

# SOUTHERN CONNECTICUT STATE UNIVERSITY

This report is submitted to the Joint Standing Committee of the General Assembly of the State of Connecticut as required under Public Act 14-11: An Act Concerning Sexual Assault, Stalking, and Intimate Partner Violence on Campus

*2021 General  
Assembly Report on  
Sexual Misconduct  
January- December 2021  
published in 2022*

## **Introduction**

*Due to the Corvid 19 Pandemic the University operated the majority of its programming remotely. The data and training reflected in this report may not be comparable to previous years.*

Southern Connecticut State University's mission is to provide exemplary graduate and undergraduate education in the liberal arts and professional disciplines. As an intentionally diverse and comprehensive university, Southern is committed to academic excellence, access, social justice, and service for the public good. SCSU enrolled approximately 8,788 full and part- time undergraduates and graduate students. SCSU had approximately 1678 students who lived on campus in nine residence halls and townhouse apartments. The educational enterprise of Southern consisted of 417 talented full-time faculty, and 502 devoted full-time staff members along with 643 part-time faculty and 155 part- time-staff. Southern Connecticut State University is a student-centered institution which regards student success as its highest priority.

In an effort to fulfill our mission and provide an optimum environment for learning, Southern Connecticut State University (SCSU) is committed to creating a campus free of sexual violence. The University continues to dedicate significant resources to become more knowledgeable of best practices; understand our current climate; comply with federal, state and CSCU Board of Regents laws and policies; increase awareness and streamline processes for reporting; promote victim support services; evaluate and enhance our systems of response, investigation and adjudication; and, educate faculty, staff and students on prevention and intervention initiatives. Through these efforts it is our goal to create a campus environment where every member of our community understands his/her role to reduce, and ultimately eliminate, sexual violence at Southern.

As part of Southern Connecticut State University's ongoing effort to address sexual misconduct within our community the following report is issued to present data and information in an effort to provide greater transparency about the frequency of reporting/disclosing sexual misconduct within our community and the ways in which we address sexual misconduct on our campus.

This report summarizes sexual misconduct disclosures and reports made to the University from January 1, 2021 through December 31, 2021, ongoing preventions and risk reduction programs and campaigns, as well university policies relating to sexual misconduct and support resources offered to students and employees both on and off campus. SCSU is committed to providing a safe environment in which all community members can pursue education and employment free from sexual discrimination/violence.

## **I. SCSU policies regarding Sexual assault, Stalking, and Intimate partner violence**

Copies of the following policies regarding Sexual assault, Stalking, and Intimate partner are available in the appendix A. These policies include:

- ☐ BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ☐ BOR/CSCU Policy on Consensual Relationships
- ☐ BOR/CSCU Policy Regarding Reporting Suspected Abuse or Neglect of a Child
- ☐ BOR/CSCU Student Code of Conduct

## **II. Written Notifications of the rights**

The University recognizes the importance of dialogue about the topic of sexual harassment/misconduct. One way to keep this topic present is to communicate often about the University's policies, support services, and resources. Throughout this reporting year, various mechanisms were used to communicate sexual misconduct information to students and employees as well as provide data to the community. These mechanisms include Campus emails, distributions of Support and Resource Team (SART) brochure [Support and Resource Team \(SART\) | Southern Connecticut State University \(southernct.edu\)](#) University programs and training, the University's Annual Crime Report [Uniform Campus Crime and Fire Safety Report | Southern Connecticut State University \(southernct.edu\)](#) and the General Assembly Report on Sexual Misconduct. In addition the University also maintains a comprehensive website [Sexual Misconduct | Southern Connecticut State University \(southernct.edu\)](#) that provides resources, reporting options, and policy information for the community. Appendix A

provides sample communication e-mails about University policy and most important resources/reporting options. Lawn signs, electronic boards, bulletin boards, and social media were also engaged.

### **III.&IV. Prevention, Awareness, and Risk Reduction Programs and Campaigns**

SCSU understands the importance of providing prevention and awareness programs to all students, faculty and staff in order to foster a positive, respectful, and safe climate for the entire community. Prevention, Awareness and Risk reduction programs and campaigns are provided to the campus community throughout the year. Appendix B provides a summary of the programming for 2021.

#### **Student Training and Education**

At the beginning of each academic year, the University launches, an educational training program on sexual assault and relationship violence. The University continues to use the *Not Anymore- sexual assault prevention online training*. New students were required to complete the detailed on- line training module that covers definitions, bystander intervention, and campus-specific policies and resources. This course offers a thoughtful and educational curriculum that addresses the important life skills regarding sexual assault, sexual harassment, domestic violence, dating violence and stalking. Returning students were required to take a refresher course. *The Not Anymore* refresher module provides the education and tools needed to build and sustain healthy relationships, as well as ways to safely intervene as a bystander. These trainings along with other campus programming work together to build and maintain a healthy, safe campus community that supports the well-being of all.

#### **Employee Training and Education**

All faculty and staff also are required to complete an on-line module that focuses on the same material from the perspective of employee. The *Not Anymore- Employees training module*, is an online program designed to educate employees on how to effectively respond to reports of sexual misconduct from students and employees. This video-based program provides critical information about the prevalence of sexual misconduct including sexual harassment and discrimination, intimate partner violence, prevention, bystander intervention, trauma informed responses, campus specific policies and reporting procedures, and much more. *Not Anymore* provides employees a better

understand how vitally important they are in addressing sexual misconduct, helping those directly impacted by it, and making campus safer for students and employees alike. In addition to the online training the University also provides an in-person sexual harassment prevention training as part of the Civility and Respect on campus which is mandatory training for all new faculty and staff. In addition, employees are required to take an online, two-hour, training.

### *Campus Programs and Campaigns*

Recognizing that programming is not as effective when done simply at one point in time, the University provides a number of modalities to offer on-going education. Most the programming for the 2021 academic year programming was held virtually by our Violence Prevention, Victim Advocacy, and Support Center. They cover such topics as policy and definitions, bystander interventions, risk reduction, and options for reporting and advocacy.

In addition to our virtual programming, the Violence Prevention, Victim Advocacy and Support Center (VPAS) continued to offer students, faculty, and staff offered information, and access to campus and community resources, as well as advocacy support services. This Center is committed to helping to create a campus community of respect and safety by raising awareness, providing education, supporting victims, and training for intervention. Some of the primary areas of focus for VPAS include the following:

- ☐ Building and sustaining healthy relationships with intimate partners, friends, fellow students, and university community members;
- ☐ Understanding sexual misconduct and consent;
- ☐ Promoting sexual misconduct campus and community advocates, resources, reporting options, and Title IX rights;
- ☐ Identifying perpetrator behavior and providing risk reduction tips;
- ☐ Providing tools to safely intervene as a bystander; and,
- ☐ Communicating the rights available for survivors of criminal acts.

The Center was staffed with two full-time advocates and a graduate intern. In addition to assisting community members during normal business hours, the advocates serve on an on-call basis to provide coverage 24 hours a day to support SCSU students who wish to

seek the advocacy and support services of the Center.

The Coordinator of the Violence Prevention, Victim Advocacy and Support Center also serves as the Coordinator of the SCSU Support and Resource Team (SART). SART is designed to provide a collaborative, victim-centered, team response to sexual misconduct. The mission of SART is to provide services that ensure a transition from victim to survivor for every individual whose life is directly impacted by sexual misconduct. SART members can provide or connect a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual violence. The team includes a coordinator and twenty-six faculty and staff members throughout the University who are trained to support survivors of sexual misconduct. In addition, the Support and Resource Team has developed a concise informational pamphlet that outlines definitions, as well as reporting, support and advocacy options for students (see Appendix B).

Strong policies, effective programs, supportive resources, on-going communication, and the collection of data to inform decision-making, it is imperative to provide ongoing and appropriate training to our employees. This training should not only include training on our policies and support resources for all employees but should also include specific training for individuals who are responsible for investigations and adjudication of cases as well as those who serve on resource teams and in advocacy centers.

#### **V. Incidents of Sexual assault, stalking and intimate partner violence Reported**

As part of Southern Connecticut State University's policy on Sexual Misconduct Support Processes and the Title IX Policy Statement, the University strongly encourages the reporting of all sexual misconduct incidents. As such, the policy identifies that all University employees are considered to be responsible employees, with the exception of health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community. As responsible employees, individuals have a duty to report to the Title IX Coordinator all details regarding incidents of sexual misconduct that are reported or disclosed to them. This mandate is to assure that the University provides all survivors with support by providing reporting options, access to advocacy and support services/resources, and access to appropriate academic, transportation, work, and housing

accommodations. Recognizing the importance of survivors having the option to discuss these concerns confidentially, SCSU provides information to all students identifying confidential reporting options.

During the 2021 calendar year, the title IX coordinator received 105 disclosure of sexual misconduct matters (sexual harassment, sexual assault, intimate partner violence, or stalking). These includes disclosures of incidents regardless of whether they would represent a violation of University policy, whether they occurred on or off campus, whether they happened in the current year or prior to the student attending Southern and regardless of year of the incident (i.e. incidents from childhood, high school), whether the incident involved a non- Southern student. In many of these matters a student is connected with resources/services support to assist them. Additionally, many sexual misconduct disclosures involved non SCSU student respondents or identity of the respondent was not disclosed. Like disclosures reports are always accompanied by referrals for services/support including request for accommodations.

The Title IX coordinator received 7 reports. A report is a disclosure with an immediate request for an investigation and adjudication. The total reported incidence in the table above includes all matters reported to the institution regardless of location (on or off campus)

<b>Incidents of Sexual Assault, Stalking and IPV Reported to SCSU in 2021</b>					
<b>Type of Incident</b>					
	<b><i>Number of Incidents Reported</i></b>	<b><i>Incident Reported to Have Occurred in 2021</i></b>	<b><i>Respondent Identified as Connected to the Reporting Institution</i></b>	<b><i>Respondent Identified as Connected to CSCU Institution</i></b>	<b><i>Confidential or Anonymous Reports</i></b>
<b><i>Sexual Assault</i></b>	4	4	4		
<b><i>Stalking</i></b>	1	1			
<b><i>Intimate Partner Violence (IPV)</i></b>	2	2	2		

One of the first steps in addressing sexual misconduct disclosures and reports is to offer the complainant resources and support. This can come in many different ways depending

on the needs and desire of the complainant. First and foremost, we provide the complainant with reporting options and support and advocacy services. Student complainants are offered services through the University's Violence Prevention, Victim Advocacy and Support Center while faculty and staff may receive resource and support services through the Human Resources Office. Students may also access other support services such as Counseling Services, the Student Health Center, and the Dean of Students Office. In an effort to also offer students the opportunity to access services and support off campus, the University has a memorandum of understanding with the Umbrella Center for Domestic Violence Services and the Women and Families Center. These agreements articulate our joint commitment to working together to provide trauma-informed services for our students and employees.

The University also provides support for the complainant by offering interim measures or accommodations. These steps are taken by the University in an effort to provide safety and well-being for the complainant and/or the community as a whole. These include actions such as no-contact orders between parties, bans from a University building/area or the campus as a whole, changes to academic schedules and housing arrangements, as well as interim suspensions/administrative leaves. Interim measures are considered and offered when information is brought to the Title IX Coordinator, whether or not a complainant wishes to move forward with a formal complaint. As the nature of each situation is different, interim measures are determined on a case-by-case basis and are meant to put the least possible burden on the complainant.

Southern Connecticut State University recognizes that individuals who experience sexual misconduct often experience trauma and significant disruption to their lives. The University also acknowledges that although reporting incidents of sexual misconduct may be empowering and healing for some, many may choose not to request investigation and action. Understanding how and when a person heals from a traumatizing event such as sexual misconduct is an individualized process, Southern supports survivors in their autonomy to make the appropriate decisions for their own well-being while balancing the safety of the community at large.



### *Anonymous and Confidential Reports or Disclosures*

In addition to reporting/disclosing incidents of sexual misconduct directly or through third parties, SCSU community members also have the opportunity to anonymously or confidentially disclose or report an incident of sexual misconduct. This can be accomplished through our silent witness reporting option.

Each case of sexual misconduct is different and the actions taken vary from case to case depending on multiple factors. With this in mind, the University's process for responding to a report may include 1) the provision of confidential support and resources, 2) the issuance of interim measures, 3) an informal resolution, 4) an investigation and findings, 5) sanctions/disciplinary action, and/or 6) an appeal of the investigation findings and sanctions. In considering the most appropriate action to be taken, two of the most important factors include the information that is available and the complainant's willingness to be involved in the investigation. For example, if a student comes forward and discloses that he/she has been sexually assaulted but either does not wish to identify the respondent or cannot identify the respondent, the Title IX Officer will follow-up to try to obtain information; however, generally it is not possible to investigate without information or the willingness of the complainant. In these cases, the Title IX Coordinator would ensure that resources and support have been offered to the complainant, including interim accommodations, and ensure that the complainant understands he/she may bring this information forward at any time at which point the institution will take further action. The decision to conduct a formal investigation is determined either by the complainant or by the University if the information that is available can be acted on and is deemed a potential threat to the university community. In cases where the complainant is reluctant to participate and/or to be identified as having come forward, it can be difficult to complete the investigation. In situations in which the complainant or the University moves to a formal investigation/finding, the process utilized depends on whether the respondent is a member of the faculty/staff or a student.

