

# Central Connecticut State University

## **Report Pursuant to Connecticut General Statutes**

### **Section 10a – 55m**

**January 1, 2020 – December 31, 2020**

*Prepared by the CCSU Office for Equity and Inclusion*



CCSU is an equal opportunity employer and educator.

## **Narrative**



### About Central Connecticut State University

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

CCSU is the largest of four comprehensive universities within the Connecticut State University System (CSUS). As of the Fall 2020 semester, CCSU enrolled 10,652 students, with 8,593 undergraduates and 2,059 graduate students. 5,298 or 49.7% of the total student population is male and 5,354 or 50.3% of the total student population is female. CCSU has a richly diverse student population, with 36.9% of the students identifying as students of color. Hispanic/Latinx student comprise 15.7% of the total student body, Black or African – American students 11.8%, and Asian students 4.6%. 60.2% of students are white.

In 2020, 993 students (9.3%) lived on campus in one of CCSU's nine residence halls. The remaining 9,659 (90.7%) of students were commuters.

### About the Office for Equity & Inclusion

Sexual violence prevention efforts are spearheaded by the CCSU Office for Equity & Inclusion in collaboration with other departments and offices across campus. The Office for Equity & Inclusion oversees the activities of three centers: The Office of Victim Advocacy & Violence Prevention, the Ruthe Boyea Women's Center, and the LGBTQA Center.

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

### Sexual Violence Prevention Efforts

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

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

In 2020 adaptability was key in an environment where learning had to quickly move from in person to virtual due to the COVID 19 pandemic. CCSU was able to move to an online platform to ensure

Sexual Violence prevention training was seamless. Most in person events were also successfully moved to an online platform.

In addition to virtual trainings, faculty, staff, and students continuously have access to Title IX and Sexual Harassment Prevention training through an online learning, self-paced platform called “Not Anymore.” As part of CCSU’s commitment to preventing sexual misconduct, all CCSU students are required to complete an online interpersonal violence prevention program on an annual basis. Not Anymore is a video-based program that provides critical information about consent, bystander intervention, sexual assault, dating and domestic violence, stalking and much more. The Not Anymore training also helps students to better understand how vitally important these issues are and what they can do to help contribute to making the campus safe.

In the summer before their first year, students at CCSU are required to complete an on-line training focused on sexual violence prevention as well as engage in prevention strategies. At student orientation, incoming students are presented information about Title IX and resources on campus as well as the surrounding community related to sexual misconduct. In addition, all new Resident Assistants as well as returning Resident Assistant’s participate in Title IX and Sexual Harassment training. RA training is also held prior to the start of the spring semester for all new Resident Assistants.

As the fall semester begins, physical “red flags” are visible across campus as part of the Red Flag Campaign, a project focused on intimate partner violence awareness and prevention. The Office of Victim Advocacy & Violence Prevention leads the Red Flag Campaign, with a group of student volunteers working to plan and implement activities and programs for the campaign. Students interact with the campaign through posters distributed throughout campus highlighting red flags of abuse that include sexual assault, coercion, emotional abuse, excessive jealousy, isolation, stalking, and victim blaming. Posters related to the Red Flag Campaign also include information on how students can help a friend in an unhealthy relationship as well as how to access help for themselves.

Each fall the Office for Equity & Inclusion sends out a campus wide email to faculty, staff, and students encouraging those interested to become involved in the Red Flag Campaign by inviting the Office of Victim Advocacy & Violence Prevention to provide a fifteen-minute presentation to classes and student clubs. In addition, the campus community is encouraged to engage in the Red Flag Campaign by requesting posters for classrooms and clubs and by connecting on social media.

As the fall semester moves forward, residential students have the opportunity to take part in programming, held in each resident hall, focused on sexual violence and facilitated by staff from the Office for Equity & Inclusion, the Office of Victim Advocacy & Violence Prevention, and the Ruth Boyea Women’s Center. This is also the time of year when the NCAA athletic teams begin their mandatory training program with the Office of Victim Advocacy & Violence Prevention. In 2020 training for athletics focused on dating violence and aimed to provide student athletes with tools to recognize unhealthy relationships and intervene when they see warning signs of dating violence.

The Stand Up CCSU campaign takes place throughout the spring semester. This campaign is developed by student community organizers in the Office of Victim Advocacy & Violence Prevention and includes presentations, events, a poster campaign, and social media posts. Thousands of students can interact and become involved with the Stand Up CCSU campaign in different capacities. In the

Spring of 2020, most in person activities and events were cancelled due to COVID 19. The OVA used social media as a platform to promote the Stand Up CCSU Campaign and some events were moved to a virtual platform. The spring semester also includes events such as Take Back the Night, organized by the Ruth Boyea Women's Center.

## Policies

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

Policies and protocol related to sexual misconduct may be found on the CCSU Office for Equity and Inclusion's website at the following link:

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

The Student Code of Conduct is available through the Office of Student Rights and Responsibilities: <https://web.ccsu.edu/studentconduct/?redirected>.

Links to specific policies are included below.

BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy [https://docs.ccsu.edu/Sexual\\_Misconduct\\_Policy.pdf](https://docs.ccsu.edu/Sexual_Misconduct_Policy.pdf).

BOR/CSCU Policy on Consensual Relationships

Available through the CCSU Human Resources website:

<https://www.ccsu.edu/hr/policies.html> Policy:

<https://www.ccsu.edu/hr/files/ConsensualRelationshipsPolicy10.20.16.pdf>

BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child

[https://www.ccsu.edu/diversity/policies/PolicyRegardingReportingSuspectedAbuseorNeglectofaChild7\\_21.pdf](https://www.ccsu.edu/diversity/policies/PolicyRegardingReportingSuspectedAbuseorNeglectofaChild7_21.pdf)

BOR/CSCU Student Code of Conduct

<https://web.ccsu.edu/studentconduct/codeofconduct.asp>

## **Written Notification of Rights and Options**



# Office of Victim Advocacy

**you are not alone**

## Resources and Options

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

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

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

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

860-832-3795  
jflanagan@ccsu.edu

Willard DiLoreto, Room D305  
M-F, 9 AM – 5 PM from mid-August thru mid-June  
**Joanna is here to assist and support you.**

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

### Medical and Emotional Care

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

**SWS, Counseling Services**  
CCSU  
Willard DiLoreto W-101  
860-832-1925  
*Free. Confidential.*

**YWCA**  
**Sexual Assault Crisis Services**  
19 Franklin Sq., New Britain, CT  
860-223-1787 (24/7)  
[ywcanewbritain.org/sacs](http://ywcanewbritain.org/sacs)  
*Free. Confidential.*

**Prudence Crandall Center**  
**(for Domestic Violence)**  
888-774-2900 (24/7)  
[prudencecrandall.org](http://prudencecrandall.org)  
*Free. Confidential.*



## Filing a Report - It's up to you.

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

### All Complaints

#### **Office of Equity & Inclusion (OEI)**

860-832-1652  
Davidson Hall, Room 119

### Complaints Against Students

#### **Office of Student Conduct (OSC)**

860-832-1667  
Willard DiLoreto, Room W105

## Filing a Criminal Complaint and Orders for Protection

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

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

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

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

**Office of Victim Advocacy**  
860-832-3795

Women's Center  
860-832-1655

LGBT Center  
860-832-2090

Residence Life  
860-832-1660

## Other Helpful Information

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

**you are not alone.**

**There are people available to help.**



## **Sexual Violence Statistics and Data**

## Students – Incidences of Sexual Violence

A total of forty-two (42) disclosures and reports involving students were made to a non-confidential employee at CCSU throughout calendar year 2020.

### *Disclosures*

Disclosures are when information about sexual violence is communicated but there is no request for an investigation or adjudication. Individuals who disclose sexual violence are offered advocacy services, appropriate accommodations when applicable and support in making connections with a variety of campus and community resources. A total of thirty-one (31) disclosures of sexual assault, intimate partner violence or stalking were made to a non-confidential employee at CCSU. Of these disclosures, twenty-two (22) were sexual assaults, nine (9) involved intimate partner violence. There were no (0) stalking disclosures in 2020.

### *Reports*

A report indicates that there was a disclosure of sexual violence accompanied by an immediate request for an investigation and adjudication or there was a disclosure which included enough information (i.e., name of the accused, location and description of incident) that internal investigators were obligated to move forward with an investigation. A total of twenty-five (24) individuals reported experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. Four (4) of the reports were made to the CCSU Office of Student Rights & Responsibilities. Nine (9) reports were made to the CCSU Police Department or an off-campus police department. In some cases, the impacted student reported to more than one adjudicating body, for example reported to the Office of Student Rights & Responsibilities and the police. The following data was provided by the CCSU Office of Student Rights & Responsibilities and the CCSU Office of Victim Advocacy.

## Sexual Assault Reports - Students

A total of two (2) sexual assaults involving CCSU students were reported to the CCSU Office of Student Rights & Responsibilities in 2020. Two (2) of these reports resulted in an investigation from the Office of Student Rights & Responsibilities, with the following outcomes:

- One (1) report resulted in disciplinary action, which included one (1) suspension.
- One (1) report resulted in a finding of not responsible.

A total of six (6) sexual assaults involving CCSU students were reported to police (including CCSU Police and off-campus police departments) in 2020.

## Intimate Partner Violence Reports

A total of zero (0) incidents of intimate partner violence were reported to the CCSU Office of Student Rights & Responsibilities in 2020.

A total of six (6) incidents of sexual assault and three (3) reports of dating violence were reported to police (including CCSUPolice and off-campus police departments) in 2020.

### Stalking Reports

No reports of stalking were made to the CCSU Office of Student Rights & Responsibilities in 2020.

### Total Anonymous and Confidential Reports and Disclosures

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence, and stalking. In 2020 there were no anonymous reports of an off-campus disturbance.

The only employees on the CCSU campus who are able to receive confidential disclosures of sexual assault, intimate partner violence and stalking are licensed counselors in the CCSU Student Wellness Services. The following data was provided by the CCSU Student Wellness Services as an estimate of confidential disclosures throughout 2020:

- Sexual assault: 9
- Intimate Partner Violence: 2
- Stalking: 0

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



Connecticut State  
Colleges & Universities

### SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Central Connecticut State University  
REPORTING OFFICE/DEPARTMENT: Office of Equity & Inclusion  
INSTITUTION CONTACT:  
YEAR: 2020

Incidents of Sexual Assault, Stalking and IPV Reported to CSCU in 2020					
Type of Incident					
	<i>Number of Incidents Reported</i>	<i>Incident Reported to Have Occurred in 2020</i>	<i>Respondent Identified as Connected to the Reporting Institution</i>	<i>Respondent Identified as Connected to CSCU Institution</i>	<i>Confidential or Anonymous Reports</i>
<i>Sexual Assault</i>	8	8	6	0	9
<i>Stalking</i>	0	N/A	N/A	N/A	0
<i>Intimate Partner Violence (IPV)</i>	3	10	1	0	2

Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence							
Type of Incident							
	<i>Number of Investigations</i>	<i>Finding of No Violation or Not Responsible</i>	<i>Finding of Responsible &amp; Expulsion</i>	<i>Finding of Responsible &amp; Suspension</i>	<i>Finding of Responsible &amp; Probation/Warning</i>	<i>Number of Findings Appealed</i>	<i>Appeal Outcome</i>
<i>Sexual Assault</i>	2	1		1		1	Decision upheld
<i>Stalking</i>	0	N/A	N/A	N/A	N/A	N/A	
<i>Intimate Partner Violence (IPV)</i>							

## STATUTORY REFERENCES AND DEFINITIONS

### SEXUAL ASSAULT

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

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

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

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

**Sec. 53a-71. *Sexual assault in the second degree: Class C or B felony.*** (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older

and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

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

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

**Sec. 53a-73a. *Sexual assault in the fourth degree: Class A misdemeanor or class D felony.*** (a) A person is guilty of sexual assault in the fourth degree when: (1) Such person subjects another person to sexual contact who is (A) under thirteen years of age and the actor is more than two years older than such other person, or (B) thirteen years of age or older but under fifteen years of age and the actor is more than three years older than such other person, or (C) mentally incapacitated or impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual contact, or (D) physically helpless, or (E) less than eighteen years old and the actor is such other person's guardian or otherwise responsible for the general supervision of such other person's welfare, or (F) in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (2) such person subjects another person to sexual contact without such other person's consent; or (3) such person engages in sexual contact with an animal or dead body; or (4) such person is a psychotherapist and subjects another person to sexual contact who is (A) a patient of the actor and the sexual contact occurs during the psychotherapy session, or (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual contact occurs by means of therapeutic deception; or (5) such person subjects another person to sexual contact and accomplishes the sexual contact by means of false representation that the sexual contact is for a bona fide medical purpose by a health care professional; or (6) such person is a school employee and subjects another person to sexual contact who is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (7) such person is a coach in an athletic activity or a person who provides intensive, ongoing instruction and subjects another person to sexual contact who is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (8) such person subjects another person to sexual contact and (A) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and (B) such other person is under eighteen years of age; or (9) such person subjects another person to sexual contact who is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

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

## **SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE**

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

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

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

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

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

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

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

## **STALKING**

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

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

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

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

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

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

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

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

### **PROGRAMMING:**

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

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

### **“Risk Reduction”**

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

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

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



## **Public Awareness, Prevention, and Risk Reduction Information**

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

Connecticut State Colleges and Universities (CSCU)												
Title IX Related Training Provided by Central Connecticut State University Office for Equity and Inclusion												
January 1, 2020 - December 31, 2020												
*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) ** Primary= new employees/students ***Ongoing= throughout the year												
DEPARTMENT	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	PRIMARY** OR ONGOING?***	STUDENTS OR EMPLOYEES	LEARNING OBJECTIVES	DOCUMENTS
Office for Equity & Inclusion	Ongoing	Not Anymore	Online	Online Program	Employees	654	Y	DoV, DaV, SA, S	Ongoing	Employees	Policies and protocol related to sexual misconduct at CCSU.	
Office for Equity & Inclusion	Ongoing	Not Anymore	Online	Online Program	Students	3174	Y	DoV, DaV, SA, S	Ongoing	Students	Policies and protocol related to sexual misconduct at CCSU.	
Office for Equity & Inclusion	January 9, 2020	Title IX Initial Training	Student Center	Office of Victim Advocacy	Employees	6	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	All PowerPoint slides included in this report.
Office for Equity & Inclusion	January 14, 2020	Title IX Initial Training- New RA Training	MidCampus Residence Hall	Office of Victim Advocacy	Resident Assistants	4	Y	DoV, DaV, SA, S	Primary/Ongoing	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	January 22, 2020	OVA Staff Training	Willard DiLoretto	Office of Victim Advocacy	Students	11	Y	DoV, DaV, SA, S	Primary	Student Workers	Understand policies and procedures for the Office of Victim Advocacy. Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	January 30, 2020	Stand Up CCSU Organizer Training	Student Center	Office of Victim Advocacy	Students	10	Y	DoV, DaV, SA, S	Primary	Student Workers	Identify sexual violence prevention strategies.	
Office for Equity & Inclusion	February 5, 2020	Dynamics of Sexual Assault: Impacts of Trauma	Campus Police Station	Office of Victim Advocacy	Employees	11	Y	DoV, DaV, SA, S	Primary	Employees	Understand dynamics of sexual violence, including characteristics of victims/offenders. Identify common responses to trauma and the impact of trauma on sexual assault investigations. Discuss how to conduct investigations with an awareness of trauma impacts.	
Office for Equity & Inclusion	February 18, 2020	Title IX Initial Training	Philbrick Room-Student Center	Office of Victim Advocacy	Employees	10	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	March 26, 2020	Title IX Initial Training	Web Conference	Office of Victim Advocacy	Employees	11	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	April 6, 2020	Title IX Initial Training	Web Conference	Office of Victim Advocacy	Employees	9	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	

Office for Equity & Inclusion	April 22, 2020	<b>Title IX Training-Executive Committee</b>	Web Conference	Office of Victim Advocacy	Employees	14	Y	DoV, DaV, SA, S	Primary	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct	
Office for Equity & Inclusion	March 31, 2020	<b>Title IX Refresher Training-Athletics Staff</b>	Web Conference	Office of Victim Advocacy	Employees	6	Y	DoV, DaV, SA, S	Primary/Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	January 23, 2020	<b>Title IX Refresher Training</b>	Student Center	Office of Victim Advocacy	Employees	8	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	February 11, 2020	<b>Title IX Refresher Training</b>	Student Center	Office of Victim Advocacy	Employees	6	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	February 18, 2020	<b>Title IX Refresher Training</b>	Student Center	Office of Victim Advocacy	Employees	22	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	February 26, 2020	<b>Title IX Refresher Training</b>	Student Center	Office of Victim Advocacy	Employees	11	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	March 6, 2020	<b>Title IX Refresher Training</b>	Student Center	Office of Victim Advocacy	Employees	10	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	March 24, 2020	<b>Title IX Refresher Training</b>	Web Conference	Office of Victim Advocacy	Employees	7	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	April 7, 2020	<b>Title IX Refresher</b>	Web Conference	Office of Victim Advocacy	Employees	8	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	June 23, 2020	<b>Title IX Refresher</b>	Web Conference	Office of Victim Advocacy	Employees	1	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	May 27, 2020	<b>Title IX Refresher</b>	Web Conference	Office of Victim Advocacy	Employees	38	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	

Office for Equity & Inclusion	June 12, 2020	<b>Title IX Refresher</b>	Web Conference	Office of Victim Advocacy	Employees	21	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	June 15, 2020	<b>Title IX Refresher</b>	Web Conference	Office of Victim Advocacy	Employees	13	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	June 23, 2020	<b>Title IX Refresher</b>	Web Conference	Office of Victim Advocacy	Employees	16	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	June 29, 2020	<b>Title IX Refresher</b>	Web Conference	Office of Victim Advocacy	Employees	8	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	August 12, 2020	<b>Title IX-Student Center Staff</b>	Web Conference	Office of Victim Advocacy	Employees	29	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	August 13, 2020	<b>Title IX-All RA Staff</b>	Web Conference	Office of Victim Advocacy	Resident Assistants	29	Y	DoV, DaV, SA, S	Ongoing	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	August 14, 2020	<b>Title IX-All RA Staff</b>	Web Conference	Office of Victim Advocacy	Resident Assistants	57	Y	DoV, DaV, SA, S	Ongoing	Student Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	September 10, 2020	<b>OVA Staff Training</b>	Web Conference	Office of Victim Advocacy	Students	8	Y	DoV, DaV,	Primary	Student Workers	Understand policies and procedures for the Office of Victim Advocacy. Understand Title IX Policy, CCSU Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	September 24, 2020	<b>Title IX- All RA Staff</b>	Web Conference	Office of Victim Advocacy	Resident Assistants	5	Y	DoV, DaV, SA, S	Primary	Students Workers	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	August 24, 2020	<b>Title IX Training-Athletic Trainers</b>	Web Conference	Office of Victim Advocacy	Employees	19	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	October 2, 2020	<b>SART-Title IX Regulations</b>	Web Conference	Office of Victim Advocacy	Employees	8 (approx.)	Y	DoV, DaV, SA, S	Primary	Employees	Discussion on New Title IX Regulations, policy and timeline.	

Office for Equity & Inclusion	October 26, 2020	<b>Title IX Refresher Training</b>	Web Conference	Office of Victim Advocacy	Employees	30	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	October 27, 2020	<b>Title IX Initial Training</b>	Web Conference	Office of Victim Advocacy	Employees	8	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	October 29, 2020	<b>Sexual Harassment Prevention</b>	Online	Office of Victim Advocacy	Employees	7	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand definition of sexual harassment and relevant policies. Understand Title IX Policy and how to report sexual misconduct.	
Office for Equity & Inclusion	October 29, 2020	<b>Title IX Training - Other</b>	Web Conference	Office of Victim Advocacy	Employees	2	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Sexual Misconduct Policy, and available resources on campus for assistance related to sexual misconduct.	
Office for Equity & Inclusion	October 30, 2020	<b>Title IX Refresher Training</b>	Web Conference	Office of Victim Advocacy	Employees	23	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	November 10, 2020	<b>Title IX Refresher Training</b>	Web Conference	Office of Victim Advocacy	Employees	14	Y	DoV, DaV, SA, S	Ongoing	Employees	Understand Title IX Policy, CCSU Title IX Sexual Misconduct Policy, and how to report sexual misconduct. Understand definitions and impacts of DoV, DaV, SA, S.	
Office for Equity & Inclusion	9 Sessions	<b>Red Flag Campaign-Classroom Presentation</b>	Virtual	Office of Victim Advocacy	Students	250 (approx.)	Y	DoV, DaV	Ongoing	Students	Identify red flags/warning signs of abusive relationship and understand how to intervene and support someone in an abusive relationship. Identify qualities of healthy relationships.	



you are  
not alone

# How to Help

in case of sexual or  
interpersonal violence

Central Connecticut State University

## Definitions

### Reporting an incident

<b>Office for Equity &amp; Inclusion/Title IX</b> 860 832 1652	<b>11</b>
<b>Office of Student Rights &amp; Responsibilities</b> 860 832 1667	<b>12</b>
<b>CCSU Police</b> 860 832 2375	<b>13</b>

### Medical attention

<b>SWC, Student Health Services</b> <b>(medical) (Confidential)</b> 860 832 1925	<b>16</b>
<b>Hospital of Central Connecticut*</b> 860 224 5011	<b>17</b>

### Someone to talk to

<b>Office of Victim Advocacy</b> 860 832 3795	<b>19</b>
<b>Women's Center</b> 860 832 1655	<b>20</b>
<b>LGBT Center</b> 860 832 2090	<b>21</b>
<b>Residence Life</b> 860 832 1660	<b>22</b>
<b>SWC, Counseling &amp; Student Development</b> <b>(Confidential)</b> 860 832 1927	<b>23</b>
<b>Sexual Assault &amp; Domestic Violence</b> <b>Crisis Services*</b> YWCA (SACS) - 860 225 4681/860 223 1787 (Hotline) Prudence Crandall - 888 774 2900	<b>24</b>

### Helpful Tips

<b>How Can I Help Stop Violence?</b>	<b>28</b>
<b>Student Rights</b>	<b>29</b>
<b>Your Rights</b>	<b>31</b>

\*Off-campus and confidential services

#STANDUPCCSU



Stand Up CCSU  
**Community  
Organizers**

# What is Sexual Assault?

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

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

# What is Consent?

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

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

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



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

— 6 —

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

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

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

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

7 —

# What is Stalking?

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

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

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

#STANDUPCCSU



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



Stand Up CCSU  
**Community  
Organizers**

# To report an incident

## Office for Equity & Inclusion (Title IX Coordinator)

*All complaints*  
860 832 1652

## Office of Student Rights & Responsibilities

*Complaints against students*  
860 832 1667

## CCSU Police

*All criminal complaints*  
860 832 2375

## Emergency Medical Attention

911 for immediate assistance

CCSU faculty, staff, or administrators who are made aware of a sexual assault involving a member of the CCSU community are required to report it to the Title IX Coordinator, Pamela Whitley, at 860-832-1653.

# Office for Equity & Inclusion (OEI)

If you believe you or someone you know has been sexually assaulted, you can contact the OEI, which will investigate complaints of discrimination and sexual harassment including sexual violence.

Complaints against students are handled by the Office of Student Rights & Responsibilities. OEI is committed to fostering a positive learning, working and living environment. The Senior Equity & Inclusion Officer serves as the **Title IX Coordinator**. The OEI also:

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

## Office of Student Rights & Responsibilities

The OSRR promotes social responsibility and resolves discipline cases on campus in a sound and fair manner. The staff are available to answer any questions or concerns about University behavioral standards and the CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

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

*On-campus*  
Willard DiLoreto Hall, W 105  
MON-FRI, 8:00AM-5:00PM  
**860 832 1667**  
[www.ccsu.edu/studentrights](http://www.ccsu.edu/studentrights)

## CCSU Police

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

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

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

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





# Options for Medical Attention

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## 911 Emergency

*For immediate assistance*

## Student Wellness Center, (SWC) Student Health Services, (medical) (Confidential)

*On-campus evaluation or advice*

860 832 1925

## Hospital of Central Connecticut

*Off-campus evaluation or advice when SWS is closed and for the collection of medical evidence*

860 224 5011 / 860 225 6244

## SWC, Medical Services\*

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

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

*On-campus*  
Willard DiLoreto Hall, W 101  
MON–FRI, 8:00AM–5:00PM  
**860 832 1925**  
fax: 860 832 2579  
[www.ccsu.edu/health](http://www.ccsu.edu/health)

**\*Confidential**

## Hospital of Central Connecticut (HCC)

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

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

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

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

# If you want to speak with someone

## Office of Victim Advocacy

*On-campus services and support*

## Women's Center

*On-campus support and referral*

## LGBT Center

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

## Residence Life

*On-campus referral for resident students*

## SWC, Counseling & Student Development\*

*On-campus crisis intervention and counseling services*

## Sexual Assault Crisis Services\*

## Prudence Crandall Center for

## Domestic Violence\*

**\*Confidential**

# Office of Victim Advocacy

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

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

*On-campus*  
Willard DiLoreto Hall, D 305  
MON-FRI 9:00AM-5:00PM  
**860 832 3795**

## Women's Center

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

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

### *On-campus*

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

## LGBT Center

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

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

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

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

### *On-campus*

Student Center, Rm. 304-305  
MON & FRI, 8:30AM-4:30PM  
WED, 9:00AM-Noon  
**860 832 2090**  
[www.ccsu.edu/lgbtcenter](http://www.ccsu.edu/lgbtcenter)



## Residence Life

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

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

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

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

## SWC, Counseling & Student Development\*

The SWC offers crisis counseling to students. To ensure swift admittance, when calling, be sure to indicate that it is a crisis situation, and he/she will be seen immediately. The initial intake assessment is made during the first appointment from which a counseling referral to other resources will be given.

