carrie Robinson, Director, LGBTQ+ Life: 860-987-6273

All non-student staff

Note: When required by law or by court order or to avert a serious threat of danger to a person or property, the Confidential Employees listed above may reveal confidential information, including name/s. Connecticut state law specifically requires the college to report incidents to law enforcement or appropriate state officials when a victim is under 18 or has an intellectual disability.

4. RESPONSIBLE EMPLOYEES (RE)

All college employees are REs, with the exception of those staff listed above. RE's are mandatory reporters.

a. They are required to report incidents with all known information, including names, to the Title IX Coordinator and the director of Campus Safety. This is done through filling out the online Sexual Harassment Reporting Form located on the Title IX website at www.trincoll.edu/Title-IX/. This form has a dual purpose: It is used as an anonymous reporting form by those who experienced an incident or those submitting a report as a third party and by college employees when reporting an incident disclosed to them. The submitted form goes directly to the Title IX Coordinator and director of Campus Safety. A reference number is automatically sent following the report's submission. This number can be used for referencing the report in the future should the need arise.

b. A disclosure to a Responsible Employee constitutes a report to the college and obligates the college to take immediate and appropriate steps to assess the need for supportive measures and accommodations to both the Complainant and the Respondent as appropriate, to investigate the report upon the filing of a formal complaint, to resolve the matter promptly and equitably through its sexual harassment investigation and adjudication process, and to remedy the effects of any proven sexual harassment.

c. Requests for confidentiality: When someone discloses or reports an incident, that individual may request that the information be kept confidential or request that the college not take action on the report. This request needs to be made in writing to the Title IX Coordinator. The RE is still required to report the same information to the Title IX Coordinator but will include the request to maintain confidentiality. The college will honor such a request unless the college is legally compelled not to do so. In evaluating the request for confidentiality, the Title IX Coordinator may consult with other college officials or law enforcement agencies, as appropriate, and will consider a range of factors, such as:

- whether it is likely that the person accused of sexual harassment will commit additional acts of sexual or other harassment, which will be informed by additional factors, such as:
- whether there have been other sexual harassment complaints about the same person;
- whether the person accused of sexual harassment has a history of arrests or records indicating a history of violence;
- whether the person accused of sexual harassment threatened further sexual harassment or other violence against the victim of the alleged sexual harassment or others;
- whether the alleged sexual harassment was committed by multiple perpetrators;

- whether the alleged harassment involved use of a weapon;
- whether the victim of alleged sexual harassment is a minor;
- whether the college possesses other means to obtain relevant evidence of the alleged sexual harassment (e.g., security cameras, information known to college personnel, or physical evidence); and whether the report of sexual harassment reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group. If the college determines that it cannot honor a request for confidentiality, the college will inform a victim or survivor of alleged sexual harassment prior to starting an investigation and will, to the extent possible, only share information with college officials with a need to know.

Campus Safety—RE 860-297-2222, 76 Vernon Street

- Brian Heavren, Director: 860-297-2222
- George Marshall: 860-297-2054
- Ramon Rosario, Captain: 860-297-5302
- Martin Torres, Officer: 860-297-2222

Office of Diversity, Equity, and Inclusion (DEI)—RE Hamlin Hall, second floor

- Anita Davis, Vice President for Diversity, Equity, and Inclusion: 860-297-4161
- Carol Correa deBest, Director, Multicultural Affairs: 860-297-4251
- Jared Delane, Program Coordinator, Multicultural Affairs: 860-297-4234

Shelby Cullom Davis Professorship—RE 860-297-2562, Mather Hall

- Patti Maisch, Program Coordinator, Davis Endowment and Cesare Barbieri Endowment

Trinity College Hillel—RE 860-297-4195, 74 Vernon Street

- Lisa Kassow, Director
- Leah Staffin, Assistant Director

Office of Student and Community Lifel—RE 860-297-2156, Hamlin/Cook

- Joe DiChristina, Vice President for Student Success and Enrollment Management
- Ann Reuman, Sr. Associate Dean of Students and Special Assistant to the Vice President for Student Success and Enrollment Management
- Jody Goodman, Dean of Student Life and Director of Bantam Network
- Robert Lukaskiewicz, Dean of Community Life and Standards
- John Selders, Assistant Dean of Students
- Nikia Bryant, Director, S.A.I.L.: 860-297-2126
- Romulus Perez, Assistant Director, S.A.I.L.: 860-297-2049
- Kathryn Wojcik, Dir. of Campus Life Initiatives & Social Houses: 860-297-2259

Athletics—RE

- Kristen Noone, Associate Athletic Director: 860-297-2059
- Anne Parmenter, Head Coach, Field Hockey: 860-297-4189
- John Michael Mason, Head Coach, Men and Women's Track and Field: 860-297-5356

Office of The Bantam Network Residential Learning Community—RE 860-297-2305, Hamlin Hall

- Residential Learning Coordinators and TRINsition Fellows
 - Yasmin Affey
 - Joel Copperthite
 - Elijah Hernandez
 - Daniel Levy
 - Sheila Njau

IMPORTANT OFF-CAMPUS RESOURCES

The U.S. Department of Education’s Office for Civil Rights (OCR) is responsible for enforcing Title IX, as well as other federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial aid. Inquiries and complaints also may be directed to OCR at 800-421-3481 or ocr@ed.gov.