The CSCU Student Code of Conduct outlines the policies, procedures, and sanctioning process for student respondents. In these cases, the Office of Student Conduct and Civic Responsibility conducts the investigations. Once the investigation is completed, the respondent is presented with the finding and outcome. Findings are determined utilizing a

preponderance of the evidence standard. If the respondent agrees to what is presented, the case is concluded. If the respondent does not accept the finding of the investigation, the case then goes to a formal hearing process.

Sanctions resulting from findings of responsibility vary based on the nature of the incident and may result in sanctions up to and including suspension and expulsion from the university. During the 2021 calendar year there were 7 reports in total in which the complainant requested investigation and/or disciplinary action. The table below summarize disciplinary and appeal outcomes for cases in which the respondent was a student.

<b>Disciplinary Cases Resulting from Investigations of Sexual Assault, Stalking and Intimate Partner Violence</b>							
<b>Type of Incident</b>	<b>Number of Investigations</b>	<b>Finding of No Violation or Not Responsible</b>	<b>Finding of Responsible &amp; Expulsion</b>	<b>Finding of Responsible &amp; Suspension</b>	<b>Finding of Responsible &amp; Probation/ Warning</b>	<b>Number of Findings Appealed</b>	<b>Appeal Outcome</b>
<b>Sexual Assault</b>	4	2		2		2	Upheld finding
<b>Stalking</b>							
<b>Intimate Partner Violence (IPV)</b>	1			1		1	Upheld finding

#### **Cases related to sexual violence (employees)**

If the respondent is an employee, the procedures followed are articulated by the Title IX Grievance Procedures if the allegations meet that standard. If not the university's Procedures for Discrimination and Harassment Complaints will be followed. In these cases, the investigations are conducted by the Office of Diversity and Equity. The Office of Diversity and Equity submits its finding to the University President and Human Resources Department. Findings are determined utilizing a preponderance of the evidence standard. The Human Resources Department then follows the respective Collective Bargaining Agreement process with relation to discipline. Outcomes are based on the nature of the incident and may include outcomes such as a letter of reprimand, suspension or termination.

## **Conclusion**

The University hopes that the information contained in this report is helpful to the University community and those interested in this important topic on university campuses. This report is not completely exhaustive regarding the many important aspects of Southern Connecticut State University's program to combat sexual misconduct on our campus, but is meant to provide insight into this crucial work. For more information including definitions, resources, reporting options, and processes, please visit the SCSU [sexual misconduct reporting website](#), or contact the Title IX Coordinator, the Office of Diversity and Equity, the Dean of Students, and/or the Violence Prevention, Victim Advocacy and Support Center.

## **Appendix A**

Policies and written notifications Regarding Sexual Assault, Stalking and Intimate Partner Violence

## **Appendix B**

Public Awareness, Prevention, and Risk Reduction Information

## **Appendix C**

Other Supplemental Information

**Connecticut State Colleges and Universities (CSCU)**

**Title IX Related Training Provided by Southern Connecticut State University  
January 1, 2021- December 31, 2021**

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

DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?*
			department				
	<b>Spring 2021</b>						
1/27/2021	General VPAS Information	Instagram	VPAS & SAGE	Campus Community	428	Yes	VPAS Information, BI
1/28/2021	Clever Cupid Kahoot Challenge WOW Event	Virtual	VPAS Center	Campus Community	5	Yes	BI, TITLE IX, Consent
2/2/2021	WWYD: Kickoff	Instagram	VPAS Center	Campus Community	85	Yes	BI, TITLE IX
2/3/2021	Woke Woman Wednesday LS	Instagram	VPAS Center	Campus Community	50	No	N/A
2/4/2021	Huemans Chapter 1	Instagram	VPAS Center	Campus Community	44	Yes	Healthy Relationships
2/9/2021	WWYD: What is a Bystander?	Instagram	VPAS Center	Campus Community	52	Yes	BI, TITLE IX
2/10/2021	Woke Woman Wednesday LS	Instagram	VPAS Center	Campus Community	41	No	N/A
2/11/2021	Student Support Services Seminar for Faculty	Live Virtual	VPAS Center - hosted by Faculty	Faculty	43	Yes	VPAS Information
2/11/2021	Huemans Chapter 2	Instagram	VPAS Center	Campus Community	337	Yes	Healthy Relationships
2/16/2021	WWYD: Learning to Step In	Instagram	VPAS Center	Campus Community	58	Yes	BI, TITLE IX
2/17/2021	Woke Woman Wednesday LS	Instagram	VPAS Center	Campus Community	50	No	N/A
2/23/2021	WWYD: What Influences Us to Help or Not?!	Instagram	VPAS Center	Campus Community	267	Yes	BI, TITLE IX
2/24/2021	Woke Woman Wednesday LS	Instagram	VPAS Center	Campus Community	50	No	N/A
2/25/2021	Huemans Chapter 3	Instagram	VPAS Center	Campus Community	303	Yes	Healthy Relationships
3/2/2021	WWYD:How to Support A Friend	Instagram	VPAS Center	Campus Community	50	Yes	BI, TITLE IX
3/3/2021	IChoose Table	Engleman Rotunda	VPAS Center	Campus Community	13	Yes	IPV, Consent, BI
3/8/2021	IChoose Table	Morril-Jennings Breezeway	VPAS & DRC	Campus Community	3	Yes	IPV, Consent, BI
3/9/2021	WWYD: Where Were the Bystanders?	Instagram	VPAS Center	Campus Community	50	Yes	BI, TITLE IX
3/10/2021	IChoose Table	Buley Patio	VPAS & SAGE	Campus Community	16	Yes	IPV, Consent, BI
3/11/2021	Huemans Chapter 5	Instagram	VPAS Center	Campus Community	34	Yes	Healthy Relationships
3/16/2021	WWYD: What Will Your Impact Be?	Live Virtual	VPAS Center	Campus Community	29	Yes	BI, TITLE IX
3/17/2021	IChoose Table	Conn Hall	VPAS & MCC	Campus Community	14	Yes	IPV, Consent, BI
3/22/2021	IChoose Table	Buley Patio	VPAS Center	Campus Community	7	Yes	IPV, Consent, BI
3/23/2021	WWYD: Help Make A Difference	Live Virtual	VPAS Center	Campus Community	15	Yes	BI, TITLE IX
3/24/2021	IChoose Table	North Campus Midrise	VPAS Center	Residential Students	4	Yes	IPV, Consent, BI
3/25/2021	TBTN Promotional Table	Residence Life Quad	VPAS Center	Campus Community	5	Yes	SA, IPV, Consent
3/25/2021	Women's's HERstory Month Kahoot	Virtual	VPAS & UAP	Campus Community	5	No	N/A
3/30/2021	Bystander Intervention	Virtual	VPAS Center	Public Health Professor Marian Evans	12	Yes	BI, All Title IX, Consent
3/30/2021	Bystander Intervention	Virtual	VPAS Center	Public Health Professor Marian Evans	16	Yes	BI, All Title IX, Consent
3/30/2021	tbtn promo livestream	Instagram	VPAS Center	Campus Community	50	Yes	SA, IPV, Consent
3/31/2021	IChoose Table	Moore Fieldhouse	VPAS Center	Campus Community	30	Yes	IPV, Consent, BI
4/5/2021	TBTN Promotional Table	Buley Patio	VPAS Center	Campus Community	30	Yes	SA, IPV, Consent
4/6/2021	tbtn promo livestream	Instagram	VPAS Center	Campus Community	50	Yes	SA, IPV, Consent
4/12/2021	TBTN March	Buley Patio to Res Life Quad	VPAS Center	Campus Community	75	Yes	SA, IPV, Consent
4/12/2021	TBTN speak out	Virtual	VPAS Center	Campus Community	65	Yes	SA, IPV, Consent, BI
4/13/2021	Unhealthy Relationships	Virtual	VPAS Center	Public Health Professor Marian Evans	12	Yes	IPV, BI
4/13/2021	Unhealthy Relationships	Virtual	VPAS Center	Public Health Professor Marian Evans	16	Yes	IPV, BI
4/20/2021	Instagram livestream: Q and A with Jess Holman	Instagram	VPAS Center	Campus Community	273		
	<b>Fall 2021</b>						
8/1/2021	Leadership Training		ODE & VPAS Center	PMs, SEOP, RAs		Yes	All Title IX Topics
8/12/2021	Resident Advisor Training - New and Returning	Farnham Program Space	ODE & VPAS Center	Resident Advisors	90	Yes	All Title IX Topics
8/19/2021	One Love: Behind the Post	Jennings 114	VPAS Center	Field Hockey Team	11	Yes	IPV, Consent, BI
8/25/2021	General VPAS Information	Virtual	VPAS Center	International Students	58	Yes	All Title IX Topics
8/25/2021	Do's and Donuts of Relationships	Engleman b111	VPAS Center	Campus Community	38	Yes	IPV, Consent, BI
8/25/2021	Do's and Donuts of Relationships	Engleman b111	VPAS Center	Campus Community	12	Yes	IPV, Consent, BI
8/30/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	1	No	N/A
9/3/2021	General VPAS Information	Instagram	VPAS Center- Hosted by Sage	Campus Community	487	Yes	VPAS Information, BI
9/7/2021	Partying Safely	Instagram	VPAS Center	Campus Community	65	Yes	SA, BI
9/9/2021	One Love: Behind the Post	Engleman b 121 a/b	VPAS Center	Women's Swim Team	20	Yes	IPV, Consent, BI
9/10/2021	One Love: Behind the Post	Engleman a 120	VPAS Center	Men's Swim Team	19	Yes	IPV, Consent, BI

**Title IX Related Training Provided by Southern Connecticut State University**  
**January 1, 2021- December 31, 2021**  
**\*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) \*\* Primary= new employees/students \*\*\*Ongoing= throughout the year**

DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?*
9/10/2021	One Love: Behind the Post	Buley 107	VPAS Center	INQ Professor Sarah Greco	14	Yes	IPV, Consent, BI
9/10/2021	One Love: Behind the Post	Buley 107	VPAS Center	INQ Professor Sarah Greco	22	Yes	IPV, Consent, BI
9/13/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	0	No	N/A
9/13/2021	Domestic Violence and Maternal Health	Morrill 14	VPAS Center	Nursing Professor Maria Krol	22	Yes	IPV, BI
9/14/2021	Hooking Up	Instagram	VPAS Center	Campus Community	58	Yes	SA, BI, Consent
9/15/2021	Rooted in Power: A Celebration at the Survivor Tree	Residence Life Quad	VPAS and counseling (with rec)	Campus Community	92	Yes	VPAS
9/18/2021	One Love: Behind the Post	Virtual	VPAS Center	Women's Track and Cross Country Team	33	Yes	IPV, Consent, BI
9/20/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	1	No	N/A
9/20/2021	One Love: Behind the Post	Virtual	VPAS Center	INQ Professor Dawn Stanton	15	Yes	IPV, Consent, BI
9/21/2021	Ghosted!	Instagram	VPAS Center	Campus Community	45	Yes	Consent, Stk
9/24/2021	One Love: Behind the Post	Engleman b 220	VPAS Center	INQ Professor Frederick Raudat	21	Yes	IPV, Consent, BI
9/24/2021	One Love: Behind the Post	Engleman b 220	VPAS Center	INQ Professor Frederick Raudat	21	Yes	IPV, Consent, BI
9/27/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	0	No	N/A
9/27/2021	One Love: Couplets	Virtual	VPAS Center	INQ Professor Dawn Stanton	15	Yes	IPV, Consent, BI
9/28/2021	Unboxing The Red Flag Campaign	Instagram	VPAS Center	Campus Community	35	Yes	IPV, BI
9/28/2021	Voter Registration Table	Engleman Rotunda	VPAS Center- Hosted by Student	Campus Community	35	Yes	SA
9/29/2021	Wellbeing Fair	Buley Patio	VPAS and wellbeing	Campus Community	185	Yes	IPV, Consent, BI
9/30/2021	One Love: Behind the Post	Engleman c 113	VPAS Center	Public Health Professor Lisa Seeley	34	Yes	IPV, Consent, BI
9/30/2021	One Love: Behind the Post	Engleman b 220	VPAS Center	INQ Professor Lisa Seeley	21	Yes	IPV, Consent, BI
10/1/2021	One Love: Behind the Post	Engleman a 120	VPAS Center	Baseball Team	25	Yes	IPV, Consent, BI
10/1/2021	One Love: Behind the Post	Engleman a 120	VPAS Center	Lacrosse Team	29	Yes	IPV, Consent, BI
10/4/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	0	No	N/A
10/4/2021	The Red Flag Campaign Tabling	Engleman Rotunda	VPAS Center and SAGE Center	Campus Community	35	Yes	IPV, Consent, BI
10/5/2021	Are You Ride or Die?	Instagram	VPAS Center	Campus Community	339	Yes	IPV, Consent, BI
10/6/2021	One Love: Behind the Post	Engleman b 121 a/b	VPAS Center	Women's Soccer Team	26	Yes	IPV, Consent, BI
10/7/2021	Bystander Intervention Strategies	Engleman b 218	VPAS Center	INQ Professor Andrew Richmond	12	Yes	BI, SA, SE, STK, Consent
10/8/2021	Bystander Intervention Strategies	Virtual pre recorded	VPAS Center	INQ Professor Daphney Alston	9	Yes	BI, SA, SE, STK, Consent
10/8/2021	Bystander Intervention Strategies	Virtual pre recorded	VPAS Center	PCH/WGS Professor Kathryn Glendon and	16	Yes	BI, SA, SE, STK, Consent
10/9/2021	One Love: Behind the Post	Virtual	VPAS Center	Men's Track and Cross Country	52	Yes	IPV, Consent, BI
10/11/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	1	No	N/A
10/11/2021	The Red Flag Campaign Tabling	Buley Patio	VPAS Center and MCC	Campus Community	45	Yes	IPV, BI
10/11/2021	One Love: Behind the Post	Morrill 103	VPAS Center	Volleyball Team	16	Yes	IPV, Consent, BI
10/12/2021	One Love: Behind the Post	Buley 205	VPAS Center	INQ Professor Margot Schilpp	12	Yes	IPV, Consent, BI
10/12/2021	One Love: Behind the Post	Engleman b027a	VPAS Center	INQ Professor Margot Schilpp	18	Yes	IPV, Consent, BI
10/12/2021	Can We Talk?	Instagram	VPAS Center	Campus Community	45	Yes	Healthy Relationships
10/13/2021	One Love: Behind the Post	Davis 102	VPAS Center	Men's Basketball Team	22	Yes	IPV, Consent, BI
10/18/2021	The Red Flag Campaign Tabling	Engleman Rotunda	VPAS Center	Campus Community	30	Yes	IPV, Consent, BI
10/19/2021	One Love: Behind the Post	Student Center 306	VPAS Center	Zeta Phi Beta Sorority Incorporated	4	Yes	IPV, Consent, BI
10/19/2021	Supporting Survivors of Relationship Violence	Instagram	VPAS Center	Campus Community	57	Yes	IPV, Consent, BI
10/19/2021	Supporting Survivors of IPV and Bystander Intervention	Virtual	VPAS Center	Sigma Gamma Rho Sorority Incorporated	7	Yes	IPV, Consent, BI
10/20/2021	The Red Flag Campaign Tabling	Residence Life Quad	VPAS Center	Campus Community	25	Yes	IPV, Consent, BI
10/20/2021	One Love: Behind the Post	Davis 102	VPAS Center	Softball Team	21	Yes	IPV, Consent, BI
10/22/2021	One Love: Behind the Post	Moore Field House 204	VPAS Center	Women's Basketball	14	Yes	IPV, Consent, BI
10/25/2021	One Love: Behind the Post	Student Center Theater	VPAS Center	Football Team	81	Yes	IPV, Consent, BI
10/25/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	0	No	N/A
10/25/2021	The Red Flag Campaign Tabling	Wintergreen Building	VPAS Center	Campus Community	15	Yes	IPV, Consent, BI
10/26/2021	Sexual Assault and Affirmative Consent	Engleman c113	VPAS Center	SOC/WGS Professor Jayme Schwartzman-v	18	Yes	SA, Consent, BI
10/26/2021	Costumes, Candy and Rape Culture	Instagram	VPAS Center	Campus Community	30	Yes	Consent, BI, Rape Culture
10/27/2021	The Red Flag Campaign Tabling	Engleman Rotunda	VPAS Center	Campus Community	25	Yes	IPV, Consent, BI
10/27/2021	One Love: Behind the Post	Engleman b 121 a/b	VPAS Center	Gymnastics Team	31	Yes	IPV, Consent, BI
11/1/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	0	No	N/A
11/1/2021	The Clothelines Project tabling	outside Conn Hall	VPAS Center	Campus Community	47	Yes	SA, IPV, Consent, BI
11/1/2021	The Clothelines Project tabling	Hickerson Hall	VPAS Center	Residence Hall	24	Yes	SA, IPV, Consent, BI
11/2/2021	Introducing: The Clothesline Project	Instagram	VPAS Center	Campus Community	35	Yes	SA, IPV, Consent, BI
11/3/2021	The Clothelines Project tabling	Student Center	VPAS Center	Campus Community	15		
11/3/2021	The Clothelines Project tabling	Chase Hall	VPAS Center	Residence Hall	15		
11/8/2021	The Clothelines Project tabling	outside Conn Hall	VPAS Center	Campus Community	40		
11/10/2021	The Clothelines Project tabling	outside Conn Hall	VPAS Center	Campus Community	42		
11/17/2021	Meet us at the Bridge- The clothesline Project	outside Conn Hall	VPAS Center	Campus Community	38	Yes	SA, IPV, Consent, BI
11/19/2021	One Love: Behind the Post	Engleman a 120	VPAS Center	Men's Soccer Team	25		IPV, Consent, BI
11/22/2021	Virtual Lounge	Virtual	VPAS Center	Campus Community	0	No	N/A
11/30/2021	So You Want to be an Activist?	Instagram		Campus Community	9		
11/30/2021	Consent	Engleman b 304		INQ Professor Amy Johnson	10		
11/30/2021	Bystander Intervention	Engleman b 206		INQ Professor Rob Demezzo	20		
12/2/2021	Consent	Engleman b 304		INQ Professor Amy Johnson	10		
12/6/2021	General VPAS Information and Bystander Intervention	Science Building 210		INQ Professor Bren Harrison	18		

# APPENDIX A

Policies and written notifications  
Regarding Sexual Assault, Stalking and  
Intimate Partner Violence

<b>5.2</b>	<b>Sexual Misconduct Reporting, Support Services and Processes</b>	<b>16-067</b>	<b>2016-06-16</b>
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## **5.2 Sexual Misconduct Reporting, Support Services and Processes Policy**

### ***Statement of Policy***

The Board of Regents for Higher Education (BOR) in conjunction with the Connecticut State Colleges and Universities (CSCU) is committed to insuring that each member of every BOR governed college and university community has the opportunity to participate fully in the process of education and development. The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct, intimate partner violence and stalking. It is the intent of the BOR and each of its colleges or universities to provide safety, privacy and support to victims of sexual misconduct and intimate partner violence.

The BOR strongly encourages victims to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedies, or both. The only way that action can be taken against anyone who violates another in such a manner is through reporting. Each and every BOR governed college and university shall provide those who report sexual misconduct with many supportive options, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct. Each and every BOR governed college and university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All BOR and CSCU employees, victim support persons and community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all BOR and CSCU employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct received from a student as well as communicate any disclosure or report of sexual misconduct the employee received from another employee when misconduct is related to the business of the institution.

Affirmative consent must be given by all parties before engaging in sexual activity. Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff/faculty and students are discouraged pursuant to BOR policy.

The Board of Regents for Higher Education hereby directs the Connecticut State Colleges and Universities to implement the Policy stated above pursuant to the following provisions:

### ***Terms, Usage and Standards***

Sexual Misconduct Reporting  
Support Services and Processes Policy

**Consent** must be affirmed and given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is a mutually affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent may be revoked at any time during the sexual activity by any person engaged in the activity.

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student reporting or disclosing the alleged violation consented to the activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because the student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the persons involved in the alleged violation shall not be determinative of a finding of affirmative consent.

**Report** of sexual misconduct is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution.

**Disclosure** is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.

**Sexual misconduct** includes engaging in any of the following behaviors:

- (a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
- sexual flirtation, touching, advances or propositions
  - verbal abuse of a sexual nature
  - pressure to engage in sexual activity
  - graphic or suggestive comments about an individual's dress or appearance
  - use of sexually degrading words to describe an individual
  - display of sexually suggestive objects, pictures or photographs



Sexual Misconduct Reporting  
Support Services and Processes Policy

- sexual jokes
- stereotypic comments based upon gender
- threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

- (b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent:

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

- (c) **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. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

- (d) **Intimate partner, domestic and/or dating violence means** any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating 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 of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2)

## Sexual Misconduct Reporting Support Services and Processes Policy

sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as “domestic violence” are against family or household members or persons in dating or cohabiting relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
  - Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
  - Emotional abuse includes but is not limited to, damage to one’s property, driving recklessly to scare someone, name calling, threatening to hurt one’s family members or pets and humiliating another person.
  - Cohabitation occurs when two individuals dwell together in the same place as if married.
  - The determination of whether a “dating relationship” existed is to be based upon the following factors: the reporting victim’s statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.
- (e) **Stalking**, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and 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.

As used in this definition, the term “contacting” includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

### ***Confidentiality***

When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSCU officials to preserve the privacy of the reported victim while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the campus community.

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. For the Colleges, confidential resources are limited to entities with statutory

## Sexual Misconduct Reporting Support Services and Processes Policy

privilege, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

Information provided to a confidential resource by a victim of a sexual misconduct or the person reported to have been the victim of sexual misconduct cannot be disclosed legally to any other person without consent, except under very limited circumstances, such as an imminent threat of danger to self or others or if the reported victim is a minor. Therefore, for those who wish to obtain the fullest legal protections and disclose in full confidentiality, she/he must speak with a confidential resource. Each BOR governed college and university will provide a list of such confidential resources in the College or University's geographic region to victims of sexual misconduct as well as publish these resources on-line and in various publications.

Where it is deemed necessary for the institution to take steps to protect the safety of the reported victim and/or other members of the campus community, the institution will seek to act in a manner so as not to compromise the privacy or confidentiality of the reported victim of sexual misconduct to the extent reasonably possible.

### ***Mandated Reporting by College and University Employees***

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from a student regardless of the age of the reported victim. All employees are also required to communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from an employee that impacts employment with the institution or is otherwise related to the business of the institution.

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.

Further, in accordance with Connecticut State law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer who, in the ordinary course of their employment, 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 by law and Board policy to report the incident within twelve hours to their immediate supervisor and to the Department of Children and Families.

### ***Rights of Parties***

Those who report any type of sexual misconduct to any BOR governed college or university employee will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. When choosing a reporting resource the following information should be considered:

## Sexual Misconduct Reporting Support Services and Processes Policy

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus's Title IX Coordinator.
- Those who have been the victim of sexual misconduct have the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence – all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

### ***Right to Notify Law Enforcement & Seek Protective and Other Orders***

Those who report being subjected to sexual misconduct shall be provided written information about her/his right to:

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

### ***Options for Changing Academic, Housing, Transportation and Working Arrangements***

The colleges and universities will provide assistance to those involved in a report of sexual misconduct, including but not limited to, reasonably available options for changing academic, campus transportation, housing or working situations as well as honoring lawful protective or temporary restraining orders. Each and every BOR governed college and university shall create and provide information specific to its campus detailing the procedures to follow after the commission of such violence, including people or agencies to contact for reporting purposes or to request assistance, and information on the importance of preserving physical evidence.

### ***Support Services Contact Information***

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All

Sexual Misconduct Reporting  
Support Services and Processes Policy

CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

***Employee Conduct Procedures***

Employees who are reported to have engaged in sexual misconduct are subject to discipline in accordance with the procedures applicable to the employee's classification of employment.

***Student Conduct Procedures***

The **Student Code of Conduct** provides the procedures for the investigation, definitions of terms, and resolution of complaints regarding student conduct, including those involving sexual misconduct, as defined herein.

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

Reported victims of sexual misconduct shall have the opportunity to request that an investigation or disciplinary proceedings begin promptly; that such disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual misconduct and shall use the preponderance of the evidence (more likely than not) standard in making a determination concerning the alleged sexual misconduct.

Both the reported victim of sexual misconduct and the accused student are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual misconduct by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled and provided such an advisor or support person may 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 and each student shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.

Both the reported victim and accused student are entitled to be provided at the same time written notice of the results of any disciplinary proceeding, normally within one (1) business day after the conclusion of such proceeding, which notice shall include the following: the name of the accused student, the violation committed, if any, and any sanction imposed upon the accused student. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The reported victim shall have the same right to request a review of the decision of any disciplinary proceeding in the same manner and on the same basis as shall the accused student; however, in such cases, if a review by any reported victim is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. The reported victim and the accused student are entitled to be simultaneously provided written notice of any change in the results of any disciplinary proceeding prior to the time when the results become final as well as to be notified when such results become final.

Sexual Misconduct Reporting  
Support Services and Processes Policy

In accordance with the Family Educational Rights and Privacy Act (FERPA), the accused student and the reported victim have the right to keep their identities confidential.

***Dissemination of this Policy***

Upon adoption by the Board all CSCU institutions shall, upon receipt, immediately post and maintain this policy at all times in an easily accessible manner on each institution's website. This policy shall thereafter be annually provided to all Title IX Coordinators, campus law enforcement officers and security personnel, and other campus personnel. Further, this policy shall be presented at student orientation and at student awareness and prevention trainings, and made broadly available at each campus. The policy shall be expanded upon by each institution to provide resources and contact information specific to their institution and geographic area as set forth above.



