



| University of New Haven

2021 Annual Report to the Higher Education Committee

Prepared by:

University of New Haven

Caroline Koziatek, Vice President of Human Resources, Title IX Coordinator

Ashley Dunn, Director, Title IX/VAWA Compliance

2021 Annual Report to the Joint Standing Committee regarding CT Public Act 14-11

This report presents information about sexual misconduct policies, procedures, and institutional conduct reports at the University of New Haven. This report is intended to comply with the regulations of Connecticut Public Act 14-11, *An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus*, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University has taken to combat sexual violence on its campus.

Sexual Harassment & Misconduct Policy

The University of New Haven's Sexual Harassment & Misconduct Policy is updated annually to reflect best practices, community feedback, and the revisions suggested by the University's Campus Resource Team ('CRT'). The University's Campus Resource Team meets approximately once each academic semester to review the University's policies and procedures related to Sexual Misconduct. The Campus Resource Team, in coordination with the Dean of Students Office, reviewed the University's existing Title IX and Sexual Misconduct Policy thoroughly to recommend revisions for the 2020-2021 academic year. The Campus Resource Team closely monitored the [Final Title IX Rule](#) that was published in the Federal Register on May 6, 2020, and developing guidance issued by the Department of Education regarding the implementation of the Final Title IX Rule. Policy revisions for the 2020-21 academic year were drafted to comply with the new regulations. The University published its Sexual Harassment & Misconduct policy on August 14, 2020 to comply the federal regulations. This policy was not modified for the 2021-22 academic year.

The University's Sexual Harassment & Misconduct policy details the procedures that students, employees, and visitors of the institution who report or disclose being the victim of sexual harassment, including offenses such as sexual assault, sexual exploitation, stalking, dating violence and domestic violence, may follow after such an incident. Additionally, the policy provides University members with information regarding who they may report or disclose an incident to, as well as support and advocacy service information. This policy also delineates the options a complainant or individual who submits a report of an allegation of sexual misconduct may take regarding a criminal complaint, institutional complaint, or confidential report. The Sexual Misconduct Policy provides information regarding informal resolution, formal complaints, emergency removal measures, accommodations available to community members, and information regarding the University's compliance with court ordered protective orders.

The University posts its Sexual Harassment & Misconduct Policy in written format on the University's website (www.newhaven.edu/sexualmisconduct) for the campus community, as well as within its' internal portal, MyCharger under Institutional Policies. Please see the provided copy of the University's Sexual Harassment & Misconduct Policy for additional details.

Educational Programming

It is the policy of the University to offer programming to prevent domestic violence, dating violence, sexual harassment, sexual exploitation, sexual assault, and stalking annually. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student orientation, throughout an incoming student's first semester, and new employee orientation. Programs, and other campaigns, offered throughout the year to all students and employees include strong messages regarding awareness and primary prevention (including normative messaging, bystander intervention, and the interactions between sexual assault and substance use). Additionally, awareness initiatives are designed to discuss

institutional policies on sexual misconduct as well as the Connecticut definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Awareness initiatives are often designed to address sexual misconduct as it occurs within the campus community, particularly focusing on its intersection with substance use and overall culture of the college environment. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and does so without victim blaming approaches. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies and/or creating distractions. The University of New Haven emphasizes ‘Moving from Bystander to Upstander’ as a campaign where bystanders are encouraged to become engaged and intervene to positively impact their environments. Upstander programming features discussions about engaging in an assessment, for those who intervene to ensure their own safety via the techniques they choose, while motivating them to intervene as stakeholders in the safety of the community when others might choose to be bystanders. In particular, as the University prepared to open amidst the current COVID-19 pandemic, the upstander engagement has focused on the Chargers Cares Pledge, a campaign to encourage thoughtful and considerate action of the community’s safety and wellness.

Primary prevention programming has been defined by CT Public Act 14-11 as, “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”. Awareness programming has been defined by CT Public Act 14-11 as, “institutional action designed to 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 each institution of higher education ... including but not limited to poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars, or panel discussions”. Accordingly, the following represent the University of New Haven’s primary prevention and awareness programming designed to prevent all types of sexual violence.

The following are programs and trainings presented by the University of New Haven in collaboration with the Rape Crisis Center of Milford:

Fall 2020 Semester <i>Approximately July 1, 2020 through December 31, 2020</i> <i>Anticipated Programming Events: Approximately 49</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
EverFi Online– Alcohol EDU and Sexual Assault Prevention Courses	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course – September 1, 2020, Follow-up Courses: October 1, 2020
Professional & Community Training at ORL Staff – Sexual Misconduct & Students of Concern	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	August 6, 2020

University Police Training – Review of Sexual Misconduct Protocols/Response	Awareness Programming	Dean of Students Office	University Police Department	August 11, 2020
Residential Advisors & Academic Peer Mentors Training – Review of Sexual Misconduct Protocols/Response	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 12, 2020
Athletic Staff & Coaches Training	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Athletic Administration and Coaching Staff	August 11, 2020
New Faculty Orientation: Sexual Violence Reporting & Assistance	Primary Prevention Programming	Dean of Students Office	New Faculty (Adjunct & Full-Time) & Provost's Office	August 20, 2020
Wellness Peer Educators Orientation Training	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Wellness Peer Educators	September 2, 4 & 9, 2020
Step Up! Introduction to Bystander Intervention	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer undergraduate and graduate students – Mandatory	One session held virtually during Mandatory Orientation, August 23, 2020
SDEV 1000 Course-Step UP: From Bystander to UPstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	32 courses offered throughout the semester, September 14 – October 30, 2020
What is the “Ni Una Menos” Movement? – Not One More “Women Less” Discussion	Primary Prevention Programming & Awareness Programming	Latin American Student Association	Open to the Public	September 23, 2020
Ending Violence Against Women: Femicide, Domestic Violence, Abuse Discussion	Primary Prevention Programming	African Community for Excellence	Open to the Public	September 29, 2020
Supporting Others Through Disclosures & Trauma Workshop	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Undergraduate Student Government Association – Executive Boards	October 9, 2020
Establishing Boundaries within Healthy Relationships	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Undergraduate Student Government Association – Executive Boards	October 9, 2020

