

CENTRAL CONNECTICUT STATE UNIVERSITY

This report is submitted by the Senior Equity and Inclusion Officer/Title IX Coordinator, Dr. Jill Bassett-Cameron; 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.

*General Assembly
Report on Sexual
Misconduct*

January- December 2023

About Central Connecticut State University

Founded in 1849, Central Connecticut State University (CCSU) is a regional, comprehensive public university dedicated to learning in the liberal arts and sciences and to education for the professions. The University is located in New Britain, CT and has been an important part of that city's educational and cultural life since CCSU's founding. It is comprised of the following schools – the Carol A. Ammon College of Liberal Arts & Social Sciences; the School of Business; the School of Education & Professional Studies; the School of Engineering, Science & Technology; College of Health and Rehabilitation Sciences and the School of Graduate Studies.

The largest of four comprehensive universities within the Connecticut State Colleges & University system, CCSU serves nearly 10,000 undergraduates' graduate students with retention at 79 percent. Female students account for 48 percent of the student population; males, 52 percent. CCSU is richly diverse: more than 30 percent of students are students of color; African American students comprise 11 percent of the student body; Latinos, 12 percent; and Asians, 3 percent. The University offers 16 NCAA Division I sports programs and 10 residence halls where housing is 23 percent of students.

<https://www.ccsu.edu/about/mission-values>

<https://www.ccsu.edu/oira/central-fast-facts>

About the Office of Equity & Inclusion (OEI)

Central Connecticut State University's Office for Equity & Inclusion (OEI) aims to cultivate a campus environment that is equitable, inclusive, and respectful to enable students, faculty, and staff to realize their full potential.

OEI works with faculty, staff, and students to develop and maintain a community of inclusion. We act in a transparent manner guided by respect and professional standards. We also provide training and support on diversity, Title IX, and sexual harassment prevention. OEI is committed to tenets of due process, fairness, quality service, and discretion.

The purpose of the OEI is to build an inclusive community where students, staff, and faculty can participate in a free and respectful exchange of ideas without fear. In establishing this community of understanding, safety, and inclusion, we are preparing students to serve in a diverse world.

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

OEI oversees three core programs, The Office of Victim Advocacy (OVA), the LGBTQ Center, and the Ruthe Boyea Women's Center.

Introduction

This report was created for the Connecticut General Assembly in accordance to Section 10a-55m(f) of the Connecticut Statutes. This report summarizes sexual misconduct disclosures and reports made to the University from January 1, 2023 through December 31, 2023. It also provides data about ongoing University prevention 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.

I. University Policies regarding Sexual assault, Stalking, and Intimate Partner Violence

Copies of the following policies regarding Sexual assault, Stalking, and Intimate partner are posted online <https://www.ccsu.edu/OEI/policies-procedures-effect-prior-8-1-2024>

These policies include:

- A. [Nondiscrimination in Education and Employment Policy](#)
- B. [BOR Approved Title IX Policies](#)
- C. BOR/CSCU STATEMENT OF TITLE IX POLICY
- D. [CSCU Title IX Grievance Procedures](#)
- E. Sexual Misconduct Reporting, Supportive Measures and Processes Policy and Protocol

II. Written Notifications of Rights and Options

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 methods were used to communicate sexual misconduct information to students and employees as well as provide data to the community. These methods include Campus emails such as the Mandated Reporter ([Appendix F](#)) email sent to the campus on July 2023, creation of the reporting guide for faculty and staff ([Appendix G](#)) and video featuring the Title IX Coordinator. This year we highlighted a part of our website to educated students on their rights as seen here <https://www.ccsu.edu/office-equity-inclusion/student-rights>

We also featured an event to honor the 50th anniversary of Title IX- *CCSU Announces Title IX Trailblazers*.

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

The Office of Victim Advocacy (OVA) is an on-campus resource for people who have been impacted by interpersonal violence, which can include (but is not limited to) sexual harassment, sexual assault, intimate partner violence, and stalking.

In the winter of 2022, we conducted a national search for the Sexual Assault & Violence Prevention Specialist. Jamaal Wagner, an alumnus from Central with Master of Education and over 8 years' experience working for a wide range of support agencies including the YWCA in New Britain, Juvenile detention centers, and Hartford Superior Court, was hired. Since his arrival to Central, Jamaal has ensured that OVA provides prevention and awareness programs to all students, faculty and staff 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. OVA enrolls at least 3 student interns during each semester and has representation on the Sexual Assault Resource Team (SART).

Compliance Training

The BOR/CSCU requires that all employees receive Title IX (including sexual harassment prevention) training

which includes knowledge of definitions, policies, laws, and scenarios. This on-going/annual mandate continues to enhance our campus' effectiveness in ensuring we are a campus free from workplace and educational discrimination.

- 2023 Title IX Hearing Board members completed the CSU mandated 8 hours of SCI SUNY training. They were compliance ready but did not have to participate in any cases this academic year.

There are three pathways for our community to receive training to reach university wide compliance:

- Online Training via NeoGOV - Sexual Harassment Prevention; Title IX/Clery Act and the Violence Against Women Act-All CCSU Employees
- In-Person Training on Title IX and Sexual Harassment- all student athletes, coaches, RAs, OLs, GAs, GLs, and as requested for other populations.
- Online Training through Vector Solutions called Sexual Violence Prevention- All CCSU Students

Student Training and Education

At the beginning of each academic year, Central launches an educational training program on sexual assault and relationship violence. The University continues to use the Sexual Violence Prevention Training for Students' (formerly Not Anymore) training with Vector Solutions as detailed on our website

<https://www.ccsu.edu/OEI/sexual-violence-prevention-training>. New students are 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 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. Additionally, all Graduate Students were also required to participate in a primary training through Vector Solutions called 'Sexual Violence Prevention Training for Graduate Students. OVA is

responsible for sending reminders and instructions to students, to reach university wide compliance.