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

**\*Confidential**

*On-campus*  
Willard DiLoreto Hall, W 101  
MON–FRI, 8:00AM–5:00PM  
**860 832 1927**  
[www.ccsu.edu/counseling](http://www.ccsu.edu/counseling)

## Off-campus Services\*

### Sexual Assault Crisis Services (SACS)

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

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

*Off-campus*  
YWCA (SACS)  
19 Franklin Sq.  
New Britain, CT  
24-hour Hotlines (24/7)  
*English* - 860 223 1787  
*Español* - 888 568 8332

**\*Confidential**

## Off-campus Services\*

### Prudence Crandall Center

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

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

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

**\*Confidential**

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

*—Jonathan*



Stand Up CCSU  
**Community  
Organizers**

# Helpful Tips

If you are the victim of sexual or interpersonal violence:

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

# How Can I Help Stop Sexual Assault/Violence?

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

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

# Student Rights

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

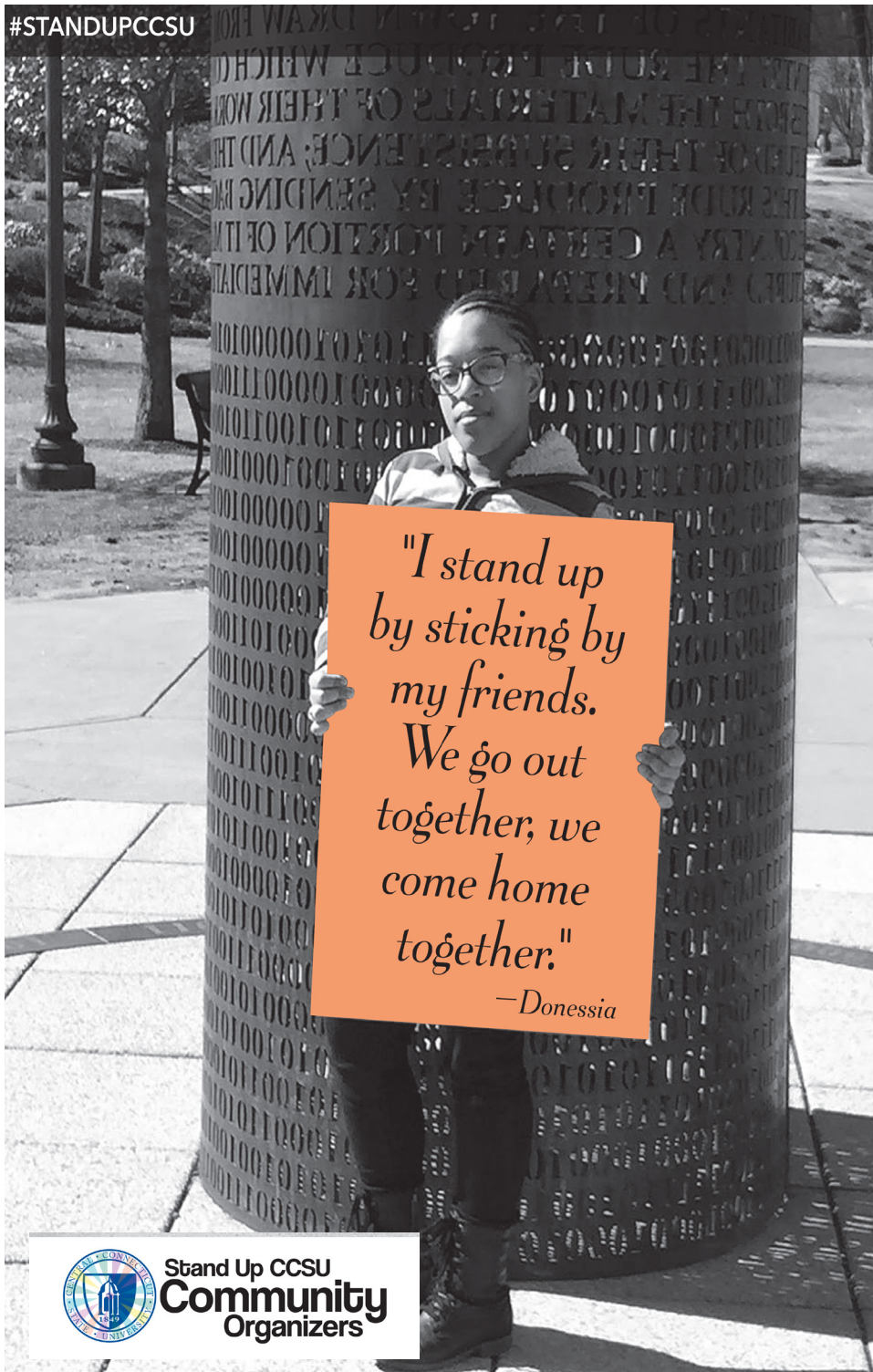
- » select an advisor or support person of their choosing and to bring that person to any meetings or proceedings that they choose.
- » present a statement, evidence and witnesses on their behalf.
- » review information, in a timely manner, that will be used at the hearing by other parties.
- » have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

These rights were established by University policies and, state and federal legislation that prohibit sex discrimination. For information on Title IX see [www.knowyourix.org](http://www.knowyourix.org).

*Info on the rights of accused students contact:*  
**Chris Gutiérrez**  
Veterans Affairs Coordinator and  
Student Conduct Support Advisor  
[gutierrezc@ccsu.edu](mailto:gutierrezc@ccsu.edu)  
860 832 2838  
Willard DiLoreto Hall D 201

*Info on the rights of students who file a report:*  
**Victim Advocacy & Violence  
Prevention Specialist**  
860 832 3795/860 832 1652  
Willard DiLoreto Hall D 305





## Your Rights

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





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

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

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

April 2021

## What is Sexual Assault?

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

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

## What is Consent?

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

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

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

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

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

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

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

## What is Stalking?

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

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

## Rights of Victims/Survivors

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

## How Can We Help Stop Violence?

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

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

**To obtain information on resources and/or to file a report call  
860-832-1652.**

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

**You Have Options: The Choice is Yours.**

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

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

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

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

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

*Equal Opportunity Employer and Educator*

## CCSU Resources

**Available 24 hours/7 days a week**

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

**Monday - Friday, 8 AM - 5 PM**

**\*Office for Equity & Inclusion**  
860-832-1652

**\*Office of Student Rights & Responsibilities**  
860-832-1667

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

**CCSU's Office of Victim Advocacy**  
**860-832-3795**

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

**SWS, Counseling Services (Confidential)**  
860-832-1925 (health)  
860-832-1927 (counseling)

**Residence Life**  
860-832-1660

**LGBT Center**  
860-832-2090

## Off-Campus Confidential Resources

**Available 24 hours/7 days a week**

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

**Hospital of Central Connecticut**  
860-224-5671

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

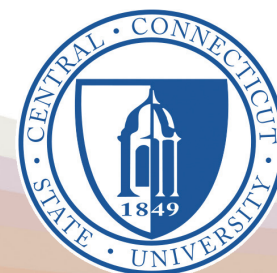
**Suicide Prevention Lifeline**  
1-888-273-8255

**\*To report an incident at CCSU**

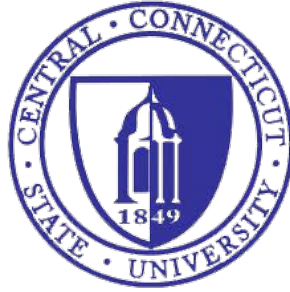


**you are  
not alone**

## Information and Resources on Sexual Assault & Interpersonal Violence







**On behalf of the  
CCSU Office of Equity & Inclusion**

As a new academic year begins, we want to highlight an important issue for CCSU: preventing sexual assault, dating violence, and stalking. At Central Connecticut State University, we strive to maintain a safe and welcoming environment free from sexual harassment, sexual assault, dating violence, and stalking.

Consistent with Title IX of the Education Amendments of 1972, CCSU does not discriminate against students, faculty or staff on the basis of sex in any of its programs or activities. Prohibition of sex discrimination includes prohibition of sexual harassment, sexual assault, dating violence, and stalking. CCSU's Title IX Officer is Pamela Whitley, Senior Equity & Inclusion Officer, Office of Equity & Inclusion. Ms. Whitley can be reached by phone (860) 832-1652 or email: [pamela.whitley@ccsu.edu](mailto:pamela.whitley@ccsu.edu) for concerns related to Title IX.

We encourage you to familiarize yourself with our policies related to Title IX and Sexual Misconduct, available on the [Office of Equity & Inclusion website](#).

**If you or someone you know has been impacted by sexual assault, dating violence, or stalking, there are people on campus who can help.** CCSU employs a full-time professional advocate dedicated to assisting victims/survivors of violence. No matter when or where the violence took place, the Office of Victim Advocacy is here for you. [The Office of Victim Advocacy](#) is located in Willard-DiLoreto Hall, Room D-305. Joanna Flanagan, Victim Advocate, can be reached by email at [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu) or by calling 860-832-3795. For the duration of the Fall 2020 semester, the Office of Victim Advocacy is open by appointment only. Virtual appointments are available.

# STAND UP CCSU

## SPRING 2020 EVENTS

### JOIN US

#### Information Tables

*March 8; March 25; April 2;*

*April 14; April 22*

*11:00 - 1:00*

*Student Center Lobby*

*Trivia, prizes, and information*

#### Stand Up Day

*Monday, April 27*

*11:00 - 3:00*

*Student Center Circle*

*Activities, photo booth, free t-shirts,  
prizes, and more!*

#### Denim Day

*Wednesday, April 29*

*10:00 - 2:00*

*Student Center Lobby*

*Stand against victim blaming - add  
your voice to our campaign.*



*Stand Up CCSU is a  
student-led campaign that  
encourages people to stand  
up against violence through  
bystander intervention and  
consent education.  
Everyone can do something  
to prevent violence - take a  
stand with us!*

INSTAGRAM: @STANDUPCCSU

TWITTER: @STANDUPCCSU

FACEBOOK: STAND UP CCSU

#STANDUPCCSU



**“A HEALTHY  
RELATIONSHIP IS  
ONE IN WHICH LOVE  
ENRICHES YOU; NOT  
IMPRISONS YOU.”  
– STEVE MORABOLI**

**STAND UP AGAINST VIOLENCE.**



**#STANDUPCCSU**



**Office of Victim Advocacy**  
You are not alone.  
(860) 832-3795

Willard DiLoreto  
D-305  
Equal opportunity employer

**“YOU TOOK AWAY MY  
TIME, MY WORTH, MY  
PRIVACY, MY ENERGY, MY  
SAFETY, MY INTIMACY,  
MY CONFIDENCE, MY OWN  
VOICE, UNTIL TODAY.”  
– CHANEL MILLER**

**STAND UP AGAINST VIOLENCE.**



**#STANDUPCCSU**



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Willard DiLoreto  
D-305  
Equal opportunity employer



**"OUR LIVES BEGIN TO END  
THE DAY WE BECOME SILENT  
ABOUT THE THINGS THAT  
MATTER." – MLK**

**STAND UP AGAINST VIOLENCE.**

**#STANDUPCCSU**



Office of Victim Advocacy

You are not alone.

(860) 832-3795

Willard DiLoreto

D-305

Equal Opportunity Employer

**“YOU MAY BE BRUISED, BUT  
YOU ARE FAR FROM BEING  
BROKEN. STAND UP, REACH  
OUT, AND SPEAK OUT  
AGAINST INTERPERSONAL  
VIOLENCE.”**

**– ZENA CCSU STUDENT**

**STAND UP AGAINST VIOLENCE.**



**#STANDUPCCSU**



**Office of Victim Advocacy**  
You are not alone.  
(860) 832-3795

Willard DiLoreto  
D-305  
Equal opportunity employer



**"LET YOUR VOICE BE HEARD.  
YOU WON'T BE BLAMED, SO  
DON'T BE ASHAMED"**

**- CARLA CCSU STUDENT**

**STAND UP AGAINST VIOLENCE.**

**#STANDUPCCSU**



Office of Victim Advocacy

You are not alone.

(860) 832-3795

Willard DiLoreto

D-305

Equal Opportunity Employer

**“SWIPING RIGHT IS NOT  
CONSENT; NO MORE  
STANDING BY, STAND  
UP AND STEP UP”**

**– YANCA CCSU STUDENT**

**STAND UP AGAINST VIOLENCE.**



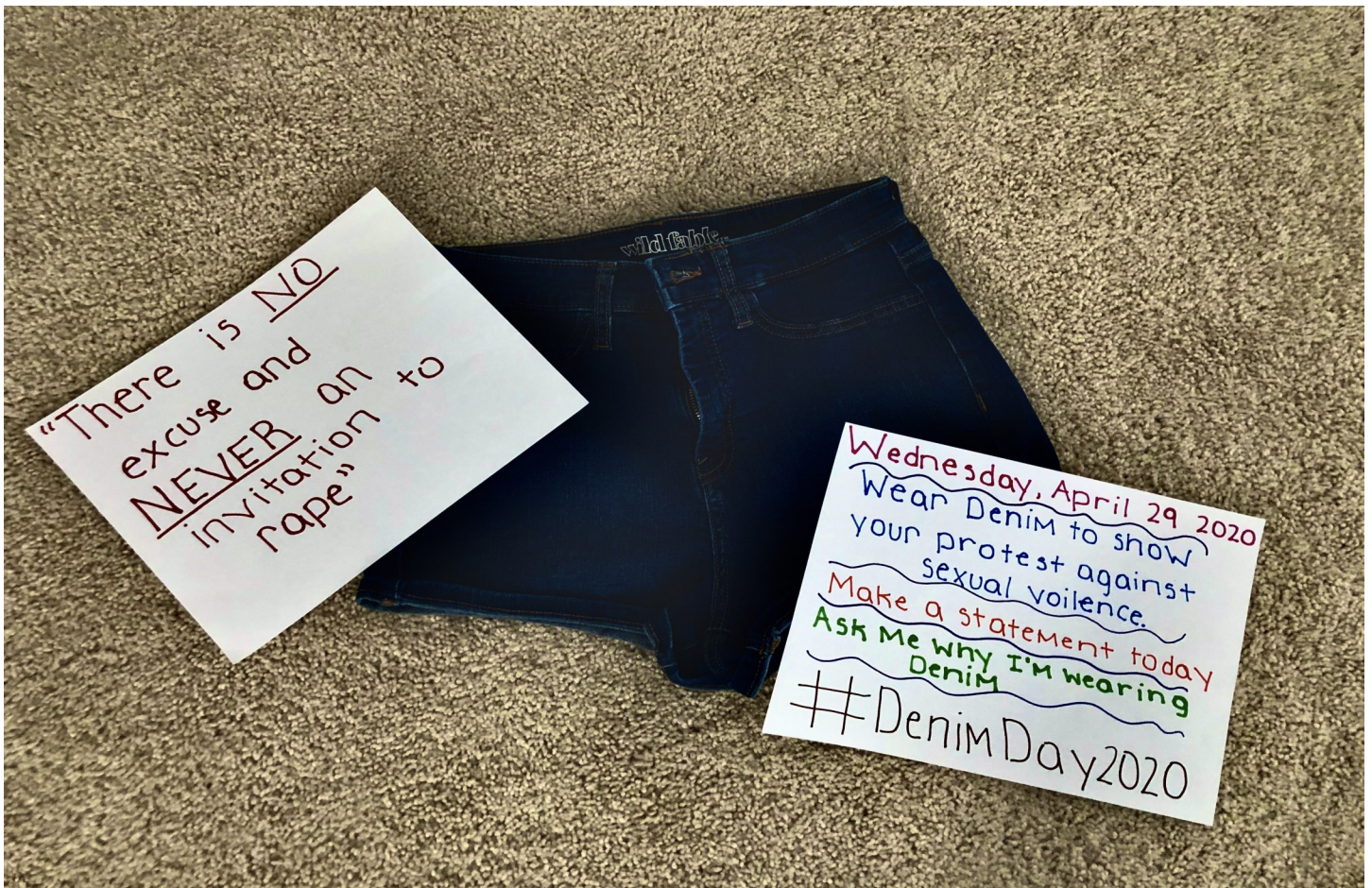
**#STANDUPCCSU**



**Office of Victim Advocacy**  
You are not alone.  
(860) 832-3795

Willard DiLoreto  
D-305  
Equal opportunity employer





STAND UP CCSU ASKS

# HOW DO YOU STAND UP?

BLUE DEVILS STAND  
AGAINST SEXUAL VIOLENCE

# TELL US HOW YOU STAND UP

TAKE A PHOTO OR VIDEO TO SHOW  
HOW YOU STAND UP AGAINST SEXUAL  
VIOLENCE AND TAG @STANDUPCCSU



Office of Victim Advocacy  
you are not alone







Love can be...

# STRESSFUL

In a healthy relationship, you and your partner may disagree.  
**TOGETHER**, target the issue and come up with ways to overcome it.



#STANDUPCCSU

LOVE IS...

## MAKING YOUR OWN CHOICES

In a healthy relationship, your partner shouldn't control you even if they claim they are "protecting you."

#STANDUPCCSU



## Faculty/Staff Email

Dear CCSU Community:

CCSU is launching the annual Red Flag Campaign to raise awareness about dating violence. This is an annual campaign led by the Office of Victim Advocacy and we invite you to join us in taking a stand against dating violence. For information about dating violence and the Red Flag Campaign, please see <http://www.ccsu.edu/diversity/redflag/>.

There are many ways for you to be involved:

- **Invite us to your classroom.** E-mail Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) to schedule a 15-minute presentation in any of your classes. Joanna is CCSU's victim advocate and provides services and training to the CCSU community. The presentation is co-facilitated by Joanna Flanagan and a trained student community organizer and will focus on identifying abusive behavior in dating relationships, signs of a healthy relationship and how to help a friend who may be experiencing abuse. This presentation is appropriate for classes in any academic discipline. Virtual presentations are available – we are happy to work with you to meet the needs of your course.
- **Request a poster.** The campaign features posters that give information about red flags of dating violence. If you would like a poster for your office or department, please contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)).
- **Connect with us on social media.** CCSU community members are encouraged to engage with the Red Flag Campaign through our [Instagram](#) and [Facebook](#) pages. Since many of us are engaging with CCSU virtually this semester, we encourage other departments to share information on social media about the campaign. If you're interested in partnering with the Red Flag Campaign to post on social media, please contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)).

Thank you for your continued support of violence prevention initiatives on our campus.

Sincerely,

The Office of Equity & Inclusion

## Student Email

Dear CCSU Community:

CCSU is launching the annual Red Flag Campaign to raise awareness about dating violence. This is an annual campaign led by the Office of Victim Advocacy and we invite you to join us in taking a stand against dating violence. For information about dating violence and the Red Flag Campaign, please see <http://www.ccsu.edu/diversity/redflag/>.

There are many ways for you to be involved:

- **Invite us to your club or organization.** The Red Flag Campaign features a 15-minute presentation about dating violence, signs of healthy relationships, and how to help a friend who may be experiencing abuse. The presentation is co-facilitated by Joanna Flanagan, CCSU's Victim Advocate, and a student community organizer. If you would like to have a presentation for your club or organization, please e-mail Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)). Virtual presentations are available – we are happy to work with you to meet your group's needs and interests.
- **Connect with us on social media.** CCSU community members are encouraged to engage with the Red Flag Campaign through our [Instagram](#) and [Facebook](#) pages. Throughout the campaign we will be posting activities, virtual events, and ways you can get involved in raising awareness about dating violence. Be sure to get involved – you may be entered to win prizes! If you are part of a club or organization and would like to know how your club can get involved, contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)).

If you or someone you know has experienced dating violence, remember that you are not alone. The Red Flag Campaign is a project of the Office of Victim Advocacy, and we are here to help. You can contact the Office of Victim Advocacy by phone (860) 832-3795 or contact Joanna Flanagan by e-mail: [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu).

Sincerely,

The Office of Equity & Inclusion







**BLUE DEVILS STAND UP  
& SPEAK UP AGAINST RED  
FLAGS**

[www.ccsu.edu/redflag](http://www.ccsu.edu/redflag)



Office of Victim Advocacy  
You are not alone.  
(860)-832-3795

Women and men can both fall victim to dating violence. Also, dating violence does not just occur in heterosexual relationships. LGBTQ members face equal or higher rates of domestic violence.



Should your partner have access  
to your social media accounts?



**#REDFLAGCCSU**

2020

# RUTHE BOYEA WOMEN'S CENTER

Ms. Jacqueline Cobbina-Boivin, Director

Sexual Assault, Dating Violence, & Stalking  
Prevention and Awareness Programs  
January 1, 2020-December 31st, 2020

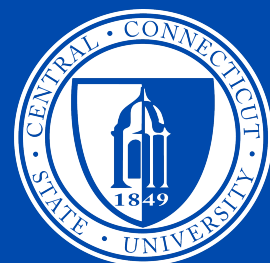
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Due to the COVID-19 Pandemic, our regular programming was impacted tremendously. The programs that were hosted were converted to virtual format. Many of the speakers scheduled to address violence against women's issues were canceled for the Spring of 2020. The Fall 2020 Violence Against Women's Programs were also impacted. Recognizing the first six weeks on a college campus is when most women are at risk for sexual assault, we utilized social media to inform students of the available on-campus and off-campus resources. During the Fall Semester, the Women's Center host's the annual Walk of No Shame and various programs that address Domestic Violence/Dating Violence. Lastly, each year the Center creates passive programming using t-shirts and campus-wide campaigns

During a normal Spring semester the Women's Center would host at least four events during Sexual Assault Awareness Month to highlight violence against women in the U.S. In addition, the Center would host the annual Take Back the Night March, The Day of Healing, and Wear Denim Day to educate and create an environment that eliminates victim blaming and increases victim/survivor support.



# PROGRAMMING

## THE VAGINA MONOLOGUES FEBRUARY 2020

The play, written by Eve Ensler, explores consensual and nonconsensual sexual experiences, body image, genital mutilation, direct and indirect encounters with reproduction, vaginal care, menstrual periods, sex work, and several other topics through the eyes of women in various ages, races, sexualities', and other differences. This play is part of a broader global movement that breaks ground and offers a piece of art like nothing has been created before.

## THE MASSIVE STERILIZATION OF WOMEN IN PUERTO RICO MARCH 2020

This film screening discussed the dark history of forced sterilization of Latina women in Puerto Rico. Between the 1930s and 1970s, approximately one-third of the female population of Puerto Rico was sterilized, making it the highest rate of sterilization in the world.



## The Massive Sterilization of Women in Puerto Rico

Wednesday,  
March 11, 2020  
6pm  
Connecticut Room,  
Memorial Hall



# PROGRAMMING

## THE CLOTHESLINE PROJECT

The Clothesline Project is a visual display dedicated to raising awareness about the reality of violence in our society. T-shirts are created by survivors or allies to demonstrate the pervasiveness and horror of those affected. Each T-Shirt reflects personal experiences and may occasionally include statements that reflect the emotions and reality of each experience.



### The following T-Shirt colors represent different meanings:

#### White:

Women who have been murdered as a result of sexual or domestic violence.

#### Red, Pink or Orange:

Women who have been raped or sexually assaulted.

#### Yellow or Beige:

Women who have been physically abused.

#### Blue or Green:

Women survivors of incest or child sexual abuse.

#### Purple or Lavender:

Women attacked because they were or were thought to be part of the LGBTQ+ community



# SEXUAL ASSAULT AWARENESS APRIL 2020

2/3

4 OUT OF 5 RAPE VICTIMS  
SUBSEQUENTLY SUFFER  
FROM CHRONIC PHYSICAL  
OR PSYCHOLOGICAL  
CONDITIONS

NEARLY 1 IN 5 WOMEN AND 1 IN 71  
MEN IN THE UNITED STATES HAVE  
EXPERIENCED RAPE AT SOME POINTS  
IN THEIR LIVES.

[#SEXUALASSAULTAWARENESSMONTH](#)

## VIRTUAL OUTREACH

42% of women who are  
raped, expect to be  
raped again.


Rape results in  
about 32,000  
pregnancies each  
year.

64% of Trans  
people experience  
sexual assault in  
their lifetime

[#sexualassaultawa  
renessmonth](#)

Bringing awareness to the  
importance of supporting  
victims of sexual violence  
while elimination the  
culture of victim blaming.

The Women's Center  
provided social media  
outreach with statistics  
during the COVID-19  
statewide shut down.




CCSU Ruthe Boyea Women's Center

---

Prudence Crandall Domestic Violence Center-Safe  
Connect 24 -Hour Hotlines  
English: 1-888-774-2900  
Espanol: 1-888-774-2900

Planned Parenthood Hartford North Health Center  
English: 1-860-728-0203

United Way: Assistance with food, mental health,  
health care, crisis care and child care  
Info Line: 211



## Equity & Inclusion

AAUP Minority Recruitment & Retention Committee

SUOAF Minority Recruitment & Mentoring Committee

ADA Compliance & Accommodations

Age-Friendly University (AFU)

Discrimination Complaint Procedures

Policies & Procedures

Red Flag Campaign

Stand Up CCSU

Cultural Programming & Training

Resources

Search Process

Title IX

The Office of Victim Advocacy and Violence Prevention

Sexual Violence Protection Program

Lactation Rooms

Affirmative Action

## Contact Information

Davidson Hall - Room 119

Office Phone: (860) 832-1652

Office Fax: (860) 832-2146

[Dr. Stacey A. Miller](#)

Vice President for Equity & Inclusion

Director, John Lewis Institute for Social Justice

860-832-1652

[Michelle Shaw](#)

Equity & Inclusion Associate

860-832-1654

[Erin Rodas](#)

CSU Administrative Assistant

860-832-1652

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

## OUR PRINCIPLES

- Equity and inclusion are interconnected and integral to CCSU's mission, practices, and policies
- Equity and inclusion is everyone's responsibility
- Equity and inclusion is beneficial to everyone
- Equity and inclusion is an educational value that prepares all students to live and work in a diverse world
- Equity and inclusion strategies are collaborative and coordinated
- Equity and inclusion is committed to creating a more inclusive campus
- Equity and inclusion is dedicated to accountability and assessment
- Equity and inclusion work is relational by building internal and external partnerships
- Equity and inclusion only can be achieved if the climate is welcoming and accessible

## OUR OBJECTIVE

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

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

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

## WHAT WE DO

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

## WHO WE ARE

### Senior Equity and Inclusion Officer

The Senior Equity and Inclusion Officer in the Office for Equity & Inclusion and the Title IX Officer is responsible for managing complaints, investigations, and reporting on sexual harassment, sexual misconduct, sexual assault, and discrimination cases. The Senior Equity and Inclusion Officer ensures that the University's hiring practices do not discriminate based on any protected classification and applies affirmative action principles in making hiring decisions. Central is committed to attracting and retaining a diverse faculty, staff, and student population. The office is located in Davidson Hall, Room 119. Telephone: (860) 832-1652.

### Victim Advocacy

The Victim Advocacy and Violence Prevention Specialist provides services to assist and support individuals who have been affected by sexual assault, relationship violence, and/or stalking. Services include assistance navigating different reporting systems and providing information on available options to address safety or other concerns. The Victim Advocacy and Violence Prevention Specialist also keeps our CCSU community current on diversity training, Title IX training, and sexual harassment prevention training. The office is located in Willard DiLoreto, Room D305. Telephone: (860) 832-1652.

### Women's Center

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

### LGBT Center

The LGBT Center provides a welcoming, creatively inspiring and safe space for students, faculty and staff who identify as lesbian, gay, bisexual, transgender, nonbinary, queer, intersex or allies. Since our founding in 2009 by the One in Ten Committee (a group of students, faculty and staff), the Center's goal has been to empower our LGBTQ+ campus family by creating cultural awareness, community connections and learning opportunities. To that end, we offer resources, programming, referrals and support services as well as trainings and workshops for the entire campus community.

# The Office of Victim Advocacy and Violence Prevention



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

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

For victim advocacy services, please contact the Office of Equity & Inclusion at 860-832-1652.

## Services provided in the Office of Victim Advocacy:

### Advocacy

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



## Prevention and Awareness Programming

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

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

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

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

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

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

### [Counseling and Wellness Center at CCSU](#)

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

### [YWCA Sexual Assault Crisis Service](#)

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

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

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

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

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

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

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

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

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

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

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

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

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

For further information these websites may be helpful:

[Office of Student Rights and Responsibilities](#)

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

### [Student Affairs](#)

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

### [Know Your Title IX](#)

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

### [Not Alone](#)

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

### [National Sexual Assault Hotline](#)

- National website that provides statistics, information and resources

## • Equity & Inclusion

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

**TheRedFlagCampaign.org**

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

## Examples of Abusive Behaviors ("Red Flags")

### Examples of Abusive Behaviors ("Red Flags")

**Control:** one partner makes all the decisions and tells the other what to do

**Dishonesty:** one partner lies to or keeps information from the other

**Physical Abuse:** one partner uses force to get their way

**Disrespect:** one partner makes fun of the opinions and interests of the other

**Intimidation:** one partner tries to control every aspect of the other's life

**Sexual Abuse:** one partner pressures or forces the other person into sexual activity without their consent

**Dependence:** one partner says they "can't live without" the other

**Hostility:** one partner may "walk on eggshells" to avoid upsetting the other

**Isolation:** one partner separates the other from their friends and family

# What can you do when you see a red flag?

## **Speak up.**

Tell the person that's not okay and that they should treat people with respect.