Domestic Violence in the LGBTQIA Community	Awareness Programming	Dean of Students Office, College Advocate & Faculty	Open to the Public	October 29, 2020
Supporting Students During Times of Civil Unrest	Awareness Programming	Dean of Students Office, Myatt Center for Diversity & Inclusion	Open to the Public	October 30, 2020
One Love – Dating Violence Workshop	Awareness Programming	Dean of Students Office & Community Psychology Club	Open to the Public	October 30, 2020
Student Affairs Training – Review of Sexual Misconduct Protocols/Response	Awareness Programming	Dean of Students Office & College Advocate	Division of Student Affairs – Department Heads Meeting	November 18, 2020
Book Club Discussion: <i>Know My Name</i> by Chanel Miller	Awareness Programming	College Advocate & Rape Crisis Center of Milford	Open to the Public	December 28, 2020

Spring 2021 Semester <i>Approximately January 1, 2021 through June 31, 2021</i> <i>Completed Programming Events: Approximately 22</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
Residential Professional Staff Training – Assessing Safety & Threats	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	January 7, 2021
Step UP: From Bystander to Upstander Session for Pre-College Orientations	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Dual Enrolled ESUMS and West Haven High School students	January 7, 2020
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	January 13, 2021
Stalking in the Media – Netflix’s <i>You</i> Discussion (Two-Part)	Awareness Programming	Wellness Peer Educators, Dean of Students Office	Open to the Public	February 4 & 11, 2021
SDEV 1000 Course- Step UP: From Bystander to Upstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	4 courses offered throughout the semester, February 8–11, 2020

Human Trafficking & The Evolution of Sex Work Panel	Primary Prevention Programming & Awareness Programming	Office of Residential Life, College Advocate & Dean of Students Office	Open to the Public	March 19, 2021
Open Mic Night – Women’s History Month & Survivors Poetry	Primary Prevention Programming & Awareness Programming	WRITE Poetry Club, Wellness Peer Educators	Open to the Public	March 22, 2021
Silence Hides Violence Program	Primary Prevention Programming & Awareness Programming	Office of Residential Life & College Advocate	Bixler Hall Residents & Community members	March 23, 2021
Supporting Survivors of Sexual Violence	Primary Prevention Programming & Awareness Programming	Alpha Sigma Alpha Sorority & College Advocate	Open to the Public	April 9, 2021
SAAM Awareness Tabling & Giveaways (Consent Pens, Buttons, Ribbons)	Awareness Programming	Wellness Peer Educators & Undergraduate Student Government Association	Open to the Public	April 12-16, 2021
Sexual Assault Awareness Campaign	Awareness Programming	Victimology Club, Wellness Peer Educators & College Advocate	Open to the Public	April 12-16, 2021
Open Mic Night for SAAM	Primary Prevention Programming & Awareness Programming	WRITE Poetry Club, Wellness Peer Educators & College Advocate	Open to the Public	April 21, 2021

Fall 2021 Semester <i>Approximately August 1, 2021 through October 1, 2021</i> <i>Anticipated Programming Events: Approximately 53</i>				
Event Name:	Type of Event:	Offered By:	Audience:	Date:
EverFi – Sexual Assault Prevention Online Course	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course – August 2021, Follow-up Courses: October 2021
Counseling Staff & Clinicians Training	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Counseling & Psychological Services Staff	July 28, 2021
Step UP: From Bystander to Upstander Session for Pre-College Orientations	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Dual Enrolled ESUMS and West Haven High School students	August 4, 2021

Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 13, 2021
New Faculty Orientation: Sexual Violence Reporting & Assistance	Primary Prevention Programming	Dean of Students Office	New Faculty (Adjunct & Full-Time) & Provost's Office	August 16, 2021
Step Up! Introduction to Bystander Intervention	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer undergraduate and graduate students – Mandatory	Four sessions held during Mandatory Orientation, August 19 & 20, 2021
Wellness Peer Educators Orientation Training	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Wellness Peer Educators	August 27 & September 3, 2021
Athletic Staff & Coaches Training	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Athletic Administration and Coaching Staff	September 7, 2021
Residential Professional Staff Training – Sexual Misconduct Response	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Office of Residential Life staff	September 10, 2021
SDEV 1000 Course- Step UP: From Bystander to Upstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	38 courses offered throughout the semester, September 13 – October 29, 2021
Understanding Affirmative Consent Panel	Primary Prevention Programming & Risk Reduction	Dean of Students Office, University Police & Wellness Peer Educators	Open to the Public	September 16, 2021
Sex & Sexuality Bingo – Understanding Consent & Healthy Sexual Activity	Primary Prevention Programming & Risk Reduction	Office of Residential Life & Health Services	Celentano Hall Residents & Community members	September 16, 2021
How to Support Survivors & Dispel Rape Culture Workshop	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators & Dean of Students Office	ROTC Cadets & Cadre	October 12, 2021

Types of Educational Programming

Everfi Online: Alcohol EDU and Sexual Assault Prevention Courses

Multiple software platforms have been utilized by the University to achieve education and awareness with the primary goal of preventing further violence on campus and within our University community. For incoming students these platforms include online trainings completed prior to on-campus arrival and bystander intervention training administered by Wellness Peer Educators.

The University utilized EverFi's *Sexual Assault Prevention* course for incoming students to achieve education and awareness on campus and to comply with VAWA primary training requirements for the 2020 – 2021 academic year. Incoming students were divided into multiple groups, those that are undergraduates under the age of 18, those over 18, and those over 22 years of age. Those students under the age of 18 years of age were assigned the full undergraduate module however the embedded surveys in the course were removed due to their status as minors. Those students between 18 years of age and 22 years of age were assigned the full undergraduate module with the embedded surveys to assess perceptions of bystander intervention, awareness of sexual violence, and self-reported behaviors. Those students identified as over the age of 22 years were provided the *Adult Learners* module for nontraditional students. The EverFi's Sexual Assault Prevention Course for incoming undergraduate students was administered to 1580 students, the *Adult Learners* course was administered to 156 students, and the *Graduate* course was administered to 981 graduate students in the 2020-21 AY.