Additionally, OVA works with larger departments such as RAs, OLs, and student athletes to encourage their students to complete the trainings.

Employee Training and Education

During the summer of 2022, NEOLEARN/NEOGOV was implemented and sexual harassment training through this platform initially began with the 22/23 academic year. All faculty and staff have access to the on-line Title IX training, which can be taken annually. OEI is responsible for sending reminders and instructions to reach university wide compliance ([Appendix H](#)). For full description of the requirements, OEI updates the information on our website <https://www.ccsu.edu/OEI/mandatory-employee-training-ay2023-2024>.

In-Person Training on Title IX and sexual harassment

The updated Title IX and sexual harassment training includes learning outcomes, interactive conversations, videos, and more emphasis on definitions, reporting, supportive measures, and the formal and informal process regarding Title IX situations. The trainings include an evaluation with QR code to provide feedback. The Residence Life Department requires that all Residence Assistants (RAs) attend a Title IX and Sexual Misconduct training. This training was facilitated by Office of Equity and Inclusion staff, led by the Title IX Coordinator. Other populations that included an in-person training were the Orientation Leaders and Graduate Interns/Assistants.

Campus Programs and Campaigns

Most the programming for 2023 was provided by OVA, as well as the Ruthe Boyea Women's Center and the LGBTQ Center. Programs include Title IX education, community awareness, bystander interventions, risk reduction, education on topics related to history, politics, policy, and advocacy. Examples of unique programs produced by the Women's Center include Latina Talk with Dr. Carmen Veloria, Take Back the Night Speak Out and March, Telling Her Story: Featuring Dr. Audra King, What Were You Wearing Exhibit, and Women of Color Graduation Ceremony. Examples of milestone programs produced by the LGBTQ Center include

Rainbow Breakfast, Lavendar Graduation and Pride Parade. Signature events hosted by OVA include:

Put the Nail In It Campaign <https://www.safehorizon.org/put-the-nail-in-it/>

In the fall semester of 2022, OVA led the #PuttheNailinIt campaign and continued in 2023. It is a project dedicated to bringing awareness to prevalence of domestic violence victims. Created by the brand Safe Horizon. Its mission is to provide support, prevent violence and promote justice for victims of domestic violence. In this campaign, students would take a vow promising to take their part in ending domestic violence and not staying silent. There were five tabling events in the student center throughout the Fall of 2022 in which the CCSU community members signed a pledge and/or painted one of their fingernails purple, to show their support for victims of domestic violence. Additionally, the local YWCA and Prudence Crandall Center tabled alongside the OVA to show students our collaborative effort with the community and have the community see individuals who work at these organizations face to face.

The Clothesline Project <https://theclotheslineproject.org/>

OVA organized and implemented the Clothesline Project in the Spring of 2023. The Clothesline Project is a visual display that bears witness to the violence against women. During the public display, a clothesline is hung with shirts. Each shirt is decorated to represent a particular woman's experience, by the survivor herself or by someone who cares about her. This project is done to help with the healing process for people who have lost a loved one or are survivors of this violence; to educate, document and raise society's awareness of the extent of the problem of violence against women; and to provide a nationwide network of support, encouragement and information for other communities starting their own Clothesline Project. The OVA worked with teams, classes and the CCSU community at large to decorate shirts which were later displayed at a full day event in Willard-DiLoreto Hall.

Denim Day <https://denimday.org/>

Denim Day activities were facilitated by OVA in the Spring of 2023. This campaign began after a ruling by the Italian Supreme Court where a rape conviction was overturned because the justices felt that since the victim was wearing tight jeans, she must have helped the person who raped her remove her jeans, thereby implying consent. The following day, the women in the Italian Parliament came to work wearing jeans in solidarity with

the victim. Denim Day is now recognized worldwide and the OVA organized for the CCSU community to participate and wear jeans to stand in solidarity with rape victims. Additionally, there were 5 tabling events held throughout the Spring semester to raise awareness regarding this campaign.

Sexual Assault Resource Team (SART)

The Title IX Coordinator serves as the chair for 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 stakeholders from throughout the campus and community areas. We have two active MOU's with off campus resources. <https://www.ccsu.edu/office-victim-advocacy/campus-resources> (Appendix I)

OEI hosted 140 trainings for 2023.

[Appendix J provides a summary of the Prevention, Awareness, and Risk Programs for 2023.](#)

V.-VIII. Incidents of Sexual assault, stalking and intimate partner violence reported

As mandated reporters, 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, Central provides information to all students identifying confidential reporting options.

During the 2023 calendar year, the Title IX Coordinator and/or OVA received 130 disclosures 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 Central and regardless of year of the incident (i.e. incidents from childhood, high school), whether the incident

involved a nonstudent. In many of these matters a student is connected with resources/services support to assist them. Additionally, many sexual misconduct disclosures involved nonstudent respondents or identity of the respondent was not provided.

<i>Category of Sexual Misconduct</i>	<i>Disclosures</i>	<i>Confidential Disclosures</i>
<i>Sexual Assault</i>	32	2
<i>Stalking</i>	15	0
<i>Intimate Partner Violence (IPV)</i>	46	0
<i>Total</i>	93	2

The total reported incidence in the table above includes all matters reported to OEI regardless of location (on or off campus) but not reflective of the sexual harassment cases which totaled 37 cases.

A report is a disclosure with an immediate request for an investigation and adjudication. Like disclosures, reports are always accompanied by referrals for services/support including request for accommodations. In 2023, all reports resulted in Informal Resolutions, as requested by the complainant, agreed upon by the respondent, and consistent with the 2020 Title IX regulations and Central policy.