## **Step in.**

If it is safe to do so, intervene when you see red flags. Calmly approach the situation and try to de-escalate.

## **Talk later.**

Sometimes it's better to wait and talk to the abuser or the person who is being abused later, in private. They may be less defensive and talk more openly if you approach them one-on-one.

## **Gather resources.**

There are organizations on and off campus that specialize in helping people who are experiencing dating violence. You can share information about these resources with a friend or use them for support for yourself. Visit the resources tab on this page to learn more.

## **How can I help a friend who is in an abusive relationship?**

It can be challenging to see a friend experience dating violence. It is important to support yourself as you try to support your friend.

## **Do:**

Listen to them and let them share how they are feeling.

Understand that they may not be ready to end the relationship and respect that it can take time for someone to recognize a relationship as abusive.

Approach the conversation without judgment by pointing out what you see. For example, "I noticed that you're spending a lot of time with your partner and we don't see you as much. How is your relationship?"

Follow up and continue to support them. It can take time for someone to leave an abusive relationship and it is important that they know they have your support.

Provide information about resources and offer to go with them to talk to somebody.

### **Don't:**

Tell them how they should feel and ignore their wishes.

Expect them to leave right away and break off all contact with their abuser.

Judge your friend or tell them what to do.

Talk to them once and then never bring it up again.

Feel you are alone in helping. There are many resources available to help you and your friend at this time.

## **Red Flag Resources**

### **Someone To Talk To:**

Office of Victim Advocacy  
Willard DiLoreto, Room D305  
(860) 832-3795

Ruthe Boyea Women's Center  
Women's Center Coordinator  
Student Center, Room 215  
(860) 832-1655

Residence Life  
Mid-Campus Hall, Room 118  
(860) 832-1660

Office of Student Affairs  
Davidson Hall, Room 103  
(860) 832-1601

Student Wellness Services ***\*Confidential***  
Willard-DiLoreto, 1st Floor

Health Services: (860) 832-1925  
Counseling Services: (860) 832-1927

## To Report An Incident:

Office of Equity & Inclusion  
Davidson Hall, Room 102  
(860) 832-1652

Office of Student Rights & Responsibilities  
Willard-DiLoreto, Room W105  
(860) 832-1667

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

## Off-Campus Resources

YWCA Sexual Assault Crisis Service  
24-Hour Hotline (860) 223-1787  
24-Hour Spanish Hotline (888) 568-8332

Prudence Crandall Center for Domestic Violence  
24-Hour Hotline: (888) 774-2900

Suicide Prevention Lifeline  
24 Hour Hotline: (888) 273-8255

Hospital of Central Connecticut  
100 Grand Street, New Britain, CT 06050  
(860) 224-5011

## For More Information About Dating Violence

[Love is Respect](#)

[One Love Foundation](#)

[Red Flag Campaign](#)

# Healthy & Unhealthy Relationships: How to Tell Them Apart

## A Relationship is Healthy When

You trust your partner.

You treat each other the way you want to be treated, and accept each other's opinions and interests.

You each feel physically safe in the relationship.

Your partner likes your friends and encourages you to spend time with them and wants to include them in his/her life as well as yours.

You make important decisions together.

Your partner understands when you spend time away from him or her.

You don't feel responsible for protecting your partner's reputation or for covering for his/her mistakes.

Your partner encourages you to enjoy different activities (like joining the volleyball team or football team, running for student government, or being in a play) and helps you reach your goals.

Your partner likes you for who you are - not just for what you look like.

You are not afraid to say what you think and why you think that way. You like to hear how your partner thinks, and don't always have to agree.

You have both a friendship and a physical attraction.

You don't have to be with your partner 24/7.

Your partner doesn't force sexual activity or insist that you do something that makes you uncomfortable.

## What are your rights in a relationship?

To express your opinions and have them be respected

To have your needs be as important as your partner's needs

To grow as an individual in your own way

To change your mind



To not take responsibility for your partner's behavior

To not be physically, emotionally, verbally or sexually abused

To break up with or fall out of love with someone and not be threatened

To be intimate in a way that makes you both comfortable and happy.

## • Equity & Inclusion

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

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

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

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

## How You Can Take a Stand: Start with YOU

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

## Start with YOUR family and friends

- Support survivors. Those who experience violence are most likely to reach out to family or friend(s). Believing and supporting them can have an incredible impact on their future healing.

- Challenge others. People we love and respect can sometimes make statements that are sexist, homophobic, or racist. Learn about diverse groups to help the people in your life connect with all members of our community.

## Start with YOUR community

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

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

## Resources

### Someone To Talk To:

Office of Victim Advocacy & Violence Prevention  
Willard DiLoreto Hall, Room D305  
9 a.m. – 5 p.m.  
(860) 832-3795

Ruthe Boyea Women's Center  
Student Center Room 215  
(860) 832-1655

Residence Life  
Mid-Campus Residence Hall  
(860) 832-1660

Student Wellness Services\*  
Marcus White Annex  
Health: (860) 832-1925  
Counseling: (860) 832-1945

Office of Student Affairs  
Davidson Hall, Room 103

(860) 832-1601

\*Confidential

## To Report an Incident

### **Office of Student Conduct**

Carroll Hall, Room 205

(860) 832-1667

### **University Police**

Emergency: 911

Dispatch Center: (860) 832-2375

## Off-Campus Resources

### **YWCA Sexual Assault Crisis Service**

24 Hour Hotline (860) 223-1787

24 Hour Spanish Hotline (888) 568-8332

### **Prudence Crandall Center for Domestic Violence**

24 Hour Hotline: (888) 774-2900

24 Hour Hotline: (888) 273-8255

### **Hospital of Central Connecticut**

100 Grand Street

New Britain, CT 06050

(860) 224-5011

## Other Resources

[Itsonus.org](http://Itsonus.org)

<http://www.cdc.gov/violenceprevention/sexualviolence/index.html>

[www.rainn.org](http://www.rainn.org)

[knowyourIX.org](http://knowyourIX.org)



## • Women's Center

- [Virtual Services](#)
- [Event Information](#)
- [Event Photos](#)
- [Past Events](#)
- [Our Accomplishments](#)
- [The Lounge and Library](#)
- [Women's Support Groups](#)
- [Women's Professional Organizations](#)
- [Women's Sports](#)
- [Women's Center Staff](#)

### Mission

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

### Our Doors Are Open

The Center is open to all of CCSU's community, men and women. The Women's Center values and celebrates the multiplicity of women's lives; recognizes the intersections of gender, race, sexual orientation, economic status, and other significant aspects of individual and cultural identity; accepts responsibility for opposing injustice; and commits itself to service to the University and larger communities. Feel free to stop by to see what's going on, or just hang out with the crew. Also, please check out our newsletter, and send in your letters to be published.

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



## Contact Information

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

Phone: 860-832-1655

Fax: 860-832-1677

## Hours of Operation

Monday - Friday: 9 a.m. - 5 p.m.

**For emergencies, call 911**

Follow Us on Social Media!



## . LGBT Center

- [Hours](#)
- [Meet Our Team](#)
- [Support Groups](#)
- [Gender Neutral Services](#)
- [LGBTQ Scholarships](#)
- [About Our Students](#)
- [Faculty Resources](#)
- [Campus Training & Workshops](#)
- [Campus & Community Resources](#)
- [Student Employment](#)

The LGBT Center provides a welcoming, creatively inspiring and safe space for students, faculty and staff who identify as lesbian, gay, bisexual, transgender, nonbinary, queer, intersex or allies. Since our founding in 2009 by the One in Ten Committee (a group of students, faculty and staff), the Center's goal has been to empower our LGBTQ+ campus family by creating cultural awareness, community connections and learning opportunities. To that end, we offer resources, programming, referrals and support services as well as trainings and workshops for the entire campus community.

The LGBT Center has a new home. We are located on the first floor of Barrows Hall. Come through the front door and then buzz to be let in. We will have many new features at the Center for the 2021-2022 academic year.

### Contact Information

Phone: 860-832-2090

[LGBT@ccsu.edu](mailto:LGBT@ccsu.edu)

William Mann

Coordinator

[williammann@ccsu.edu](mailto:williammann@ccsu.edu)

Pat Bingham

University Assistant

[pat.bingham@ccsu.edu](mailto:pat.bingham@ccsu.edu)

## EMERGENCY NUMBERS

**CCSU Police**  
860-832-2375

**CCSU Counseling Center Hotline**  
860-832-1945

**CCSU Office of Victim Advocacy**  
860-832-3795

**CT Sexual Assault Crisis Services**  
888-999-5545  
888-568-8332 (Español)

**LGBT Suicide Prevention (The Trevor Project)**  
866-488-7386

**Suicide Prevention Hotline**  
800-273-8255

**LGBT Youth Support**  
800-246-7743

**LGBT Hate Crime Hotline**  
800-616-4283

**Domestic Violence Hotline**  
888-774-2900 (English / Español)

**Alcohol & Drug Abuse Hotline**  
(800) 662-HELP

## Campus Resources

- **LGBT Center**  
Please see this site's first page, Support Groups, Events, Trainings & Workshops, Gender Neutral Services, and Faculty Resources for full resources.
- **[Office of Equity and Inclusion](#)**  
(860) 832-1652
- **[Ruth Boyea Women's Center](#)**  
(860) 832-1655



- **Counseling Center**  
Willard-DiLoreto, First Floor  
Hotline: (860) 832-1945
- **Health Services**  
Marcus White Annex next to the Computer Center  
(860) 832-1925
- **CCSU Office of Victim Advocacy and Violence Prevention**  
860-832-3795
- **The Learning Center**  
Willard-DiLoreto, D316  
(860) 832-1900

## Off-Campus State Resources

- **True Colors: Sexual Minority Youth & Family Services**  
(860) 232-0050
- **Connecticut Transgender Advocacy Coalition**
- **Hartford Gay & Lesbian Health Collective**  
(860) 278-4163
- **Kamora's Cultural Corner (Hartford)**  
(860) 400-6046
- **New Haven Pride Center**  
(203) 387-2252
- **Anchor Health Initiative**  
Specializing in transgender health and issues  
(203) 674-1102
- **CT Sexual Assault Crisis Services**  
(888) 999-5545 (English) – (860) 568-8332 (Español)

## National Resources

- **The Trevor Project: Suicide Hotline for LGBTQ Youth**  
(866) 488-7386
- **Trans Lifeline**  
(877) 565-8860 (at this time this is not a 24-hour hotline)
- **The Veterans Crisis Line**  
(800) 273-8255
- **National Suicide Hotlines**  
(800) 784-2433 & (800) 273-8255  
Deaf Hotline: (800) 799-4TTY (4889)
- **Angels and Doves**  
Nationwide anti-bullying non-profit
- **The National Center for Bullying Prevention**

- [The Matthew Shepard Foundation](#)  
Matthew's Place is an online community and resource center for LGBTQ youth
- [GLSEN](#)  
LGBTQ student advocacy
- [Hate Crime Prevention Resources](#)
- [Human Rights Campaign](#)
- [International Gay & Lesbian Human Rights Commission](#)
- [Lambda Legal Defense & Education Fund](#)
- [National Gay and Lesbian Task Force](#)
- [National Transgender Advocacy Coalition](#)
- [National Youth Advocacy Coalition](#)
- [Parents, Friends and Family of Lesbians and Gays](#)

# Title IX Training

Office of Equity & Inclusion

2020

1

## Training Outline

- 📄 About the Office of Equity & Inclusion
- 🏠 Overview: Title IX
- 🔒 Sexual Violence, Intimate Partner Violence and Stalking
- 📋 CCSU Policies & Protocol
- 🗣️ Responding to Disclosures
- 📁 Resources

2

## Office of Equity & Inclusion (OEI)

- ▶ Nondiscrimination in Education and Employment Policy
- ▶ Title IX Compliance
- ▶ BOR/CCSU Sexual Misconduct Reporting, Support Services and Processes Policy
- ▶ ADA compliance
- ▶ Equal Employment Opportunity and Affirmative Action
- ▶ Provides leadership to the campus community on topics of diversity, equity & inclusion
- ▶ Supports and plans cultural events



Davidson 119  
(860) 832-1652

3

## Discrimination

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

4

Harassment and Discrimination are prohibited based on the following protected classes:

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

\* Sexual orientation is considered a protected class under Connecticut state law but not under federal law.

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Share Your  
**VOICE**

Shape Our  
**FUTURE**


CCSU Campus Climate Survey

You received an email from "CCSUClimateSurvey" with your unique survey link. Additional information: [www.ccsu.edu/ShareYourVoice](http://www.ccsu.edu/ShareYourVoice)

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## Office of Victim Advocacy (OVA)

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



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

7

- Empowerment-based
- Emotional support and crisis intervention
- Providing information to victims/survivors to help them make informed decisions
- Direct referral to additional resources
- Support through reporting procedures

## What is Victim Advocacy?

8

## Advocacy is NOT:

- Telling someone what to do
- Investigating a report of a crime
- Providing long-term therapy
- Speaking for someone

9

## What is your favorite color?

Color	Percentage
Red	13%
Orange	13%
Yellow	13%
Green	13%
Blue	13%
Purple	13%
Pink	13%
Other	13%

10

## I feel comfortable talking about sexual violence.

Response	Percentage
Strongly Agree	20%
Agree	20%
Neutral	20%
Disagree	20%
Strongly Disagree	20%

11

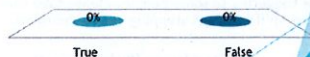
## Title IX: Context and History

12



### True or False: Title IX protects female students only.

- A. True  
B. False



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### Title IX

- ▶ Federal civil rights law that prohibits discrimination on the basis of sex.
- ▶ Applies to all educational institutions that receive federal funds.
- ▶ Protects students and employees of all genders.

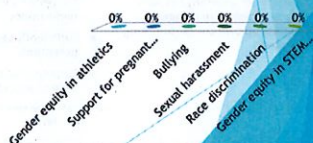
**No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."**

— Title IX, Education Amendments of 1972

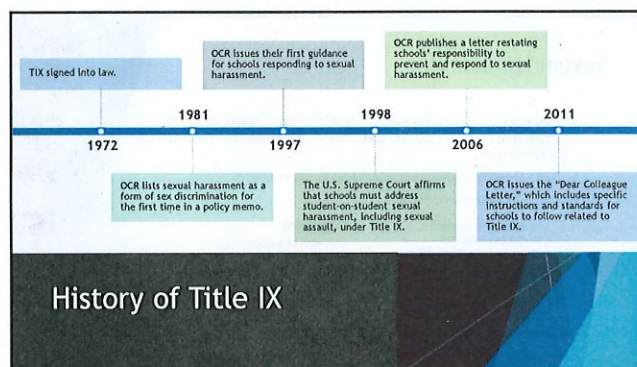
14

### Title IX can address which of the following? (Mark all that apply)

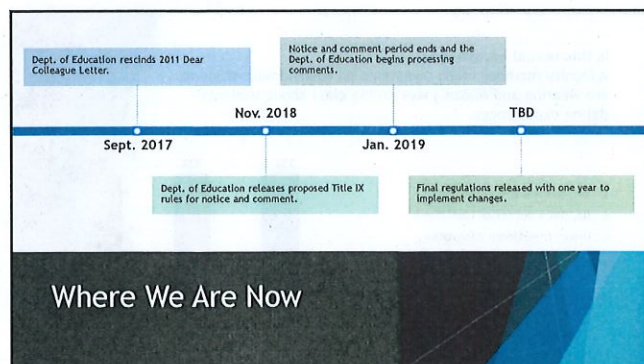
- A. Gender equity in athletics  
B. Support for pregnant and parenting students  
C. Bullying  
D. Sexual harassment  
E. Race discrimination  
F. Gender equity in STEM programs



15



16



17

**Worksheet:  
Do You Know  
Your Policy?**

MATCH THE DEFINITION  
WITH THE CORRECT TERM.

18

## Sexual Violence

19

We asked five women to each read aloud a different account of sexual abuse or assault.

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

The video runs for about 5 minutes.

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## Sexual Harassment

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

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## Sexual Harassment

### Quid Pro Quo: "This For That"

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

### Hostile Environment

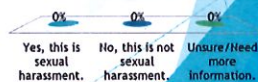
- ▶ Unwelcome verbal or physical conduct directed at another
- ▶ Because of that individual's protected class (e.g., gender/sex)
- ▶ That unreasonably interferes with the person's work or academic performance
- ▶ Sufficiently severe, pervasive or persistent
- ▶ Purpose or of creating a hostile work or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

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### Is this sexual harassment?

A faculty member asks a student to stay after class to discuss a bad grade. Once alone, the faculty member says to the student, "you're a really beautiful young woman. Why don't you come out to dinner with me and we'll see if we can get that grade up?"

- A. Yes, this is sexual harassment.
- B. No, this is not sexual harassment.
- C. Unsure/Need more information.

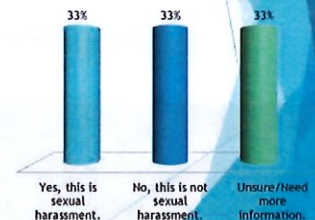


23

### Is this sexual harassment?

A faculty member often comments on what female students are wearing and makes jokes during class about students' dating experiences.

- A. Yes, this is sexual harassment.
- B. No, this is not sexual harassment.
- C. Unsure/Need more information.



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### Is this sexual harassment?

Riley and Jamie teach in the same department. One day, Riley asks Jamie out on a date. Jamie says no, and Riley doesn't ask again.

- A. Yes, this is sexual harassment.
- B. No, this is not sexual harassment.
- C. Unsure/Need more information.



25

### Is this sexual harassment?

After Jamie says no to a date with Riley, Riley continues asking Jamie out once a week. Jamie starts avoiding department meetings and the shared office space to try and avoid seeing Riley.

- A. Yes, this is sexual harassment.
- B. No, this is not sexual harassment.
- C. Unsure/Need more information.



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### Sexual Assault

- Sexual assault may include a **sexual act directed against another person** when that person is **not capable of giving consent**, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

27

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

- A. True
- B. False



28

### Sexual Exploitation

- Sexual exploitation occurs when a person takes **non-consensual or abusive sexual advantage** of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses.

29

### Prevalence at CCSU

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

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

The majority of incidents occurred off campus.

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

Approximately 3% of victims/survivors notified law enforcement.

40% of victims/survivors told a close friend.

CCSU Campus Climate Survey, 2015

30

## Intimate Partner Violence

31

## Intimate Partner Violence

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

32

True or False: Intimate Partner Violence only applies to people who are living together.

- A. True  
B. False

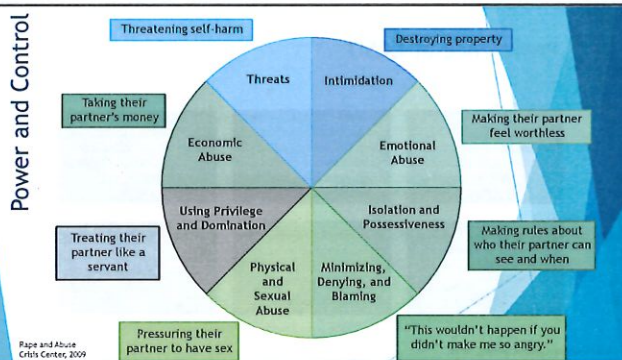


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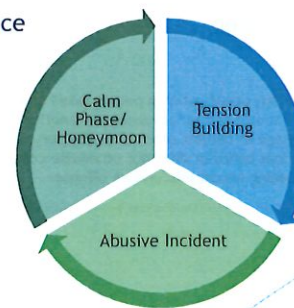
Behind the Post - Will and Zoe

34



35

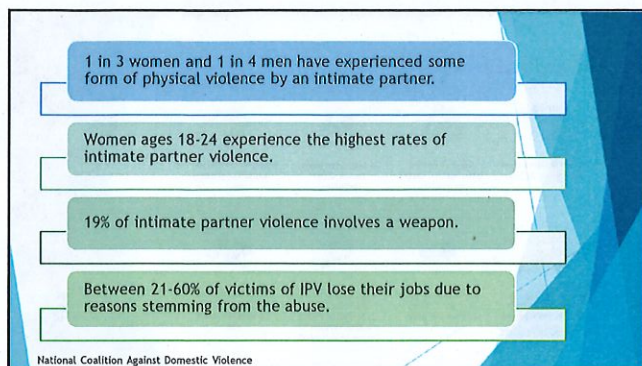
## Cycle of Violence



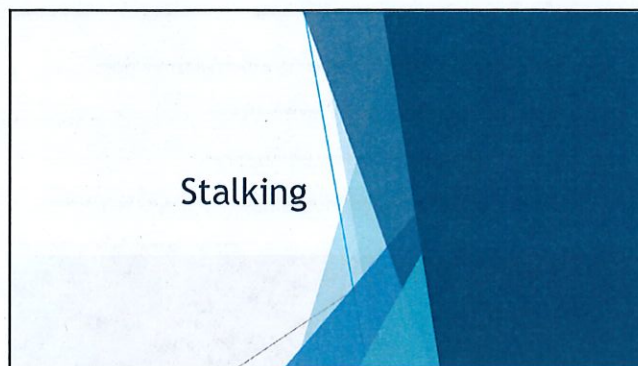
National Center for Health Research

36

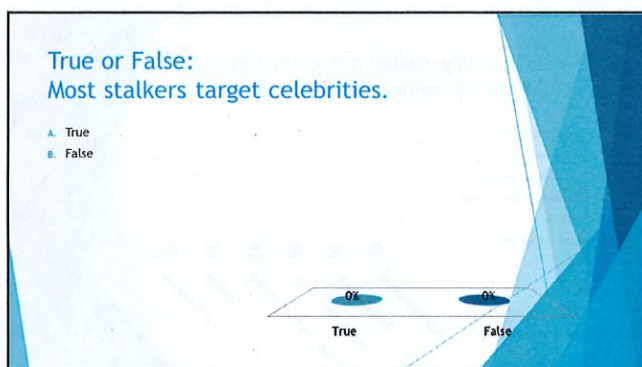




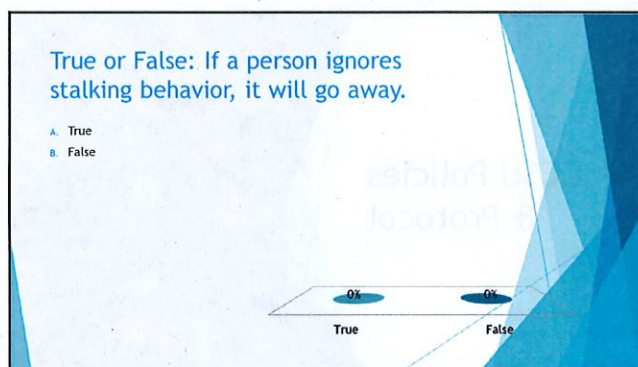
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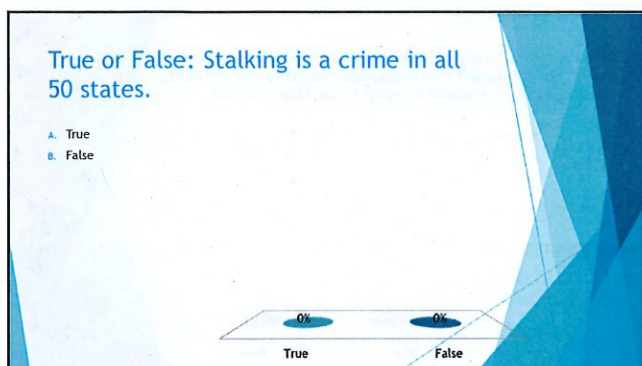
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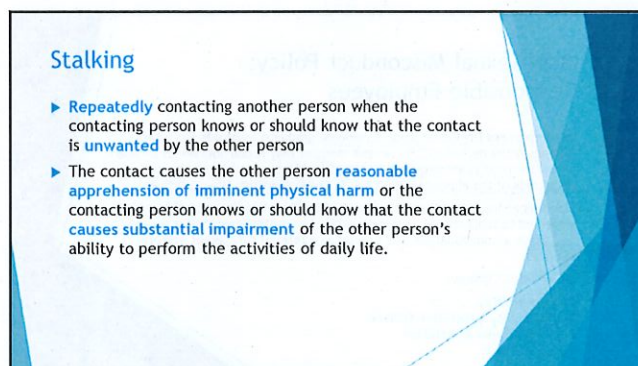
39



40



41



42



16% of women and 5% of men have experienced stalking at some point in their lifetime.

Of women who reported being stalked, 85% were stalked by a man.

Of men who reported being stalked, 46% were stalked by a woman.

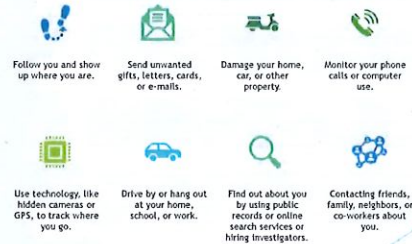
62% of stalking victims reported fearing harm to themselves, their partner, or a family member.

National Center for Victims of Crime; Centers for Disease Control

## Stalking Statistics

43

## Behavior of Stalkers



44

## CCSU Policies & Protocol

45

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

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



46

## BOR Sexual Misconduct Policy: Responsible Employees

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

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

CCSU Title IX Officer:

Pamela Whitley  
Senior Equity & Inclusion Officer  
Office of Equity & Inclusion  
860-832-1652

47

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

- A. True
- B. False



48

## Types of Communication

### Disclosure

- ▶ The communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.
- ▶ All communication regarding incidents of sexual misconduct must be referred to the Title IX Officer.
- ▶ Even if the student does not request or want to participate in an investigation, they are still entitled to support services and resources.
- ▶ The CCSU Victim Advocate can discuss reporting options with individuals to help them fully understand their options and allow them to make the best choice for themselves.

### Report

- ▶ The communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution.

You are an important piece in our response to sexual misconduct.

- ▶ Connect students in need to valuable resources
- ▶ Front-line support
- ▶ Students may feel more comfortable accessing resources if referred by someone they already know and trust

A student disclosing any form of sexual misconduct is putting the university "on notice" that discrimination has occurred. By referring to the Title IX Officer, you are helping us respond to sex discrimination and prevent future discrimination.

49

50

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

Any university employee deemed a "mandatory reporter" who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

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

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



## Worksheet: Policy Scavenger Hunt

FIND THE ANSWER TO EACH QUESTION IN THE POLICY DOCUMENT.

51

52

## Rights of Reporting & Responding Parties

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

## Investigation Standards

- ▶ Reasonable Person
  - ▶ Behavior that a reasonable person would consider offensive
  - ▶ About the impact - not intent
- ▶ Preponderance of the Evidence standard
  - ▶ More likely than not

53

54



## Retaliation

- ▶ Retaliation occurs when a person is subjected to an adverse employment or educational action because they made a complaint under the sexual misconduct policy or assisted or participated in any manner in an investigation.
- ▶ Any form of retaliation is prohibited.

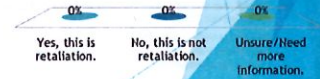


55

## Is this retaliation?

Jamie filed a sexual harassment complaint against their supervisor. After an investigation, the supervisor was found not responsible. Since the conclusion of the investigation, Jamie has been scheduled for fewer shifts and has been left out of staff meetings.

- A. Yes, this is retaliation.
- B. No, this is not retaliation.
- C. Unsure/Need more information.