These online courses introduce students to the concepts of healthy relationships, recognizing abuse and relationship violence, understanding gender roles and stereotypes, sexual harassment & stalking behaviors, consent & coercion, reporting options and responding to violence, bystander intervention, and safety on campus. In response to student feedback regarding the appropriateness of some content for particular ages, specifically students age twenty-two and older, the University of New Haven pursued EverFi's *Sexual Assault Prevention: Adult Learners* course. This course eliminates the discussion of underage substance use and focuses its attention on addressing age-appropriate scenarios related to healthy relationships, sexual misconduct, harassment related-communications, and bystander intervention. Similarly, the *Sexual Assault Prevention: Graduate* course is designed to provide specific examples of misconduct related to a graduate career and acknowledges that graduate students have a base level of knowledge on such issues.

The EverFi's *Sexual Assault Prevention: Undergraduates* course has two modules, the first a longer module that instructs students through course content, bystander intervention scenarios and foundational knowledge about sexual violence. The second module is released thirty days after completion of the first module. In the second module, student participants are reminded of key definitions of consent and sexual violence, then they are asked to complete a short survey about ongoing perceptions of campus sexual violence. Please note that module two was not administered in the 2020-21 academic year; this is in part due to the COVID-19 pandemic that was shifting institutional focus to health and safety measures.

During the 2020-21 AY, the University administered the modules as shown in the tables below:

EverFi Sexual Assault Prevention Course	Semester Offered	Total Invited Students	Completed Online Module	Incomplete Module	Overall Completion Rate	Overall Incomplete Rate
Undergraduate Part 1	Fall 2020	1529	1257	272	82.2 %	17.8 %
	Spring 2021	51	25	26	49.1 %	50.9 %
	2020-21 AY	1580	1282	298	81.1 %	18.9 %
Adult Learners	Fall 2020	111	57	54	51.4 %	48.6 %
	Spring 2021	45	25	20	55.6 %	44.4 %
	2020-21 AY	156	82	74	52.6 %	47.4 %
Graduate Course	Fall 2020	586	328	258	56.0 %	44.0 %
	Spring 2021	395	190	205	48.1 %	51.9 %
	2020-21 AY	981	518	463	52.8 %	47.2 %
Junior Ongoing Refresher	2020-21 AY	1009	687	321	68.1 %	31.9 %

During the 2020 - 2021 academic year, the University of New Haven chose to utilize EverFi's *Alcohol EDU* course to review substance use behaviors, cultural perceptions of substance use on the campus, and intersections of sexual violence and substance use. All incoming students are required to complete both, the *Alcohol EDU* and *Sexual Assault Prevention* courses within their first few weeks of enrollment at the University. Within these online courses, students are prompted to review University specific policies on Substance Use, Sexual Harassment & Misconduct, the Code of Conduct and Good Samaritan Policy. Additionally, each course provides opportunities for students to review on-campus and local support services available to students. EverFi's *Alcohol EDU* first module has been administered to 1580 students. The *Alcohol EDU: Adult Learner* course was administered to 156 nontraditional students (22+ years of age). With EverFi's software, the University is able to increase overall completion of the online modules through email reminders, and in-class reminders.

EverFi Alcohol EDU Course	Semester Offered	Total Invited Students	Completed Online Module	Incomplete Module	Overall Completion Rate	Overall Incomplete Rate
Undergraduate Part 1	Fall 2020	1529	1026	503	67.1 %	32.9 %
	Spring 2021	51	25	26	49.1 %	50.9 %
	2020-21 AY	1580	1051	529	66.5 %	33.5 %
Undergraduate Part 2	Fall 2020	1258	1088	170	86.5 %	13.5 %
	Spring 2021	19	15	4	78.9 %	21.1 %
	2020-21 AY	1277	1103	174	86.4 %	13.6 %
Adult Learners	Fall 2020	111	57	54	51.4 %	48.6 %
	Spring 2021	45	25	20	55.6 %	44.4 %
	2020-21 AY	156	82	74	52.6 %	47.4 %

During the 2020 - 2021 academic year, the University of New Haven chose to implement EverFi's *Diversity, Equity & Inclusion* course to review the values of an inclusive University, the importance of engaging across difference, and the value of respect. All incoming students are required to complete this third course in combination with the *Alcohol EDU* and *Sexual Assault Prevention* modules. Additionally, the University is administering the *Diversity, Equity & Inclusion* module to all undergraduate and graduate students.

In order to facilitate additional ongoing education, the University is administering a *Sexual Assault Prevention Ongoing: Healthy Relationships* module to all students in their first semester in the class standing of junior (third-year). This module was administered to 1009 students for completion within the first few weeks of the semester. This course specifically emphasizes the available local and University resources to the campus community for instances of sexual violence. Additionally, the course reiterates foundational concepts of affirmative consent, setting appropriate boundaries, and facilitating difficult conversations.

Step Up! Bystander Training and SDEV 1000 Course (Current)

During incoming student orientation, the Dean of Students Office provides a ninety-minute presentation that serves as an introduction to the [Step UP bystander program](#), developed by the University of Arizona C.A.T.S. Life Skills Program in partnership with the NCAA. This presentation includes information about the concept of bystander intervention, strategies for safe and effective intervention, different types of interventions, and available University resources. This session was offered twice during orientation, so all incoming students attend. Attendees participate using Campus Labs Baseline technology, which allows students to simultaneously self-report their perceptions of hook-up culture, substance use culture, and bystander strategies. This self-reported information is streamed anonymously into the presentation and serves to demonstrate students' perceived notions of the campus climate versus their actual experiences and behaviors. The Community Standards session on August 22nd reviewed important policy information while an August 23rd session on Step Up reviewed bystander intervention. Both of these sessions were held virtually for incoming students due to campus safety restrictions implemented for the fall 2020 semester due to the COVID-19 pandemic.

For the 2015-16 AY, the bystander prevention was strategically redesigned to provide the bystander training under the umbrella program of Step UP, with the slogan: 'Moving from Bystander to Upstander'. From 2016-17 through 2019-2020, these Step Up session were hosted in two of our premier classrooms, which allows the presentations to be administered in sixty student sections. These bystander trainings are housed as a University Student Development course (SDEV 1000) that all first-year and transfer undergraduate students are preregistered for on their course schedules. This course is described to students as the promotion of knowledge of University policies regarding sexual violence and safety by teaching University community members about valuable bystander intervention strategies that can be used to foster the development of a safe and educational campus climate. The presentation is seventy-five minutes in length to allow for interactive discussions yet still fits into course block scheduling.