<i>Category of Sexual Misconduct</i>	<i>Number of Cases</i>	<i>Cases Outcomes</i>
<i>Sexual Assault</i>	2	2 Informal Res and support measures
<i>Stalking</i>	1	Informal Res and support measures
<i>Intimate Partner Violence (IPV)</i>	1	Informal Res and support measures
<i>Total</i>	4	

When a report is submitted, the Title IX Coordinator, or designee sends the victim a Notification of Incident email which includes an introduction to the Title IX process, OVA, list of their rights, and resources on an off campus. The University provides support for the complainant by offering interim measures or accommodations. These steps are taken by the University to provide safety and well-being for the complainant and/or the community as a whole. These include actions such as no-contact orders (NCO) between parties, bans from a university building/area or the campus as a whole, changes to academic/work schedules and housing/work 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 reviewed on a case-by-case basis.

Central recognizes that those 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, action, or be ready to discuss the incident in detail. The process can take days, months, even years before a victim is ready.

Each case of sexual misconduct is different, and the actions taken vary from case to case depending on multiple factors. Central's process for responding to a report may include:

- the provision of confidential support and resources
- the issuance of interim measures
- determining jurisdiction and authority
- an informal resolution
- an investigation and findings
- sanctions/disciplinary action
- 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 process. For example, if

a student comes forward and discloses that they have been sexually assaulted but either does not wish to identify the respondent or cannot identify the respondent, we will follow-up to try to obtain information; however, generally it is not possible to investigate. In these cases, the Title IX Coordinator and/or OVA would ensure that resources and support have been offered to the complainant, including interim accommodations, and ensure that the complainant understands they may bring this information forward when they are ready.

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 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 community where the university has jurisdiction.

Anonymous and Confidential Reports or Disclosures

In addition to reporting/disclosing incidents of sexual misconduct directly or through third parties, community members also can anonymously or confidentially disclose or report an incident of sexual misconduct.

Student Code of Conduct Cases

When the Office of Equity and Inclusion/Title IX does not have jurisdiction of cases they are referred to the Office of Student Rights and Responsibilities. The 2023 CSU Student Code of Conduct outlines the policies, procedures, and sanctioning process for student respondents and cases. 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 2023 calendar year there were 6 reports referred to OSRR (4 intimate partner violence, 2 violation of privacy) reports in which the cases were investigated. All 6 cases resulted in a live hearing and of those 5 were found responsible. Additionally, there were 5 appeals from that process, 1 from a complainant and 4 from the respondents. The results from the appeals include 2 appeals with no change in decision, appeals change in decision.

Sexual Misconduct Climate Survey

<https://www.ccsu.edu/sites/default/files/2024-08/SexualMisconductSurvey-Spring2024-Report.pdf>

In accordance with Connecticut State Statute HB 6374, An Act Concerning Sexual Misconduct on College Campuses, Central Connecticut State University conducted a Sexual Misconduct Climate Survey of enrolled students during the Spring 2024 semester. At the recommendation of the university's Institutional Review Board (IRB), the survey was sent only to students 18 years of age and older. The survey administered was the ARC3, which was deemed by the CT Council on Sexual Misconduct Climate Assessments to meet the requirements of this statute. Prior to the launch of the survey, the university emailed all enrolled students (18 and older) on February 23, 2024 to inform them of the survey. The survey was made available to students on March 5, 2024 and was open for students to complete until it closed on April 4, 2024. During that period, six email reminders were sent to students requesting their participation in completing the survey; in addition, content was displayed on TV monitors throughout campus reminding students to complete the survey and the university offered a gift card incentive for completion. The university attained a 16% response rate for this survey (Appendix K).

Conclusion

Central CT State University hopes that the information contained in this report is helpful to the community. While the report is not inclusive of all the aspects of this important topic, it provides a foundation for the work being conducted for prevention and safety. As part of our ongoing efforts to continually enhance safety on campus, Central offers a mobile safety app--LiveSafe--that enables you to report tips to Central Police, use friends as "virtual escorts" in real time, place emergency calls, and access safety features

<https://www.ccsu.edu/police/livesafe-app>.

Central will continue to address concerns/reports, stay updated on best practices, and ensure university compliance.

Appendix

- A. [Nondiscrimination in Education and Employment Policy](#)
- B. [BOR Approved Title IX Policies](#)
- C. BOR/CSCU STATEMENT OF TITLE IX POLICY
- D. [CSCU Title IX Grievance Procedures](#)
- E. Sexual Misconduct Reporting, Supportive Measures and Processes Policy
- F. [Sexual Misconduct Protocol](#)
- G. Written notification *Mandated Reporter* Regarding Sexual Assault, Stalking and Intimate Partner Violence
- H. Written notification *Reporting guide for faculty and staff* Regarding Sexual Assault, Stalking and Intimate Partner Violence
- I. Written notification *Employee Training* Regarding Sexual Assault, Stalking and Intimate Partner Violence
- J. 2023 Prevention, Awareness, and Risk Program List
- K. Sexual Misconduct Climate Survey

Central Connecticut State University

Nondiscrimination in Education and Employment Policy

Policy

Central Connecticut State University (CCSU) is committed to a policy of nondiscrimination in education and employment. No person shall be discriminated against in terms and conditions of employment, personnel practices, or access to or participation in programs, services, and activities with regard to: age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disability; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, transgender status, sexual harassment and sexual assault; sexual orientation; veteran status; or any other status protected by federal or state laws. Discrimination in employment-based on genetic information is prohibited. In addition, CCSU will not refuse to hire solely because of a prior criminal conviction, unless that refusal is permitted by Connecticut law.

Harassment on the basis of any of the above protected classes is prohibited. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with persons having business at, or visiting the educational or working environment.

This policy is directed at verbal or physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved, CCSU will give due consideration to an individual's constitutionally protected right to free speech and academic freedom.