Connecticut Alliance to End Sexual Violence (The Alliance)

<https://endsexualviolencect.org/>

A statewide coalition of sexual assault centers that works to end sexual violence and to ensure high quality, culturally competent services.

Connecticut Coalition Against Domestic Violence (CCADV)

<https://www.ctcadv.org>

Connecticut’s leading voice for victims of domestic violence and those 18 agencies that serve them. CCADV provides training and advocacy and works to change social conditions through public policy and legislative work.

Black Women’s Rape Action Project

<https://womenagainstrape.net>

Provides support, legal information, and advocacy for women and girls.

Hartford Gay and Lesbian Health Collective

<http://www.hglhc.org>

Provides medical services, support, and advocacy for persons of all gender identities and sexual orientations. Located three blocks from Trinity, 1841 Broad Street.

1in6

<https://www.1in6.org>

1in6.org/Support Groups: An online support group for partners of men who have experienced sexual abuse or assault. Free, anonymous, counselor facilitated. Tuesdays, 5:00–6:30 p.m. Pacific time

RAINN (Rape, Abuse, and Incest National Network)

<https://www.rainn.org>

Provides free and anonymous online support group for men who have experienced sexual assault in adulthood. Thursdays, 4:00–5:30 p.m. Pacific time. Offers two groups weekly for men who experienced childhood sexual abuse. Mondays, 7:00–8:30 p.m. Pacific time, and Wednesdays, 5:00–6:30 p.m. Pacific time

The Network/La Red

<https://www.tnlr.org> (English and Spanish)

A survivor-led, social justice organization in Boston that works to end partner abuse in LGBTQ, BDSM, polyamorous, and queer communities.

NYC Anti-Violence Project (AVP)

<https://avp.org>

Supports LGBTQ survivors through counseling and advocacy.

Additional local and national resources are located on the Connecticut Alliance to End Sexual Violence’s website:
<https://endsexualviolencect.org/>

TAKING INDIVIDUAL AND COLLECTIVE RESPONSIBILITY

Consent, Drinking, Entitlement, Helping a Friend

Everyone: Get affirmative consent for every step of a sexual interaction.

- *Do you want to _____?*
- *Can I touch you there?*
- *If I do this, is that okay?*
- *If the answer is no, then stop!*
- Don't assume that having sex yesterday means you two can have sex today without receiving consent.
- Affirmative consent **cannot** be given if a person is passed out, too drunk to stand, asleep, coerced or threatened, forcibly held down, or trapped.

WHAT ELSE CAN I DO?

- **Everyone: Drink responsibly. Know your limits.**
 - Drinking:
 - increases aggression and the likelihood of nonconsensual sex (rape or sexual assault)
 - decreases comprehension, inhibition, and enjoyable sex
 - **Everyone: Take care of your friends.** Don't leave friends behind. Don't worry about interrupting "a good time." If you're concerned, it's better to check in. Do a Green Dot!
 - **Everyone: Respect yourself and your body; respect others and their bodies.**
 - **Everyone: You are not entitled to another person's body.**
 - **Everyone: If a friend discloses to you:**
 - Patiently listen with an open mind and heart.
 - Refrain from asking for details, questioning their choices, touching/hugging without their permission.
 - What to say:
 - *I'm so sorry this happened to you.*
 - *What happened wasn't your fault.*
 - *I'm here for you.*
 - *What do you need?*
 - *Can I help you ...*
- find an RA; call an AOC; go to the hospital or Health Center; make a report; find *Your Rights, Your Options* on your phone; see the Title IX coordinator; call a friend; call Campus Safety or police; go to WGRAC, the chaplain, or the Counseling and Wellness Center? Offer to accompany them.

BE AN ACTIVE BYSTANDER: DO A GREEN DOT!

The Green Dot Violence Prevention Strategy is a national program that trains students, faculty, and staff in bystander intervention to help prevent instances of power-based personal violence (PBPV), which includes dating violence, domestic violence, sexual assault, rape, stalking, and sexual harassment.

RED DOTS ARE: Power-based personal violence incidents

GREEN DOTS ARE: Those actions, choices, and attitudes that stop or prevent RED DOTS

GREEN DOT PRINCIPLES

- We do not tolerate power-based personal violence on our campus.
- Everyone can do something—no matter how small—to prevent violence.

HOW DO YOU DO GREEN DOTS? THE 3 D'S

DIRECT, DISTRACT, DELEGATE

DIRECT: Tell someone directly to halt an action.

- “Don’t leave (the party) with her. She can’t stand up.”
- “My friends and I will walk them back to their room.”

DISTRACT: Take someone out of the situation. Engage the person in another situation.

- “Don’t I know you from psych class? Can we talk about that exam?”
- “I love this song; let’s go dance!”

DELEGATE: Find others to intervene with you or for you.

- Ask for help.
- Call Campus Safety and/or the Administrator-on-Call (AOC).
- Call the police.



Follow us! @TrinityGreenDot

Website: www.trincoll.edu/greendot/

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