56

## Responding to Disclosures

57

## Why do students disclose to faculty/staff?

- ▶ They feel close to that person and want comfort.
- ▶ They want something to be done about their experience.
- ▶ They are having difficulty with classes or other aspects of their life and need assistance.
- ▶ They feel they need to explain a behavior.
- ▶ They are suddenly triggered.
- ▶ They want to warn a staff member about another student.

58

## Scenarios

- ▶ In your groups, discuss what you would say to the person in the scenario.
- ▶ What is your responsibility as an employee?
- ▶ What resources can you provide?



59

## Feedback

- How did you respond?
- What questions do you have?
- How did you communicate with the person about your responsibility to report?
- What resources did you provide?

60

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

- Brené Brown

61

## Resources

62

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

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



63

Where is the Office of Victim Advocacy located?

- A. Student Center
- B. Willard DiLoreto Hall
- C. Davidson Hall
- D. Carroll Hall



64

As a CCSU employee, you are considered which of the following? (Mark all that apply.)

- A. Responsible employee
- B. Mandatory reporter for child abuse/neglect
- C. Counselor/Therapist
- D. Investigator
- E. All of the above



65

## On-Campus Resources: To Report an Incident

- ▶ Office of Equity & Inclusion (all complaints)  
860-832-1653  
Davidson Hall, Room 119
- ▶ Office of Student Conduct (complaints against students)  
860-832-1667  
Willard DiLoreto Hall, W-105
- ▶ CCSU Police (criminal complaints)  
Emergency: 911  
Routine - Police Dispatch: 860-832-2375
- ▶ Human Resources (complaints against employees)  
860-832-1757  
Davidson Hall, Room 201

66

## On-Campus Resources: Someone to Talk To

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

67

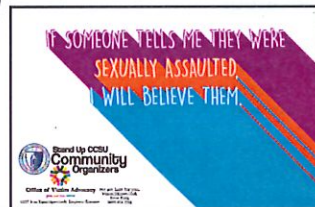
## Off Campus Confidential Resources

- ▶ YWCA Sexual Assault Crisis Service  
24-Hour Hotline: 860-223-1787 or 888-999-5545  
24-Hour Spanish Hotline: 888-568-8332
- ▶ Prudence Crandall Center for Domestic Violence  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200
- ▶ Suicide Prevention Lifeline  
24-Hour Hotline: 800-273-8255
- ▶ Hospital of Central Connecticut  
100 Grand St. New Britain, CT  
860-224-5011  
\*SAFE Program for sexual assault forensic exams - exam can be done up to 120 hours after a sexual assault. A survivor is not required to report to police at the time of the exam.

68

## Thank you!

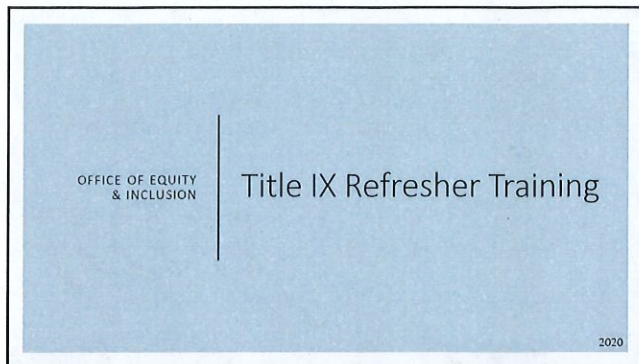
Joanna Flanagan  
Office of Victim Advocacy  
jflanagan@ccsu.edu  
(860) 832-3795  
Willard DiLoreto Hall, D-305  
M-F 9:00 a.m. - 5:00 p.m.



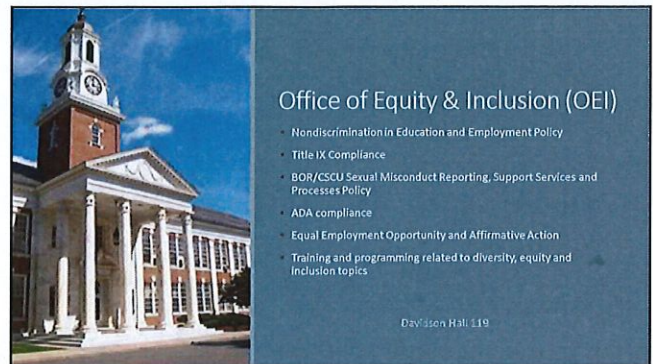
Would you like a presentation in your classroom?  
Please contact me directly to coordinate!

69

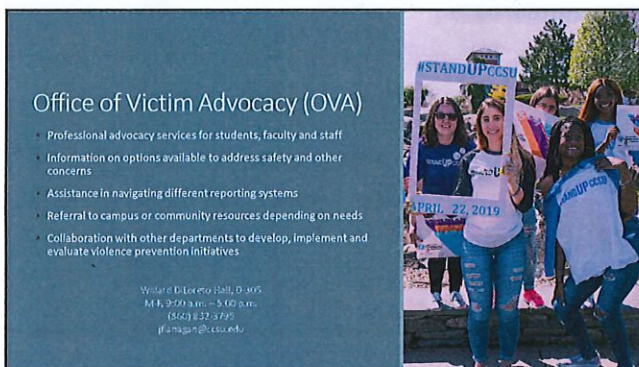




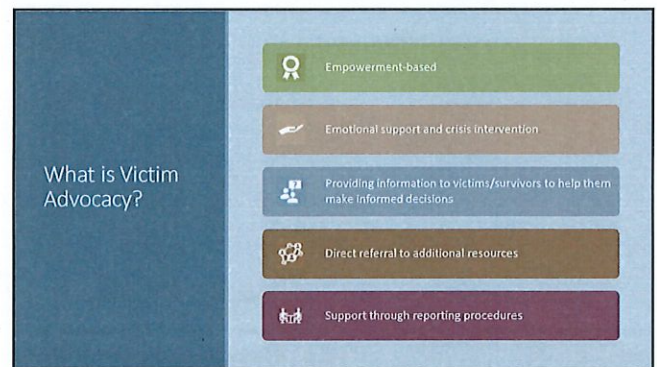
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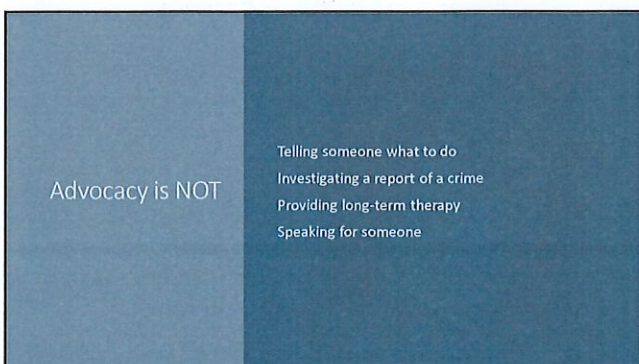
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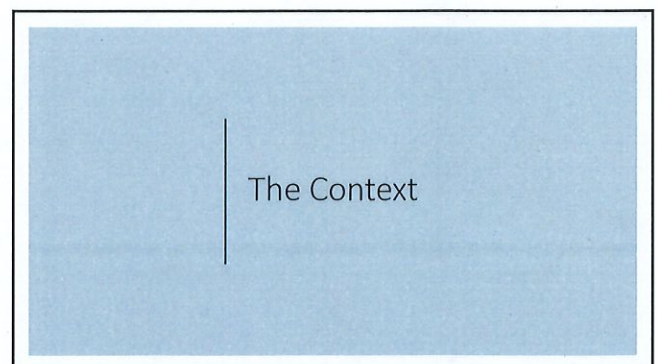
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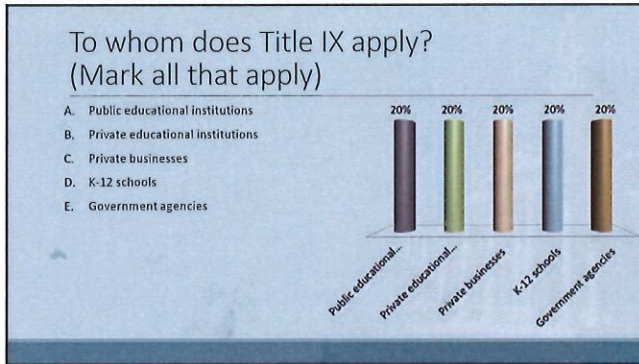
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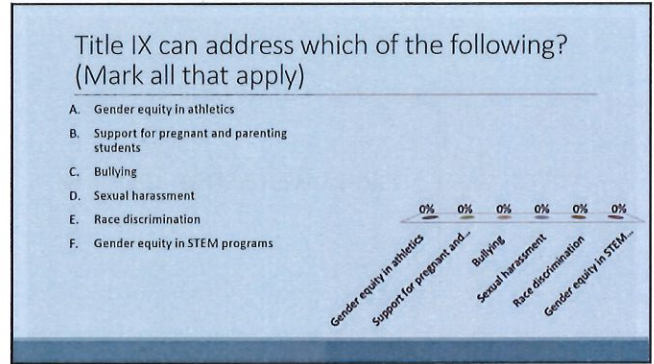
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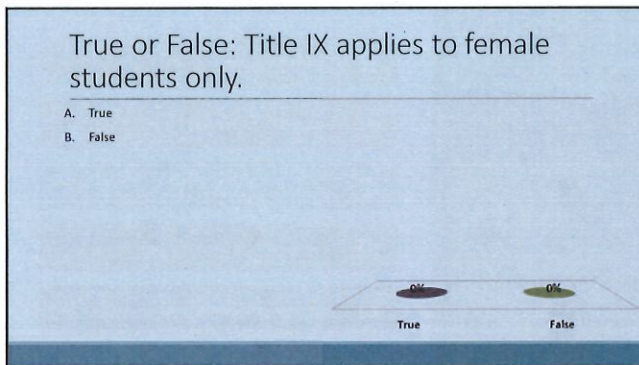
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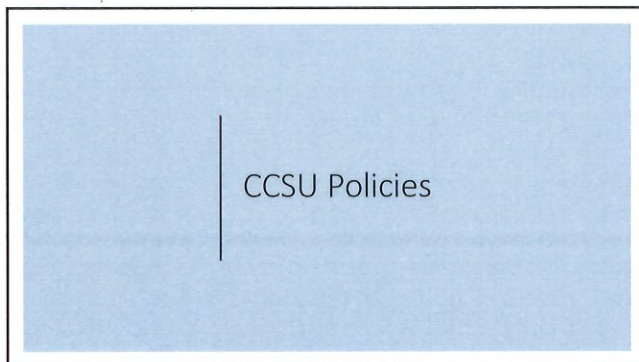
9

**Title IX**

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

- Federal civil rights law that prohibits discrimination on the basis of sex.
- Applies to all educational institutions that receive federal funds.
- Protects students and employees of all genders.

10



11

**Worksheet: Do You Know Your Policy?**

MATCH THE DEFINITION ON THE LEFT SIDE WITH THE CORRECT TEAM ON THE RIGHT SIDE.

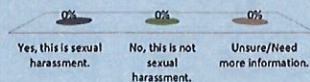
12



### Is this sexual harassment?

A faculty member asks a student to stay after class to discuss a bad grade. Once alone, the faculty member says to the student, "you're a really beautiful young woman. Why don't you come out to dinner with me and we'll see if we can get that grade up?"

- A. Yes, this is sexual harassment.
- B. No, this is not sexual harassment.
- C. Unsure/Need more information.

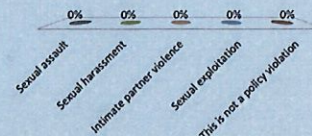


13

### What is this an example of?

Avery and Riley are two CCSU students who have been hooking up for a few weeks. One day, Avery's friend sends Avery a link to a pornographic video with the message, "is this you?" Avery opens the video and sees it is a video of them having sex with Riley. Avery did not know this video was taken.

- A. Sexual assault
- B. Sexual harassment
- C. Intimate partner violence
- D. Sexual exploitation
- E. This is not a policy violation

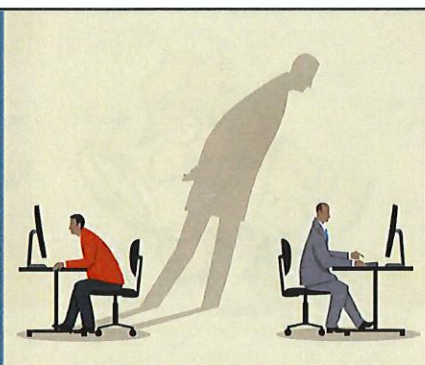


14

### Retaliation

Retaliation occurs when a person is subjected to an adverse employment or educational action because they made a complaint under the sexual misconduct policy or assisted or participated in any manner in an investigation.

Any form of retaliation is prohibited by CCSU policy.

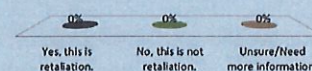


15

### Is this retaliation?

Jamie filed a sexual harassment complaint against their supervisor. After an investigation, the supervisor was found not responsible. Since the conclusion of the investigation, Jamie has been scheduled for fewer shifts and has been left out of staff meetings.

- A. Yes, this is retaliation.
- B. No, this is not retaliation.
- C. Unsure/Need more information.



16

### Responsible Employees

### BOR Sexual Misconduct Policy: Responsible Employees

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

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CCSU Title IX Officer:

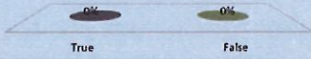
Pamela Whitley  
Senior Equity & Inclusion Officer  
Office of Equity & Inclusion  
860-832-1652

17

18

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

A. True  
B. False



19

### Types of Communication

DISCLOSURE	REPORT
The communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.	The communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution.

All communication regarding incidents of sexual misconduct must be referred to the Title IX Officer. Even if the student does not request or want to participate in an investigation, they are still entitled to support services and resources. The CCSU Victim Advocate can also discuss reporting options with individuals to help them fully understand their options and allow them to make the best choice for themselves.

20


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

\* Any university employee deemed a "mandatory reporter" who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

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

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

21



### Worksheet: Policy Scavenger Hunt

FIND THE ANSWER TO EACH QUESTION IN THE POLICY DOCUMENT

22

### Responding to Disclosures

23

### Scenarios

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

What is your responsibility as an employee?



24



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

- BRENE BROWN

25

## Resources

26

### On-Campus Resources: To Report an Incident

**Office of Equity & Inclusion (all complaints)**  
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Davidson Hall, Room 119

**Office of Student Conduct (complaints against students)**  
860-832-1667  
Willard DiLoreto Hall, W-105

**CCSU Police (criminal complaints)**  
Emergency: 911  
Routine – Police Dispatch: 860-832-2375  
*CCSU Police can assist in connecting with departments in other cities/towns.*

27

### On-Campus Resources: Someone to Talk To

**Office of Victim Advocacy**  
Joanna Flanagan  
860-832-3795  
Willard DiLoreto, D-305

**Women's Center**  
Jacqueline Cobbina-Bolvin  
860-832-1655  
Student Center, Room 215

**Residence Life**  
860-832-1660  
Mid Campus, Room 118

**Student Wellness Services \*Confidential**  
Health Services  
Counseling & Student Development  
860-832-1926 (appointments)  
860-832-1925 (inquiries)  
Willard DiLoreto 1<sup>st</sup> Floor

**Office of Student Affairs**  
860-832-1601  
Davidson Hall, Room 103

28

### Off-Campus Resources

**YWCA Sexual Assault Crisis Service \*Confidential**  
24-Hour Hotline: 860-223-1787 or 888-999-5545  
24-Hour Spanish Hotline: 888-568-8332

**Prudence Crandall Center for Domestic Violence \*Confidential**  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200

**Suicide Prevention Lifeline \*Confidential**  
24-Hour Hotline: 1-800-273-8255

**Hospital of Central Connecticut \*Confidential**  
100 Grand St. New Britain, CT  
860-224-5011

*\*SAFE (Sexual Assault Forensic Examiner) Program for sexual assault forensic exams – exam can be done up to 120 hours after a sexual assault. A survivor is not required to report to police at the time of the exam.*

29

Thank you!

JOANNA FLANAGAN  
OFFICE OF VICTIM ADVOCACY  
JFLANAGAN@CCSU.EDU  
860-832-3795  
WILLARD DILORETO D-305  
9:00 AM – 5:00 PM, M-F

30



# DYNAMICS OF SEXUAL ASSAULT: IMPACTS OF TRAUMA

*Office of Equity & Inclusion  
Joanna Flanagan and Ashiah Riche-Alcide*

1

## Training Objectives

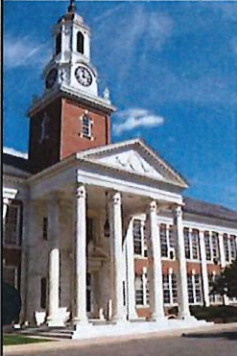
- Understand dynamics of sexual violence, including characteristics of victims/offenders
- Identify common responses to trauma and the impact of trauma on sexual assault investigations
- Discuss how to conduct investigations with an awareness of trauma impacts

2

## Agenda

- About the Office of Equity & Inclusion
- Dynamics of Sexual Violence
- Impacts of Trauma
- Trauma and Investigations

3




## Office of Equity & Inclusion

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action
- Training and programming related to diversity, equity and inclusion topics

Davidson 119  
(860) 832-1652

4



## Office of Victim Advocacy

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

Willard DiLoreto Hall, D-305  
(860) 832-3795

5

## What is Victim Advocacy?

- Empowerment-based
- Emotional support and crisis intervention
- Providing information to victims/survivors to help them make informed decisions
- Direct referral to additional resources
- Support through reporting procedures

6

### Advocacy is Not:



Investigating a report of a crime



Telling someone what to say/do



Long-term therapy

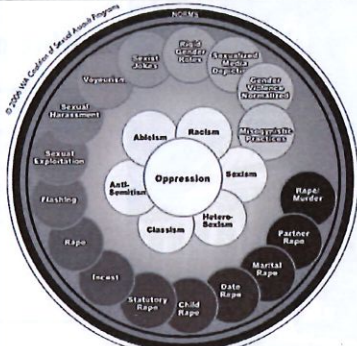
7

## DYNAMICS OF SEXUAL VIOLENCE

8

### Continuum of Sexual Violence

Sexual violence is an umbrella term that includes unwanted sexual contact, sexual assault, child sexual abuse, incest and rape, as well as the social conditions that allow these behaviors to flourish.



9

### WHO IS A VICTIM?

Who do you picture when you think of a victim of sexual assault?

Gender, Race, Ability, Age, Physical Appearance, Mood, Social Class, Behavior, Sexual Orientation

10

### WHO IS A PERPETRATOR?

Who do you picture when you think of a perpetrator of sexual assault?

Gender, Race, Ability, Age, Physical Appearance, Mood, Social Class, Behavior, Sexual Orientation

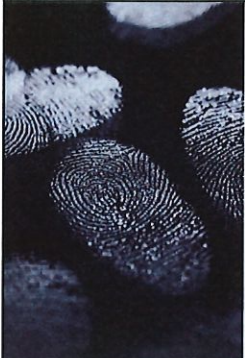
11

### What are the impacts of these stereotypes?

- People feeling like their experience was "not that bad"
- People not identifying themselves as victims
- People believe they can't ask for help
- Bias in response to sexual assault

12





### Reporting

- Of students who experienced sexual assault while students at CCSU, approximately 3% notified law enforcement.
- The Department of Justice found that nationwide, 40% of rapes/sexual assaults were reported to police in 2017, compared to 23% in 2016.
- On average, 86% of reported sexual assaults are never referred by police to prosecutors.

CCSU Campus Climate Survey; U.S. Dept. of Justice; Dr. Rebecca Campbell

13

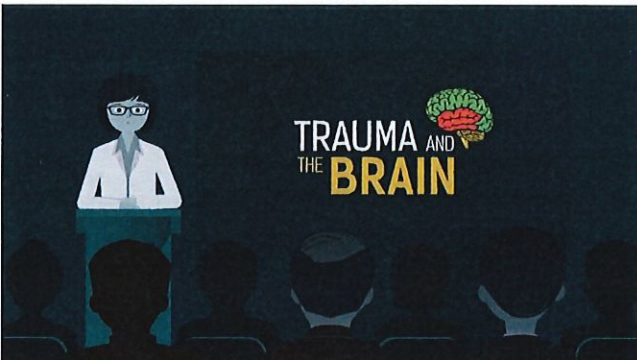
### What stops people from reporting sexual assault?

- Their experience doesn't fit in with cultural stereotypes
- They don't realize they can report it
- Fear of retaliation from the offender
- Relationship to the offender
- Fear they will be blamed or not believed
- Mistrust of the justice system
- Possible illegal activity at the time of the assault (underage drinking, illegal drug use, etc.)
- Grooming process used by offenders to silence victims
- Trauma

14

## IMPACTS OF TRAUMA

15



## TRAUMA AND THE BRAIN

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## "TRAUMA IS A NORMAL HUMAN RESPONSE TO ABNORMAL EVENTS."

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### Neurobiology of Trauma

- During a threatening or stressful situation, the brain recognizes that the body is under attack and triggers the release of adrenal hormones, or "stress hormones."
- Catecholamines like dopamine, norepinephrine, and epinephrine (a.k.a. adrenaline) increase breathing, raise blood pressure, and send blood to major organs
- Cortisol increases sugars in the blood stream and curbs functions that are nonessential to a fight-or-flight situation (such as immune system responses and the digestive system)

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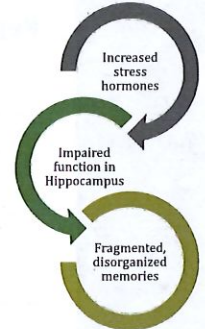
### Fight, Flight, or Freeze: Tonic Immobility

- When hormones are heightened all at once, they can trigger a physical shutdown in the body called tonic immobility.
- Autonomic, uncontrollable response
- Developed evolutionarily to protect an organism's survival in the face of a threat
- Characterized by increased breathing, eye closure, and muscular paralysis
- Because it can be hard to label, studies on tonic immobility vary, but have found anywhere from 12-50% of rape victims experience tonic immobility

Dr. Rebecca Campbell

19

### Trauma and Memory



Dr. Rebecca Campbell

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### Trauma and Memory: The Filing Cabinet



Dr. Rebecca Campbell

21

### WHAT ARE THE IMPACTS OF TRAUMA ON INVESTIGATIONS?



22

### How can you incorporate an awareness of trauma:

- Before an interview?
- During an interview?
- After an interview?

23

### Remember:

- Memories may be jumbled and out of order – this does not mean the victim is making things up.
- You can sort out an accurate timeline later.
- People feel uncomfortable talking about sex when it is consensual – imagine how it feels to be asked to share details about a non-consensual and traumatizing experience.
- After an interview, explain the process that will follow in a way the victim will understand.
- Provide information about victim support services.

24



## On-Campus Support Resources

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

25

## Off-Campus Confidential Resources

- YWCA Sexual Assault Crisis Service  
24-Hour Hotline: 860-223-1787 or 888-999-5545  
24-Hour Spanish Hotline: 888-568-8332
- Prudence Crandall Center for Domestic Violence  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200
- Suicide Prevention Lifeline  
24-Hour Hotline: 800-273-8255
- Hospital of Central Connecticut  
100 Grand St. New Britain, CT  
860-224-5011  
*\*SAFE Program for sexual assault forensic exams – exam can be done up to 120 hours after a sexual assault. A survivor is not required to report to police at the time of the exam.*

26

## QUESTIONS?

27

## References

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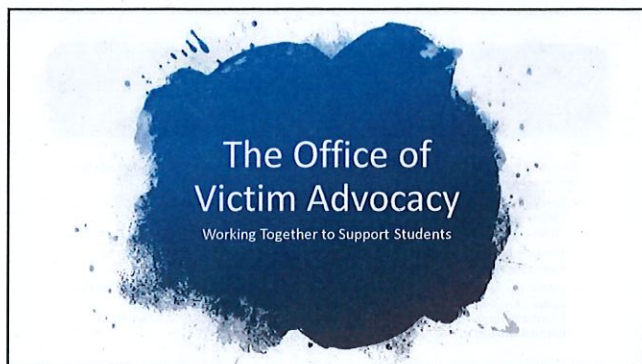
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## THANK YOU!

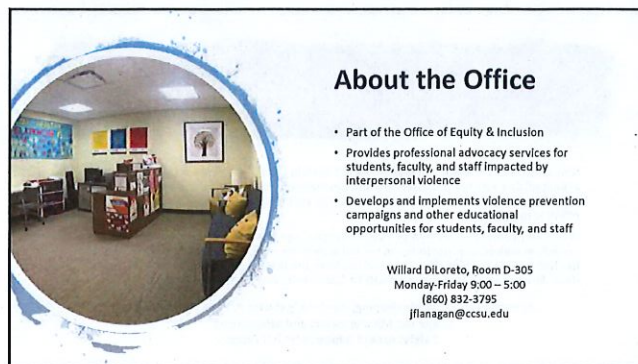
Joanna Flanagan  
jflanagan@ccsu.edu  
(860) 832-3795

Ashiah Richeme-Alcide  
a-richeme@ccsu.edu  
(860) 832-1662

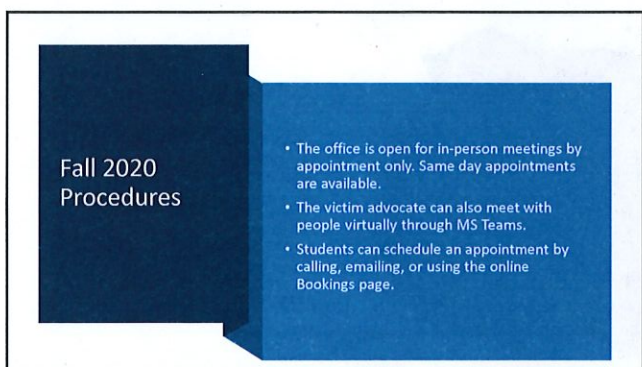
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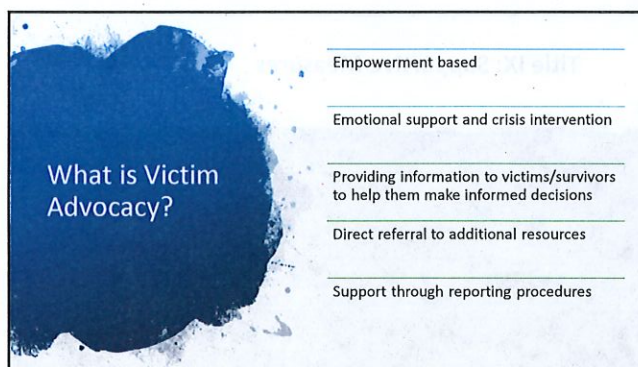
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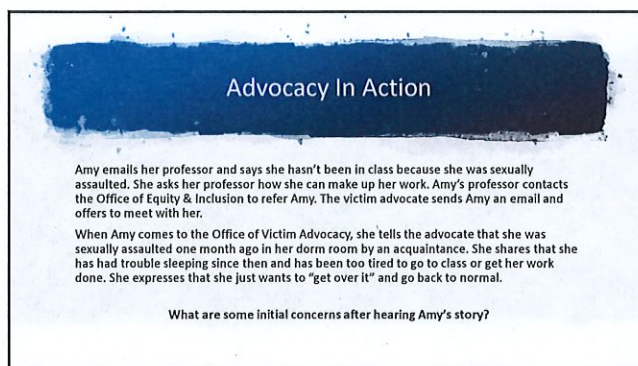
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## Advocacy In Action

Amy emails her professor and says she hasn't been in class because she was sexually assaulted. She asks her professor how she can make up her work. Amy's professor contacts the Office of Equity & Inclusion to refer Amy. The victim advocate sends Amy an email and offers to meet with her.