The presentation provided in this course is facilitated by annually trained Wellness Peer Educators, and includes three short videos, interactive discussion exercises, and policy review. The first video, [Step Up – American University](#), utilizes the Step UP framework (previously referenced) to teach students how to intervene using five safe and effective steps in a variety of problematic situations, including mental health, hazing, substance use, and sexual violence. The video also emphasizes the three main techniques for positive intervention in such situations, which are Direct, Distract, and Delegate. We continue to receive student feedback that this Step Up video resonates with them as the video provides clarity in the multiple effective methods to intervening in most problematic situations, and that students have realistic options to seeking peer assistance. These comments

serve as an impactful talking point for Peer Educators to enhance the perspective that utilizing five steps for intervention, as designed by Step Up, is an effective technique to create a safe learning environment for all students.

During the COVID-19 pandemic, the manner in which students were able to spend time with one another looked substantially different from prior years. As such, Wellness Peer Educators addressed new barriers to intervention, such as concerns about others not following safety directives, amnesty for violation of COVID directives when reporting sexual violence, and engaging in healthy communication online. These new challenges prompted necessary discussions about the impact of electronic and social media communications as they influence our individual and community safety. Peer Educators presented scenarios that addressed these barriers to create a more timely and meaningful conversation with students.

The second video was chosen to demonstrate victim blaming statements that perpetuate rape culture within our environments, particularly on campus. The video, titled [*James is Dead*](#), utilizes the commentary typically associated with sexual assault as applied to murder. This video utilizes humor as a metaphor; the video is designed to demonstrate the absurdity of victim blaming statements when in a new context (such as applied to victims of murder). This video allows Peer Educators to then engage in an educational discussion about the harm that victim blaming statements can have, while also causing students to reflect on how frequently they hear similar statements within their environments. This discussion allows Peer Educators to challenge students to perceive such victim blaming statements, similar to rape jokes or sexist comments, as problematic within our campus community.

Wellness Peer Educators have included the [*How Do You Know if Someone Wants to Have Sex with You?*](#) video by Planned Parenthood to discuss the various aspects of affirmative consent using actors to portray real situations in which an individual needs to utilize consent. This video demonstrates consent through the lens of three different couples, which include both heterosexual and same-sex couples. Students routinely comment that the video helps put the concept of consent into practical terms which include actual examples related to asking for and receiving affirmative consent. Additionally, students have commented that they appreciate that the video includes that sharing information with a potential partner about sexually transmitted infections (STIs) and birth control is a necessary step for affirmative consent. These comments allow Peer Educators to emphasize the many factors necessary for affirmative consent, such as mutuality and clarity, while also addressing concerns students may have about this concept.

The Step Up: Moving from Bystander to Upstander course emphasizes that to create a safe campus community, students must demonstrate a greater understanding of affirmative consent as it applies to all sexual activity, more awareness regarding rape culture, and ultimately a greater appreciation for students' individual role in campus safety and awareness.

The Director of Title IX/VAWA Compliance continues to provide distinct scheduled presentations of the Step Up: Bystander to Upstander course to incoming students in specialized populations: Athletics, Outstanding High School Senior program students, and ESMUS & WHHS program students. Course content remained the same for each presentation with the exception of the high school senior programs, which combined information about their own high school resources with available University resources.

The SDEV 1000 Step UP: From Bystander to Upstander course continues to afford higher compliance with student attendance. Additionally, the course will allow for the standardization of delivered content, and serves

as peer facilitated primary prevention during the 'red zone', September - October known for its high victimization rates on college campuses. Overall completion rates can be seen in the below chart.

UNIV 1000 Course Offered	Total Incoming Students	Total Attendees	Completed Online	Excused	Incomplete	Withdrawn	Overall Completion Rate	Overall Incomplete Rate
Fall 2015	1417	1308	56	21	5	27	99.64 %	0.36 %
Spring 2016	111	67	28	5	7	4	93.46 %	6.54 %
2015-16 AY	1528	1375	84	26	12	31	99.19 %	0.80 %
Fall 2016	1257	1164	31	19	9	34	99.27 %	0.73 %
Spring 2017	129	49	40	4	26	10	78.15 %	21.85 %
2016-17 AY	1386	1213	71	23	35	44	97.39 %	2.61 %
Fall 2017	1629	1514	38	11	8	58	99.49 %	0.51 %
Spring 2018	130	80	37	3	7	3	94.49 %	5.51 %
2017-18 AY	1759	1594	75	14	15	61	99.12 %	0.88 %
Fall 2018	1524	1393	83	2	14	32	99.06 %	0.94 %
Spring 2019	160	102	36	2	16	4	89.74 %	10.26 %
2018-19 AY	1684	1495	119	4	30	36	98.18 %	1.82 %
Fall 2019	1415	1377	7	3	4	24	99.71 %	0.29 %
Spring 2020	126	105	3	2	8	8	93.22 %	6.78 %
2019-20 AY	1541	1482	10	5	12	32	99.20 %	0.80 %
Fall 2020	1526	1427	47	1	17	34	98.9 %	1.1 %
Spring 2021	100	70	12	3	3	12	96.6 %	3.4 %
2020-21 AY	1626	1497	59	4	20	46	98.7 %	1.3 %

Additional safety restrictions due to COVID-19 pandemic forced a shift in the delivery of the Step Up: Moving from Bystander to Upstander program for the 2020-21 fall semester. As many courses were shifted to remote synchronous or asynchronous learning due to social distancing requirements by the State of Connecticut. Thus, the SDEV 1000: Step Up course was transitioned into remote synchronous sessions which occur live over Zoom for approximately sixty students per session for the fall 2020 semester. These sessions began on September 14, 2020, for once a week until October 30, 2020. There are 32 remote synchronous sessions in which students were preregistered into on their course schedules. The spring 2021 sessions were also offered in the same format due to ongoing concerns about health and safety of large group settings.