Retaliation is illegal. No individual who opposes an allegedly discriminatory act or practice shall suffer retaliation as a result of such participation. Complaints of retaliation may be filed within a reasonable time of the alleged retaliatory act with the Senior Equity & Inclusion Officer or any manager not directly involved in the alleged retaliation who will then notify the Office of Equity and Inclusion.

This policy shall apply to all individuals affiliated with CCSU including, but not limited to, students, employees, applicants, agents and guests and is intended to protect the rights of concerned individuals.

Definitions

Discrimination. Discrimination is defined as conduct that is directed at an individual because of his or her protected class and subjects the individual to different treatment so as to interfere with or limit the ability of the individual to participate in, or benefit from, the services, activities, or privileges provided by the university or otherwise adversely affects the individual's employment or education.

Discriminatory Harassment. Discriminatory harassment is defined as verbal or physical conduct that is directed at an individual because of his or her protected class, and is sufficiently severe, persistent, or pervasive so as to have the purpose or effect of unreasonably interfering

with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or educational environment.

Retaliation. Retaliation is subjecting a person to a materially adverse action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation under this policy.

Responsibility

The responsibility for implementation of this policy is assigned to the Senior Equity & Inclusion Officer, who may delegate duties as appropriate. The Office of Equity and Inclusion will promptly address each complaint and make reasonable efforts to expeditiously affect a resolution. The investigation of such complaints will be managed with appropriate sensitivity.

Related policies or procedures:

- CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints
- Policy on Consensual Relationships between Employees of the Connecticut State University System
- Policy on Consensual Relationships between Employees and Students of the Connecticut State University System
- Sexual Harassment Policy
- BOR/CSSU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy
- Student Code of Conduct and Statement of Disciplinary Procedures

Revised: October 25, 2011

June 13, 2014: mental disorder changed to mental disability

October 20, 2017: veteran status added as a protected class

CT BOARD OF REGENTS FOR HIGHER EDUICATION

RESOLUTION

concernmg

Statement of Title IX Policy

July 29, 2020

- WHEREAS, The Board of Regents in accord with the Connecticut State Colleges and Universities comprised of seventeen institution and a System Office, is committed to ensuring that each member of every BOR governed college or university community has the opportunity to participate fully in the process of education and development; and
- WHEREAS, The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. 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 relationship violence; and
- WHEREAS, The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 ("Title IX") and set forth certain specific requirements, which become effective on August 14, 2020; and
- WHEREAS, The Board of Regents consistent with the goal providing safe environments at all of its campuses for all who frequent them, sets forth a "Statement of Title IX Policy" therefore be it
- RESOLVED, That the Board of Regents formally adopts a "Statement of Title IX Policy" effective August 14, 2020.

A True Copy:

Erin A. Fitzgerald, Secretary of the
CT Board of Regents for Higher Education

ITEM

The Board of Regents for Higher Education adopts a "Statement of Title IX" Policy to comply with the United States Department of Education regulations under Title IX of the Education Amendments of 1972 ("Title IX")

BACKGROUND

The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 ("Title IX") to address sexual discrimination, specifically sexual harassment. These regulations require the adoption of policy. The Statement of Title IX policy is set forth to comply with that requirement.

RECOMMENDATION

That the Board of Regents for Higher Education formally adopts "Statement of Title IX" effective August 14, 2020.

Board of Regents for Higher Education
Connecticut State Colleges and Universities
Regarding
Statement of Title IX Policy

Consistent with Title IX of the Education Amendments of 1972 ("Title IX"), the Connecticut State Colleges and Universities (CSCU) does not and will not discriminate against students, faculty or staff based upon sex in any of its programs or activities, including but not limited to education programs, employment or admission. Further, retaliation against any person who made a complaint, testified, assisted, participated or refused to participate in a Title IX process will not be tolerated.

The Board of Regents for Higher Education (BOR) is committed to ensuring that each member of the CSCU 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 discrimination, including, sexual harassment, sexual assault, dating violence and stalking. It is the intent of the BOR that each college and university provide safety, privacy and support.

The BOR strongly encourages students, parents, bystanders and employees to alert Title IX Coordinators to sexual discrimination, including sexual harassment. Title IX Coordinators will promptly address these matters and treat all parties equitably. In accordance with federal law, those accused of engaging in prohibited conduct will be presumed not responsible and receive no punitive treatment unless and until found responsible after due process. All BOR governed colleges and universities will provide complainants and the respondents with supportive measures, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and other relevant information.

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

- I. An employee of the recipient conditioned in the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v)ii, "dating violence" as defined in 34 U.S.C. 12291(a)(IO)iii, "domestic violence" as defined in 34 U.S.C. 12291(a)(8)iv, or "stalking" as defined in 34 U.S.C. 12291(a)(30).V

If the institution's Title IX Coordinator determines that the alleged harassment meets the above definition of sexual harassment, as well as occurred within the United States on property owned or controlled by the institution or any building owned or controlled by a student organization officially recognized by the institution, and at the time of the filing the complainant was

7/29/2020

participating or attempting to participated in an educational program or activity at the particular College or University the Title IX coordinator will initiate a Title IX process. If the Title IX Coordinator determines that the alleged harassment does not meet the above factors, but the alleged misconduct violates BOR policy the Title IX Coordinator will comply with the BOR Sexual Misconduct Reporting, Supportive Measures and Processes Policy. If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of either Title IX or Board policy and can make no finding of responsibility, complainant and respondent will be notified that the matter will be closed.

Sexual harassment will not be tolerated.