When Amy comes to the Office of Victim Advocacy, she tells the advocate that she was sexually assaulted one month ago in her dorm room by an acquaintance. She shares that she has had trouble sleeping since then and has been too tired to go to class or get her work done. She expresses that she just wants to "get over it" and go back to normal.

**Mental health:** Trouble sleeping, wants to "get over it," trouble focusing  
**Academic:** Missing classes and assignments  
**Safety:** Assault happened in her room

7

## Advocacy In Action

The victim advocate works with Amy to address her concerns in a way that is comfortable for her and gives her control over what happens.

- **Academic:** The advocate offers to email Amy's professors to let them know she is connected with services and to ask for their support in getting caught up with her classwork. The advocate also discusses academic services that could help.
- **Mental Health:** The advocate shares information about on- and off-campus options for counseling and offers to help her schedule an appointment.
- **Safety:** The advocate asks Amy if she feels safe in her room and tells her she always has the option of requesting a new mattress or a room change. The advocate also gives information about how Amy can report the assault and informs her that it is entirely her decision whether or not to report.

8

## Title IX: Supportive Measures

- Victim advocacy services are part of what Title IX regulations call "supportive measures"
- Supportive measures are non-disciplinary, non-punitive individualized services "designed to restore or preserve a complainant's equal education access" without unreasonably burdening the other party.
- Schools must offer supportive measures free of charge to individuals impacted by sex discrimination, regardless of whether they file a formal complaint.

9

## Special Considerations During COVID-19

- Students may be isolated at home in unsupportive or abusive environments.
- Students may not reach out for help about violence they experienced if they were violating COVID-19 social distancing policies at the time.
- In general, students are reporting higher rates of negative mental health symptoms during the pandemic, such as anxiety, loneliness, and depression.
- Students who are not on campus may not be aware of what offices are open and how to contact them.

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## Reporting Requirements for CCSU Employees

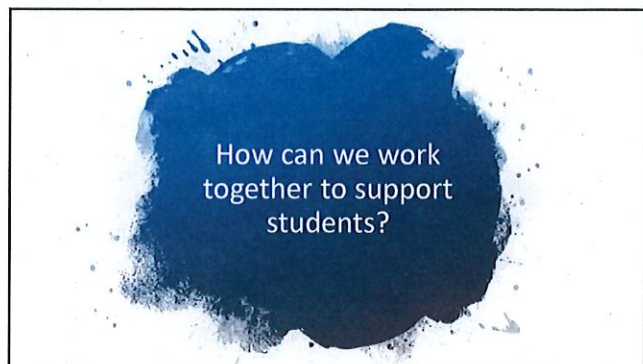
- All CCSU employees are required to report incidents of sexual misconduct (including sexual harassment, sexual assault, sexual exploitation, intimate partner violence, and stalking) to the Office of Equity & Inclusion.
- After this referral is made, the Office of Victim Advocacy will contact the student to offer services.

11

## Keep in Mind

- Referring a student to OEI does not automatically start an investigation.
  - In some circumstances, there may be enough information in the report where OEI/Student Rights & Responsibilities need to act if there is a threat to campus safety.
- All disclosures of sexual misconduct should be referred to OEI, regardless of when or where the incident happened.
- Don't worry about asking the student for more details or information – report what you know, and OEI/OVA will follow up with the student.

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## The Red Flag Campaign

Run by the Office of Victim Advocacy  
Willard DiLoreto Hall D-305  
Monday - Friday 9:00 a.m. - 5:00 p.m.  
Joanna Flanagan  
(860) 832-3795

1

## About the Red Flag Campaign

- The Red Flag Campaign is dedicated to raising awareness about the "red flags" or warning signs of unhealthy and abusive relationships.
- By using a bystander intervention model, it helps address and prevent dating violence, sexual assault, and stalking.
- The Red Flag Campaign encourages students to view interpersonal violence as a community issue, rather than overlook it as an issue that only affects those in the relationship. It is important for everyone to get involved for positive change.

2

## What are "red flags"?

- Red Flags are warning signs for potentially abusive relationships
- Can't stand to spend time away from you
- You find yourself defending your partner to your friends and family
- You find yourself worrying about how to please your partner and keep them happy
- Experience extreme mood swings... tell you you're great one minute then tear you apart the next
- Isolates you and controls who you see and where you go
- Nag you or force you to be sexual when you don't want to be

3

## Testimonial video of domestic violence survivor

"Let's not just point people in the right direction, let's walk with them"

- <https://www.youtube.com/watch?v=pjQeECzKw>

\*Trigger Warning: Video contains graphic images based off a personal story about a woman who was in an abusive relationship w/her partner who speaks out on wanting to help others. Video is about 4 mins long.

4

## Quotes From Domestic Abuse Survivors

- "Never forget that walking away from something unhealthy is brave even if you stumble a little on your way out the door."
- "When it comes to abuse, you believe there's no way out. There is always help. There is always a way out."
- "Never let someone who contributes so little to a relationship control so much of it."
- "Trauma may happen to you, but it can never define you."
- "From every wound there is a scar, and every scar tells a story. A story that says, 'I survived.'"
- "I am not what happened to me, I am what I choose to become."

5

## Dating Violence Continuum Activity

1. In this activity, each person will be assigned a behavior.
2. On the whiteboard will be a line, with the left end representing least abusive and the right end representing most abusive.
3. Each person will take turns saying where they think the behavior assigned to them will fall on the continuum.  
-i.e. One of you may have "threats" which may be considered worse than "name-calling" but not as bad as "hitting" so it can go in between.

6

## Dating Violence Myths

**MYTHS**

- The violence really can't be that serious
- If it's so bad, why doesn't she/he just leave?
- I shouldn't get involved in a private matter
- I know the abusive person- I really don't think s/he/they could hurt anyone

**REALITY**

- Dating violence can include slapping, choking, sexual assault, and assault with a weapon. It is rarely a one-time occurrence and escalates in frequency and severity.
- A decision to end a relationship is never easy. There may be strong emotional ties and support systems may have failed them in the past. Perhaps your friend has tried to leave and was met with more threats.
- Dating violence is not a "personal problem." It's a crime that can have serious repercussions for an entire community.
- Many abusers are not violent in other relationships and can seem charming in social settings.

7

## Healthy Relationship Characteristics

- Trust and mutual respect towards each other.
- Open communication
- Willing to compromise
- Being able to support one another in any situation
- Feeling secure and comfortable

8

## Bystander Intervention

**SPEAK UP** - When peers say things that support disrespect or violence, choose respect and speak up for what's right.

**STEP IN** - When one person is mistreating another verbally, physically, or emotionally, step in politely when it is safe to do so.

**TALK LATER** - Sometimes it's better to wait and talk to the abuser later, in private. The person may be less defensive and more open.

**CONTACT RESOURCES** - You may want to contact a campus dating violence program or sexual assault crisis center to gather information on what to do next and seek support.

9

## Helping a Friend in an Unhealthy Relationship

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

10

## Victim Blaming

- Regardless of what the individual says or does, who they are friends with, or where they go without their partner, dating violence is never the victim's fault.
- Victim blaming can have such an effect that the victim starts blaming themselves for the violence they experience, which is often what the abuser wants them to do.
- Regardless of intent, when we harshly blame the victim, we can be filling them with shame that often drives them to stay with their abuser, rather than get them out of the situation.
- We tend to focus more on harm reduction that focuses on how the victim can avoid getting into an unhealthy relationship when we should focus on teaching everyone how to be a healthy partner.

11

## Scenario: What Would You Do?

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

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**Culture**

**TOXIC MASCULINITY**

- 60% of U.S. men strongly agreed that a "real man" should have as many sexual partners as he can
- 46% of U.S. men believe they deserve to know where their wife or girlfriend is at all times
- Defining manhood as dominant and sexually aggressive
- Failing to teach boys how to communicate emotions
- Using violence as an indicator of power

**RAPE CULTURE**

- Blaming the victim
- "Boys will be boys"
- Teaching girls how to avoid getting raped instead of teaching boys not to rape
- Inflating false rape report statistics

13

**Get Involved**

- CCSU Red Flag Campaign [www.ccsu.edu/redflag](http://www.ccsu.edu/redflag)
- End Rape on Campus <https://endrapeoncampus.org>
- One Love Foundation <https://www.joinonelove.org>
- Connecticut Alliance to End Sexual Violence <https://endsexualviolencect.org>
- Connecticut Coalition Against Domestic Violence [www.ctcadv.org](http://www.ctcadv.org)

14

**Resources:  
To Report an Incident**

**Office of Equity & Inclusion (all reports)**  
860-832-1682  
Davidson Hall, Room 119

**Office of Student Rights and Responsibilities (reports against students)**  
860-832-1687  
Willard DiLoreto Hall, Room W-105

**CCSU Police (criminal reports)**  
Emergency: 911  
Routine – Police Dispatch: 860-832-2375

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**On-Campus Resources:  
Someone To Talk To**

**Office of Victim Advocacy**  
860-832-3795  
jflanagan@ccsu.edu  
Willard DiLoreto, Room D-305

**Residence Life**  
860-832-1660  
Mid Campus, Room 118

**Student Wellness Services \*Confidential**  
Counseling & Student Development  
860-832-1928  
Willard DiLoreto, Room W-101

**Office of Student Affairs**  
860-832-1601  
Davidson Hall, Room 103

**Women's Center**  
860-832-1655  
Student Center, Room 215

\* Student Wellness Services is the only on-campus confidential resource. Confidentiality means they cannot share information about a student/client without that person's written consent.

16

**Off-Campus Confidential Resources**

**YWCA Sexual Assault Crisis Service**  
24-Hour Hotline: 860-223-1787 or 888-999-5545  
24-Hour Spanish Hotline: 888-999-8332

**Prudence Crandall Center for Domestic Violence**  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-8200  
Online chat: [ctsafeconnect.com](http://ctsafeconnect.com)

**Suicide Prevention Lifeline**  
24-Hour Hotline: 800-273-8255

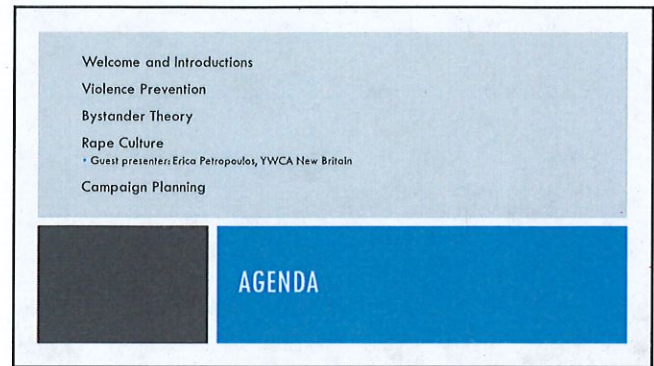
**Hospital of Central Connecticut**  
100 Grand St. New Britain, CT  
860-224-5011

\*SAFE Program for sexual assault forensic exams – exam can be done up to 120 hours after a sexual assault. A survivor is not required to report to police at the time of the exam.

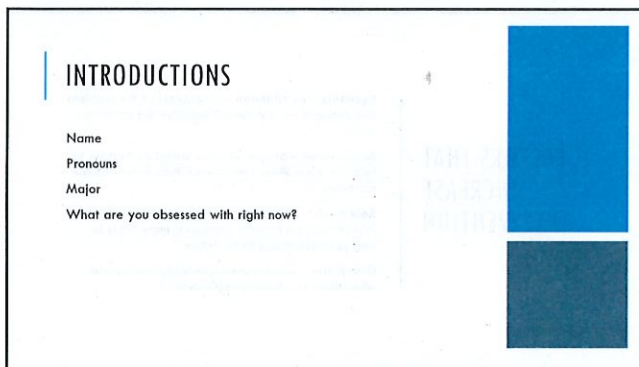
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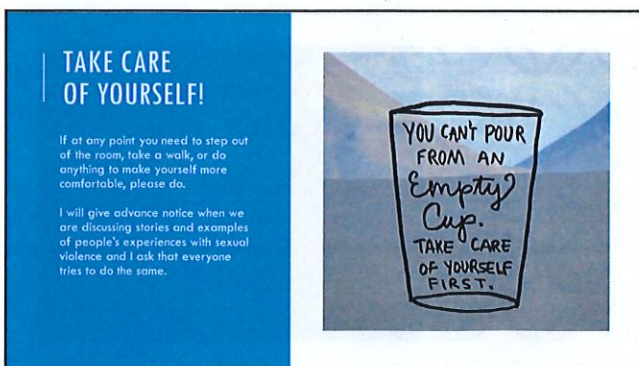
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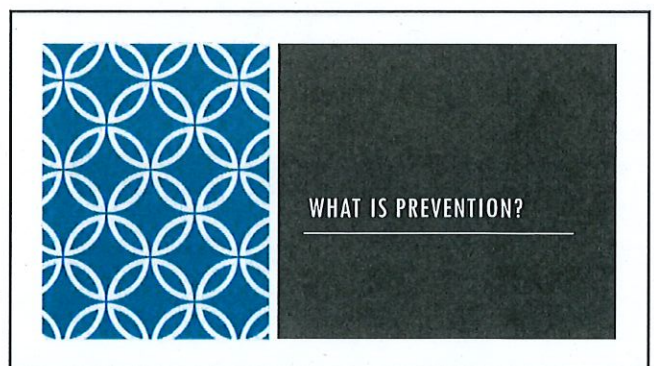
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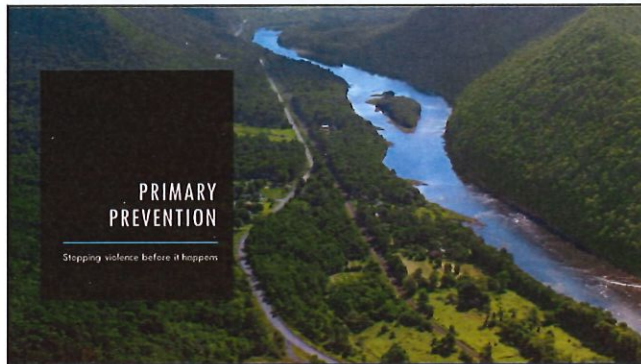


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## PRIMARY PREVENTION VS. RISK REDUCTION

<p><b>Primary Prevention</b></p> <p>The goal is to prevent initial perpetration and victimization</p> <p>Addresses the root causes of violence</p> <p>Focuses on creating an environment that encourages well-being and healthy choices</p> <ul style="list-style-type: none"> <li>• Social norm change</li> <li>• Bystander intervention</li> </ul>	<p><b>Risk Reduction</b></p> <p>Focus is on the potential victim</p> <p>Requires a potential victim to change their behavior in an effort to "avoid" being assaulted</p> <p>Strategies are typically "in the moment" responses</p> <ul style="list-style-type: none"> <li>• Self-defense</li> <li>• "Rape whistles"</li> </ul>
--	--

Risk reduction is NOT an effective strategy for preventing sexual and relationship violence.

National Sexual Violence Resource Center  
Centers for Disease Control

8

## BYSTANDER THEORY

When is it harder to help?

When is it easier to help?

9

## FACTORS THAT INCREASE INTERVENTION

**Recognize the situation** – awareness of the problem and recognition of potential negative impact on the victim

**Being asked** – people who are asked and agree to help are more likely to intervene than those who are not asked

**Role model** – someone who witnesses someone else intervening in a harmful situation is more likely to intervene effectively in the future

**Group size** – people are more likely to intervene when there are fewer people around

10

## BYSTANDER STRATEGIES

<p><b>Direct</b></p> <ul style="list-style-type: none"> <li>• Intervene in the moment</li> <li>• Address the harmful behavior</li> </ul>	<p><b>Distract</b></p> <ul style="list-style-type: none"> <li>• Interrupt/diffuse the situation</li> <li>• May not involve addressing the behavior</li> </ul>	<p><b>Delegate</b></p> <ul style="list-style-type: none"> <li>• Get help from someone better equipped to handle the situation</li> <li>• Intervene as a group</li> </ul>
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11

**BREAK**

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# Interpersonal Violence: Prevention and Response

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

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## Welcome!

Use the chat box to introduce yourself and share:

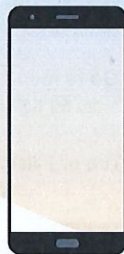
- Your name
- Your role at the Student Center
- Have you taken Title IX Training before?
- If you could have any superpower, what would it be?

2

Go to [menti.com](https://menti.com) and enter the code 15 69 01

Move the slider to indicate how much you agree or disagree with the following statements:  
(Your responses are anonymous)

- I feel comfortable talking about sexual violence.
- I would feel comfortable confronting someone who made a racist comment.
- I know where to go for help if someone I know is in an abusive relationship.



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## Agenda

### Part 1: Title IX

- About OEI
- Title IX
- Definitions
- Responsible Employee Policy

### Part 2: What Can You Do?

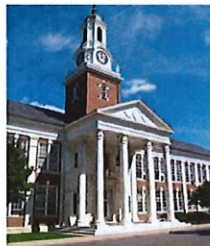
- Bystanders
- Steps Toward Taking Action
- Intervention Strategies
- Scenarios



4

## Office of Equity & Inclusion

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- Equal Employment Opportunity and Affirmative Action
- Training and programming related to diversity, equity and inclusion topics



5

## Discrimination

- To treat someone differently based on the individual's protected class status
- Differential treatment interferes with or limits the ability of a person to participate in, or benefit from, the services, activities, or privileges provided by the university
- Otherwise adversely affects the person's employment or educational experience

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Harassment and Discrimination are prohibited based on the following protected classes:	
Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (intellectual, learning, mental and physical disability)	Genetic Information
Sex (including pregnancy and sexual misconduct)	Veteran Status
Citizenship	Sexual Orientation

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### Office of Victim Advocacy

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating reporting systems
- Referral to campus or community resources depending on needs
- Violence prevention programs and campaigns for students, faculty and staff



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## Title IX

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Go to [menti.com](https://www.menti.com) and enter the code 15 69 01 to answer the question.

True or False: Title IX applies to female students only.

10

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## Title IX

- Federal civil rights law that prohibits sex discrimination in education
- Applies to all educational institutions that receive federal funds
- Applies to students and employees of all genders

**No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.**

— Title IX, Education Amendments of 1972

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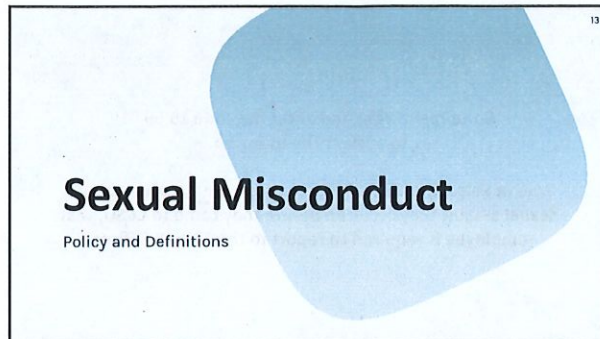
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## Under Title IX, schools have a responsibility to:

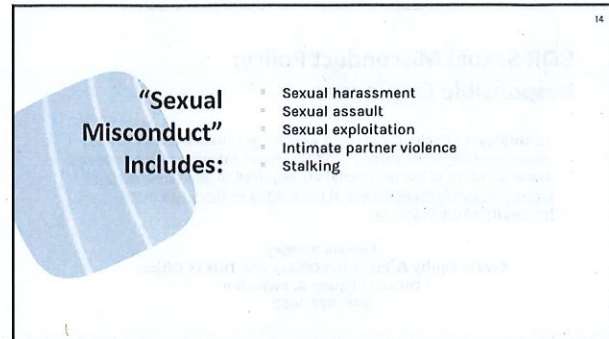
- Prevent, respond to, and remedy issues of sex discrimination (including sexual harassment, sexual assault, intimate partner violence, and stalking).
- Treat both parties equally and fairly.
- Provide supportive measures to students involved in reports of sex discrimination.

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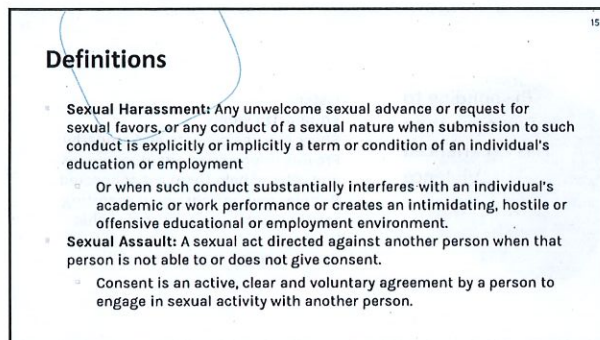




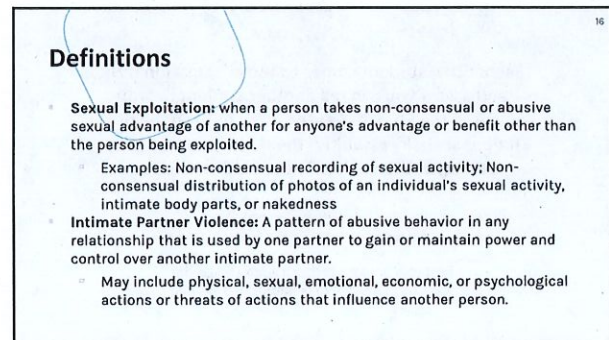
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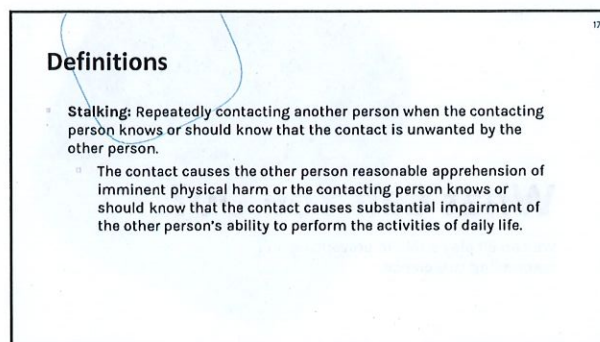
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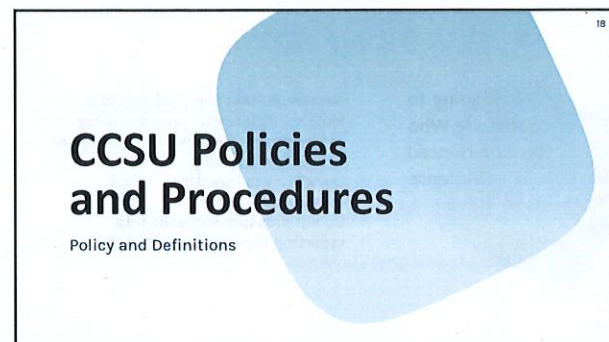
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## BOR Sexual Misconduct Policy: Responsible Employees

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

Pamela Whitley  
Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion  
860-832-1652

19

Go to [menti.com](https://menti.com) and enter the code 15 69 01  
to answer the question.

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

20

Scenario: A student comes to the information desk and asks if you can tell another student to stop coming to the Student Center. They tell you the other student sexually assaulted them last year and keeps staring at them while in the Student Center.

- How do you respond?
- What is your responsibility as an employee?

Post your answers in the chat box OR use the "raise hand" feature to be called on to answer.

21

## Responding to Someone Who Has Experienced Violence

- Listen
- Emphasize safety
- Show genuine concern and empathy
- Provide information about resources and offer to help them get connected
- Be clear and upfront about reporting requirements - who will know what information
- Communicate next steps

22

## Responding to Someone Who Has Experienced Violence

- Remember that everyone reacts to violence differently - avoid making assumptions about what happened or how they are feeling.
- Do NOT try to investigate or ask unnecessary questions.
- Do not pressure someone into reporting to police or the school.

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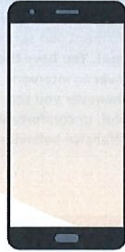
## What Can You Do?

We can all play a role in preventing and responding to violence.

24

Go to [menti.com](https://menti.com) and enter the code 15 69 01

Type your answer(s) to the question: What comes to mind when you hear the word "bystander?"



25

## What is a Bystander?

- Bystanders are individuals who witness emergencies, events or situations that could lead to harm to another person and by their presence may have the opportunity to help, do nothing, or contribute to the negative behavior.
- Prosocial bystanders are individuals whose behaviors intervene in ways that impact the outcome positively.

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## Who Will You Be?

The following video shows the events leading up to a sexual assault and may be triggering to some people. If you need to, you can mute your volume or minimize the window while the video plays.

The video is about 5 minutes long.

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28

## Who were some potential bystanders in the video?

Answer in the chat box

29

## 5 Steps Toward Taking Action



Answer in the chat: At which step do you think most people stop?

30

### Types of Intervention

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

31

Bystander intervention is not limited to sexual harassment and sexual assault. You have the power to intervene whenever you see harmful, uncomfortable, or offensive behavior.

**MICROAGGRESSION:**  
A TERM USED FOR BRIEF AND COMMONPLACE DAILY VERBAL, BEHAVIORAL, OR ENVIRONMENTAL INCIDENTS, WHETHER INTENTIONAL OR UNINTENTIONAL, THAT COMMUNICATE HOSTILE, DEROGATORY, OR NEGATIVE PREJUDICIAL SENTIMENTS AND INSULTS TOWARD ANY GROUP, PARTICULARLY CULTURALLY MARGINALIZED GROUPS.

32

You are sitting with some classmates waiting for class to start. Someone says they have a hard time understanding the professor's accent and they wish the professor would "just learn to speak English."

What would you do?

Post your answers in the chat box OR use the "raise hand" feature to be called on to answer.

33

Your friend is telling you a story about another friend of yours, Alex. Your friend says "he said" referring to Alex, but you know Alex has told you and your friend their pronouns are they/them/their.

What would you do?

Post your answers in the chat box OR use the "raise hand" feature to be called on to answer.

34

**"OUR LIVES BEGIN TO END THE DAY WE BECOME SILENT ABOUT THE THINGS THAT MATTER." – MLK**

**STAND UP AGAINST VIOLENCE.**

**#STANDUPCCSU**

Willard Dizoneto  
D 305  
Equal Opportunity Employer

Office of Victim Advocacy  
1000 University Ave.  
Room 305  
Campus Security

35

## Resources

36



37

### On-Campus Resources: To Report an Incident

- **Office of Equity & Inclusion** (all reports, including reports of discrimination)  
860-832-1652  
Davidson Hall, Room 119
- **Office of Student Rights and Responsibilities** (reports against students)  
860-832-1667  
Willard DiLoreto Hall, W-105
- **CCSU Police** (criminal reports)  
Emergency: 911  
Routine - Police Dispatch: 860-832-2375
- **Human Resources** (reports against employees)  
860-832-1757  
Davidson Hall, Room 201

37

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### On-Campus Resources: Someone To Talk To

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

\* Student Wellness Services is the only on-campus confidential resource. Confidentiality means they cannot share information about a student/client without that person's written consent.

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### Off-Campus Confidential Resources

- **YWCA Sexual Assault Crisis Service**  
24-Hour Hotline: 860-223-1787 or 888-999-5545  
24-Hour Spanish Hotline: 888-568-8332
- **Prudence Crandall Center for Domestic Violence**  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200
- **Suicide Prevention Lifeline**  
24-Hour Hotline: 800-273-8255
- **Hospital of Central Connecticut**  
100 Grand St. New Britain, CT  
860-224-5011

\*SAFE Program for sexual assault forensic exams - exam can be done up to 120 hours after a sexual assault. A survivor is not required to report to police at the time of the exam.