4.3	Consensual Relationships Policy	16-114	2016-10-20
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### 4.3 Policy on Consensual Relationships

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities' respects that the educational mission of its institutions is founded on an atmosphere of mutual trust and respect between all members of the academic community. Faculty members, as well as those individuals upon whom the institution confers managerial, supervisory, or evaluative responsibilities, (including graduate assistants or undergraduate teaching assistants) carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the institution's educational mission.

Because of the inherent imbalance of power and need for trust, faculty members, supervisory staff, and those with evaluative authority should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between a faculty and or staff member and a student as well as when they occur between a supervisor and employee.

Such relationships can create real conflicts, are susceptible to an appearance of exploitation, and can impair the trust and integrity of the teaching, coaching, or other supervisory or evaluative relationship and may cause a perception of favoritism or bias on the part of the staff. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual and could potentially lead to sexual harassment charges.

Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

#### **Policy Prohibited Between Employee and Student**

Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at all State Universities and Colleges. The evaluative relationship can take a variety of forms, such as teacher to student, advisor to advisee, coach to athlete, supervisor to student employee, or similar relationship.

#### **Strongly Discouraged Between Employee and Student**

Romantic, dating or sexual relationships between employees and students over whom said employee does *not* have supervisory or evaluative authority are strongly discouraged. Such relationships are not only susceptible to future conflicts of interest, but also may present the appearance of impropriety.

If this situation exists, no employee should agree to supervise or evaluate a student with whom he or she has, or formerly had, a consensual relationship. A faculty member should inform the Dean if such a student wishes to enroll in a credit bearing course that he or she is teaching so that alternate arrangements can be made. Nor should a faculty member direct the student's independent study, internship, or thesis; participate in decisions regarding grades; or write letters of recommendation or reference

**Between Employee and Employee**

BOR discourages employees with supervisory or evaluative authority from engaging in romantic, dating or sexual relationships with employees who they supervise or evaluate. If such a relationship exists or develops, the supervisory employee must notify his/her manager so that arrangements can be made for the unbiased supervision and evaluation of the employee. These situations are handled on a case-by-case basis and may require transfer or reassignment of one or more employees.

**In the Event of a Sexual Harassment Charge**

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit. Affirmative consent is the standard used to determine whether sexual activity was consensual. As defined by Public Act 16-106, "Affirmative consent" means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

**Sanctions**

All violations of this policy should be reported to Human Resources for investigation and appropriate administrative action, up to and including disciplinary action.



## **Policy Regarding Reporting Suspected Abuse or Neglect of a Child**

**BOR approved 1/17/14 and Revised 1/15/15; requires annual distribution to employees**

The Board of Regents for Higher Education (BOR) of the Connecticut State Colleges and Universities (CSCU) accept that institutions of higher education foster educational opportunities for people under the age of 18 years. The BOR, in acknowledging the special care required for children, strives to the utmost to protect children on its campuses from any form of abuse or neglect.

Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer, collectively referred to as “mandatory reporters” who in the ordinary course of their employment 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 cause a report to be made to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

The BOR recognizes that each CSCU campus must be a safe and secure environment for children to grow and develop. Therefore, the BOR further requires mandatory reporters to report any witnessed or suspected abuse or neglect of a child on a CSCU campus to their immediate supervisor in addition to DCF. The supervisor must report the incident to their director or vice president who must then inform the campus President and the System Office Vice President for Human Resources or his/her designee.

If the director or vice president reasonably believes that a reportable incident has occurred, and, if the suspected perpetrator is a BOR or CSCU employee, he/she will immediately contact their Chief Human Resources Officer who shall assign an objective person to investigate the report. An employee under investigation may be placed on administrative leave pending the results of the investigation. Employees who report suspicions of abuse or neglect are protected from any disciplinary action unless the report is determined to have been maliciously made. An employee who fails to report, but is later determined to have had previous knowledge of the abuse, may be subject to discipline.

A report is required if there is reasonable cause to suspect that a person under the age of 18 is in imminent harm, has had non accidental injuries or has been abused or neglected. Reasonable cause to believe or suspect that child abuse has occurred is sufficient to make a report.

All staff designated as mandatory reporters are required to take the Department of Children and Families Mandated Reporter Training, either on-line or in person, and Mandated Reporter Training will be included in New Employee Orientation. Compliance with training will be monitored by each CSCU campus’s Department of Human Resources. A copy of this policy shall be disseminated annually to all employees.

Reasonable steps will be taken to preserve privacy while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the information reported, which information may be subject to privacy requirements of the Family Education Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the CSCU community and to assure that the appropriate disciplinary processes are implemented.

# APPENDIX B

Public Awareness, Prevention, and Risk  
Reduction Information

Southern Connecticut State University's Support and Resource Team (SART) is designed to provide a collaborative victim-centered team response to sexual misconduct (sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation). The mission of SART is to provide services that ensure a transition from victim to survivor for every individual whose life is impacted by sexual violence. The SART members can provide a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, law enforcement, referrals, and general information regarding sexual violence.

**Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident will be provided to whatever extent possible and reasonable.**



*SART members are available to provide survivors with support and resources that will help empower them to make the best decisions impacting their safety and healing.*



**Intimate Partner Violence**

**Sexual Exploitation**

Visit [SouthernCT.edu/sexual-misconduct](https://SouthernCT.edu/sexual-misconduct)

for information on:

- Policies
- Reporting Procedures
- Students' Rights
- Resources

**SCSU Advocacy and Support Resources**

**Violence Prevention, Victim Advocacy  
and Support (VPAS) Center  
[SouthernCT.edu/vpas](https://SouthernCT.edu/vpas)**

**Support and Resource Team (SART)**

**[SouthernCT.edu/sart](https://SouthernCT.edu/sart)**

Catherine Christy, **SART Coordinator**, *University Victim Advocate*  
Violence Prevention, Victim Advocacy and Support (VPAS) Center  
(203) 392-6946 (o) (203) 687-1252 (c)



#### ON CAMPUS • 24/7

- University Police **203-392-5375** or **911**
- University Victim Advocate — Catherine Christy  
**203-392-6946 office • 203-687-1252 cell**
- University Victim Advocate — Melissa Kissi  
**203-392-6945 office • 203-507-3751 cell**

#### ON CAMPUS • M-F, 8:30 AM - 4:30 PM

- Counseling Services (*Confidential*) **203-392-5475**
- Health Center (*Confidential*) **203-392-6300**
- Marriage and Family Clinic (*Confidential*)  
**203-392-6413** (Mon., Tues., Thurs.: 9AM – 8PM, Sat.: 9AM – 12PM)
- Violence Prevention, Victim Advocacy and Support Center (VPAS) **203-392-6946**
- Title IX Coordinator Paula Rice **203-392-5568**
- Office of Diversity and Equity **203-392-5491**
- Office of Student Conduct and Civic Responsibility  
**203-392-6188**
- Human Resources: Diane Mazza (*for employees*)  
**203-392-5405**
- Multicultural Center **203-392-5879**
- Interfaith Office **203-392-5331**
- Sexuality and Gender Equality Center (SAGE)  
**203-392-8989**
- [SouthernCT.edu/sart](http://SouthernCT.edu/sart)

#### OFF CAMPUS • 24/7

- Women & Families Center 24-hour hotline  
(*Confidential*) **1-888-999-5545** • Spanish **1-888-568-8332**
- The Umbrella Center for Domestic Violence Services  
24-hour hotline (*Confidential*) **203.789.8104**



YOU ARE NOT ALONE -  
WE ARE HERE TO HELP!



- SEXUAL HARASSMENT •
- SEXUAL ASSAULT •
- INTIMATE PARTNER VIOLENCE •
- STALKING •
- SEXUAL EXPLOITATION •

SEXUAL VIOLENCE IS A SOCIAL JUSTICE ISSUE!



ARE YOU A VICTIM OR SURVIVOR OF SEXUAL HARASSMENT, SEXUAL ASSAULT,  
INTIMATE PARTNER VIOLENCE, STALKING, OR SEXUAL EXPLOITATION?

IF SO, HERE ARE YOUR OPTIONS:

*The mission of SART is to provide services that ensure a transition from victim to survivor for every individual impacted by sexual misconduct.*

#### REPORTING

- **To press criminal charges** if the offender is an employee or student, contact University Police at **203-392-5375**.
- **To press charges with the university** if the offender is a student, contact the Office of Student Conduct and Civic Responsibility at **203-392-6188**.
- **To press charges with the university** if the offender is an employee or student, contact the Title IX Coordinator Paula Rice at **203-392-5568**.

#### • Make an Anonymous Report: Silent Witness Program

If you have witnessed a crime, or you know a crime was committed or will be committed, please visit [SouthernCT.edu/silentwitness](http://SouthernCT.edu/silentwitness). A member of the SCSU Police Department will investigate.

#### SUPPORT & ADVOCACY

##### • For students, confidential on-campus support options:

- SCSU Counseling Services **203-392-5475**
- SCSU Health Center **203-392-6300**
- SCSU Marriage and Family Clinic **203-392-6413**

##### • For students, on-campus advocacy options:

Advocacy services are available to assist you in finding support services, the reporting process and can answer any questions.

- Catherine Christy  
**203-392-6946 office • 203-687-1252 cell**
- Melissa Kissi  
**203-392-6945 office • 203-507-3751 cell**

##### • For employees:

- Diane Mazza, Human Resources **203-392-5405**

##### • For students and employees, confidential

##### off-campus options:

- Women & Families Center 24 hotline  
**1-888-999-5545** • (Spanish) **1-888-568-8332**
- The Umbrella Center for Domestic Violence Services  
24-hour hotline **203.789.8104**

#### HOW YOU CAN HELP PREVENT VIOLENCE ON CAMPUS

Sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation are complex and real issues on college campuses, including SCSU. To address this reality all members of the campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and acknowledging our ability to make a difference at SCSU, we can begin to reduce the risk. Consider the following ways you can help 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 safely in situations that could escalate to abuse and violence.**

#### REMEMBER:

You are NEVER to blame.

Sexual harassment, sexual assault, intimate partner violence, stalking, and sexual exploitation are about power and control, and are NOT caused by something you have done, what you were wearing, or your relationship to the offender.

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to or rejection of such conduct is made either explicitly or implicitly a basis for academic decisions affecting the individual or such conduct has the purpose or effect of substantially interfering with an individual's academic performance, or creating an intimidating, hostile, or offensive educational environment.

**Examples:** sexual flirtation, advances, or propositions; verbal abuse of a sexual nature; graphic or suggestive comments about an individual's dress or appearance; display of sexually suggestive objects or pictures; sexual jokes; stereotypic comments based on gender; threats, demands or suggestions that maintaining one's educational status is based on accepting the sexual advances.

## WHAT IS SEXUAL ASSAULT?

Sexual assault is a crime and will not be tolerated at SCSU. Sexual assault is compelling by force, or threat of force: sexual penetration of the vagina, anus, or mouth including by an object, which are all considered rape; or contact with a person's genital area, groin, anus, inner thighs, buttocks, or breasts for the purpose of exerting control or for the purpose of degrading or humiliating the victim. It is also intentionally subjecting another to such contact without consent. Any person can be a victim or a offender. Sexual assault is not about sex— is about exerting power and control over the victim. **Examples:** rape, attempted rape, and/or intentional touching without consent of a person's body.

## WHAT IS INTIMATE PARTNER VIOLENCE?

Intimate partner violence is any physical or sexual harm against an individual by a current or former spouse or person in a dating relationship that may be classified as sexual assault, stalking, or domestic violence. **Examples:** physical abuse (slapping, shoving, hair pulling, forcing alcohol or drug use on victim), sexual abuse (coerced or forced sexual contact), emotional abuse (name-calling, constant criticism) psychological abuse (causing fear by

intimidation, destruction of pets/property, isolation from family/friends/school/work).

## WHAT IS STALKING?

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for her or his safety or suffer substantial emotional distress. **Examples:** sending unwanted gifts, text messages, emails, phone calls; waiting at places you work/ go to school/hang out; using other people as resources to investigate your life (looking at your Facebook through befriending your friends); damage to your home/car/other property; using social networking sites/ technology to track you.

## WHAT IS 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. **Examples:** Prostituting another person; non-consensual video- taping or photographing of sexual activity, non-consensual distribution of photos or information about sexual activity, going beyond the bounds of consent (one individual allowing friends to hide in the closet to watch him or her have sex with the partner unaware of this).

## WHAT IS CONSENT?

Consent is when all parties involved willingly agree to a specific sexual act. It is not the absence of "no" or of resistance— it is someone actively saying "yes" through word or actions. Consent is ongoing and allows for withdrawal of consent at any time without fear of humiliation or retaliation. Just because you may have been sexually active with the person before does not mean that you have consent for future sexual contact. Consent cannot be given if forced, threatened, intimidated, or coerced. Obtaining consent is the responsibility of the person initiating the sexual contact. Consent cannot be given when under the influence of alcohol or drugs, or if the person is asleep or unconscious. Having sexual intercourse with someone who cannot consent is rape.