To reinforce barriers to bystander intervention, an additional video was incorporated into the presentation to stimulate a conversation about rationalizations that prevent bystanders from offering assistance to others. This video, [*The Bystander Effect: Why Some People Act and Others Don't*](#), featuring a speech by Kelly Charles-Collins for TEDx, discusses the fear of retribution and retaliation that can lead bystanders to inaction and to feeling a sense of indifference or apathy. Only a short portion of the session is utilized as speaker, Kelly Charles-Collins, describes a time when she did not take action because the friend whom disclosed to her asked that she keeps the concerning information as a secret and not act. As research has demonstrated, collegiate students are more likely to disclose to a peer, and may be inclined to request that peer not divulge any information to others while doing so. Thus, Ms. Charles-Collins narrative resonates with a scenario that is most likely amongst collegiate

students, and thus far has elicited positive feedback amongst student audiences. Students are then encouraged to consider alternate methods of seeking support amidst such limitations, such as utilizing professional confidential guidance and referring peers to available resources on- campus and in the local community.

Information Tables and Additional Programming

A secondary facet of education is the programming regarding sexual violence prevention, response, and University specific policies. The University's Victimology Club continues to host numerous educational and awareness programs during the academic year. In addition to events sponsored by the Victimology Club, the Wellness Peer Educators sponsor numerous information tables throughout the year to increase awareness (Healthy Relationships tables, Domestic Violence Awareness Month, April's Sexual Assault Awareness Month, It's On Us information tables, etc.). During these informational tables, Peer Educators provide extensive amounts of resources, and promotional items to passing students.

Wellness Peer Educators are responsible for facilitating the SDEV 1000 course in partnerships, where they share responsibility for developing discussion of course content with participants and presenting specific University expectations. Over the latter half of the fall semester and winter break, Peer Educators are responsible for providing additional programming proposals for implementation.

The College Advocate, of Milford Rape Crisis Center, sponsors additional awareness programming, supported by the Dean of Students Office and the Wellness Peer Educators. These presentations often take place in collaboration with Recognized Student Organizations and/or the Office of Residential Life within the residential halls.

Awareness & Compliance Initiatives

Know Your Rights Brochure

A primary component of the CT Public Act 14-11 was the requirement to create a "concise notification, written in plain language, to each student and employee of such institution who has been a victim of sexual assault, stalking, or intimate partner violence, of such victim's rights and options under such institution's policy". Thus, the University developed a brochure that would include written Sexual Harassment & Misconduct Policy definitions, resources for confidential disclosure and reporting options, the option to report to law enforcement and/or our institution, our retaliation policy, a notification of the Title IX Coordinator, notice of interim measures, formal complaint procedures, advisor privileges, and an involved party's rights. This valuable resource is updated annually to reflect the changes made to the University's policy or procedures, as well as contact information for identified resources.

In order to utilize this document more efficiently, the Dean of Students Office has actively provided this document to offices, which serve as first responders for sexual violence or misconduct reports. This includes the University Police Department, Office of Residential Life, Counseling & Psychological Services, Health Services, and Student Services at all satellite locations. Staff in these offices are directed to utilize this brochure as a roadmap of our students' rights and options under Title IX of the Education Amendments of 1972 and Violence Against Women Reauthorization Act. By training staff to facilitate a discussion using this brochure, we can ensure that as students report sexual misconduct, they receive consistent and comprehensive information about available support services and reporting options. This document is also used to facilitate conversations with responding parties of sexual misconduct allegations to thoroughly discuss the institutional process and their available options for support.

Sexual Harassment & Misconduct Policy

Annually, the Campus Resource Team meets to discuss proposed revisions to the Sexual Misconduct Policy. The Director of Title IX/VAWA Compliance researches best practices and monitors federal recommendations from recent OCR resolutions to determine the most appropriate revisions to policy and procedures for Title IX and VAWA compliance. The Sexual Harassment & Misconduct Policy was not revised or modified for the 2021-22 academic year.

The current Sexual Harassment & Misconduct policy is provided to incoming first-year and transfer students through their mandatory Step Up: Bystander to Upstander course. While the previous versions of the Sexual Misconduct policy were published within the University's Student Handbook, the policy was removed from the Handbook for fall 2020 as it increased in length and its' jurisdiction extended to employees as well as students. The Student Handbook and University policies are electronically delivered to all students via an email from the Dean of Students Office at the beginning of the academic year. Furthermore, the policy is available for download and review on the University's [Sexual Misconduct](#) webpage for public use.

The Dean of Students Office continuously monitors and revises the Title IX webpage, paying particular attention to accessibility, availability, and clarity of this important information. In an effort to ensure increased reporting, the appropriate short links, such as newhaven.edu/titleix, [/sexualmisconduct/](#), [/reportit/](#), and [/clery/](#), are monitored for functionality. Additionally, best practices indicate that searching for key words, such as rape, sexual assault, etc., at the University of New Haven, should result in appropriate reporting options and resources within three clicks. External and internal searches for these keywords most frequently result in the respective informational brochures, the Know Your Rights & Options brochure, and the Sexual Misconduct Policy webpage. Furthermore, the external and internal search for Title IX at the University provides the webpage newhaven.edu/titleix as primary option.

Marketing & Publications

Although research has shown that the efficacy of brochures is declining in the wake of social media and technology advancements as a means of publicity, the Mandatory Reporter (formerly Responsible Employee) and Campus Security Authority brochures were developed to inform individuals identified in these roles of their primary responsibilities under Title IX or Clery respectively, as well as University reporting procedures. This is an alternative resource for information, and are utilized as supplemental material for online trainings. These brochures were updated in the summer of 2020 to clarify responsibilities and add content specific to supporting students during disclosures of sexual misconduct.

The Sexual Misconduct on Campus: Responding to Students – Employee Guide for Assisting Students is a dual-sided handout that serves as a quick guideline for assisting faculty/staff when a student discloses an incidence of sexual violence. It includes brief instructions for employees during a disclosure, informs them of the appropriate support services to refer a student to, and includes the need to report immediately to the Title IX Coordinator(s). Faculty and staff feedback have indicated that the resource ensures a comprehensive discussion with students during disclosures and ensures their ability to refer students to University and local resources accurately.