39

40

## Thank you!

Please go to [bit.ly/OEIfedback](https://bit.ly/OEIfedback) to complete a brief evaluation about the presentation.

40



JOANNA FLANAGAN  
CCSU OFFICE OF VICTIM  
ADVOCACY

## SEXUAL HARASSMENT IN THE WORKPLACE

1

## AGENDA

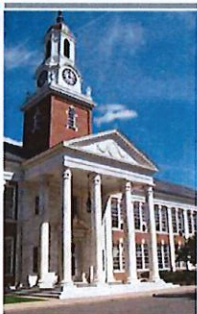
- About the Office of Equity & Inclusion
- Sexual Harassment – Definitions and Examples
- Your Rights in the Workplace
- Reporting Options
- Preventing Sexual Harassment
- Resources

2

### OFFICE OF EQUITY & INCLUSION

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- Equal Employment Opportunity and Affirmative Action
- Training and programming related to diversity, equity and inclusion topics
- Oversees the Women's Center, LGBT Center, and Office of Victim Advocacy

Davidson Hall, Room 119  
Open By Appointment  
(860) 832-1652  
[ccsu.edu/diversity](http://ccsu.edu/diversity)




3

### OFFICE OF VICTIM ADVOCACY

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources depending on needs
- Violence prevention programs and campaigns including the Red Flag Campaign and Stand Up CCSU

Willard DiLoreto, Room D-305  
Open By Appointment  
(860) 832-3795  
[jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)



4

## SEXUAL HARASSMENT

### DEFINITIONS AND EXAMPLES

5

## SEXUAL HARASSMENT

- Any unwelcome sexual advances or requests for sexual favors, or any conduct of a sexual nature.
- This conduct causes an intimidating, hostile, or offensive work environment.
- Subjects the individual to differential treatment that interferes with or limits their ability to participate in or otherwise adversely affects their employment.

6

### QUID PRO QUO HARASSMENT

- When submission to the unwelcome sexual conduct is made explicitly or implicitly a term or condition of an individual's employment.
- Or submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual.
- The harasser generally has a supervisory or power relationship over the person being harassed.

7

### HOSTILE ENVIRONMENT

- When the unwelcome conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.
- The harasser may or may not have a supervisory relationship over the person being harassed.
- May be targeted at a specific person or may be a general comment/behavior.
- The conduct is severe, pervasive, or persistent.

8

### FORMS OF HARASSMENT

- Sexual flirtation, touching, advances or propositions
- Any sexual advance in the form of touching – back, shoulder, knee, leg, private parts, hugging
- Verbal abuse of a sexual nature
- Pressure to engage in sexual activity
- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Name calling
- Use of offensive words
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Talking about one's sexual experiences
- Belittling someone in sexist or demeaning terms

9

### IS IT HARASSMENT?

Reasonable person standard: Would a reasonable person consider this offensive?

Impact over intent

10

### FACTS ABOUT SEXUAL HARASSMENT

- Sexual harassment impacts people of all genders and can happen between people of the same gender.
- Many people who experience sexual harassment may not define it as such; in one study only 25% of women surveyed said they experienced "sexual harassment," while 60% said they experienced "unwanted sexual attention," "sexual coercion," "sexually crude conduct," or "sexist comments" in the workplace.
- In 2019, the U.S. Equal Employment Opportunity Commission received 7,514 cases alleging sexual harassment.
- 16.8% of the charges were filed by men.

U.S. Equal Employment Opportunity Commission

11

### IF BEHAVIOR PROGRESSES

- Sexual violence happens on a continuum.
- Sexual harassment typically includes verbal comments, nonverbal gestures, or physical non-sexual contact.
- If physical contact becomes sexual (unwanted contact with the intimate parts of someone's body), that is **sexual assault**.
- Sexual assault is a criminal act.

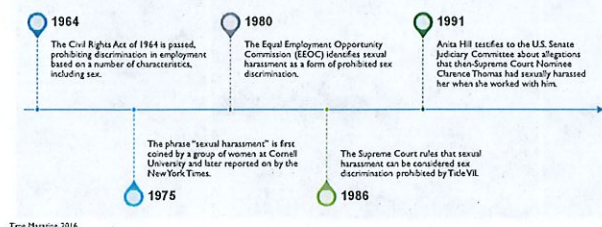
12



## YOUR RIGHTS IN THE WORKPLACE

13

## HISTORY OF SEXUAL HARASSMENT POLICY



14

## CONNECTICUT STATE LAW

The Connecticut discriminatory employment practices statute prohibits discrimination in employment on the basis of:

- Race
- Color
- Religion
- Age
- Sex (including sexual harassment and pregnancy)
- Marital status
- National origin
- Ancestry
- Present or past history of mental disability, learning disability, or physical disability

Connecticut General Statutes Sec. 46a-60

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## TITLE VII OF THE 1964 CIVIL RIGHTS ACT

Federal employment discrimination law prevents workplace discrimination based on:

- Race
- Color
- Religion
- Sex (including sexual harassment and pregnancy)
  - In June 2020, the U.S. Supreme Court ruled that prohibition of sex discrimination includes prohibition of discrimination based on sexual orientation and gender identity.
- National origin

Title VII applies to all employers with 15 or more employees and to federal, state, and local governments.

U.S. Equal Employment Opportunity Commission

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## RETALIATION

- The EEOC (Equal Employment Opportunity Commission) prohibits retaliation against someone who files a complaint of discrimination or harassment.
- Employers are also prohibited from retaliating against employees or applicants for:
  - filing or being a witness in an EEO charge, complaint, investigation, or lawsuit
  - communicating with a supervisor or manager about employment discrimination, including harassment
  - answering questions during an employer investigation of alleged harassment
  - refusing to follow orders that would result in discrimination
  - resisting sexual advances, or intervening to protect others
  - requesting accommodation of a disability or for a religious practice
  - asking managers or co-workers about salary information to uncover potentially discriminatory wages.

U.S. Equal Employment Opportunity Commission

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## RETALIATION CAN INCLUDE:



U.S. Equal Employment Opportunity Commission

18

## REPORTING OPTIONS

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## IF YOU EXPERIENCE HARASSMENT OR DISCRIMINATION AT WORK

It is recommended to keep a written record of when and where the harassment took place including who harassed you, what happened, and if there were witnesses.

If you want to talk with someone to discuss your options, there are resources in Connecticut to help people navigate the discrimination complaint process. We will review these resources later in the presentation.

1. Talk to your employer. Your workplace has policies and procedures in place to respond to sexual harassment.
2. If you want to make a formal legal complaint, you can file a state and federal complaint with the Connecticut Commission on Human Rights and Opportunities (CHRO) within 180 days of the act of harassment.
3. If you do not file with CHRO within 180 days, you can file with the U.S. Equal Employment Opportunity Commission (EEOC) within 240 days of the act of harassment.
4. You may also choose to sue your employer in state or federal court. There are resources that can provide you with legal assistance.

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## SUPERVISOR RESPONSIBILITIES

- All complaints of sexual harassment must be taken seriously.
- When a complaint or report is made, supervisors should report it immediately to officials designated by the employer (this information is available in company policies).
- Information about harassment complaints should be kept as confidential as possible and should not be disclosed except to people who need to know.

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## POTENTIAL OUTCOMES

### For Victims

- Cease and desist orders
- Hiring, promotion, or reinstatement (i.e., if someone was wrongfully terminated or denied promotion)
- Compensatory damages and back pay
- Civil and criminal remedies, including civil lawsuits

### For Perpetrators

- Employer discipline, warning, suspension, and/or termination
- Civil suit – personal liability
- Criminal responsibility (if conduct rises to a level where criminal charges are filed)

22

## PREVENTING SEXUAL HARASSMENT

23

## HARASSMENT IS PREVENTABLE.

WE ALL PLAY A ROLE  
IN MAKING OUR  
WORKPLACES AND  
COMMUNITIES SAFE!

24



## BYSTANDER INTERVENTION

- A bystander is someone who witnesses an emergency, event, or situation that could lead to harm to another person and can provide assistance, do nothing or contribute to the harmful behavior.
- Prosocial bystanders are individuals who intervene in ways that have a positive impact.

Darley and Latane



The "bystander effect" is a theory that states the more people who witness an emergency, the less likely they are to help.

25

## WHY DON'T PEOPLE INTERVENE?

- Diffusion of responsibility – someone else will say something
- Social influence – no one else is saying anything
- Hierarchy in the workplace – less likely to intervene if the harasser has power
- Uncomfortable
- It's not my business
- Don't know what to say

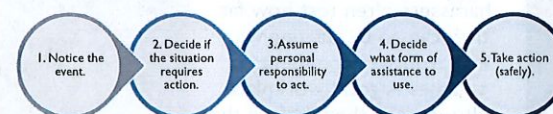
26

## WHY DO PEOPLE INTERVENE?

- Altruism: a belief that we are all better if we help each other
- Empathy: putting yourself in the other person's shoes
- Similarity: sharing a common background or identity with the targeted person
- Social norms: people are more likely to help if they see others helping or if they are part of a community where helping behavior is valued

27

## STEPS TOWARD TAKING ACTION



Darley and Latane

28

## TYPES OF INTERVENTION

### Direct

- Intervene in the moment
- Address the harmful behavior

### Distract

- Interrupt/diffuse the situation
- May not involve addressing the behavior

### Delegate

- Get help from someone better equipped to handle the situation
- Intervene as a group

29

## SCENARIO

Riley and Jamie work in the same department. All of their coworkers know that Riley has a crush on Jamie, but Jamie doesn't return the crush. Riley asks Jamie out on dates often, and Jamie always politely declines. Riley will sometimes ask Jamie out in front of other coworkers, or joke about how eventually Jamie will say yes.

30

## SCENARIO

An employee you supervise often makes sexual jokes around other employees. Some of the other employees laugh at the jokes, while others either ignore them or look uncomfortable.

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## TIPS FOR INTERVENING

- Focus on the target, not the harasser, and try to separate them.
- Check in with the target of the harassment privately: "I saw what happened, are you okay?"
- Address the harasser's behavior: "Are you aware that what you said was kind of inappropriate?"
- Talk openly about harassment or inappropriate behavior: "Am I the only one who thinks this isn't ok?"
- Remember that harassment can happen to anyone, and anyone can be a perpetrator.

32

"Bystanders are unlikely to be present when the most egregious offenses happen, but harassers often test how far they can go by starting with inappropriate comments or touches. A good workplace culture stops them before the offenses get worse."

ROBERT ECKSTEIN  
UNIVERSITY OF NEW  
HAMPSHIRE

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## RESOURCES

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## SEXUAL HARASSMENT: REPORTING

- Connecticut Commission on Human Rights and Opportunities – to report workplace discrimination/harassment
  - Phone: 860-541-3400
  - Connecticut Toll Free: 1-800-477-5737
  - 180 days to file
- U.S. Equal Employment Opportunity Commission – to report workplace discrimination/harassment
  - 1-800-669-4000
  - 240 days to file
- CCSU Office of Equity & Inclusion – to report discrimination/harassment at CCSU
  - 860-832-1652
  - Davidson 119

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## COMMUNITY RESOURCES

- Connecticut Women's Education and Legal Fund – information about what to do about sexual harassment, available to men and women
  - 860-524-0601
  - Toll free: 1-800-479-2949
- Connecticut Alliance to End Sexual Violence – statewide sexual assault crisis hotline
  - English: 1-888-999-5545
  - Spanish: 1-888-568-8332
- CTLawHelp.org

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## ON-CAMPUS RESOURCES AT CCSU

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

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THANK YOU FOR  
WATCHING!

Two follow up steps:

1. Complete the assessment provided by your professor and return it to your professor for credit.
2. Fill out the OEI program evaluation by typing [bit.ly/OEIfedback](http://bit.ly/OEIfedback) in your browser. For presentation date, select the date you viewed this video. For presentation title, please type "Sexual Harassment in the Workplace."

For additional questions, contact:

Joanna Flanagan  
CCSU Office of Victim Advocacy  
[jflanagn@ccsu.edu](mailto:jflanagn@ccsu.edu)  
860-832-3795

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## Title IX Regulations

1

Under Title IX, sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee conditioning educational benefits on participation in unwelcome sexual conduct (i.e., quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity;
3. Sexual assault, dating violence, domestic violence, or stalking (as those offenses are defined in the Clery Act, 20 U.S.C. § 1092(f), and the Violence Against Women Act, 34 U.S.C. § 12291(a)).

If the alleged misconduct does not meet this criteria, the institution can investigate and adjudicate the allegations under the Sexual Misconduct Policy and/or Student Code of Conduct.

2

### Education Program or Activity Includes:

- Any on-campus premises
- Any off-campus premises that the university has substantial control over. This includes buildings or property owned or controlled by a recognized student organization.
- Activity occurring within computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of the university's programs and activities over which the university has substantial control.

3

### Title IX Requirements

- Schools must respond when they have "actual knowledge" of sexual harassment.
- A school is in violation of Title IX when their response to sexual harassment is "clearly unreasonable in light of the known circumstances."
- Schools must investigate every formal complaint of sexual harassment.
- Schools must offer supportive measures to every complainant, with or without a formal complaint. Supportive measures are non-disciplinary and non-punitive.

4

### Mandatory Reporting by CCSU Employees

- BOR Policy states that all employees are required to immediately inform the Title IX Officer of any disclosure or report of sexual misconduct from a student.
- Employees should also offer academic and other accommodations and referral for support and other services.

5

All complaints of sexual harassment are directed to the Title IX Officer.

Pamela Whitley, Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion  
pamela.whitley@ccsu.edu  
(860) 832-1652

6



### Jurisdiction of Complaints

1. The Title IX Officer is informed of potential sex harassment and determines if the Title IX Grievance Process should apply using the following factors:
  1. The conduct is alleged to have occurred on or after August 14, 2020;
  2. The conduct is alleged to have occurred in the United States;
  3. The conduct is alleged to have occurred in CCSU's educational program or activity; and
  4. The alleged conduct, if true, would constitute sexual harassment as defined in this policy.
2. If the alleged harassment does not meet the above factors, but violates the BOR Sexual Misconduct Policy, the Title IX Officer will follow the Sexual Misconduct Policy.
3. If the alleged harassment does not constitute a violation of either Title IX or BOR Policy, the matter will be closed.

7

### Title IX Grievance Process

- A formal complaint is a document signed and filed by the complainant or the Title IX Officer alleging sexual harassment.
- The grievance process will conclude no longer than 90 school calendar days after the filing of the complaint.
- Complainants must currently be participating in or attempting to participate in the education programs or activities of CCSU (including as an employee).
- A formal complaint may be dismissed at the complainant's request; if the respondent is no longer enrolled/employed; or if circumstances prevent the institution from gathering sufficient evidence.
- Notice of dismissal will be sent in writing to the parties.

8

### Notice of Allegations

- Sent to all parties by the Title IX Officer after determining if the complaint will move through the Title IX Grievance Process and includes:
- Notice of the institution's Title IX Grievance Process and a hyperlink to a copy of the process.
  - Notice of the allegations potentially constituting covered sexual harassment, and sufficient details known at the time the Notice is issued.
  - A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
  - A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
  - A statement that before the conclusion of the investigation, the parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint.
  - A statement that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

9

### Investigation

- The Title IX Officer will designate an investigator.
- The burden of proof rests with the institution, not the parties, to show if a violation of Title IX did or did not occur.
- Parties can provide evidence to the investigator and are given equal opportunity to inspect and review evidence. The investigator will send available evidence to each party and their advisor and they will have 10 days to review and submit a written response to the investigator.
- The investigator will create an Investigative Report summarizing all relevant evidence, which will be provided to the parties at least 10 days before a hearing.

10

### Live Hearing

- All allegations of sexual harassment will be resolved through a live hearing in front of a hearing body that consists of a panel of decision makers.
- Parties cannot waive the right to a live hearing, but can choose not to attend. The hearing body cannot make an inference about responsibility based on a party's absence or refusal to answer questions.
- The investigator, Title IX Officer, and any advisor to any party in the case may not serve as a member of the hearing body.
- Advisors are permitted to attend the hearing and will conduct cross-examination on behalf of the party.
- CCSU uses the preponderance of the evidence (more likely than not) standard to determine responsibility.

11

### Hearing Procedure

1. The hearing body will open and establish rules and expectations for the hearing.
2. The Parties will each be given the opportunity to provide opening statements.
3. The hearing body will ask questions of the Parties and Witnesses.
4. Parties will be given the opportunity for live cross-examination (conducted by advisors) after the hearing body conducts its initial round of questioning.
  - Cross-examination must be conducted in real time. Before any question is answered the hearing body will determine if the question is relevant.

12

## 13

- The procedures and the permitted reasons for the parties to appeal.

## 14

- Each party may appeal the dismissal of a formal complaint and/or a determination regarding responsibility.
- A written appeal must be submitted within 5 school calendar days of notification of the decision.
- Grounds for appeal are:
  - Procedural irregularity that affected the outcome of the matter
  - New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made
  - The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter
  - The severity of sanctions





# TITLE IX TRAINING

New Resident Assistants


Joanna Flanagan  
Office of Equity & Inclusion

1

## TRAINING OUTLINE

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

2



## OFFICE OF EQUITY & INCLUSION (OEI)

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


Davidson 119  
(860) 832-1653

3

## OFFICE OF VICTIM ADVOCACY (OVA)

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

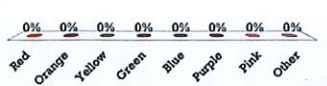
Willard DiLoreto Hall, D-305  
M-F, 9:00 a.m. – 5:00 p.m.  
(860) 832-3795  
jflanagan@cscu.edu



4

## What is your favorite color?

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

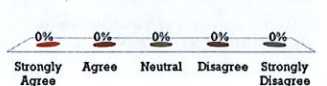


Color	Percentage
Red	0%
Orange	0%
Yellow	0%
Green	0%
Blue	0%
Purple	0%
Pink	0%
Other	0%

5

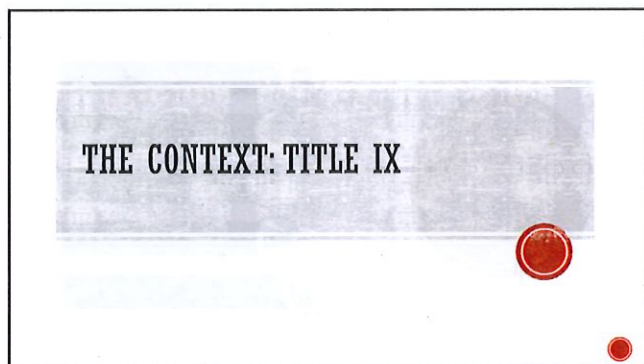
## I feel comfortable talking about sexual violence.

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

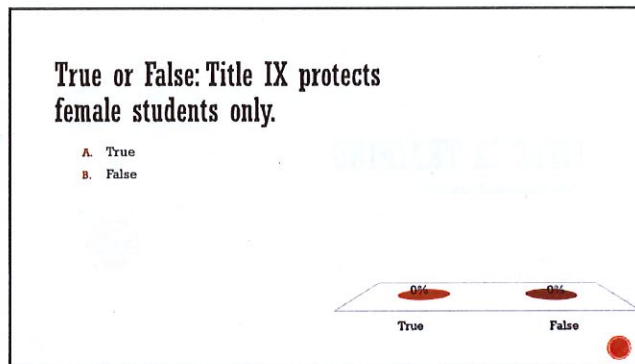


Response	Percentage
Strongly Agree	0%
Agree	0%
Neutral	0%
Disagree	0%
Strongly Disagree	0%

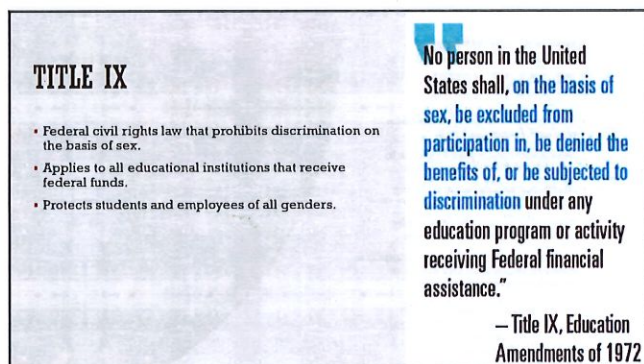
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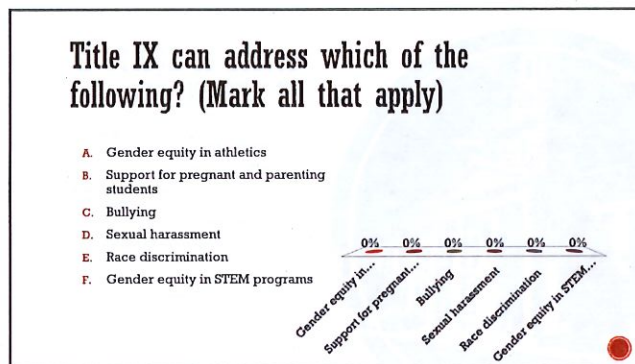
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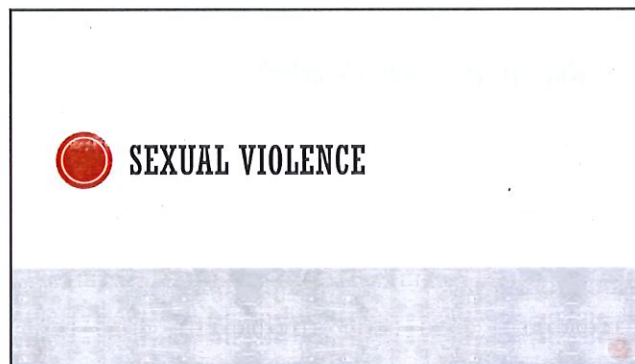
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10



11



12



We asked five women to each read aloud a different account of sexual abuse or assault.

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

13

## SEXUAL HARASSMENT

- Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.
- Forms of harassment include (but are not limited to):
  - Language/posters of a prejudicial nature
  - Offensive graphic jokes
  - Taunting
  - Name calling
  - Use of offensive words
  - Threatening
  - Unlawful or inappropriate Internet use
  - "Accidental" collisions or brushing up against
  - Physical Assault

14

## SEXUAL HARASSMENT

### Quid Pro Quo

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

### Hostile Environment

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

15

### Is this sexual harassment?

Riley and Jamie are students who work in the same department on campus. One day, Riley asks Jamie out on a date. Jamie says no, and Riley doesn't ask again.

A. Yes, this is sexual harassment.  
B. No, this is not sexual harassment.  
C. Unsure/Need more information.

0% Yes, this is sexual harassment. 0% No, this is not sexual harassment. 0% Unsure/Need more information.

16

### Is this sexual harassment?

After Jamie says no to a date with Riley, Riley continues asking Jamie out every time they work together. Jamie starts calling out sick every time they are supposed to work with Riley to avoid seeing them.

A. Yes, this is sexual harassment.  
B. No, this is not sexual harassment.  
C. Unsure/Need more information.

0% Yes, this is sexual harassment. 0% No, this is not sexual harassment. 0% Unsure/Need more information.

17

## SEXUAL ASSAULT

- A sexual act directed against another person when that person is **not capable of giving consent**, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

## CONSENT

Freely Given  
Reversible  
Informed  
Enthusiastic  
Specific

Planned Parenthood

18

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

- A. True
- B. False



19

## SEXUAL EXPLOITATION

• Sexual exploitation occurs when a person takes **non-consensual or abusive sexual advantage** of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses.

20

## PREVALENCE AT CCSU

CCSU Campus Climate Survey, 2015

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

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

The majority of incidents occurred off campus.

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

Approximately 3% of victims/survivors notified law enforcement.

40% of victims/survivors told a close friend.

21



## INTIMATE PARTNER VIOLENCE

22

## INTIMATE PARTNER VIOLENCE

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

23

True or False: Intimate partner violence only applies to people who are living together.

- A. True
- B. False

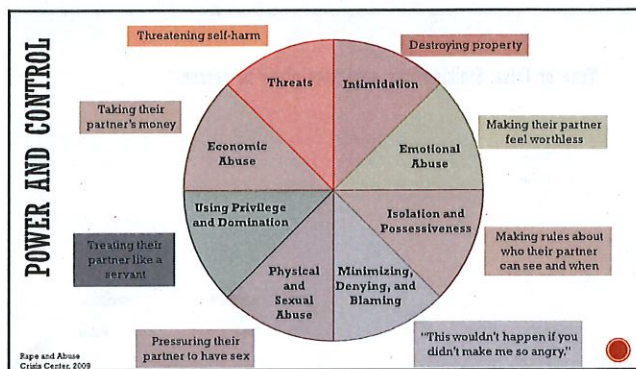


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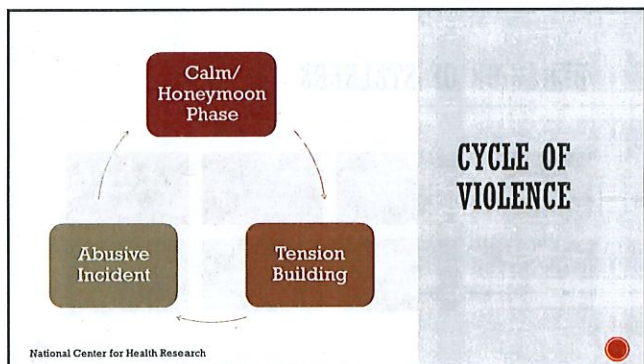




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26



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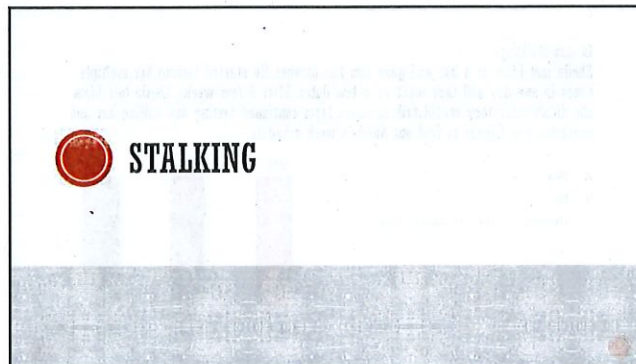
28

Is this intimate partner violence?  
John and Ally have been dating for a few months. They argue a lot, especially when John spends time with his friends. One night during an argument, Ally tells John that he is worthless and that nobody else will ever care about him.

A. Yes  
B. No  
C. Unsure/Need more information

0% Yes 0% No 0% Unsure/Need more information


29



30

True or False: Stalking can only take place in person.

A. True  
B. False



Response	Percentage
True	0%
False	0%

31

## STALKING

- **Repeatedly** contacting another person when the contacting person knows or should know that the contact is **unwanted** by the other person.
- The contact causes the other person **reasonable apprehension of imminent physical harm** or the contacting person knows or should know that the contact **causes substantial impairment** of the other person's ability to perform the activities of daily life.

32

## STALKING STATISTICS

- 16% of women and 6% of men have experienced stalking at some point in their lifetime.
- Of women who reported being stalked, 85% were stalked by a man.
- Of men who reported being stalked, 46% were stalked by a woman.
- 62% of stalking victims reported fearing harm to themselves, their partner, or a family member.

National Center for Victims of Crime; Centers for Disease Control

33

## BEHAVIOR OF STALKERS

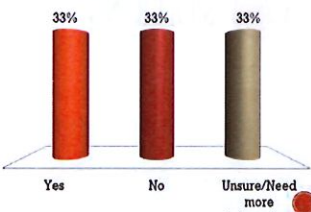
- Follow you and show up where you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or GPS, to track where you go.
- Drive by or hang out at your home, school, or work.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

34

Is this stalking?