## WHAT TO DO IMMEDIATELY FOLLOWING AN INCIDENT

**1. Go to a safe place.** If you are not safe, call University Police at **203-392-5375 or 911**

**2. Preserve all evidence.**

**Sexual Harassment and Stalking:** Save any gifts, emails, text messages, and create a log of all suspicious activity.

**Intimate Partner Violence:** Document all incidents in a log as well as take pictures of physical injuries and store in a place that the abuser cannot find.

**Sexual Assault:** Save all clothing from the time of the assault; do not shower, bathe, douche, or brush your teeth. You may bring a support person of your choice with you to the hospital to have an Evidence Collection Kit performed, including a friend or advocate from the Women and Families Center. Even if you are undecided about whether or not you want to file a police report, you are encouraged to have evidence collected as soon as possible (within 5 days, but best within 3 days). You do not need to file a police report in order to have the Evidence Collection Kit performed. There is time to change your mind to file a report but there is limited time to collect evidence. This is the best way to keep your options open for the future.

**Please note that the kit is at no expense to you or your insurance.**

**Sexual Exploitation:** Save copies of videos to an external hard drive, print and save copies of websites or social media, save any type of communication regarding the exploitative images, and document all incidents in a log.

**3. Get medical care.** Whether or not you decide to have evidence collected, you still have the option of obtaining medication to prevent sexually transmitted infections and/or pregnancy, and general medical care, all available at SCSU Health Center, **203-392-6300**.

## VICTIMS AND SURVIVORS SHOULD:

- Be treated with respect and dignity.
- Not be judged based on race, age, class, gender, gender expression, or sexual orientation.
- Be considered a victim/survivor regardless of the offender's relationship to you.
- Seek help from law enforcement or university employees without fear of disciplinary action for a violation of campus drug/alcohol policy.
- Know you can have confidential conversations with staff at SCSU Counseling Services (**203-392-5475**), SCSU Health Center (**203-392-6300**), and SCSU Marriage and Family Therapy Clinic (**203-392-6413**)

**For information on advocacy and SART members visit the SART website or see resource guide panel for assistance with the following:**

- To be informed of your Title IX rights, reporting options and support and advocacy services.
- Have an advocate accompany you to medical exams, law enforcement, and legal proceedings.
- Request that someone you are comfortable with stay with you during a medical exam/Evidence Collection Kit.
- Ask questions and get answers regarding any tests, exams, medications, treatments or police reports.
- Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident to whatever extent possible and reasonable.

## LOCAL HOSPITALS

Yale New Haven Hospital  
203-688-2222

Hospital of Saint Raphael  
203-789-3000



**¿Eres una víctima / sobreviviente de Acoso Sexual, Asalto Sexual, violencia en la pareja, el acecho o explotación sexual?**

**Información, ayuda y opciones de promoción**

**Opciones para crear reportes o denuncias**

- Para presentar **cargos penales** y el autor es un empleado o estudiante, comuníquese con la policía universitaria @ 203.392.5375.
- Para presentar **cargos con la universidad** y el autor es un estudiante, comuníquese con la Oficina de Conducta Estudiantil y Responsabilidad Civil @ 203.392.6188.
- Para presentar **cargos con la universidad** y el perpetrador es un empleado o estudiante, comuníquese con el Coordinador del Título IX @ 203.392.5899.
- **Hacer un reporte anónimo** – Programa de testigo anónimo; Si usted ha sido testigo de un delito, o usted sabe que se cometió o se va a cometer un delito, por favor visite [SouthernCT.edu/silentwitness](http://SouthernCT.edu/silentwitness). Un miembro del Departamento de Policía de SCSU investigará la información presentada.

**Apoyo y Defensa**

- **Hable con alguien confidencial en campus** (estudiantes): SCSU Servicios de Consejería @ 203.392.5475 o Centro de Salud SCSU @ 203.392.6300.
- **Hable con un Abogado Universitario para Víctimas** (estudiantes): Los servicios de defensa están disponibles para ayudarle a encontrar servicios de apoyo, el proceso de someter un informe y pueden responder a cualquier pregunta. Catherine Christy @ 203.392.6946 (o), 203.687.1252 (c). Ella puede mantener la información confidencial a menos que sea citado. Melissa Richard @ 203.392.6945 (o), 203.507.3751 (c). Ella no es confidencial.
- **Hable con recursos humanos (empleados)**: Diane Mazza @ 203.392.5405. Se proporcionará información sobre los recursos.
- **Hable con alguien Confidencial fuera del campus (estudiantes y empleados)**: Línea directa de 24 horas del Centro de Mujeres y Familias 1.888.999.5545 (Español) 1-888-568-8332

**Línea directa de 24 horas de El Centro de Umbrella para servicios de violencia doméstica 203.789.8104**

**Recursos de la Universidad**

**24 horas / 7 días a la semana**

**Policías Universitarios** @ 203.392.5375 o al 911  
**Abogados Universitarios para las víctimas** están disponibles 24/7 cuando se hace un informe a un miembro de la escuela.  
Catalina Christy @ 203.392.6946 (o), 203.687.1252 (c).

Melissa Kissi @ 203.392.6945 (o), 203.507.3751 (c).

**Lunes-Viernes 8:30 am-4: 30 pm**

Servicios de Consejería ( <b>Confidencial</b> )	203.392.5475
Centro de Salud ( <b>Confidencial</b> )	203.392.6300
Miembros SART <a href="http://SouthernCT.edu/sart">SouthernCT.edu/sart</a>	
Prevención de la Violencia, Defensa para Víctimas y centro de apoyo (VPAS)	203.392.6946
Coordinador de Título IX Paula Rice	203.392.5568
Oficina de Diversidad e Igualdad	203.392.5491
Oficina de Conducta Estudiantil y Responsabilidad Cívica	203.392.6188
Recursos Humanos (empleados),	203.392.5405
Diane Mazza	
Centro Multicultural	203.392.5879
Oficina de interreligiosa	203.392.5331

**Recursos de la comunidad local**

**24 horas / 7 días a la semana**

**Confidencial**

El Centro de Umbrella para la violencia doméstica 203.789.8104  
Centro de Mujeres y Familias, Servicios de Crisis de Asalto Sexual  
(En) 1-888-999-5545  
(Sp) 1-888-568-8332

**¿Cómo podemos todos ayudar a combatir la violencia en SCSU?**

El acoso sexual, asalto sexual, violencia en la pareja, el acecho y la explotación sexual son temas complejos y reales en los campus universitarios, incluyendo SCSU. Para hacer frente a esta realidad todos los miembros de la comunidad universitaria y las organizaciones externas deben trabajar juntos. La seguridad pública es responsabilidad de todos. Al aumentar nuestro conocimiento y el reconocimiento de nuestra capacidad de hacer una diferencia en SCSU, podemos comenzar a reducir el riesgo. Considere las siguientes maneras que usted puede ayudar a detener la violencia:

- ☐ No tenga miedo de involucrarse.
- Cuidese a si mismo y sus amigos.
- ☐ Hable abiertamente con sus amigos acerca de estos temas.
- Hable. Tome una posición en situaciones que podrían escalar a los abusos y la violencia.



***El Acoso Sexual  
El Asalto Sexual  
La violencia de la  
pareja íntima o la  
violencia doméstica  
El Acecho  
La Explotación  
Sexual***

***¡No está sola!  
¡Queremos ayudarte!***

## ¿Qué es el Acoso Sexual?

El acoso sexual se define como cualquier propuesta sexual no deseada, requerimiento de favores sexuales, o cualquier conducta de naturaleza sexual, si hay rechazo o aceptación de esa conducta sexual, de manera explícita o implícita a base de que afecta las decisiones académicas de una persona, o tal conducta tiene el propósito o efecto de interferir sustancialmente con el rendimiento académico del individuo, o generar un entorno educacional que es intimidatorio, hostil, abusivo u ofensivo. Ejemplos: **el coqueteo sexual**, y avances o proposiciones sexuales; abuso verbal de contenido sexual; **comentarios degradantes** acerca de la apariencia o la ropa de una persona; **exhibición de objetos, o fotografías que sugieran o sean de contenido sexual**; bromas o conversaciones de naturaleza sexual; **comentarios estereotipados** por razones de edad o sexo; amenazas, **demandas, o propuestas** de someterse a requerimientos sexuales a fin de obtener beneficios o evitar la pérdida de la condición educativa.

## ¿Qué es el asalto sexual?

El asalto sexual es un crimen y no será tolerado a SCSU. El asalto sexual puede ocurrir a través de la fuerza física, o la amenaza del uso de la fuerza. Penetración sexual indole por vía vaginal, anal o bucal, incluido con un objeto, todos estos son considerados **violación**. El contacto con la área genital, la ingle, los muslos interiores, los glúteos o los senos de una persona con el propósito de ejercer dominio o para degradar o humillar a la víctima. También es tocar deliberadamente a una persona de manera sexual sin el consentimiento de la persona. Toda persona puede ser la víctima o el perpetrador. El asalto sexual no se trata de deseo se trata de la dominación sobre la víctima. Ejemplos: **las violaciones, las tentativas de violación, y/o tocando intencionalmente** el cuerpo de una persona sin su consentimiento.

## ¿Qué es la Violencia Entre Pareja?

La violencia entre la pareja o la violencia doméstica se refiere al comportamiento de la pareja o ex pareja que resulte en daño o sufrimiento físico, sexual o psicológico pueden ser calificados del asalto sexual, el acecho, o la violencia doméstica. Ejemplos: **abusos físicos** (empujar, abofetear, estirar el cabello, forzarla al uso de alcohol y/o drogas); **abuso sexual** (contacto sexual por la fuerza o sin consentimiento); **abuso emocional** (la crítica constante, apodos), **abuso psicológico** (Causar temor por intimidación, destrucción de mascotas y propiedades, el aislamiento de amigos, familia, escuela y/o trabajo).

## ¿Qué es el Acecho?

El Acecho, es participar en "un patrón de conducta dirigido a una persona específica, lo que podría causar que una persona razonable tenga temor por su propia seguridad o sufra importantes daños emocionales. Ejemplos: **enviar regalos no deseados**, llamadas telefónicas, los mensajes de texto y los mensajes de correo electrónico; **esperando** en lugares como el trabajo, la escuela, donde pasas el tiempo libre, donde trabaja/vaya a la escuela/pasar el tiempo; **usar otras personas** como un método investigar su vida (mirando a su facebook por añadir amigos tuyos); **hacer daño** (o destruir) su casa, el coche, otros propietarios tuyos; usando las redes sociales/ la tecnología para perseguirte.

## ¿Qué es la explotación sexual?

La explotación sexual sucede cuando una persona se aprovecha sin consentimiento o de un modo abusivo para la ventaja o el beneficio de otra persona (no la persona que esta siendo abusada) y que el comportamiento no constituye otra forma de uno de los delitos de conducta sexual inapropiada precedentes. Ejemplos: prostituir a otra persona; grabación de actividad sexual sin consentimiento en video o fotografía, la distribución sin consentimiento de fotos o información sobre la actividad sexual, más allá de los límites del consentimiento (un individuo permitiendo que amigos se escondan en el armario para verlo o verla teniendo relaciones sexuales sin que su pareja lo sepa).

## ¿Qué es el consentimiento?

El consentimiento se definía como un acuerdo claro y dispuesto por parte de todos los involucrados participar en un acto sexual. No es la ausencia del término “no” o la resistencia - es una persona diciéndolo activamente “Si”. El consentimiento es en curso y permite para la revocación en cualquier momento sin temor de la humillación o la represalia. Solo porque usted puede haber sido practicado el sexo previamente con dicha persona no significa que usted ha recibido consentimiento para contacto sexo futuro. No pueda obtenerse el consentimiento si obligaban, amenazaban, intimidaban, o forzaban a la persona. Es responsabilidad de la persona que está iniciando el contacto sexual de obtener el consentimiento. No pueda otorgarse tal consentimiento si una persona esta baja los efectos de las drogas o el alcohol, o si la persona está dormido o inconsciente. **El acto sexual con una persona que no puede dar su consentimiento se considera una violación.**

## Derechos de las víctimas/ sobrevivientes

- ☐ Ser tratado con respeto y dignidad.
- Tenga conversaciones confidenciales con el personal de Servicios de Consejería de SCSU @ 203.392.5475 y Centro de Salud @ 203.392.6300 y conversaciones confidenciales limitadas (confidenciales a menos que sea citado) con la Defensora Universitaria de Víctimas, Catherine Christy en el Centro de prevención de la violencia, de asistencia y apoyo a las Víctimas @ 203.392.6946 (o), 203.687.1252 (c).
- Ser informado de sus derechos del Título IX, opciones para reportes/denuncias, y servicios de apoyo.
- No ser juzgado en base a su raza, edad, clase social, género, expresión de género u orientación sexual.
- Pida que un defensor le acompañe a exámenes médicos, ala policía, y a los procedimientos judiciales.
- Solicitar que alguien de confianza se puede quedar con usted durante un examen médico o un Kit de.
- Hacer preguntas y obtener respuestas sobre las pruebas, exámenes, medicamentos, tratamientos o informes de la policía.
- ☐ Asistencia con un plan de vivienda en campus, clases, horario de trabajo y otros alojamientos tras un incidente a cualquier extremo posible y razonable.
- Ser considerado una víctima / sobreviviente, independientemente de su relación con el agresor.
- Busque la ayuda de la policía o empleados de la universidad sin temor a medidas disciplinarias por una violación de la política de drogas / alcohol en campus.