The Resources & Referral Options for Students serves as a quick reference guide for referral and reporting options. It features four categories of reporting options or services that a student in crisis may need to utilize, including Support Services, Emergency Police Information, Housing or Academic Accommodations, and Medical

Assistance. Title IX Coordinator information is also prominently displayed on this information to increase visibility and knowledge of the Title IX Coordinator as a resource for students.

Faculty Syllabus Notice

Working in collaboration, the Dean of Students Office and Title IX Coordinator, created a faculty syllabus notice that would be used to increase visibility of the Title IX Coordinator and serve as a notice of nondiscrimination to all students. The statement (see below) is included in the University's syllabi template and provided to all University faculty at the beginning of the academic year (August 2020). In coordination with the publication of the new software platform Canvas, to replace Blackboard, the Commitment to Positive Learning Environment was incorporated into the syllabi template through the main software ensuring the language appears for all University courses.

Commitment to Positive Learning Environment:

The University adheres to the philosophy that all community members should enjoy an environment free of any form of harassment, sexual misconduct, discrimination, or intimate partner violence. If you have been the victim of sexual misconduct, we encourage you to report this. If you report this to a faculty/staff member, they must notify our college's Title IX coordinator about the basic facts of the incident (you may choose to request confidentiality from the University).

If you encounter sexual harassment, sexual misconduct, sexual assault, or discrimination based on race, color, religion, age, national origin, ancestry, sex, sexual orientation, gender identity, or disability please contact the Title IX Coordinator, Caroline Koziatek, at (203) 932.7479 or ckoziatek@newhaven.edu. To view the University's policy, visit [Title IX at the University of New Haven](#). To learn more about reporting options and the University's procedures for investigating harassment and discrimination, students are encouraged to contact the Dean of Students Office at deanofstudents@newhaven.edu.

Community members may also choose anonymously report instances of harassment and discrimination through the LiveSafe App. Directions to download the LiveSafe application are available at: www.newhaven.edu/Livesafe.

Committees on Sexual Misconduct

The University continues to utilize the following distinct committees for issues of sexual misconduct; the Sexual Misconduct Process Team and the Campus Resource Team ('CRT').

Campus Resource Team

The Campus Resource Team ('CRT') is comprised of individuals selected by the University of New Haven's President, which include critical campus officials as well as local resources involved in responding to sexual misconduct incidents. The CRT is charged with reviewing campus policies and recommending protocols for providing support and services to students and employees who report being victimized. As this team has allowed for important stakeholders to have a voice in policy and procedural changes related to sexual misconduct, the University has endeavored to host this team at least once a semester during the academic year. Consistent with safety restrictions due to COVID-19, these meetings were held virtually throughout the 2020-21 academic year. The University designated significant time to the training of Campus Resource Team members

during lengthier meetings to allow for more robust and meaningful discussion of proposed policy or procedural changes.

Sexual Misconduct Process Team

The Sexual Misconduct Process consists of the recruited faculty and staff who serve as trained Sexual Misconduct Investigators, Hearing Board members, and Appeals Board members. This team also includes the Human Resources staff, who work with the Title IX Coordinator to provide a fair and equitable Title IX grievance procedure for University employees. Furthermore, the Title IX Coordinator, Caroline Koziatek, and Deputy Title IX Coordinator, Ophelia Rowe-Allen, participate in team trainings. The Dean of Students Office staff pulls these individuals into a large collaborative group that conducts simultaneous trainings. The University has been able to facilitate a strong pool of faculty and staff that are fully qualified to assist on investigations and hearing boards.

The Dean of Students Office hosted numerous live remote training opportunities, while also providing robust online asynchronous training opportunities. Training often focuses on the intricacies of Title IX, published best practices, review new OCR resolutions, and the ongoing legislative climate regarding sexual violence. The University has established a partnership with SUNY Student Conduct Institute wherein its Sexual Misconduct Process Team can access live and pre-recorded course modules regarding the investigation and adjudication of sexual violence on college campuses. Furthermore, Title IX materials are available on Microsoft Teams, including diversity and cultural awareness resources, new legislation resources, relevant webinars, and other resources.

Our continuation of cross-training members for all roles in the process is beneficial, and remains necessary for individual members to understand the entire process and the distinct responsibilities of each role.

Report of Complaints of Sexual Misconduct

Brought forward from January 1, 2020 through December 31, 2020

This report contains information about complaints of sexual misconduct that the University of New Haven received notice of and the actions taken by the University to address those complaints. Specifically, this report includes descriptions of all student complaints that were processed through the Sexual Misconduct Disciplinary Process in January 1, 2020 through December 31, 2020.

This report is intended to provide the information requested in CT Public Act 14-11, *An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus*, as well as to inform the Joint Standing Committee of the General Assembly of the efforts the University has taken to combat sexual violence on its campus. This report was composed to protect the privacy of the individuals involved, and identifiable information was not provided to maintain the privacy and confidentiality of the parties involved.

The complaints in this report have been presented in statistical and narrative format and are organized according to the type of action the reporting party engaged in: Formal University Investigation/Hearing, or Informal Institutional Report. In the narrative portion of the report you will find cases that engaged in these processes, and may have engaged in a collaborative process with the Title IX Coordinator, Dean of Students Office, University Police, and Sexual Misconduct Hearing Board.

While this report is intended to be informative and enlightening, there are many limitations to reporting sexual violence on the University campus. The brief narrative descriptions are intentionally vague, as a complete description of the complexities or specifics of a given case could reveal identifiable information about a given party. Similarly, the report indicates only the type of category the complaint is associated with, such that “sexual

harassment” may refer to unwelcome advances or requests for sexual favors. The ‘other’ category has been designated for reports of sexual misconduct that do not directly fall into the categories prescribed or there was limited information within the report to designate a specific category of sexual misconduct.

In the event that sexual misconduct, gender-based violence, or the crimes of sexual assault, stalking, dating violence or domestic violence do occur, the University of New Haven takes the matter very seriously. The University employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student’s behavior represents a risk of violence, threat, pattern and/or predation. A student responding to allegations of sexual misconduct, other gender-based violence, or such crimes, is subject to action in accordance with the Sexual Misconduct Policy in the University’s Student Handbook. A student wishing to officially report such an incident may do so by contacting the Title IX Coordinator, Caroline Koziatek (203.932.7479 or ckozyatek@newhaven.edu) or Deputy Title IX Coordinator, Ophelia Rowe-Allen (203.932.7176 or orallen@newhaven.edu). Anyone with knowledge about sexual misconduct or gender-based violence or such crimes is encouraged to report it immediately. Protective measures for victims are available from the campus whether a victim pursues a formal complaint through the University of New Haven process.