Sheila met Liam at a bar and gave him her number. He started texting her multiple times in one day and they went on a few dates. After a few weeks, Sheila told Liam she didn't think they should talk anymore. Liam continued texting and calling her and contacted her friends to find out Sheila's work schedule.

A. Yes  
B. No  
C. Unsure/Need more information



Response	Percentage
Yes	33%
No	33%
Unsure/Need more information	33%

35

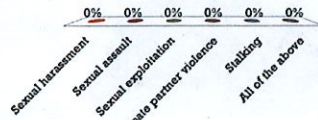
## CCSU POLICIES & PROTOCOL

36



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

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



37

## BOR SEXUAL MISCONDUCT POLICY: RESPONSIBLE EMPLOYEES

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

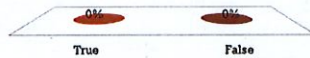
To report sexual misconduct:

**Pamela Whitley**  
Senior Equity & Inclusion Officer  
Office of Equity & Inclusion  
860-832-1652

38

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

- A. True
- B. False



39

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

- Any university employee deemed a "mandatory reporter"\* who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

DCF Careline (24/7)  
1-800-842-2288  
TDD: 1-800-624-6518

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

40

## WORKSHEET: POLICY SCAVENGER HUNT

Find the answer to each question in the policy document.

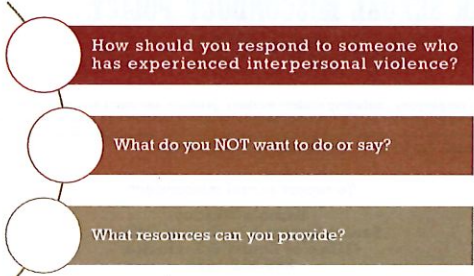


41



## RESPONDING TO DISCLOSURES

42

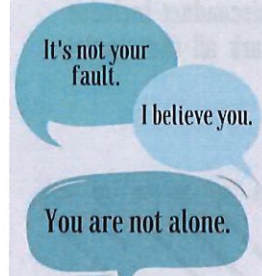


How should you respond to someone who has experienced interpersonal violence?

What do you NOT want to do or say?

What resources can you provide?

43



It's not your fault.

I believe you.

You are not alone.

### SCENARIOS

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


What is your responsibility as an employee?

44

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

Brené Brown

45

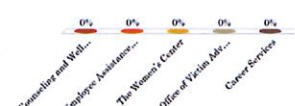


## RESOURCES

46

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

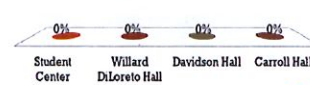
- A. Counseling and Wellness Center
- B. Employee Assistance Program
- C. The Women's Center
- D. Office of Victim Advocacy
- E. Career Services



47

### Where is the Office of Victim Advocacy located?

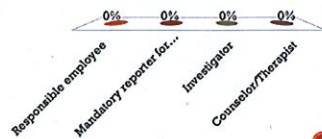
- A. Student Center
- B. Willard DiLoreto Hall
- C. Davidson Hall
- D. Carroll Hall



48

As a Resident Assistant, you are considered which of the following?

- A. Responsible employee
- B. Mandatory reporter for child abuse/neglect
- C. Investigator
- D. Counselor/Therapist



49

## ON-CAMPUS RESOURCES: TO REPORT AN INCIDENT

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

50

## ON-CAMPUS RESOURCES: SOMEONE TO TALK TO

- **Office of Victim Advocacy**  
860-832-3795  
Willard DiLoreto, D-305
- **Women's Center**  
860-832-1655  
Student Center, Room 215
- **Residence Life**  
860-832-1660  
Mid Campus, Room 118
- **Student Wellness Services \*Confidential**  
Health Services  
Counseling & Student Development  
860-832-1926 (appointments)  
860-832-1925 (inquiries)  
Willard DiLoreto, W-101
- **Office of Student Affairs**  
860-832-1601  
Davidson Hall, Room 10

51

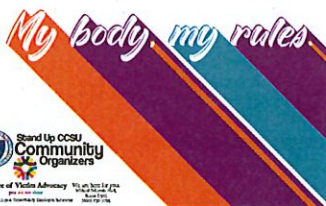
## OFF-CAMPUS CONFIDENTIAL RESOURCES

- **YWCA Sexual Assault Crisis Service**  
24-Hour Hotline: 860-223-1787 or 888-999-5545  
24-Hour Spanish Hotline: 888-868-8332
- **Prudence Crandall Center for Domestic Violence**  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200
- **Suicide Prevention Lifeline**  
24-Hour Hotline: 800-273-8255
- **Hospital of Central Connecticut**  
100 Grand St, New Britain, CT  
860-224-5011  
\*SAFE Program for sexual assault forensic exams

52

THANK YOU!

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



53



# Title IX Training

Office of Equity & Inclusion

1

## Training Outline

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

2

## Office of Equity & Inclusion (OEI)

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



Davidson Hall  
(609) 432-1653

3

## Office of Victim Advocacy (OVA)

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



Willard DiLoreto Hall, D-305  
M-F, 9:00 am - 5:00 pm  
(609) 432-3793  
jflanagan@ccsu.edu

4

What is your favorite color?

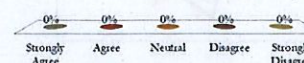
- A. Red
- B. Orange
- C. Yellow
- D. Green
- E. Blue
- F. Purple
- G. Pink
- H. Other



5

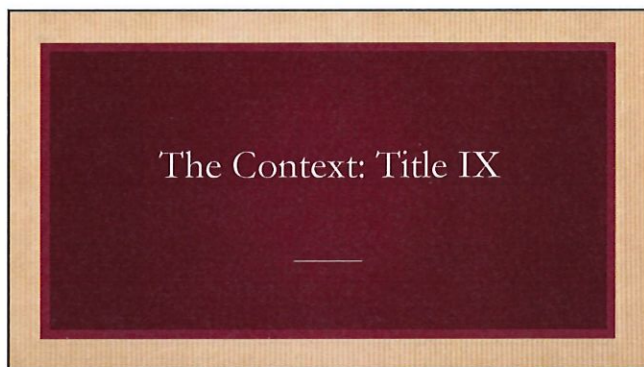
I feel comfortable talking about sexual violence.

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

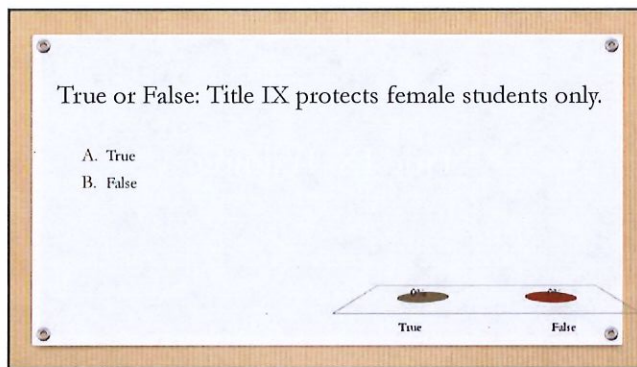


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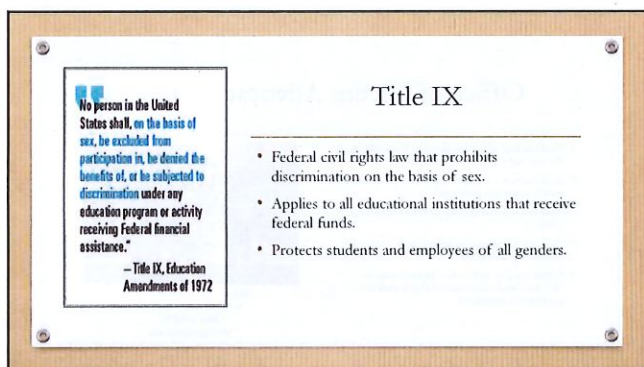




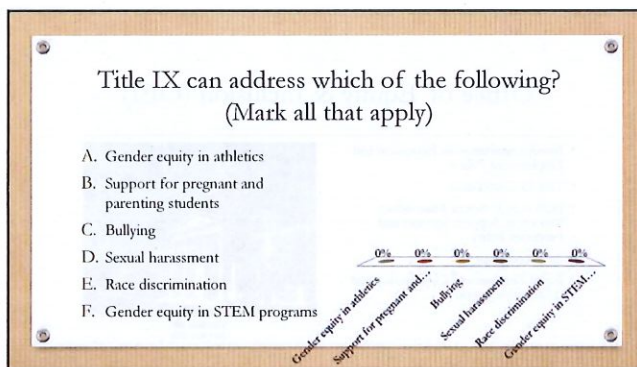
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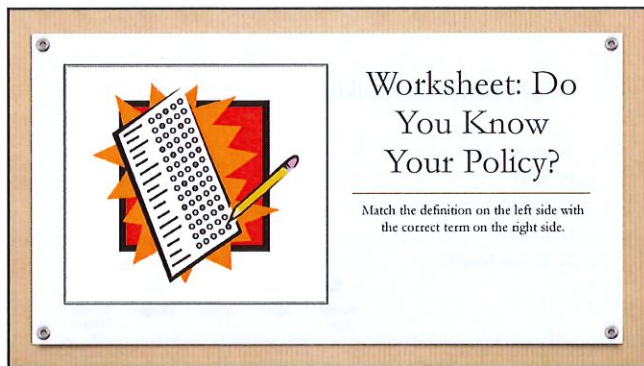
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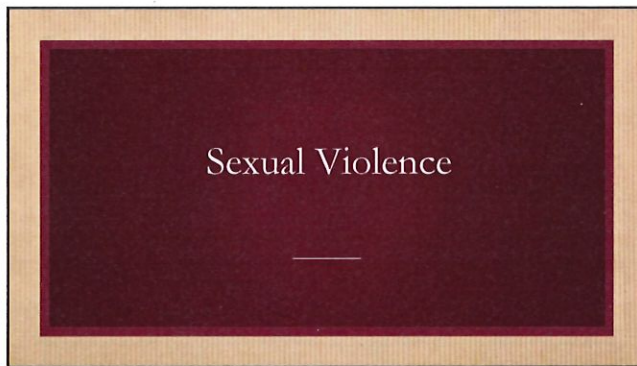
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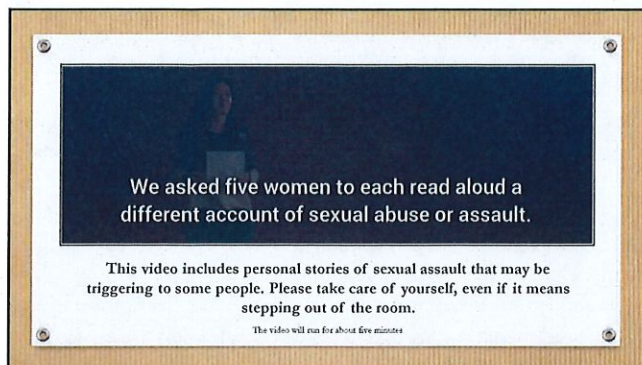
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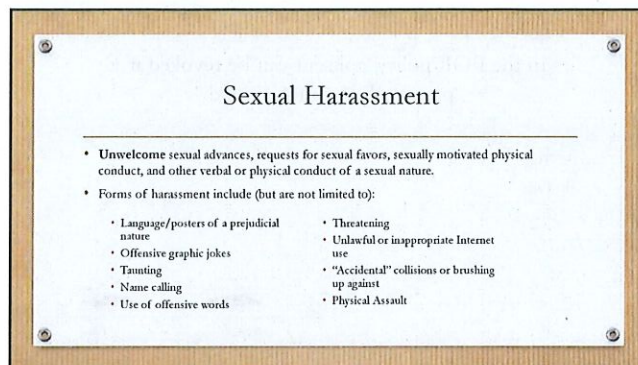
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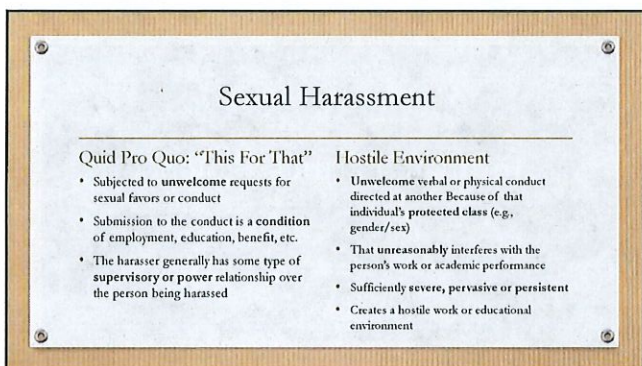
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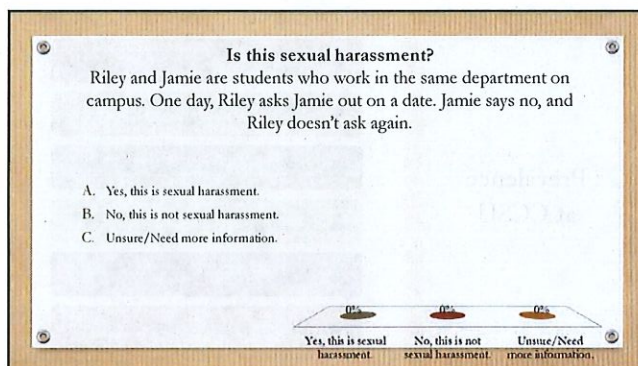
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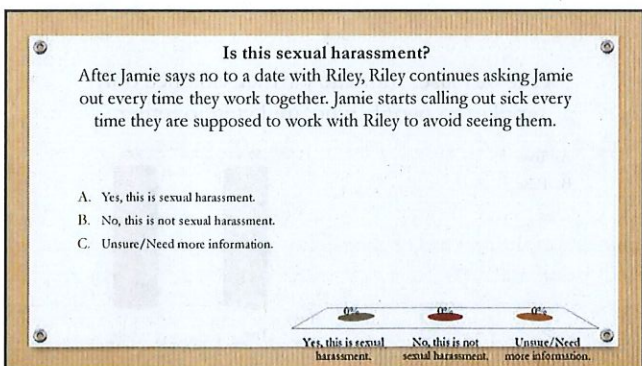
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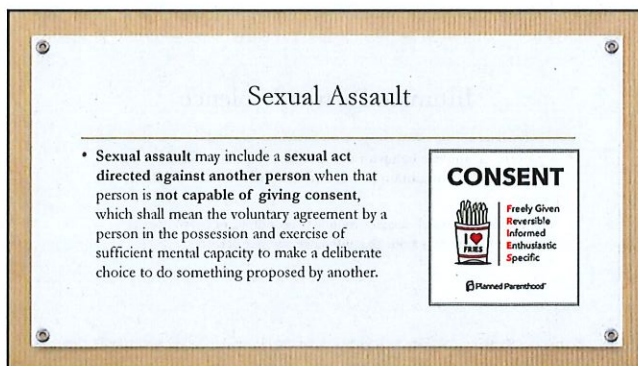
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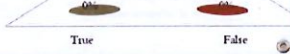


18



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

A. True  
B. False



Response	Percentage
True	80%
False	20%

19

### Sexual Exploitation

- Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses.

20

### Prevalence at CCSU

- Approximately 11% of undergraduate women experienced attempted or completed sexual assault.
- Approximately 3% of undergraduate men experienced attempted or completed sexual assault.
- The majority of incidents occurred off campus.
- 90% of victims/survivors knew the person that harmed them.
- Approximately 3% of victims/survivors notified law enforcement.
- 40% of victims/survivors told a close friend.

CCSU Campus Climate Survey 2015

21

### Intimate Partner Violence

22

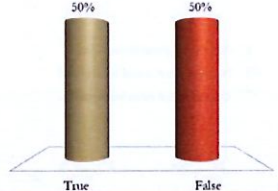
### Intimate Partner Violence

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

23

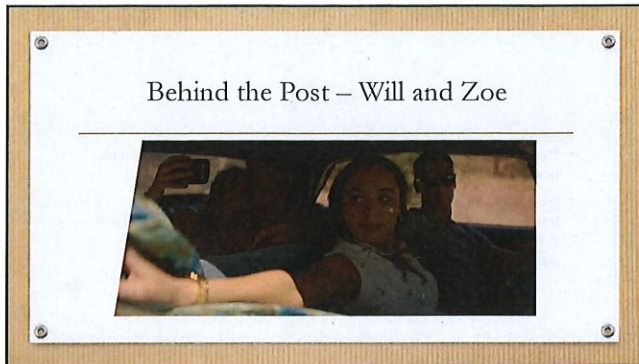
True or False: Intimate partner violence only applies to people who are living together.

A. True  
B. False

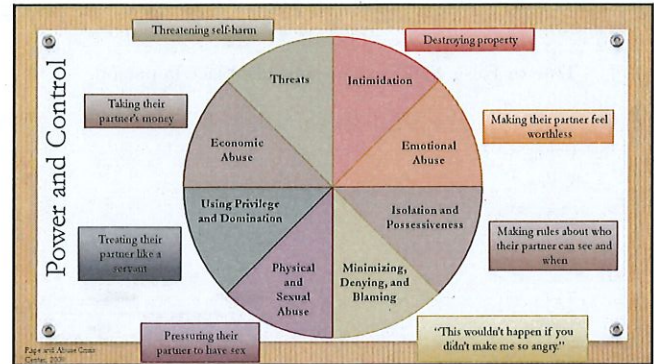


Response	Percentage
True	50%
False	50%

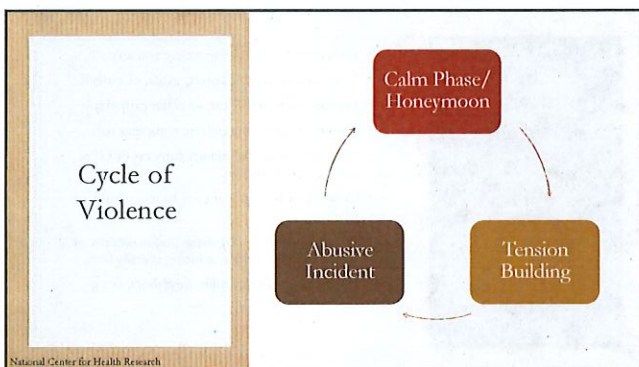
24



25



26



27

### Intimate Partner Violence Statistics

- 1 in 3 women and 1 in 4 men have experienced some form of physical violence by an intimate partner.
- Women ages 18-24 experience the highest rates of intimate partner violence.
- 19% of intimate partner violence involves a weapon.
- Between 21-60% of victims of IPV lose their jobs due to reasons stemming from the abuse.

28

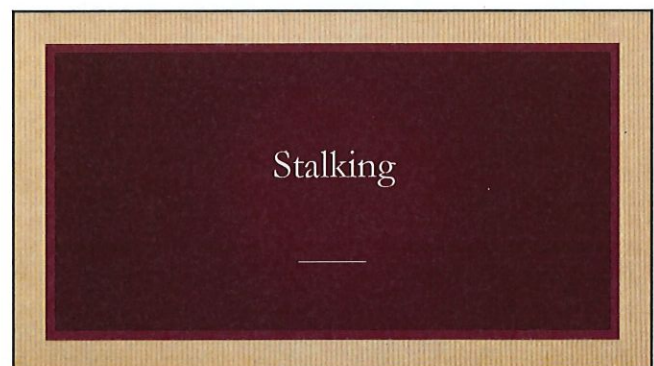
Is this intimate partner violence?

John and Ally have been dating for a few months. They argue a lot, especially when John spends time with his friends. One night during an argument, Ally tells John he is worthless and that nobody else will ever care about him.

A. Yes  
B. No  
C. Unsure/Need more information

Yes No Unsure/Need more information

29



30



True or False: Stalking can only take place in person.

A. True  
B. False

True False

31

### Stalking

- Repeatedly contacting another person when the contacting person knows or should know that the contact is **unwanted** by the other person.
- The contact causes the other person reasonable **apprehension of imminent physical harm** or the contacting person knows or should know that the contact causes **substantial impairment** of the other person's ability to perform the activities of daily life.

32

### Stalking Statistics

- 16% of women and 5% of men have experienced stalking at some point in their lifetime.
- Of women who reported being stalked, 85% were stalked by a man.
- Of men who reported being stalked, 46% were stalked by a woman.
- 62% of stalking victims reported fearing harm to themselves, their partner, or a family member.

National Center for Victims of Crime; Centers for Disease Control

33

### Behavior of Stalkers

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

34

Is this stalking?

Sheila met Liam at a bar and gave him her number. He started texting her multiple times in one day and they went on a few dates. After a few weeks, Sheila told Liam she didn't think they should talk anymore. Liam continued texting and calling her and contacted her friends to find out Sheila's work schedule.

A. Yes  
B. No  
C. Unsure/Need more information

Yes No Unsure/Need more information

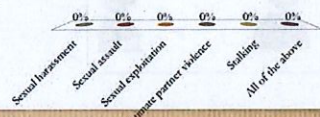
35

### CCSU Policies & Protocol

36

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

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



37

Responsible Employees –  
BOR Sexual Misconduct Policy

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


To report sexual misconduct:

**Pamela Whitley**  
Senior Equity & Inclusion Officer  
Office of Equity & Inclusion  
860-832-1652

38

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

- A. True
- B. False



39


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

- Any university employee deemed a "mandatory reporter"\* who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

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

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

40



Worksheet:  
Policy  
Scavenger Hunt

Find the answer to each question in the policy document.

41

Responding to Disclosures

42



How should you respond to someone who has experienced interpersonal violence?

What do you NOT want to do or say?


What resources can you provide?

43

**Scenarios**


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

What is your responsibility as an employee?



44

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

 Brené Brown

45

**Resources**

46

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

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

0% 0% 0% 0% 0%

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

47

Where is the Office of Victim Advocacy located?

A. Student Center  
B. Willard DiLoreto Hall  
C. Davidson Hall  
D. Carroll Hall

0% 0% 0% 0%

Student Center Willard DiLoreto Hall Davidson Hall Carroll Hall

48



As a student worker, you are considered which of the following? (Mark all that apply)

A. Responsible employee  
B. Mandatory reporter for child abuse/neglect  
C. Investigator  
D. Counselor/Therapist

49

**On-Campus Resources:  
To Report an Incident**

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

50

**On-Campus Resources:  
Someone to Talk To**

- Office of Victim Advocacy  
860-832-3795  
Willard DiLoreto, D-305
- Women's Center  
860-832-1655  
Student Center, Room 215
- Residence Life  
860-832-1660  
Mid Campus, Room 118
- Student Wellness Services \*Confidential  
Health Services  
Counseling & Student Development  
860-832-1926 (appointments)  
860-832-1925 (inquiries)  
Willard DiLoreto, W-101
- Office of Student Affairs  
860-832-1601  
Davidson Hall, Room 10

51

**Off-Campus Confidential Resources**

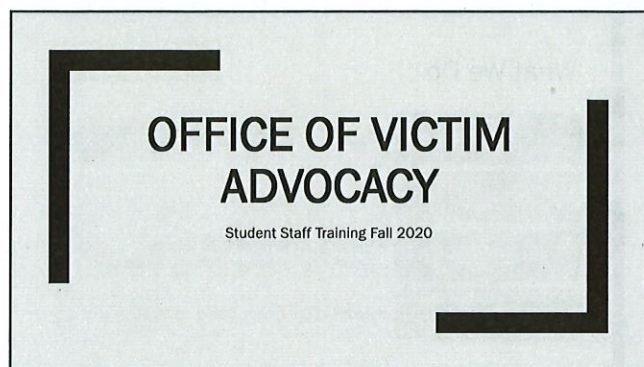
- YWCA Sexual Assault Crisis Service  
24-Hour Hotline: 860-223-1787 or 888-999-5545  
24-Hour Spanish Hotline: 888-568-8332
- Prudence Crandall Center for Domestic Violence  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200
- Suicide Prevention Lifeline  
24-Hour Hotline: 800-273-8255
- Hospital of Central Connecticut  
100 Grand St. New Britain, CT  
860-224-5011  
*\*SAFE Program for sexual assault forensic exams*

52

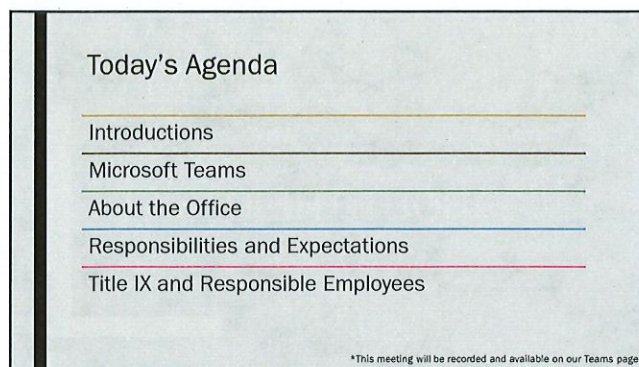
Thank you!