## Lo que debe hacer inmediatamente después de un incidente

1. **Ir a un lugar seguro.** Si no está seguro, llame a la Policía de la universidad @ 203.392.5375 o 911
2. **Preservar toda evidencia.**

### Acoso sexual y acecho:

Guardar regalos, correos electrónicos, mensajes de texto, y crear un registro de toda la actividad sospechosa.

### Violencia de pareja:

Documentar todos los incidentes en un registro, así como tomar fotografías de las lesiones físicas y guardar en un lugar que el abusador no pueda encontrar.

### Asalto Sexual:

Guarde toda la ropa de la época del asalto; no limpiarse, bañarse, ducha, o cepillarse los dientes.

Usted puede traer a una persona de apoyo de su elección con usted al hospital para tener una serie de recolección de evidencia (**Yale New Haven Hospital** @ 203.688.2222, o **Hospital of Saint Raphael** @ 203.789.3000), incluyendo un amigo o abogado del Centro de la Mujer y la Familia. Incluso si usted está indeciso acerca de si o no desea presentar una denuncia policial, se le anima a tener pruebas recogidas tan pronto como sea posible (dentro de 5 días, pero **lo mejor dentro de 3 días**).

No es necesario presentar un informe de la policía con el fin de tener el kit de recolección de evidencia realizado.

Hay tiempo para cambiar de opinión a presentar un informe, pero hay poco tiempo para reunir pruebas.

Esta es la mejor manera de mantener sus opciones abiertas para el futuro. Tenga en cuenta que el kit es sin costo alguno para usted o su seguro.

### Explotación sexual:

Guarde copias de los videos en un disco duro externo, imprima y guarde copias de los sitios web o redes sociales, guardar cualquier tipo de comunicación con respecto a las imágenes de explotación, y documentar todos los incidentes en un registro.

3. **Obtener atención médica.** Independientemente de si usted decide tener evidencia recopilada, usted todavía tiene la opción de obtener medicamentos para prevenir las infecciones de transmisión sexual y / o el embarazo, y la atención médica general, todos disponibles en el Centro de Salud SCSU @ 203.392.6300.

**RECUERDE:** Usted nunca tiene la culpa. Acoso Sexual, Asalto Sexual, violencia en la pareja, el acecho y la explotación sexual se tratan del poder y el control, y no son causados por algo que has hecho, lo que llevabas puesto, o su relación con el agresor.

# *Southern Connecticut State University*

## **Support and Resource Team**



### **What is SART?**

The SCSU Support and Resource Team (SART) provides a collaborative victim-centered team response to sexual misconduct (sexual harassment, sexual assault and sexual exploitation), intimate partner violence (dating violence and domestic violence) and stalking that ensures a transition from victim to survivor for every individual whose life is affected by sexual violence. SART team members can provide a survivor with many supportive options including counseling, medical attention, judicial services, advocacy, referrals and general information regarding sexual misconduct (sexual harassment, sexual assault, intimate partner violence, stalking and sexual exploitation).

If a survivor chooses to file a police report, the University Police Department and the Violence Prevention, Victim Advocacy and Support Center staff will assist that person with the reporting process, empowering the survivor to make their own decisions by providing on – and off- campus resources and offering support as needed. The SART members can assist you in obtaining an order of protection, applying for a temporary restraining order, civil protection order, or seeking enforcement of an existing order. Southern Connecticut State University shall not disclose the identity of the complainant or the accused, except as necessary or as permitted under state or federal law.

Assistance with on-campus living arrangements, classes, work schedule and other accommodations following an incident will be provided to whatever extent possible and reasonable.



# **Key Definitions**

*Taken from the Board of Regents Sexual Misconduct Reporting, Support Services and Processes Policy*

**Consent** is the equal approval, given freely, willingly, and knowingly to each participant to desired sexual involvement. Consent is an affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent cannot be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have consented to any such activity which occurs after that consent is withdrawn. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

**Sexual Misconduct** includes engaging in any of the following behaviors:

- (a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition to an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
- sexual flirtation, touching, advances or propositions
  - verbal abuse of a sexual nature
  - pressure to engage in sexual activity
  - graphic or suggestive comments about an individual's dress or appearance
  - use of sexually degrading words to describe an individual
  - display of sexually suggestive objects, pictures or photographs
  - sexual jokes
  - stereotypic comments based upon gender
  - threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

- (b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent.

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

- (c) **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. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

- (d) **Intimate partner, domestic and/or dating violence means** any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating 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 of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as “domestic violence” are against family or household members or persons in dating or cohabitating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
  - Threat of abuse includes, but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
  - Emotional abuse includes, but is not limited to, damage to one’s property, driving recklessly to scare someone, name calling, threatening to hurt one’s family members or pets and humiliating another person.
  - Cohabitation occurs when two individuals dwell together in the same place as if married.
  - The determination of whether a “dating relationship” existed is to be based upon the following factors: the reporting victim’s statement as to whether such a relationship existed, the length of the relationship, the type of relationship and the frequency of the interaction between the persons reported to be involved in the relationship.
- (e) **Stalking**, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and 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.

As used in this definition, the term “contacting” includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

## **Preserving Evidence**

Preserving evidence following an incident of sexual assault, dating/domestic violence, stalking, sexual harassment or sexual exploitation

### **1. Sexual Assault**

a.

Forensic evidence collection is *best done within 72 hours* of the assault and best collected immediately following an assault. Technological advancements are making it more likely to collect evidence even after 72 hours; however, it is important to remember that the more time passes between the sexual assault and reporting it to the police, the less likely it will be to collect physical evidence that may be very important to the prosecution of a criminal case. Note the kit can be done up to 5 days following an assault in Connecticut.

b. To preserve evidence in the case of sexual assault, it is recommended that you do not shower or bathe, wash your hands, use the toilet, douche, eat, drink, smoke, brush your teeth, change clothing, or wash clothing or bedding before a medical exam. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care.

### **2. Dating or Domestic Violence**

a. In

the case of dating violence and domestic violence, the resource you choose to report the crime to (a doctor, the police, an advocate, etc.) may recommend ways to preserve evidence such as logging incidents, photographing injuries, seeking medical care, etc. Be sure to keep this information in a place that it will not be found by the offender.

### **3. Stalking**

a. Stalking is

demonstrated through a pattern of unwanted contact. In addition to logging unwanted contact, an advocate or police officer may recommend you save and photograph unwanted text messages, emails, letters and gifts and store them in a secure location and one that will not be found by the offender.

### **4. Sexual Exploitation**

a. Save copies of videos to an external hard drive, print and save copies of websites, social media and save any type of communication regarding the images.

## **Preserving Evidence (cont)**

### **5. Sexual Harassment**

a. In addition to logging unwanted contact, an advocate or police officer may recommend you save and photograph unwanted text messages, emails, letters and gifts and store them in a secure location and one that will not be found by the offender.

b. Document any adverse actions that are taken against you. Keep copies of performance evaluations that attest to the quality of your work. Document your work and/or academic performance and any steps you have taken.

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### **Title IX: In cases of an alleged sexual offense, when the complainant and the accused are students, both the complainant and the accused are entitled to the following:**

- Be accompanied to any meeting or proceeding by an advisor or support person of their choice, provided that the advisor or support person does not cause a scheduled meeting to be delayed or postponed.
- Present evidence and witnesses on their behalf.
- Be informed in writing of the results of the disciplinary proceeding no later than one business day after it concludes and retain the right to appeal the decision in accordance with disciplinary procedures.
- Have their identities kept confidential, except as necessary to carry out a disciplinary proceeding or as permitted by state or federal law.
- They have the right to request that disciplinary proceedings begin promptly and know that the proceeding must be conducted by an official trained in issues relating to sexual assault, stalking, and intimate partner violence. The judicial process will use the “preponderance of evidence standard” (i.e., whether it is more likely than not that the alleged incident occurred).
- Following a final determination of responsibility when the allegation involves a rape or other sexual offense, the university judicial officer may impose any sanction or combination of sanctions, including expulsion. Disciplinary proceedings under this Code may be carried out before, during or after civil or criminal court proceedings against the accused student.
- A survivor can choose to file charges with the police, the University, both, or none. Assistance/Advocacy is available for all survivors upon their request. Assistance/Advocacy is also available to all survivors upon their request when filing charges concerning on or off campus incidents.

**For a complete list of your Title IX rights please visit: <https://southernct.edu/sexual-misconduct>**

## **Procedures for Reporting Sexual Misconduct**

**A university or local Victim Advocate and/or any SART member can assist you at any point in the reporting process outlined below. This information is also available at: [SouthernCT.edu/sexual-misconduct](http://SouthernCT.edu/sexual-misconduct)**

### **Confidential Reporting**

Confidential reporting, meaning you can disclose in complete confidence, can be made to on and off campus support centers, including SCSU Counseling Services, SCSU Health Services, 24 hour hotline staff members, and clergy. See pages 11 and 12 for a list of confidential SART members and local community agencies.

### **Retaliation**

**Swift and appropriate action will be taken against any member of the University community who is found to have retaliated against any other member of the University community** because she/he reported Sexual Harassment, Sexual Assault, Interpersonal Violence (Dating or Domestic Violence), Stalking, or Sexual Exploitation assisted in the investigation of a Sexual Harassment, Sexual Assault, Interpersonal Violence, Stalking or Sexual Exploitation complaint, or testified or otherwise participated in a proceeding or hearing relating to an allegation of Sexual Harassment, Sexual Assault, Interpersonal Violence, Stalking or Sexual Exploitation within the University.

**Retaliation may include, but is not limited to, any form of hostility, intimidation, reprisal or harassment.** To report retaliation, please contact the Title IX Coordinator and/ or Office of Student Conduct and Civic Responsibility.

<b>Formal Complaints- STUDENT Perpetrator</b>	
<b><u>Criminal Charges:</u></b>  <p style="text-align: center;">University Police Granoff Hall 203.392.5375 or 911 24/7</p>	<b><u>Charges with the University:</u></b>  <p style="text-align: center;">Paula Rice Title IX Coordinator Office of Diversity and Equity Buley Library 240 203.392.5568 <a href="mailto:RiceP1@SouthernCT.edu">RiceP1@SouthernCT.edu</a> Mon.-Fri- 8:30 am-4:30 pm</p> <p style="text-align: center;">Or</p> <p style="text-align: center;">Office of Student Conduct and Civic Responsibility Engleman Hall B222 203.392.6188 Mon.-Fri- 8:30 am-4:30 pm</p>

In cases of an alleged sexual offense, when the accused is a student, both the complainant and the accused are entitled to rights. For a complete list of Title IX rights please visit [SouthernCT.edu/sexual-misconduct/students-rights.html](http://SouthernCT.edu/sexual-misconduct/students-rights.html)

<b>Formal Complaints- EMPLOYEE Perpetrator</b>	
<b><u>Criminal Charges:</u></b>  <p style="text-align: center;">University Police Granoff Hall 203.392.5375 or 911 24/7</p>	<b><u>Charges with the University:</u></b>  <p style="text-align: center;">Paula Rice Title IX Coordinator Office of Diversity and Equity Buley Library 240 203.392.5568 <a href="mailto:RiceP1@SouthernCT.edu">RiceP1@SouthernCT.edu</a> Mon.-Fri- 8:30 am-4:30 pm</p>

## **Silent Witness Program (Anonymous Option)\***

This program is designed so that students, faculty and staff can report suspicious activity and crimes via the Internet while remaining anonymous. If you have witnessed a crime, or if you know of a crime that was committed or will be committed, please click here to fill out and submit the form. A member of the SCSU Police Department will investigate the information provided. You will not be contacted unless you provide your contact information. All tips remain anonymous.

Visit [SouthernCT.edu/silentwitness](http://SouthernCT.edu/silentwitness) for more information on the Silent Witness Program.

*\* University Police will assess whether any report triggers the need for a timely warning or emergency notification, and in limited circumstances, reports may result in the learning of the victim's and/or reporter's identity.*

Please keep in mind this program is intended to assist the SCSU Police Department and is not intended for crimes in progress or for emergencies. Dial 911 or (203) 392-5375 in those instances.

## **Filing Criminal Charges with Local Police** **(Off -Campus Incidents)**

To file criminal charges regarding an assault that occurred off campus, call the local police where the assault occurred. The police will investigate the crime and determine the criminal charges. Then the State's Attorney will decide whether or not there is enough evidence to prosecute. This can result in a trial or plea bargain.

The Women & Families Center: Sexual Assault Crisis Services has court victim advocates that are available to support you during this process. For further information, call (203) 624-4576. **The University Police and University Victim Advocate will assist the student in these cases, if requested and able, according to University Policy and state law.**



## **Restraining Orders, Civil Protective Orders and Protective Orders**

Restraining orders and civil protective orders differ from protective orders in that restraining orders are civil protective orders can be issued without the accused person being arrested. Protective orders in a family violence situation are criminal and are issued after the accused has been arrested for committing a family violence crime.