The Milford Rape Crisis Center College Advocate worked with 14 unique students during the 2019-20 academic year and 3 unique students during the 2020-21 academic year. These statistics represent confidential reports, of which the University has limited information about. To protect the privacy and confidentiality requested by her clients, the College Advocate does not share identifiable or narrative information with the Title IX Coordinator, unless the report reveals a risk to the larger campus community or a pattern of predation.

The statistics below include all complaints of sexual misconduct brought forward in January 1, 2020 through December 31, 2020, regardless of when the alleged events occurred. The complaints of sexual misconduct are sorted in broad categories based on the reporting party’s allegations. Complaints involving more than one allegation of sexual misconduct are listed only once, based on the primary allegation. The reporting party is the person who reported having experienced a violation of sexual misconduct or (in the case of third-party complaints) the person who is reported to have experienced it. The responding party is the person (or persons) alleged to have committed the misconduct.

*These statistics may vary from the published Annual Security Report statistics as it only includes those reports that the University received notice of and which engaged in the disciplinary process. Clearly reportable crimes may also include aggregate data provided by confidential resources, such as Health Services, Counseling Services, and the Milford Rape Crisis Center College Advocate, which can appear as an increase in reported sex offenses.

Formal Institutional Reports

<p><i>During the 2020 calendar year (January 1, 2020 – December 31, 2020), there were 7 new formal complaints brought forward to the Sexual Misconduct Investigation Team and/or Hearing Board, which are reported in this table.</i></p>			
Complainant(s)	Respondent(s)	Category of Misconduct Reported	Descriptions/Actions Taken
Undergraduate Student	Undergraduate Student	Sexual Assault	<p>A female student alleged that a male student engaged in sexual intercourse without her consent during the fall 2019 semester. The Sexual Misconduct Investigation Team initiated a formal investigation in the spring 2020 semester, at the Complainant's request.</p> <p>The Sexual Misconduct Investigation Team found the Respondent not responsible for violating the Sexual Misconduct Policy. The Complainant was assisted in communicating with local law enforcement and no contact restrictions were continued. The Respondent withdrew from the institution prior at the conclusion of spring 2020.</p>
Undergraduate Student	Faculty Member	Sexual Harassment	<p>A female student alleged that a male faculty member engaged in unwanted physical contact, an extended hug, during the spring 2020 semester.</p> <p>The Sexual Misconduct Investigation Team gathered information from the Complainant. The matter was referred to Human Resources for the employee interview and corrective action. Class accommodations and counseling services were provided to the Complainant.</p>
Undergraduate Student	Faculty Member	Sexual Harassment	<p>A female student alleged that a male faculty member engaged in unwelcome comments about their personal life concerning their health and gender during the fall 2020 semester.</p> <p>The Sexual Misconduct Investigation Team gathered information from the Complainant. The matter was referred to Human Resources for the employee interview and corrective action. Class accommodations were provided to the Complainant.</p>
Undergraduate Student(s)	Staff Member	Sexual Harassment	<p>A female students alleged that a female staff member engaged in unwelcome comments about their body/figure that created negative environment, during the spring 2020 semester.</p> <p>The Sexual Misconduct Investigation Team gathered information from the Complainants. The matter was referred to Human Resources for the employee interview and corrective action. Class accommodations and counseling services were provided to the Complainant.</p>
Other University Affiliate (Former Student)	Undergraduate Student	Sexual Exploitation	<p>A former female student alleged that a current male student engaged in sexual exploitation, by disseminating sexually explicit recordings without her consent, and creating a hostile environment in the spring 2018 semester.</p> <p>The Sexual Misconduct Investigation Team initiated a formal investigation in the summer of 2020, at the Complainant's request. The Sexual Misconduct Investigation Team found the Respondent not responsible for violating the Sexual Misconduct Policy.</p>

Undergraduate Student	Other University Affiliate (Former Student)	Sexual Assault	<p>A female student alleged that another female student engaged in oral intercourse without her consent during the spring 2018 semester.</p> <p>The Sexual Misconduct Investigation Team initiated a formal investigation in the fall 2020 semester, at the Complainant's request. The Respondent was no longer enrolled at the institution and unresponsive to requests to participate in the investigation. The Investigation Team gathered information and evidence from the Complainants and relevant witnesses. The Complainant was assisted in communicating with local law enforcement and no contact restrictions were continued.</p>
Undergraduate Student(s)	Faculty Member	Sexual Harassment	<p>During the spring 2020 semester, undergraduate students alleged that a male faculty member engaged in unwelcome comments about their personal life and unprofessional communication outside of the classroom.</p> <p>The Sexual Misconduct Investigation Team gathered information from the Complainants and relevant witnesses. The matter was referred to Human Resources for the employee interview and corrective action. Class and work accommodations were provided for the Complainants.</p>

Informal Institutional Complaints

<p><i>During the 2020 calendar year (January 1, 2020 – December 31, 2020), there were 16 new informal reports. In each case, the reporting party was provided information regarding the institutional complaint process, criminal complaint process, and informal remedies, however declined to pursue the matter. Reporting parties were given access to all informal remedies, such as class accommodations, living or working accommodations, transportation accommodations, and support services available on/off campus.</i></p>			
Complainant(s)	Respondent(s)	Category of Misconduct Reported	Descriptions/Actions Taken
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students Office received a report of an incident in which a male student was allegedly making unwanted comments about a former female partner, creating unwanted communication between the parties. The Complainant was offered reporting options, but declined to pursue a formal complaint.</p> <p>The Dean of Students Office facilitated a no contact order with residential hall restrictions.</p>
Undergraduate Student	Non-University Member	Sexual Assault	<p>The Dean of Students received a report in which a female student described a concerning encounter with a non-University member. The Complainant chose not to disclose details of this encounter but expressed concerns about a possible sexual assault.</p> <p>The Complainant was offered reporting options, but declined to pursue a formal complaint.</p>
Undergraduate Student	Non-University Member	Sexual Assault	<p>The Dean of Students received a report of an incident in which a female student was the victim of sexual assault while visiting another local institution. The Complainant received assistance coordinating with the applicable law enforcement and personnel from the institution where the incident occurred.</p> <p>The Complainant was offered services, and pursued class accommodations as well as medical support.</p>

Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students Office received a report in which a male student was allegedly making inappropriate comments of a sexual nature within a Recognized Student Organization meeting. The Complainant requested the University intervene to educate the Respondent regarding the inappropriate behavior.</p> <p>The Dean of Students Office facilitated educational discussion with the Respondent and provided clear instructions for further participation in the Organization.</p>
Undergraduate Student	Non-University Member	Sexual Assault	<p>The Office of Residential Life received a report in which a female student was the victim of sexual assault while at a nightclub near the Prato Campus. The Complainant received assistance coordinating with the applicable law enforcement and personnel from the institution where the incident occurred.</p> <p>The Complainant was offered services, and pursued class accommodations as well as medical support.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault	<p>University Police and Residential Life received a report in which a male student allegedly engaged in unwanted sexual contact with a female student. The Complainant requested anonymity and declined to pursue a formal report.</p> <p>The Complainant was offered services, and pursued class accommodations as well as medical support.</p>
Undergraduate Student	Unknown	Sexual Assault	<p>University Police received an emergency call from a female student reporting an active assault. Upon arriving at the scene, the Complainant stated that there was no active assault and was transported due to intoxication.</p> <p>The Complainant was offered services, and pursued medical support. University Police determined the report was unfounded after a thorough investigation.</p>
Undergraduate Student	Undergraduate Student	Stalking	<p>University Police received a report in which a male student engaged in unwanted nonverbal gestures that made a female student uncomfortable. The Complainant requested informal resolution and assistance ending the communication.</p> <p>University Police facilitated a conversation with the Respondent to prohibit future communication. The Complainant was supported with class accommodations as well.</p>
Undergraduate Student	Non-University Member	Intimate Partner Violence	<p>A female student reported to the Dean of Students Office that a family member was arrested for engaging in family violence in her home state. The Complainant was provided assistance coordinating with the applicable law enforcement and accessing crisis services in her applicable state.</p> <p>Upon her return to campus, the Complainant was provided class accommodations and additional counseling services.</p>

Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students received a report in which a female student received unwanted messages via SnapChat from an unidentified male student. The Complainant did not wish to identify the Respondent.</p> <p>The Complainant was offered reporting options, but declined to pursue a formal complaint.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault	<p>The Dean of Students received a report in which a male student allegedly engaged in unwanted sexual contact with a female student. The Complainant met with university resources but declined to pursue a formal complaint.</p> <p>The Complainant was offered services, a no contact order was facilitated, and class accommodations were provided.</p>
Undergraduate Student	Undergraduate Student	Stalking	<p>The Office of Residential Life received a report in which a female student indicated concerns about future communication with a former dating partner. The Complainant requested a no contact order and assistance facilitating boundaries after the dissolution of the dating relationship.</p> <p>The Dean of Students Office facilitated a no contact order and an informal meeting with the Respondent.</p>
Undergraduate Student	Non-University Member	Intimate Partner Violence	<p>A female student reported to Faculty that she was experiencing verbal and physical abuse by an intimate partner at her off-campus home. The Complainant was provided assistance coordinating with the applicable law enforcement and accessing crisis services in her applicable town.</p> <p>Upon her return to campus, the Complainant was provided class accommodations and additional counseling services.</p>
Undergraduate Student	Other University Affiliate (Former Student)	Sexual Assault	<p>The Dean of Students received a report in which a male student allegedly engaged in unwanted sexual contact and verbal advances towards a female student. The Complainant was provided assistance coordinating with local law enforcement for a criminal complaint and access to local crisis services.</p> <p>The Complainant requested assistance reporting the Respondent to appropriate personnel at the Respondent's primary institution. University Police facilitated a trespass order, and class accommodations were provided.</p>
Graduate Student	Graduate Student	Sexual Harassment	<p>The Dean of Students Office received a report in which a male student engaged in unwanted communications via text with a female student. The Complainant requested an informal resolution.</p> <p>The Dean of Students Office facilitated an informal meeting with the Respondent and the behavior ceased.</p>
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students Office received a report in which a male student was allegedly making unwanted advances towards a female student via text messages and/or Snapchat. The Complainant was offered services, but declined to pursue a formal report.</p> <p>An informal resolution was requested. The Respondent met with the Dean of Students Office and reviewed the relevant policies. The Dean of Students Office facilitated work accommodations to remove future contact between parties.</p>

Table 1. Sexual Misconduct Complaints by Complainant Affiliation

		Complainant Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	9	0	0	0	0	0	0	9
	Intimate Partner Violence	2	0	0	0	0	0	0	2
	Sexual Harassment	8	1	0	0	0	0	0	9
	Stalking	2	0	0	0	0	0	0	2
	Sexual Exploitation	0	0	0	0	1	0	0	1
	Other	0	0	0	0	0	0	0	0
	Total	21	1	0	0	1	0	0	

Table 2. Sexual Misconduct Complaints by Respondent Affiliation

		Respondent Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	3	0	0	0	2	3	1	9
	Intimate Partner Violence	0	0	0	0	0	2	0	2
	Sexual Harassment	4	1	1	3	0	0	0	9
	Stalking	2	0	0	0	0	0	0	2
	Sexual Exploitation	1	0	0	0	0	0	0	1
	Other	0	0	0	0	0	0	0	0
	Total	10	1	1	3	2	5	0	

Addendum 1 – Marketing & Publication Images

2021 Sexual Harassment & Misconduct Policy

2021 Know Your Rights & Options Pamphlet

2021 Resources & Referral Options for Students Experiencing Sexual Misconduct

2021 Resources & Referral Options During COVID-19

2021 Sexual Misconduct on Campus: Responding to Students – Employee Guide for Assisting Students

2021 Mandatory Reporters Brochure

2021 Campus Security Authority Brochure