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

53



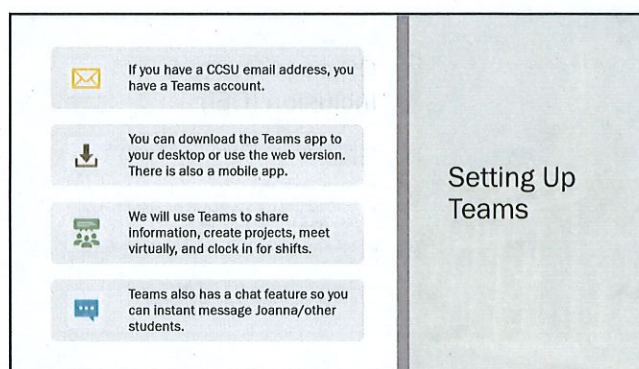
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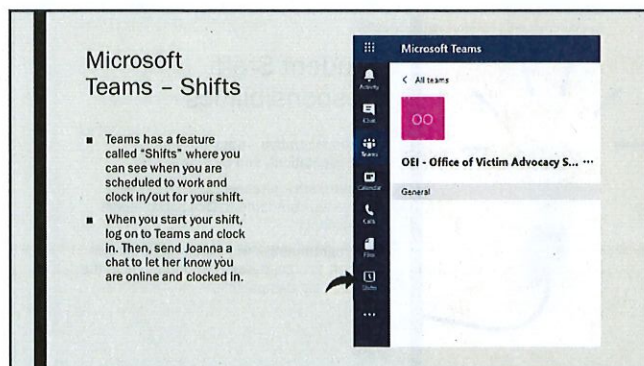
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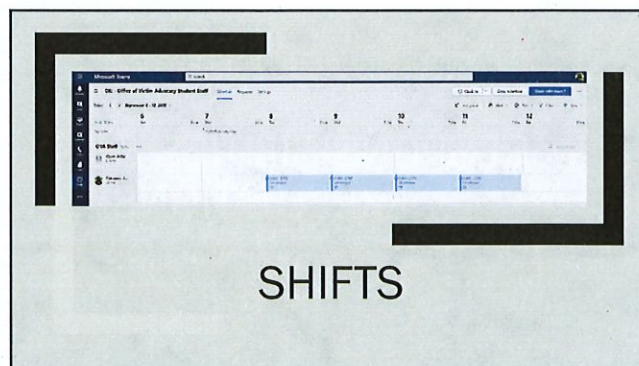
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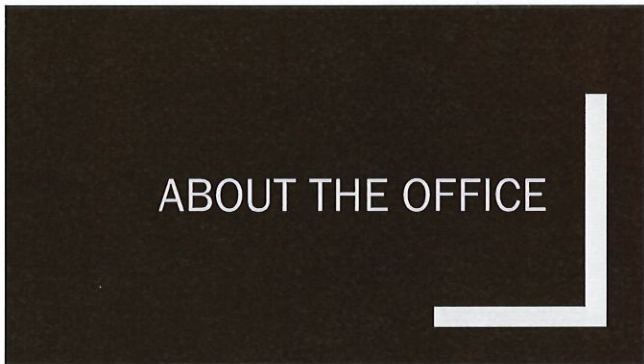


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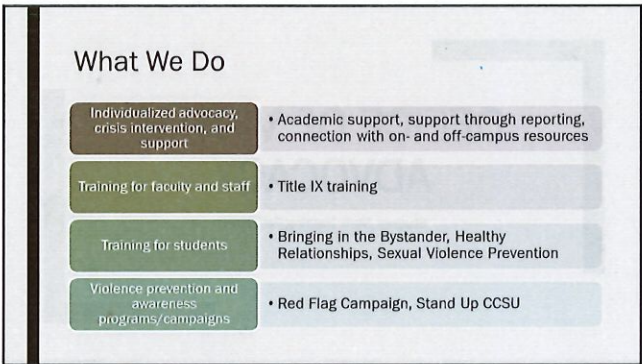


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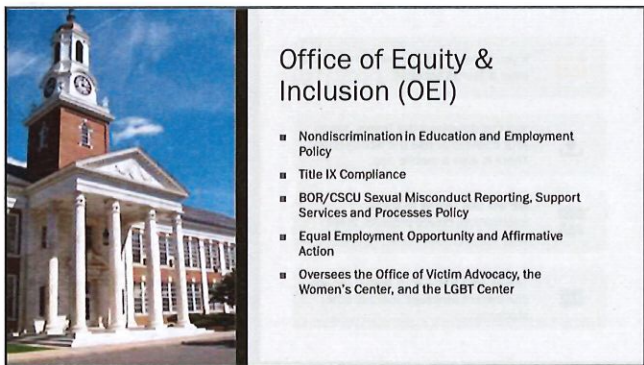




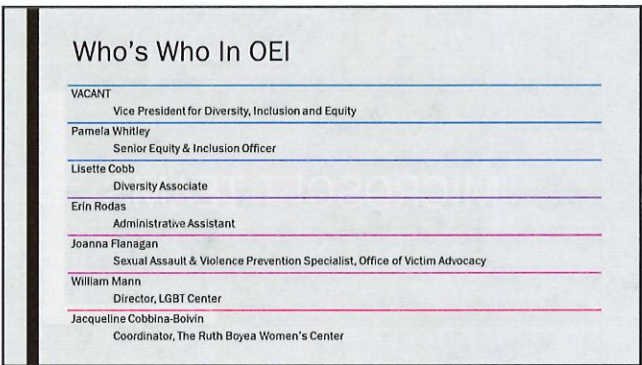
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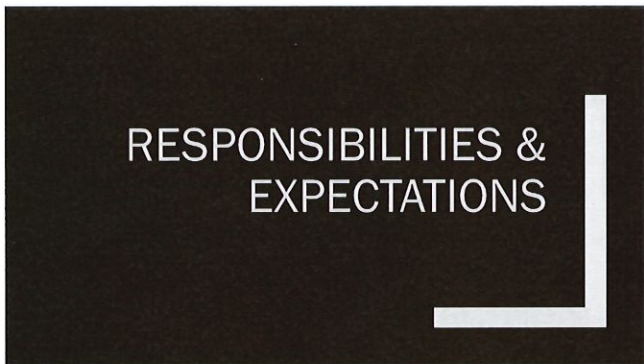
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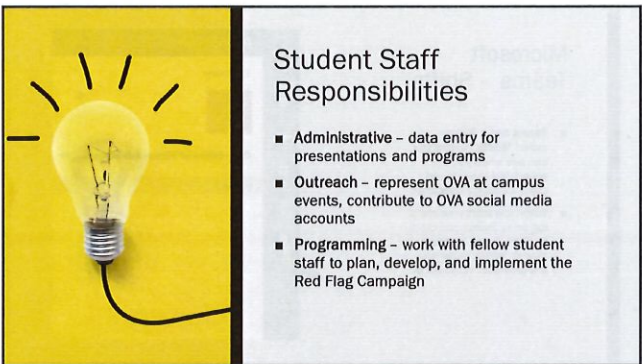
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12








## Expectations

- Treat visitors, fellow student staff, and professional staff respectfully.
- Maintain confidentiality at all times.
- Be on time for your scheduled hours and commit to your entire shift.
  - *It is your responsibility to check in with your supervisor at the start of your shift and to send your hours form weekly.*
- Communicate any questions, comments, or concerns with your supervisor.
- Be proactive – with us being physically distant, it's extremely important to communicate proactively with each other to make sure tasks are completed and that you're getting the most out of your experience.

13

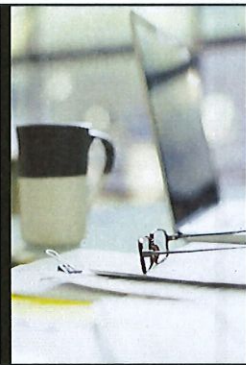
## Schedule

-  Office hours are Monday through Friday, 9:00 a.m. – 5:00 p.m.
-  You all have a weekly schedule – even if you are working remotely, you should stick to your schedule.
-  If you know in advance that you cannot make a scheduled shift, let Joanna know.
-  If you are sick or there is an emergency and you cannot make your shift, let Joanna know by email/text/phone as soon as you can.
-  Track your hours daily, including your start time, end time, and what tasks you worked on in that time. Send your hours sheet to Joanna for approval weekly.

14

## Daily Procedures: Working Remotely

- At the start of your shift, "clock in" on Microsoft Teams using the Shifts feature.
- Send Joanna a Microsoft Teams chat to check in.
  - *Depending on Joanna's schedule, she will try to talk with you at the start of your shift but may be in meetings.*
- Check what projects need work or ask Joanna what you should work on.
- At the end of your shift, record your hours on your timesheet and "clock out" on Microsoft Teams.



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## Daily Procedures: Working On Campus

- Only come in when you are scheduled to be in the office.
- Before coming to campus each day, visit [ccsu.medicalconnect.com](https://ccsu.medicalconnect.com) to fill out the COVID-19 Daily Symptoms Tracking Form. If the form indicates that you should not come to campus, do not come to campus and let Joanna know.
- Masks must be worn inside all campus buildings and outside when 6 ft. of distancing is not possible (masks should be worn indoors even if you are 6 ft. away from other people).
- When you get to the office, clock in on Teams. Knock on Joanna's office door to let her know you've arrived. She will go over any assignments/projects with you.
- If the main door and the door to Joanna's office are both closed, you can remove your mask.
- At the end of your shift, record your hours on your timesheet and clock out on Teams.

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## COVID-19 Safety

- Masks must be worn indoors unless you are the only person in the office with both doors closed.
- Hand sanitizer and cleaning wipes will be available in the office.
- Do not come to campus if you are feeling sick or have had contact with anyone who has been exposed to COVID-19.
- If you have been on campus and begin experiencing symptoms of COVID-19, contact the CCSU COVID hotline as soon as possible.



17

## Office Closings

- Inclement weather: If classes are cancelled and/or the University is closed, the office is also closed. If the office is open but you feel it is not safe for you to travel to campus, your safety is the priority. Let Joanna know if that is the case.
- October 12: Closed for Indigenous Peoples Day
- November 26-27: Closed for Thanksgiving
- TBD: It is still to be determined if administrative offices will close after Thanksgiving when all classes move online. Remote activities will still continue – this closing would only affect people working on campus.

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## TITLE IX

19

### Title IX

- Federal civil rights law that prohibits sex discrimination in education
- Applies to all educational institutions that receive federal funds
- Applies to students and employees of all genders

**No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."**

— Title IX, Education Amendments of 1972

20

Under Title IX, schools have a responsibility to:

01

Prevent, respond to, and remedy issues of sex discrimination (including sexual harassment, sexual assault, intimate partner violence, and stalking).

02

Treat both parties equally and fairly.

03

Provide supportive measures to students involved in reports of sex discrimination.

21

### New Title IX Regulations

2011

The Department of Education issues the "Dear Colleague Letter," which includes specific instructions and standards for schools to follow related to Title IX.

Nov. 2018

The Department of Education released proposed Title IX regulations for public comment.

May 2020

Final regulations released with an implementation date of August 14, 2020.

Sept. 2017

The Department of Education rescinds the 2011 Dear Colleague Letter.

Jan. 2019

Notice and comment period closed.

22

### Key Changes in Regulations

- Title IX applies to incidents that occurred on campus (including any University-owned or controlled property), within the United States.
  - Incidents that occur off campus can still be investigated through the student code of conduct.
- All complaints must be resolved through a live hearing.
- Each party is provided with an advisor (if they do not already have one) who will conduct live cross-examination during the hearing.
- Respondents are informed in writing that the respondent is assumed not responsible until an investigation is conducted and resolved.

23

## CCSU POLICIES AND PROCEDURES

24



## BOR Sexual Misconduct Policy: Responsible Employees

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

Pamela Whitley  
Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion  
860-832-1652

25

## Sexual Misconduct Includes:

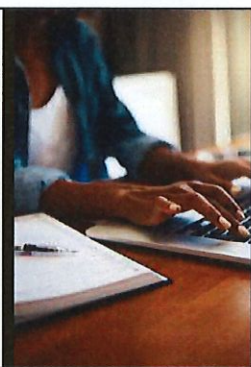
- Sexual harassment
- Sexual exploitation
- Sexual assault
- Intimate partner violence/domestic violence
- Stalking

If someone discloses to you that they have experienced sexual misconduct, you are required to inform your supervisor.

26

## Title IX Training

- The Office of Equity & Inclusion provides required Title IX Training for employees.
- Joanna will send a schedule of training sessions - you are all asked to attend at least one session during the semester.



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## RED FLAG CAMPAIGN

28



## CAMPAIGN PLANNING

Same day/time next week?

29

Thank you  
everyone!

- Remember to enter this training session on your timesheet.
- If you are a work study student, enter your timesheet on CORE by the end of the day today.
- From now on, make sure to clock in on Microsoft Teams AND send Joanna a Microsoft Teams chat at the start of your shift. If you have trouble with Teams, call or email Joanna ASAP.

30



### **Other Supplemental Information**

1. Institution Sexual Violence Forms
2. Redacted Sample of Investigation Results
3. Title IX and Diversity Training Report for July 1, 2019 – June 30, 2020  
(Documentation of Training Offerings/Other Sexual Violence Reports)
4. Sample E-mail Notification for Employee Title IX Training

## Discrimination/Harassment Complaint Form

<b>Sex:</b>	<input type="checkbox"/> Male	<input type="checkbox"/> Female	<input type="checkbox"/> Other
<b>Your status:</b>	<input type="checkbox"/> Student	<input type="checkbox"/> Faculty/Staff	<input type="checkbox"/> External (Non-Campus)
<b>Type of Complaint:</b>	<input type="checkbox"/> Discrimination	<input type="checkbox"/> Harassment	<input type="checkbox"/> Retaliation

Age	Mental Disorder
Ancestry	Marital Status
Color	Á National Origin
Criminal Record (State Employment)	Á Sex ( including pregnancy or sexual harassment)
Gender Identity or Expression	Á Sexual Orientation
Genetics	Á Race
Intellectual Disability	Á Religious Creed
Learning Disability	Á Retaliation
Physical Disability	Veteran Status

**I believe that I was discriminated/harassed/retaliated against by:**

**Name of Respondent :**

Address:

City: State: Zip:

Sex: Male Female Work Phone:

Other: Home/Cell Phone:

Status: Student Faculty Staff External (Non-campus)

*Specify*

**Name of k :**

Address:

City: State: Zip:

Sex: Male Female Work Phone:

Other: Home/Cell Phone:

Status: Student Faculty Staff External (Non-campus)

*Specify*

**Name of Witness :** \_\_\_\_\_

Address:

City: State: Zip:

Sex: Male Female Work Phone:

Other: Home/Cell Phone:

Status: Student Faculty Staff External (Non-campus)

*Specify*



**Name of ‡**

Address:

City:

State:

Zip:

Sex:

Male

Female

Work Phone:

Other:

Home/Cell Phone:

Status:

Student

Faculty

Staff

##### External (Non-campus)

*Specify*

**Name of Witness :**

Address:

City:

State:

Zip:

Sex:

☐

Male

Female

Work Phone:

☐

Other:

Home/Cell Phone:

Status:

☐

Student

Faculty

Staff

External (Non-campus)

*Specify*

**Name of Witness :**

Address:

City:

State:

Zip:

Sex:

Male

Female

Work Phone:

☐

Other:

Home/Cell Phone:

Status:

☐

Student

Faculty

Staff

External (Non-campus)

*Specify*

**Explain your complaint in detail. Include the following information. Add additional pages if necessary. Attach documents you believe may be helpful in investigating your complaint.**

1. Describe the specific incident(s) of discrimination/harassment/retaliation. List dates, times, locations, names, and titles of the people involved in the incident(s).
2. Explain why you believe that you were discriminated/harassed/retaliated against because of your protected class status (race, age, sex, disability, etc.)
3. Provide the names and titles of people you believe were treated more favorably than you due to your protected class status. List the protected class status (race, age, sex, disability, etc.) of each person.

If more space is needed please attach to this form.

Remedy Sought:

Signature

Date:

**Please return form to:**

Central Connecticut State University  
Office for Equity & Inclusion  
Davidson Hall, room 119  
1615 Stanley St.  
New Britain, CT 06050

If you have additional questions or to schedule an appointment, call **860-832-1652**.



# Investigatory Report

---

Report Date	
Report Prepared by:	, Chief Diversity Officer , Associate in Equity & Inclusion
Nature of Investigation:	
Complainant:	
Subjects of Investigation:	

## Introduction

, Chief Diversity Officer and , Associate in Equity & Inclusion conducted an investigation to examine alleged violations of CCSU's Nondiscrimination in Education and Employment Policy based on [Insert Protected Class Basis Here] status brought forward by [complainant first and last name], [insert Complainant title and area of work or study].

[Complainant last name] has alleged [gender pronoun] was subjected to [alleged actions] based on her [protected class bases] by [respondent 1 prefix, first, last, last name], [title and location], [respondent 2 prefix, first, last, last name], [title and location], [respondent 3 prefix, first, last, last name], [title and location]. [Insert brief case description]

The OEI conducted [insert # of people interviewed] in-person interviews of the complainant, respondent and witnesses.

## Summary of Complaint and Complainant Interview

### 1. [Name of Complainant] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[complainant first and last name] [insert brief summary of complainant's history with CCSU]  
[Gender pronoun] complaint stated:

[Insert complete statement or complaint summary (if exists)]

## Summary of Respondent Interview

### 1. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

### 2. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

### 3. [Name of respondent 1] (Interviewed on [insert interview date] by [insert investigator(s) last names])

[insert respondent interview summary]

## Witnesses

The investigator interviewed [Insert # of Witnesses Interviewed] witnesses. The investigators explained the provision of the policy related to retaliations to all witnesses. All witnesses indicated that their statements were truthful complete and accurate.

1. [First and Last name of witness 1] (Interviewed on [insert interview date] by [insert investigator last name(s)])
2. [First and Last name of witness 2] (Interviewed on [insert interview date] by [insert investigator last name(s)])
3. [First and Last name of witness 3] (Interviewed on [insert interview date] by [insert investigator last name(s)])
4. [First and Last name of witness 4] (Interviewed on [insert interview date] by [insert investigator last name(s)])
5. [First and Last name of witness 5] (Interviewed on [insert interview date] by [insert investigator last name(s)])

## Other Evidence Gathered

- [insert description of other evidence gathered]

## Findings

### Findings Regarding Issue 1.

**Basis for Finding:**

### Findings Regarding Issue 2.

**Basis for Finding:**

### Findings Regarding Issue 3.

**Basis for Finding:**

### Findings Regarding Issue 4.

**Basis for Finding:**

## Other Issues

## Recommendations

## Conclusion

The investigation in this case is completed and is marked as closed.

This report will be provided to [Insert person(s) first and last name and title receiving copy of complaint report] to determine appropriate administrative action. All original statements and other documentary

evidence in this case will remain in the custody and control of the Office of Equity & Inclusion. can be reached at 860-832-0178.



Dear Central Family,

At Central Connecticut State University, we strive to maintain a safe and welcoming environment free from sexual harassment, sexual assault, dating violence, and stalking. Now that the new academic year is underway, we think it is important to remind you of our support services and policies.

Consistent with Title IX of the Education Amendments of 1972, CCSU does not discriminate against students, faculty or staff on the basis of sex in any of its programs or activities. Prohibition of sex discrimination includes prohibition of sexual harassment, sexual assault, dating violence, and stalking. CCSU's Title IX Officer is Pamela Whitley, Senior Equity & Inclusion Officer, Office of Equity & Inclusion. Ms. Whitley can be reached by phone (860) 832-1652 or email: [pamela.whitley@ccsu.edu](mailto:pamela.whitley@ccsu.edu) for concerns related to Title IX.

We encourage you to familiarize yourself with our policies related to Title IX and Sexual Misconduct which are available on the [Office of Equity & Inclusion website](#).

**If you or someone you know has been impacted by sexual assault, dating violence, or stalking, there are people on campus who can help.** CCSU employs a full-time professional advocate dedicated to assisting victims/survivors of violence. No matter when or where the violence took place, the Office of Victim Advocacy is here for you. [The Office of Victim Advocacy](#) is located in Willard-DiLoreto Hall, Room D-305. Joanna Flanagan, Victim Advocate, can be reached by email at [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu) or by calling 860-832-3795. For the duration of the Fall 2020 semester, the Office of Victim Advocacy is open by appointment only. Virtual appointments are available.

Please reach out to us for support and guidance at any time!

*Sent on behalf of the  
Office of Equity & Inclusion*

## E-mail for employees who need to complete Title IX Initial AND Sexual Harassment Training

Dear Colleague,

As employees at CCSU, we are required to complete Title IX training during each academic year. This training is an important part of our efforts to ensure our campus is a safe environment free of sex discrimination. In addition, the state requires that all employees are trained in Sexual Harassment Prevention. Our records indicate that you have not attended a previously held Title IX training or Sexual Harassment Prevention training. We have provided two options to complete these important trainings, You may choose to complete the training during a live WebEx session or by completing a self-paced online program. Either one of these options will fulfill your requirement for **both** Title IX Training and Sexual Harassment Prevention Training. Training must be completed by June 30, 2021.

**WebEx Sessions:** We have scheduled live sessions during the 2020-2021 academic year to accommodate most schedules. Live sessions are scheduled for 3 hours. Please use the following link to schedule your training date: [Initial Title IX Training Registration](#).  
(Please note: you will need to log in to your CCSU Outlook account to register).

**Online Program:** While we highly recommend attending a live session, the training is also available through an online program called Not Anymore. The online program takes an average of 45-60 minutes to complete. You can save your progress and return to the program later. You do not need to complete it in one sitting. To access the online training, please follow this link and sign-in using your CCSU Blue Net ID and password to access the training: <https://studentsuccess.org/LDAP/ccsu>.

### This session will help you:

- Define sexual harassment and Title IX.
- Understand federal laws, state laws, and CCSU policies that prohibit sexual harassment/abuse.
- Recognize specific behaviors that constitute sexual harassment, sexual assault, dating violence, and stalking.
- Understand and fulfill your responsibility as a responsible employee/mandated reporter.
- Use remedies and procedures available through the University.
- Build skills to respond to students and colleagues who disclose sexual harassment/abuse.

If you are employed at another institution and have completed Title IX and/or Sexual Harassment Prevention Training for that institution, please contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) to discuss whether that training will fulfill your CCSU training requirement.

Please feel free to contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) with any questions.

Sincerely,  
Pamela Whitley  
Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion

## E-mail for employees who need to complete Title IX Initial Training

Dear Colleague,

As employees at CCSU, we are required to complete Title IX training during each academic year. This training is an important part of our efforts to ensure our campus is a safe environment free of sex discrimination. Our records indicate that you have not attended a previously held Title IX training. You may choose to complete the training during a live WebEx session or by completing a self-paced online program. Training must be completed by June 30, 2021.

**WebEx Sessions:** We have scheduled 8 live sessions during the 2020-2021 academic year to accommodate most schedules. Live sessions are scheduled for 3 hours. Please use the following link to schedule your training date: [Initial Title IX Training Registration](#). (Please note: you will need to log in to your CCSU Outlook account to register).

**Online Program:** While we highly recommend attending a live session, the training is also available through an online program called Not Anymore. The online program takes an average of 45-60 minutes to complete. You can save your progress and return to the program later. You do not need to complete it in one sitting. To access the online training, please follow this link and sign-in using your CCSU Blue Net ID and password to access the training: <https://studentsuccess.org/LDAP/ccsu>.

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- Build skills to respond to students and colleagues who disclose sexual harassment/abuse.

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Please feel free to contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) with any questions.

Sincerely,  
Pamela Whitley  
Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion

## E-mail for employees who need to complete Title IX Refresher AND Sexual Harassment Training

Dear Colleague:

As employees at CCSU, we are required to complete Title IX training during each academic year. This training is an important part of our efforts to ensure our campus is a safe environment free of sex discrimination. In addition, the state requires that all employees are trained in Sexual Harassment Prevention. Our records indicate that you are required to complete the Title IX Refresher and Sexual Harassment Prevention training this year. To fulfill both requirements, you are asked to complete a self-paced online program using the access information below. Training must be completed by June 30, 2021.

**Online Program:** The training is available through an online program called Not Anymore. The online program takes an average of 45-60 minutes to complete. You can save your progress and return to the program later. You do not need to complete it in one sitting. To access the online training, please follow this link and sign-in using your CCSU Blue Net ID and password to access the training:

<https://studentsuccess.org/LDAP/ccsu>.

**This program will help you:**

- Define sexual harassment and Title IX.
- Understand federal laws, state laws, and CCSU policies that prohibit sexual harassment/abuse.
- Recognize specific behaviors that constitute sexual harassment, sexual assault, dating violence, and stalking.
- Understand and fulfill your responsibility as a responsible employee/mandated reporter.
- Use remedies and procedures available through the University.
- Build skills to respond to students and colleagues who disclose sexual harassment/abuse.

If you are employed at another institution and have completed Title IX and/or Sexual Harassment Prevention Training for that institution, please contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) to discuss whether that training will fulfill your CCSU training requirement.

Please feel free to contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) with any questions.

Sincerely,  
Pamela Whitley  
Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion



## E-mail for employees who need to complete Title IX Refresher Training

Dear Colleague:

As CCSU employees, we are required to attend Title IX training on an annual basis during each academic year. This training is an important part of our efforts to ensure our campus is a safe environment free of sex discrimination. Our records indicate that you are required to complete the Title IX Refresher training this year. You may choose to complete the training during a live WebEx session or by completing a self-paced online program. Training must be completed by June 30, 2021.

**WebEx Sessions:** We have scheduled live sessions during the 2020-2021 academic year to accommodate most schedules. Sessions are scheduled for 45 minutes. Please use the following link to schedule your training date: [Title IX Refresher Training Registration](#).  
(Please note: you will need to log in to your CCSU Outlook account to register).

**Online Program:** While we highly recommend attending a live session, the training is also available through an online program called Not Anymore. The online program takes an average of 45-60 minutes to complete. You can save your progress and return to the program later. You do not need to complete it in one sitting. To access the online training, please follow this link and sign-in using your CCSU Blue Net ID and password to access the training: <https://studentsuccess.org/LDAP/ccsu>.

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- Understand federal laws, state laws, and CCSU policies that prohibit sexual harassment/abuse.
- Recognize specific behaviors that constitute sexual harassment, sexual assault, dating violence, and stalking.
- Understand and fulfill your responsibility as a responsible employee/mandated reporter.
- Use remedies and procedures available through the University.
- Build skills to respond to students and colleagues who disclose sexual harassment/abuse.

If you are employed at another institution and have completed Title IX Training for that institution, please contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) to discuss whether that training will fulfill your CCSU training requirement.

Please feel free to contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) with any questions.

Sincerely,  
Pamela Whitley  
Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion

## E-mail for employees who need to complete Sexual Harassment Prevention Training

Dear Colleague,

As employees at CCSU, we are required to be trained in Sexual Harassment Prevention. Our records indicate that you have not attended a previously held Sexual Harassment Prevention training. To fulfill this requirement, you are asked to complete a self-paced online program using the access information below. Training must be completed by June 30, 2021.

**Online Program:** The training is available through an online program called Not Anymore. The online program takes an average of 45-60 minutes to complete. You can save your progress and return to the program later. You do not need to complete it in one sitting. To access the online training, please follow this link and sign-in using your CCSU Blue Net ID and password to access the training:  
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- Recognize specific behaviors that constitute sexual harassment, sexual assault, dating violence, and stalking.
- Understand and fulfill your responsibility as a responsible employee/mandated reporter.
- Use remedies and procedures available through the University.
- Build skills to respond to students and colleagues who disclose sexual harassment/abuse.

If you are employed at another institution and have completed Sexual Harassment Prevention Training for that institution, please contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) to discuss whether that training will fulfill your CCSU training requirement.

Please feel free to contact Joanna Flanagan ([jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)) with any questions.

Sincerely,  
Pamela Whitley  
Senior Equity & Inclusion Officer and Title IX Officer  
Office of Equity & Inclusion

**From:** Office of Equity & Inclusion <[noreply@studentsuccess.org](mailto:noreply@studentsuccess.org)>

**Sent:** Thursday, September 10, 2020 6:17:17 PM

**To:**

**Subject:** Required sexual assault prevention training

Dear

At Central Connecticut State University we pride ourselves on providing an enlightening college experience, which demands a safe and healthy student environment. To that end, we are requiring that all students complete an interpersonal violence prevention program. Students who have not taken it before will be assigned **"Not Anymore"**; all other students will be assigned a refresher course called **"Not Anymore: Returning Students #2"**.

These video-based programs will provide critical information about Consent, Bystander Intervention, Sexual Assault, Dating and Domestic Violence, Stalking, and much more, and they will help you better understand how vitally important these issues are and what you can do to help make your campus safer.

### **Program Instructions**

The online programs are currently available. The training will take approximately 45-55 minutes to complete and you may stop and save the training at any time. You are asked to complete your assigned program by November 6, 2020. You are required to earn at least a 70%. The program will prompt you to retake the post-test until you achieve this score. The program also will allow you to review the program videos before you retake the post-test.

To enter the program, log on to your school's sign on system at: <https://studentsuccess.org/LDAP/ccsu>

Use your BlueNet ID and password to log in, then follow the instructions provided.

You will be able to use the same link to re-enter the program to complete it in several sittings if you choose without having to start over. If you run into problems taking or reentering the program, do not start over. Contact us through the HELP button and we will assist you.

You will retain access to the programs until at least the end of the school year for reference purposes.

If at any time you have general questions or concerns regarding the program requirements, please contact your school at 860-832-3795. If you have any technical difficulties with the program, please contact the program vendor through the program HELP button or at [support@studentsuccess.org](mailto:support@studentsuccess.org).

### **Disclosure**

The training contains sensitive material involving sexual and interpersonal violence. While trigger warnings and resources are provided throughout the program, we understand such programming may be problematic for some viewers. Please contact the CCSU Office of Victim Advocacy at 860-832-3795 or email [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu) for support and/or to discuss alternatives.

We thank you in advance for your diligent participation in this critical program. With your help, we are creating a safer and more welcoming campus climate.

Sincerely,

Pamela Whitley

Senior Equity & Inclusion Officer and Title IX Officer, Office of Equity & Inclusion