All of these orders must be issued by the court. For more information visit:  
<https://southernct.edu/sexual-misconduct/restraining-orders>

The University Police Department will keep protective orders, restraining orders and civil protective orders on file in accordance with state regulations. Any victim/survivor of a sexual assault or domestic violence is strongly encouraged to contact the University Police to verify that they have received from the court a copy of any order filed on their behalf. The University Police Department will accept copies of any orders that can be properly verified.

Victims are strongly advised to report any violations of these orders to the University Police at 203.392.5375. If the violation of a court order is an emergency situation, DIAL 911 IMMEDIATELY.

For further information (protective/ restraining orders, sex offender list, etc.) on reporting a crime and safety services see Sections III and IV of the Uniform Campus Crime Report found at <https://www2.southernct.edu/university-police/clery-report.html>

## **SCSU Safety Services**

### **Campus Watch**

University Police offers an on-campus escort service 24 hours a day for your security. Simply call the University Police Department at (203) 392-5375, state your name, location, and destination, and, as long as your route is on university property, an officer or a student security assistant will accompany you. *For more information, please visit:* <https://www2.southernct.edu/university-police/services/campus-watch.html>

### **Shuttle Services**

Currently, there are five shuttle routes that service the 10 enclosed bus stops located throughout the campus. *For more information, please visit:* <https://www2.southernct.edu/student-life/safety/shuttle-services/>

### **SCSU R.I.D.E.S.**

Reducing Individual Danger and Encouraging Safety-Metro Taxi URIDES Safe Card RIDES is a program designed to offer students a safe and reliable mode of transportation when one is needed. The Metro Taxi URide card is available to all students and allows students to access a ride 24 hours a day, 7 days a week. The program is especially designed for circumstances when you might lack cash, but need a safe way out of an uncomfortable situation. *For more information, please visit:* <https://www2.southernct.edu/university-police/services/safe-ride.html>

### **Rape Aggression Defense (R.A.D.)System**

The Rape Aggression Defense System is a program of realistic self-defense tactics and techniques for women. The R.A.D. System is a comprehensive, women-only course that begins with awareness, prevention, risk reduction and risk avoidance, while progressing on to the basics of hands-on defense training. R.A.D. is not a Martial Arts program.

*For more information, please visit:* <https://www2.southernct.edu/university-police/services/rape-aggression-defense.html>

# Resources

## University Resources

### Available 24 hours a day 7 days a week:

*A University Victim Advocate is available 24/7 when a report is made to a campus member.*

University Police.....(203) 392-5375, Emergency – 9-1-1

### Available Monday- Friday 8:30 am-4:30 pm:

- SART Members.....SouthernCT.edu/sart
- Violence Prevention, Victim Advocacy & Support Center.... (203) 392-6946
- Office of Diversity & Equity.....(203) 392-5899
- Counseling Services \*Confidential.....(203) 392-5475
- Health Center \*Confidential.....(203) 392-6300
- Marriage and Family Clinic \*Confidential..... (203) 392-6413
- Multicultural Center.....(203) 392-5879
- Interfaith Office.....(203) 392-5331
- Wellness Center.....(203) 392-7110

## Local & National Resources

### Available 24 hours a day 7 days a week:

- Local Police Emergency. ....9-1-1
- The Umbrella Center: Domestic Violence Services in New Haven  
\*Confidential 24 hour hotline.....(203)789-8104
- Women & Families Center, Sexual Assault Crisis Services in CT  
\*Confidential 24 hour Hotline.....1-888-999-5545(En)/1-888-568-8332(Sp)  
or (203)235-4444
- The National Sexual Assault 24 Hr Hotline \*Confidential.....1-800-656-HOPE
- National Domestic Violence Hotline \*Confidential ..... 1-800-799-SAFE

Hospital of Saint Raphael.....(203) 789-3000

- Yale New Haven Hospital.....(203) 688-2222

### Available Monday- Friday 8:00 am-4:30 pm

State of Connecticut Office of Victim Services.....1-800-822-8428



# APPENDIX C

Other Supplemental Information

ON CAMPUS • 24/7

- University Police **203-392-5375** or **911**
- University Victim Advocates -Catherine Christy  
*For sexual misconduct cases, hazing, bullying and all crimes.***203-392-6946 office • 203-687-1252 cell**
- University Victim Advocates -Melissa Kissi  
*For sexual misconduct cases only.*  
**203-392-6945 office • 203-507-3751 cell**

ON CAMPUS • M-F, 8:30 AM-4:30 PM

- Confidential Counseling Services **203-392-5475**
- Confidential Health Center **203-392-6300**
- Confidential Marriage and Family Clinic  
**203-392-6413**
- Violence Prevention, Victim Advocacy and Support Center (VPAS) **203-392-6946**
- Title IX Coordinator **203-392-5899**
- Office of Diversity and Equity **203-392-5899**
- Office of Student Conduct and Civic Responsibility  
**203-392-6188**

•Human Resources **V.P.A.S.**  
Diane Mazza (*for employees*)  
**203-392-5405**

- Multicultural Center **203-392-5879**
- Interfaith Office **203-392-5331**
- SouthernCT.edu/sart

OFF CAMPUS • 24/7

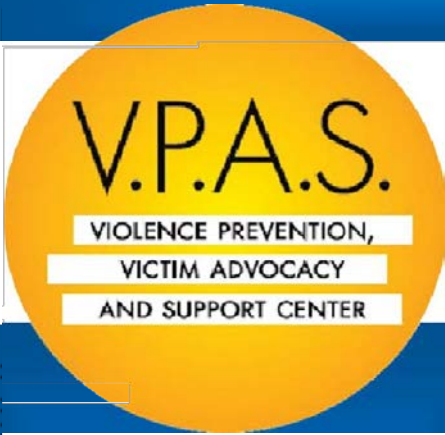
- Women & Families Center, 24-hour hotline  
**1-888.999.5545**  
Spanish **1-888-568-8332** *Confidential*
- The Umbrella Center for Domestic Violence  
Services 24-hour hotline **203.789.8104**  
*Confidential*

STATE RESOURCES

- Office of Victim Advocacy **ct.gov/ova**
- Office of Victim Services **jud.ct.gov/crimevictim**



YOU ARE NOT ALONE—  
WE ARE HERE TO HELP!



**Southern Connecticut State University**  
**SouthernCT.edu/vpas**  
**203-392-6946**

**WHAT IS V.P.A.S.?**

The Violence Prevention, Victim Advocacy and Support Center (V.P.A.S.) is committed to helping to create a campus community of respect and safety by providing violence prevention education, victim advocacy and support services.

Prevention education topics include sexual misconduct (sexual harassment, sexual assault, intimate partner violence, stalking, sexual exploitation), bystander intervention, hazing, bullying and safety.

Advocacy services are available to support students who have experienced sexual misconduct, hazing, bullying or any other crime.

We know that being on a campus that encourages responsibility to self and others, is essential for students to achieve their academic and personal goals.

**WHAT IS S.A.R.T.?**

Southern Connecticut State University's Sexual Assault Resource Team (SART) is designed to provide a collaborative victim-centered team response to **sexual misconduct** (sexual harassment, sexual assault, domestic violence, dating violence, stalking, and sexual exploitation).

S.A.R.T.'s mission is to provide support and services that ensure a transition from victim to survivor for every individual whose life is impacted by sexual violence.

Contact S.A.R.T. Coordinator Catherine Christy at [ChristyC1@SouthernCT.edu](mailto:ChristyC1@SouthernCT.edu), or (203) 392 – 6946 or visit [SouthernCT.edu/sart](http://SouthernCT.edu/sart)

## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to or rejection of such conduct is made either explicitly or implicitly a basis for academic decisions affecting the individual or such conduct has the purpose or effect of substantially interfering with an individual's academic performance, or creating an intimidating, hostile, or offensive educational environment.

## WHAT IS SEXUAL ASSAULT?

Sexual assault is compelling by force, or threat of force: sexual penetration of the vagina, anus, or mouth including by an object, which are all considered **rape**; or contact with a person's genital area, groin, anus, inner thighs, buttocks, or breast for the purpose of exerting control or for the purpose of degrading or humiliating the victim. It is also intentionally subjecting another to such contact without consent.

## WHAT IS INTIMATE PARTNER VIOLENCE?

Intimate partner violence is any physical or sexual harm against an individual by a current or former spouse or person in a dating relationship that may be classified as sexual assault, stalking, or domestic violence.

## WHAT IS STALKING?

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety, or suffer substantial emotional distress.

## WHAT IS 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.

## WHAT IS CONSENT?

Consent is when all parties involved willingly agree to a specific sexual act. It is not the absence of "no" or of resistance—it is someone actively saying "yes" through word or actions. Consent is ongoing and allows for withdrawal of consent at any time without fear of humiliation or retaliation. Just because you may have been sexually active with the person before does not mean that you have consent for future sexual contact. Consent cannot be given if forced, threatened, intimidated, or coerced. Obtaining consent is the responsibility of the person initiating the sexual contact. Consent cannot be given when under the influence of alcohol or drugs, or if the person is asleep or unconscious. **Having sexual intercourse with someone who cannot consent is rape. For further information on sexual misconduct, reporting options and advocacy services visit [SouthernCT.edu/sart](https://SouthernCT.edu/sart) or [SouthernCT.edu/sexual-misconduct](https://SouthernCT.edu/sexual-misconduct)**

## WHAT IS HAZING?

Hazing is an act which endangers the mental or physical health or safety of a student, or which destroys, damages, or removes public or private property for the purpose of initiation or admission into, affiliation with or as a condition for continued membership in a group or organization. The express or implied consent of the victim will not be a defense to an allegation of hazing. Consenting to the activity by remaining silent or not objecting in the presence of hazing is not a neutral act and is also a violation of the Student Code of Conduct. Visit [SouthernCT.edu/offices/judicialaffairs/codeofconduct](https://SouthernCT.edu/offices/judicialaffairs/codeofconduct)

## WHAT IS BULLYING?

Bullying is offensive or disorderly conduct which causes interference, annoyance, or alarm or recklessly creates a risk thereof at CSCU or CSCU premises, CSCU web or social media sites, at a CSCU-sponsored activity, or in college or university courses, including cyber bullying. This offense does not apply to speech or other forms of

constitutionally protected expression. Bullying is deliberate hurtful behavior to someone as a single incident or over a period of time. It can be either physical, verbal, indirect, or a combination of any of these forms. Often it includes one or more of the following:

- Intimidation • Exclusion • Rumor-spreading
- Name-calling • Anonymous messages

## CRIME VICTIMS IN CONNECTICUT

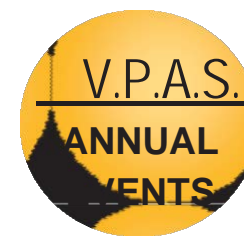
**C.G.S. Sec. 1-1k:** Except as otherwise provided by the general statutes, "victim of crime" or "crime victim" means an individual who suffers direct or threatened physical, emotional or financial harm as a result of a crime. There are resources and support available for crime victims.

Advocates can help by providing personal support, assist in identifying and using campus, community and state resources, and can accompany a victim/survivor to court hearings, appointments, meetings, etc. or serve as a liaison.

## IT'S ON US

In order to address the issues of violence prevention, all members of the campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and acknowledging our ability to make a difference at SCSU, we can begin to reduce the risk. Consider the following ways you can help 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 SAFELY IN SITUATIONS THAT COULD ESCALATE TO ABUSE AND VIOLENCE.**



## RED FLAG CAMPAIGN

During this semester—long event, V.P.A.S. helps to spread awareness of red flags in a situation or relationship, and how to identify and confront them. Signs and red flags with stories written by students are positioned around campus.

## TAKE BACK THE NIGHT

This annual rally against sexual violence has been held on campus since 1998. The empowering event includes guest speakers, a speak-out, and a campus march.

## "IT'S ON US" FEST

This festival has interactive games, prizes, and information on violence prevention. Learn about the "It's On Us" campaign, aimed at raising awareness and encouraging students to take a stand against sexual violence and create a campus environment of safety and respect.

## WAYS TO HELP

**Peer Education:** Our peer educators are role models for making the campus a safer, more respectful place for ALL students by facilitating discussions on bystander intervention. Contact V.P.A.S. if you are interested in learning more and being trained as a peer educator!

**Volunteers Wanted!** Our student volunteers are a critical part of the work V.P.A.S. does. If you are interested in assisting with anything, from creating flyers to staffing events, contact V.P.A.S. for more information.

## RESPONSE PROTOCOL/PROCEDURES FOR REPORTS OR DISCLOSURES OF SEXUAL MISCONDUCT

### **Statement of Policy**

The Board of Regents for Higher Education (BOR) and each of its member colleges and universities are committed to ensuring that each member of the community has the opportunity to fully participate in the process of education and development. Southern Connecticut State University strives to maintain a safe and welcoming environment free from acts of sexual misconduct (see definitions on pages 5-7). It is also Southern's goal to provide safety, privacy and support to survivors of sexual misconduct.