Any inquiries about this policy should be directed to the Title IX Coordinator

i Title IX states that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance"

ii 20 U.S.C. 1092(f)(6)(A)(v), The term "sexualassault" means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation .

iii 34 U.S.C. 12291(a)(10) The term "datingviolence" means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship . (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

iv 34 U.S.C. 12291(a)(8) The term "domesticviolence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

v 34 U.S.C. 12291(a)(30) (30) The term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

CT BOARD OF REGENTS FOR HIGHER EDUCATION

RESOLUTION

concerning

Policy Regarding

Sexual Misconduct Reporting, Supportive Measures and Processes Policy

July 29, 2020

WHEREAS, The Board of Regents in accord with the Connecticut State Colleges and Universities comprised of seventeen institution and a System Office, is committed to insuring that each member of every BOR governed college or university community has the opportunity to participate fully in the process of education and development; and

WHEREAS, The BOR and CSCU strive to maintain a safe and welcoming environment free from acts of sexual misconduct and relationship violence. 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 relationship violence; and

WHEREAS, The Board of Regents for Higher Education adopted policy regarding "Sexual Misconduct Reporting, Support Services and Processes Policy, as amended from time to time; and

WHEREAS, The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 ("Title IX") and set forth certain specific requirements, which become effective on August 14, 2020; and

WHEREAS, The Board of Regents consistent with the goal providing safe environments at all of its campuses for all who frequent them, has reviewed its policy regarding "Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy" and revised the policy so that it is consistent with the regulations; therefore be it

RESOLVED, That the Board of Regents formally amends the renamed the "Sexual Misconduct Reporting, Supportive Measures and Processes Policy" effective August 14, 2020.

A True Copy:

Erin A. Fitzgerald, Secretary of the
CT Board of Regents for Higher Education

ITEM

The Board of Regents for Higher Education renames and amends its' policy regarding "Sexual Misconduct Reporting, Supportive Measures and Processes" to comply with the United States Department of Education regulations under Title IX of the Education Amendments of 1972 ("Title IX")

BACKGROUND

The United States Department of Education promulgated regulations under Title IX of the Education Amendments of 1972 ("Title IX") to address sexual discrimination, specifically sexual harassment. These regulations preempt previous Title IX provisions, but do not obviate the requirements of state law. The policy regarding Sexual Misconduct Reporting, Support Services and Processes Policy was initially drafted to comply with Connecticut General Statute section 10a-55m. That statute implicitly codified some of the U.S. Department of Education Title IX guidance and the Violence Against Women Act (VAWA) requirements. Although the Title IX requirements are now less stringent, the Connecticut State Colleges and Universities must adhere to State's requirements in addition to federal requirements. The amended policy incorporates the federal changes while preserving BOR policy that was created in compliance with Connecticut law.

ANALYSIS

The Policy has been amended to include the requirements of the Title IX regulations. This includes subtle changes in nomenclature such as use of the terms complainant, and respondent, and supportive measures instead of support services, and provides more examples of appropriate supportive measures. It requires that respondents and complainants be treated equally and that respondents are presumed not responsible and not be subjected punitive measures until found responsible.

Most significant, however, is the revised section on Sexual Misconduct Investigation and Procedures. This policy clearly presents the role of the Title IX Coordinator to determine not only supportive measures, but also whether a matter is within the scope of Title IX. If the matter is within the scope of Title IX, the highly prescriptive Title IX procedures will apply. Those procedures will be applied to students, faculty and staff alike.

All of the revisions to the policy were made to bring the policy into compliance with federal law.

RECOMMENDATION

That the Board of Regents for Higher Education rename and amend the Sexual Misconduct Reporting, Supportive Measures and Processes Policy effective August 14, 2020.

**Board of Regents for Higher Education
Connecticut State Colleges and Universities**

**Policy Regarding
Sexual Misconduct Reporting, Supportive Measures 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 ensuring 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, including, sexual harassment, sexual assault, 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 students, parents, bystanders and employees to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence. Title IX Coordinators will promptly address these matters and treat all parties equitably. In accordance with federal law Respondents will be presumed not responsible and receive no punitive treatment unless and until found responsible after due process. All BOR governed colleges and universities will provide complainants and respondents with supportive measures, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct.

All CSCU employees and support persons will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined below and employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all CSCU employees are required to immediately communicate to the institution's Title IX Coordinator 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

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

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 means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment. At the time of the filing the formal complaint, the complainant must be participating in or attempting to participate in an education program or activity of 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.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

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:

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- 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.

(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 consents

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-18Ic, 53a-18Id or 53a-18Ie of the

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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 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 complainant'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.

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. No institution or person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report of complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or hearing related to a report or complaint related to sex discrimination.

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 complainant and

respondent 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 privilege, such as off campus counseling, on campus counseling where available, 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 complainant or respondent 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 complainant 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 complainants and respondents 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 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 either the complainant or respondent 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 complainant. 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

Complainants and respondents will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. Complainants and respondents shall be offered non-disciplinary, non-punitive individualized services as appropriate and available that are designed to restore or preserve equal access to the institution's education program or activity without unreasonably burdening the other party, which may include measures designed to protect the safety of all parties or the institution's educational environment or deter sexual harassment.

When choosing a reporting resource the following information should be considered:

- 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.
- Information regarding 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

Complainants and respondents 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:
 - }- standing criminal protective orders;
 - }- protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
 - }- temporary restraining orders or protective orders prohibiting the harassment of a witness;
 - }- family violence protective orders.

The institution will also honor 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.

OPTIONS FOR CHANGING ACADEMIC, HOUSING, TRANSPORTATION AND WORKING ARRANGEMENTS

College and university Title IX Coordinators will provide supportive measures to complainants and respondents. These supportive measures may include, but are not limited to, reasonably available options for changing academic situations, including but not limited to extensions of deadlines or other course related adjustments, modifications of work or class schedules, campus transportation and escort services, mutual restrictions on contact between parties, leaves of absence, increased security and monitoring and housing or working situations.