The BOR has established a policy concerning Sexual Misconduct Reporting, Support Services and Processes (<http://www.ct.edu/files/pdfs/hr-policy-sexual-misconduct.pdf>). The policy strongly encourages and supports the reporting of sexual misconduct including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence. The BOR policy requires all CSCU employees to immediately communicate to the Institutions designated recipient (University's Title IX coordinator) any report or disclosure of sexual misconduct received from a student as well as disclosures or report of sexual misconduct received from another employee when misconduct is related to the business of the institution.

As a Southern Connecticut State University employee, you may find yourself responding to a student or other employee's report or disclosure of sexual misconduct. This protocol is designed to assist employees to respond effectively to such reports or disclosures. Other than those employees with confidentiality (health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community), all university employees are responsible employees and are mandated to report. **In the case of an emergency contact University Police at (203)392-5375 or 911 immediately.**

### **Responsible Employee Requirements & Rights of Those Who Report or Disclose**

In an effort to be in compliance with the University's obligation under Title IX, Connecticut Public Act No. 14-11, and the Board of Regents Policy on Sexual Misconduct, Reporting, Support Services and Processes all faculty, staff, and administrators, with the exception of health providers, professional counselors, and pastoral counselors whose official responsibilities include providing mental-health counseling to members of the University community are mandated to report all disclosures and reports of incidents of sexual misconduct regardless of the age of the survivor. This mandate is a result of the University's obligation to stop the conduct, prevent its reoccurrence, remedy its effects, provide care and support for the reporting or disclosing person, and ensure the safety and security of our community.

In addition, the University is required to inform in a timely manner those who report or disclose any type of sexual misconduct of all of their rights and options, including the necessary steps and potential outcomes of each option.

In an effort to support members of our community and our obligations, the following steps must be followed by all faculty, staff and administrators (with the exception of those listed earlier in this section) whenever someone discloses or reports sexual misconduct. To assist, specifically, with working with students or employees, please consider the sample script on page 3 when dealing with these situations.



## **Report of Disclosure Reporting Procedures**

If a student/employee discloses an incident of sexual misconduct, **do not ask for any details** other than those pertaining to an emergency situation. If the student/employee shares any details of the incident you are mandated to report them Paula Rice, Title IX Coordinator. Kindly inform the student/employee that, while you are a responsible employee and mandated to report any information regarding sexual misconduct, you do want to help. Your role is to compassionately and professionally assist in helping the student/employee get the support and resources they need.

## **Student Disclosure or Report**

1. While with the student, contact Catherine Christy, Violence Prevention, Victim Advocacy and Support Center (VPAS), University Victim Advocate and S.A.R.T. Coordinator, at (203)392-6946 (o) or (203)814-6957(c). Ms. Christy will offer guidance and review information and procedures that can assist the student in getting the help they may need, and will offer to speak and/or meet with the student. Ms. Christy will also provide written, concise information to the student regarding rights, options and possible outcomes of each option.
2. Once the student has been connected with Cathy Christy, University Advocate, the administrator, faculty or staff member must submit the sexual misconduct notification form ([https://cm.maxient.com/reportingform.php?SouthernCTStateUniv&layout\\_id=10](https://cm.maxient.com/reportingform.php?SouthernCTStateUniv&layout_id=10)) to Paula Rice, Title IX Coordinator. The questions on the form are NOT to be asked of the person disclosing or reporting the situation, therefore, areas will remain blank. Please make sure to provide all information that was reported or disclosed to you. If you are a Campus Security Authority, please make sure to indicate this on the form. Remember that if you know information, the University is also considered to know. The University's obligation to respond begins the moment the University is on notice that a member of our community has experienced sexual misconduct, sexual assault, or intimate partner violence.

## **Employee Disclosure or Report**

1. While with the employee, contact Diane Mazza, Office of Human Resources at (203) 392-5405. Ms. Mazza will offer guidance and review information and procedures that can assist the employee in getting the help they may need, and will offer to speak and/or meet with the employee. Ms. Mazza will also provide, concise information to the employee regarding rights, options and possible outcomes of each option.
2. Once an employee has been connected with Diane Mazza, Office of Human Resources, the administrator, faculty or staff member must submit the sexual misconduct notification form [https://cm.maxient.com/reportingform.php?SouthernCTStateUniv&layout\\_id=10](https://cm.maxient.com/reportingform.php?SouthernCTStateUniv&layout_id=10) to Paula Rice, Title IX Coordinator. The questions on the form are NOT to be asked of the person disclosing or reporting the situation, therefore, areas will remain blank. Please make sure to provide all information that was reported or disclosed to you. If you are a Campus Security Authority, please make sure to indicate this on the form. Remember that if you know information, the University is also considered to know. The University's obligation to respond begins the moment the University is on notice that a member of our community has experienced sexual misconduct, sexual assault, or intimate partner violence.

### **Employee Self-Report**

University employees wishing to report personal incidents of sexual misconduct should contact Paula Rice, Title IX Coordinator at (203) 392-5568. If an employee wishes to receive information about University and community support and advocacy services he/she should contact Diane Mazza, Office of Human Resources at (203)392-5405. To make a criminal report the employee should contact University Police at (203)392-5375 or 911 in an emergency.

### **What Happens After You Notify Title IX Coordinator?**

1. The Title IX Coordinator or her/his designee begins an investigation. It is important to note, that while the institution must make every effort to reach out to the survivor as part of the investigation, the survivor has the option to speak with the investigator or not. This will be explained by the Human Resources/ Victim Advocacy and Support Center (VPAS) directly to the survivor. Her or his privacy will be respected; identities and details will be shared only with those who need to know to support the reporting or disclosing person and to address the situation through the University's processes.
2. If the reporting or disclosing person is under the age of eighteen (18), the Title IX Coordinator will contact the Connecticut Department of Children and Families to inform them of the alleged situation involving sexual misconduct
3. If you, as a responsible employee, also serve as a Campus Security Authority under the Jeanne Clery Act, the Title IX Coordinator will contact University Policy to report the possible sexual assault regardless of the age of the survivor. Employees identified as CSAs will be contacted by University Police and training will be provided.

### **Sample Script When Dealing With Student Disclosure or Report**

*"Excuse me for interrupting. It sounds like you are going to tell me about a situation involving sexual misconduct (sexual harassment, sexual assault, sexual exploitation, intimate partner violence or stalking) Please know that I want to help. However, if you want to continue this conversation with me, you need to know that I am a responsible employee and I have a duty to report this conversation to the university's Title IX Coordinator. The university has professionals who you can speak with about this and I can give you their information. I also have information about resources for counseling, health, advocacy and reporting options. I want you know that you do not need to share any information on the incident with anyone to receive support and advocacy. Also, while you are here I am going to contact the University Advocate who will help to ensure that you are getting the information and support that can best help you at this time. You do not have to speak to the advocate unless you choose to. Is there anything else I can do for you now?"*

### **Confidential Resources & Confidentiality**

When SCSU or any of its employees receives a report of sexual misconduct, all reasonable steps will be taken by the appropriate University officials to preserve the privacy of the reported survivor while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the personally identifiable student information reported, which information is subject to privacy requirements of the Family Education Rights Privacy Act the institution also must fulfill its duty to protect the campus community.

As a responsible employee you are mandated to report and can no longer have confidential conversations with students or employees reporting or disclosing information about their

experiences with sexual misconduct. The University recognizes the significant trust relationship and the difficult situation you are placed in when a student/employee requests confidentiality. To help mitigate this challenges students/employees have been informed that all faculty, staff and administrators must share information with the University and that they have options for confidential reporting.

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center.

Where it is deemed necessary for the institution to take steps to protect the safety of the reported survivor and/or other members of the campus community, the institution will need to act in a manner so as not to compromise the privacy and confidentiality of the reported survivor of a sexual misconduct to the extent reasonably possible.

### **Information on University Reporting Options and Support/Advocacy Services**

#### **REPORTING OPTIONS**

- ☐ University Police (Criminal complaints) @ (203) 392-5375 or 911
- Title IX Coordinator – Paula Rice (Student & Employee complaints)  
@ (203) 392-5568
- Office of Student Conduct & Civic Responsibility – Christopher Piscitelli  
(Student complaints) @ (203) 392-6188

#### **EMPLOYEE RESOURCES**

- Human Resources – Diane Mazza @ (203) 392-5405
- ☐ Employee Assistance Program (EAP) The Lexington Group Inc. 1 (800) 676-4357  
Available 24/7 Confidential Service

#### **ADVOCACY & SUPPORT SERVICES**

- ☐ Violence Prevention, Victim Advocacy and Support Center (VPAS) (203) 392-6946
- ☐ University Victim Advocate- Catherine Christy -Available: 24/7  
Office (203) 392-6946 Cell: (203) 687-1252
- ☐ **Confidential-** SCSU Counseling Services @ (203) 392-5475
- ☐ **Confidential-** SCSU Health Services @ (203) 392-6300
- ☐ **Confidential-** Women & Families Center 1-(888) 999-5545, 24/7
- ☐ **Confidential-** The Umbrella Center for Domestic Violence Services (203) 789-8104, 24/7

**Visit <https://southernct.edu/vpas/sart.html> for further information including reporting options, students' rights, restraining and protective orders, advocacy and medical attention.**

## **Definitions:**

- (1) **Report** of sexual misconduct is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution.
- (2) **Disclosure** is the receipt of any communication of an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution.
- (3) **Consent** must be affirmed and given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is a mutually affirmative, conscious decision - indicated clearly by words or actions - to engage in mutually accepted sexual contact. Consent may be revoked at any time during the sexual activity by any person engaged in the activity.

Affirmative consent may never be assumed because there is no physical resistance or other negative response. A person who initially consents to sexual activity shall be deemed not to have affirmatively consented to any such activity which occurs after that consent is withdrawn. It is the responsibility of each person to assure that he or she has the affirmative consent of all persons engaged in the sexual activity to engage in the sexual activity and that affirmative consent is sustained throughout the sexual activity. It shall not be a valid excuse to an alleged lack of affirmative consent that the student or employee responding to the alleged violation believed that the student reporting or disclosing the alleged violation consented to the activity (i) because the responding student or employee was intoxicated or reckless or failed to take reasonable steps to ascertain whether the student or employee reporting or disclosing the alleged violation affirmatively consented, or (ii) if the responding student or employee knew or should have known that the student or employee reporting or disclosing the alleged violation was unable to consent because the student or employee was unconscious, asleep, unable to communicate due to a mental or physical condition, or incapacitated due to the influence of drugs, alcohol or medication. The existence of a past or current dating or sexual relationship between the persons involved in the alleged violation shall not be determinative of a finding of affirmative consent.

- (4) **Sexual misconduct** includes engaging in any of the following behaviors:
  - a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:
    - sexual flirtation, touching, advances or propositions
    - verbal abuse of a sexual nature
    - pressure to engage in sexual activity
    - graphic or suggestive comments about an individual's dress or appearance
    - use of sexually degrading words to describe an individual
    - display of sexually suggestive objects, pictures or photographs
    - sexual jokes
    - stereotypic comments based upon gender
    - threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

- b) **Sexual assault** shall include but is not limited to a sexual act directed against another person without the consent (as defined herein) of the other person or when that person is not capable of giving such consent.

Sexual assault is further defined in sections 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b and 53a-73a of the Connecticut General Statutes.

- c) **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. Examples of behavior that could rise to the level of sexual exploitation include:

- Prostituting another person;
- Non-consensual visual (e.g., video, photograph) or audio-recording of sexual activity;
- Non-consensual distribution of photos, other images, or information of an individual's sexual activity, intimate body parts, or nakedness, with the intent to or having the effect of embarrassing an individual who is the subject of such images or information;
- Going beyond the bounds of consent (for example, an individual who allows friends to hide in the closet to watch him or her having consensual sex);
- Engaging in non-consensual voyeurism;
- Knowingly transmitting an STI, such as HIV to another without disclosing your STI status;
- Exposing one's genitals in non-consensual circumstances, or inducing another to expose his or her genitals; or
- Possessing, distributing, viewing or forcing others to view illegal pornography.

Sexual exploitation is further defined as a crime in Connecticut State Law.

- d) **Intimate partner, domestic and/or dating violence** means any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating 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 of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as "domestic violence" are against family or household members or persons in dating or cohabitating relationships and include assaults, sexual assaults, stalking, and violations of protective or restraining orders issued by a Court. Intimate partner violence may also include physical abuse, threat of abuse, and emotional abuse.

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or

other forms of verbal threat.

- Emotional abuse includes but is not limited to, damage to one's property, driving recklessly to scare someone, name calling, threatening to hurt one's family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a "dating relationship" existed is to be based upon the following factors: the reporting victim's statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

e) **Stalking**, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and 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.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via e-mail, instant message, on-line community or any other internet communication) or remaining in the physical presence of the other person.

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*\*Definitions taken from the Board of Regents Sexual Misconduct Reporting, Support Services and Processes Policy revised 6/16/16*