SUPPORT SERVICES CONTACT INFORMATION

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report of sexual misconduct, the Title IX Coordinator shall immediately provide all parties 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, without fee. All CSU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

SEXUAL MISCONDUCT INVESTIGATION AND PROCEDURES

All complaints of sexual misconduct will be reviewed by the college or university Title IX Coordinator who will determine supportive measures and whether the complaint falls within the scope of Title IX. If the institution's Title IX Coordinator determines that the alleged harassment is

- (1) so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity; or,
- (2) implicates an employee of the institution, alleging that the employee conditioned a provision of an aid, benefit, or service upon the complainant's participation in unwelcome sexual conduct; or,

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(3) alleges "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v)¹, "dating violence" as defined in 34 U.S.C. 12291(a)(10)², "domestic violence" as defined in 34 U.S.C. 12291(a)(8)³, or "stalking" as defined in 34 U.S.C. 12291(a)(30)⁴ as defined in 34 U.S.C. 12291(a)(30)⁵

and

(4) the alleged harassment occurred within the United States on property owned or controlled by the institution or any building owned or controlled by a student organization officially recognized by the institution; and

(5) at the time of the filing the Complainant was participating or attempting to participate in the educational program or activity;

The Title IX coordinator will initiate the Title IX Process which shall be applicable to students, faculty and staff. The Title IX Process and Procedures are available on-line and through the Office of the Title IX Coordinator.

If the institution's Title IX Coordinator determines that the alleged harassment does not meet the factors above but the alleged misconduct violates BOR Policy, the following procedures apply:

- Each party 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 assault, stalking and dating, domestic or intimate partner violence and shall use the preponderance of the evidence (more likely than

¹ 20 U.S.C. 1092(f)(6)(A)(v). The term "**sexual assault**" means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

² 34 U.S.C. 12291(a)(10) The term "**dating violence**" means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

³ 34 U.S.C. 12291(a)(8) The term "**domestic violence**" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or **youth victim** who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

⁴ 34 U.S.C. 12291(a)(30) (30) The term "**stalking**" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

⁵ 34 U.S.C. 12291(a)(30) (30) The term "**stalking**" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

not) standard in accordance with State law in making a determination concerning sexual assault, stalking or domestic/dating/intimate partner violence.

- Both the complainant and respondent 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 party shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.
- Both parties 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 respondent the violation committed, if any, and any sanction imposed upon the respondent. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The complainant 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 respondent; however, in such cases, if a review by any complainant is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. Both the complainant and respondent 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.

If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of either Title IX or Board policy and can make no finding of responsibility, complainant and respondent shall be notified that the matter shall be closed.

Employee sexual misconduct not subject to Title IX is subject to discipline in accordance with the procedures applicable to the employee's classification of employment.

REVIEW AND AUDIT

The Title IX Coordinator will report to the President of the institution all findings on reported sexual misconduct matters. The Title IX Coordinator shall include within its annual Connecticut General Statute IOa-55m Sexual Misconduct Report a separate report specifically disclosing the number of complaints, the subject matter of each complaint and the final outcome of each case processed under Title IX. At a joint meeting of the Human Resources and Administration Committee and the Academic and Student Affairs Committee, the CSCU Title IX Coordinator will

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report annually on CSCU data of complaints and outcomes of sexual misconduct matters reviewed under Title IX, BOR policies, and other applicable state statutes.

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, handbook and catalogue. 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. This includes but is not limited to the name, office address, email address and telephone number of the Title IX Coordinators.

To report an incident at Central Connecticut State University

Office for Equity & Inclusion (All complaints)

Interim Stacey Miller, Vice President for Equity & Inclusion and Title IX Coordinator
Davidson Hall, Rm. 119
860-832-1652

Office of Student Conduct (Complaints against students)

Stephanie Reis, Director
Willard DiLoreto Hall, Rm. W105
860-832-1667

University Police (All criminal complaints except sexual harassment) 860-832-2375

Human Resources (Complaints against employees)

Anna E. Suski-Lenczewski, Chief Human Resources Officer
Davidson Hall, Rm. 101
860-832-1757

Office of Student Affairs (Complaints against students)

Dr. John Tully, Interim Vice President for Student Affairs
Davidson Hall, Rm. 103
860-832-1605

If you want to speak with someone at CCSU

Office of Victim Advocacy and Violence Prevention

TBA Sexual Assault and Violence Prevention Specialist
Willard DiLoreto Hall, Rm. D305
860-832-3795

Women's Center

Jacqueline Cobbina-Boivin, Coordinator
Student Center, Rm. 215
860-832-1655

Counseling and Wellness Center (Confidential)

Willard DiLoreto Hall, Rm. W101
860-832-1945

If you want to speak with a Community Partner

Sexual Assault Crisis Services (confidential)--860-223-1787 (English); 888-568-8332 (Español)

Prudence Crandall Center for Domestic Violence (confidential)--888-774-2900 (24-hour hotline)

To report an incident to an Outside Agency

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously avail himself or herself of the University's Internal Discrimination Grievance Procedure.

1. The Connecticut Commission on Human Rights & Opportunities (All)

Capitol Region
450 Columbus Blvd, Ste 2
Hartford, CT 06103
Tel: (860) 566-7710

Eastern Region
100 Broadway
Norwich, CT 06360
Tel: (860) 886-5703

Southwest Region
1057 Broad Street
Bridgeport, CT 06604
(203) 579-6246

West Central Region
Rowland State Government Center
55 West Main Street, Suite 210
Waterbury, CT 06702-2004
(203) 805-6530

Complaints should be filed with the Commission on Human Rights and Opportunities no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred.

2. The Equal Employment Opportunities Commission (Employees)

John F. Kennedy Federal Office Building
Government Center, Room 475
Boston, MA 02203
Tel: 1-800-669-4000

Complaints should be filed with the Equal Employment Opportunities Commission no later than one hundred and eighty (180) days after the alleged act of employment discrimination occurred, except, that in a case when the aggrieved person has initially filed a complaint with the Commission on Human Rights and Opportunities, such complaint should be filed no later than three hundred (300) days after the alleged act of employment discrimination occurred.

3. State of Connecticut: Employee Grievance Procedure

Contact Human Resources Office or union representatives for Grievance forms and/or procedures.

4. U.S. Department of Education, Office for Civil Rights (Students)

33 Arch Street
Ninth Floor
Boston, MA 02110
Tel: (617) 289-0111
Fax: (617) 289-0150

Revised:

October 29, 2018 – updated address for CHRO Capitol Region office.

November 5, 2019 – updated names and contact information for CCSU resources.

4.11	BOR/CSCU STATEMENT OF TITLE IX POLICY	20-102	2020-07-29
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Board of Regents for Higher Education
Connecticut State Colleges and Universities
Regarding
Statement of Title IX Policy

Consistent with Title IX of the Education Amendments of 1972 (“Title IX”)ⁱ, the Connecticut State Colleges and Universities (CSCU) does not and will not discriminate against students, faculty or staff based upon sex in any of its programs or activities, including but not limited to education programs, employment or admission. Further, retaliation against any person who made a complaint, testified, assisted, participated or refused to participate in a Title IX process will not be tolerated.

The Board of Regents for Higher Education (BOR) is committed to ensuring that each member of the CSCU 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 discrimination, including, sexual harassment, sexual assault, dating violence and stalking. It is the intent of the BOR that each college and university provide safety, privacy and support.

The BOR strongly encourages students, parents, bystanders and employees to alert Title IX Coordinators to sexual discrimination, including sexual harassment. Title IX Coordinators will promptly address these matters and treat all parties equitably. In accordance with federal law, those accused of engaging in prohibited conduct will be presumed not responsible and receive no punitive treatment unless and until found responsible after due process. All BOR governed colleges and universities will provide complainants and the respondents with supportive measures, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and other relevant information.

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

1. An employee of the recipient conditioned in the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; or
3. “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v)ⁱⁱ, “dating violence” as defined in 34 U.S.C. 12291(a)(10)ⁱⁱⁱ, “domestic violence” as defined in 34 U.S.C. 12291(a)(8)^{iv}, or “stalking” as defined in 34 U.S.C. 12291(a)(30).^v

If the institution’s Title IX Coordinator determines that the alleged harassment meets the above definition of sexual harassment, as well as occurred within the United States on property owned or controlled by the institution and at the time of the filing the complainant was participating or attempting to participated in an educational program or activity at the particular College or

University, the Title IX coordinator will initiate a Title IX process. If the Title IX Coordinator determines that the alleged harassment does not meet the above factors, but the alleged misconduct violates BOR policy the Title IX Coordinator will comply with the BOR Sexual Misconduct Reporting, Supportive Measures and Processes Policy. If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of either Title IX or Board policy and can make no finding of responsibility, complainant and respondent will be notified that the matter will be closed.

Sexual harassment will not be tolerated.

Any inquiries about this policy should be directed to the Title IX Coordinator

ⁱ Title IX states that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance"

ⁱⁱ 20 U.S.C. 1092(f)(6)(A)(v), The term "[sexual assault](#)" means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

ⁱⁱⁱ 34 U.S.C. 12291(a)(10) The term "[dating violence](#)" means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

^{iv} 34 U.S.C. 12291(a)(8) The term "[domestic violence](#)" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or [youth](#) victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

^v 34 U.S.C. 12291(a)(30) (30) The term "[stalking](#)" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

Title IX Grievance Procedures
for Addressing Formal Complaints of Sexual Harassment
September 23, 2020
Updated 9/17/2021

1. Introduction

What is the purpose of the Title IX Grievance Procedures?

Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX's prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student's ability to equally access our educational programs and opportunities.

On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 that:

- Defines the meaning of “sexual harassment” (including forms of sex-based violence)
- Addresses how this institution **must** respond to reports of misconduct falling within that definition of sexual harassment, and
- Mandates a grievance process that this institution **must** follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of sexual harassment.

See, 85 Fed. Reg. 30026 (May 19, 2020). The full text of the Final Rule and its extensive Preamble are available here: <http://bit.ly/TitleIXReg>

Based on the Final Rule, the Connecticut State Colleges and Universities (“CSCU”) will implement the following Title IX Grievance Procedures (referenced herein as “policy” or “grievance procedure”), effective August 14, 2020.

How does the Title IX Grievance Procedures impact other campus disciplinary policies?

In recent years, “Title IX” cases have become a short-hand for any campus disciplinary process involving sex discrimination, including those arising from sexual harassment and sexual assault. But under the Final Rule, CSCU must narrow both the geographic scope of its authority to act under Title IX and the types of “sexual harassment” that it must subject to its Title IX

investigation and adjudication process. Incidents falling within the Final Rule’s definition of sexual harassment will be investigated and, if appropriate, brought to a live hearing through the Title IX Grievance Procedures defined below.

CSCU remains committed to addressing any violations of its policies, even those not meeting the narrow standards defined under the Title IX Final Rule.

Specifically, our institutions have a

- **Student Code of Conduct** (“Code of Conduct”) that defines certain behavior as a violation of campus policy, and a
- **Sexual Misconduct Reporting, Supportive Measures and Processes Policy** (“Sexual Misconduct Policy”) that addresses the types of sex-based offenses constituting a violation of campus policy, and the procedures for investigating and adjudicating those sex-based offenses.

To the extent that alleged misconduct falls outside the Title IX Grievance Procedures, the institution retains authority to investigate and adjudicate the allegations under the policies and procedures defined within the Code of Conduct and Sexual Misconduct Policy through a separate grievance proceeding.

<https://www.ct.edu/files/policies/5.2%20Sexual%20misconduct%20reporting%20support%20and%20processes.pdf> (need link to latest). Sanctions applicable to both Title IX and Sexual Misconduct violations are found in the Student Code of Conduct or through the applicable employee agreement.

the elements established in the Title IX Grievance Procedures under the Final Rule have no effect and are not transferable to any other policy of the College for any violation of the Code of Conduct, employment policies, or any civil rights violation except as narrowly defined in this Procedure. This Grievance Procedure does not set a precedent for other policies or processes of the College and may not be cited for or against any right or aspect of any other or process.

How does the Title IX Grievance Procedures impact the handling of complaints?

Our existing Title IX office and reporting structure remains in place. What has changed is the way our Title IX office will handle different types of reports arising from sexual misconduct, as detailed in full throughout Section 2.

2. The Title IX Grievance Procedures

General Rules of Application

Effective Date

This Title IX Grievance Procedures will become effective on August 14, 2020, and will only apply to formal complaints of sexual harassment brought on or after August 14, 2020. Complaints brought prior to August 14, 2020 will be investigated and adjudicated according to the Title IX Grievance Procedures if a case is not complete by that date.

Revocation by Operation of Law

Should any portion of the Title IX Final Rule, 85 Fed. Reg. 30026 (May 19, 2020), be stayed or held invalid by a court of law, or should the Title IX Final Rule be withdrawn or modified to not require the elements of this grievance procedures or the invalidated elements of Title IX policy, will be deemed revoked as of the publication date of the opinion or order and for all reports after that date, as well as any elements of the process that occur after that date if a case is not complete by that date of opinion or order publication. Should the Title IX Grievance Procedures be revoked in this manner, any conduct covered under the Title IX Grievance Procedures shall be investigated and adjudicated under the existing Code of Conduct/ Sexual Misconduct Policy.

Non-Discrimination in Application

The requirements and protections of this policy apply equally regardless of sex, sexual orientation, gender identity, gender expression, or other protected classes covered by federal or state law. All requirements and protections are equitably provided to individuals regardless of such status or status as a Complainant, Respondent, or Witness. Individuals who wish to file a complaint about the institution's policy or process may contact the Department of Education's Office for Civil Rights using contact information available at <https://ocrcas.ed.gov/contact-ocr>.

Definitions

Covered Sexual Harassment

For the purposes of this Title IX Grievance Procedures, "covered sexual harassment" includes any conduct on the basis of sex that satisfies one or more of the following:

1. An employee conditioning educational benefits on participation in unwelcome sexual conduct (i.e., quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the educational institution's education program or activity;

3. Sexual assault (as defined in the Clery Act), which includes any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent;
4. Dating violence (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act), which includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship; (ii) The type of relationship; (iii) The frequency of interaction between the persons involved in the relationship.
5. Domestic violence (as defined in the VAWA amendments to the Clery Act), which includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under Connecticut domestic or family violence laws or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Connecticut.
6. Stalking (as defined in the VAWA amendments to the Clery Act), meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to-- (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.

Note that conduct that does not meet one or more of these criteria may still be prohibited under the Sexual Misconduct Policy.

Consent

For the purposes of this Title IX Grievance Procedures, “consent” refers to “affirmative consent”. Affirmative consent means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

Education Program or Activity

For the purposes of this Title IX Grievance Procedures, a CSCU “education program or activity” includes:

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

Formal Complaint

For the purposes of this Title IX Grievance Procedures, “formal complaint” means a document – including an electronic submission - filed by a complainant with a signature or other indication that the complainant is the person filing the formal complaint, or signed by the Title IX Coordinator, alleging sexual harassment against a respondent about conduct within CSCU’s education program or activity and requesting initiation of the procedures consistent with the Title IX Grievance Procedures to investigate the allegation of sexual harassment.

Complainant

For the purposes of this Title IX Grievance Procedures, Complainant means any individual who has reported being or is alleged to be the victim of conduct that could constitute covered sexual harassment as defined under this policy.

Relevant evidence and questions

“Relevant” evidence and questions refer to any questions and evidence that tends to make an allegation of sexual harassment more or less likely to be true.

“Relevant” evidence and questions do not include the following types of evidence and questions, which are deemed “irrelevant” at all stages of the Title IX Grievance Process:

- Evidence and questions about the complainant’s sexual predisposition or prior sexual behavior unless:
 - They are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or
 - They concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent. 34 C.F.R. § 106.45(6)(i).
- Evidence and questions that constitute, or seek disclosure of, information protected under a legally-recognized privilege.
- Any party’s medical, psychological, and similar records unless the party has given voluntary, written consent. 85 Fed. Reg. 30026, 30294 (May 19, 2020).

Respondent

For the purposes of this Title IX Grievance Procedures, Respondent means any individual who has been reported to be the perpetrator of conduct that could constitute covered sexual harassment as defined under this policy.

School Calendar Days

For the purposes of this Title IX Grievance Procedures, “school calendar days” means the weekdays (Mondays through Fridays) when CSCU classes are in session.

Privacy vs. Confidentiality

Consistent with the Sexual Misconduct Policy, references made to *confidentiality* refer to the ability of identified confidential resources to not report crimes and violations to law enforcement or college officials without permission, except for extreme circumstances, such as a health and/or safety emergency or child abuse. References made to *privacy* mean CSCU offices and employees who cannot guarantee confidentiality but will maintain privacy to the greatest extent possible, and information disclosed will be relayed only as necessary to investigate and/or seek a resolution and to notify the Title IX Coordinator or designee, who is responsible for tracking patterns and spotting systemic issues. CSCU will limit the disclosure as much as practicable, even if the Title IX Coordinator determines that the request for confidentiality cannot be honored.

Disability Accommodations

This Grievance Procedure does not alter any institutional obligations under federal disability laws including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator at any point before or during the Title IX Grievance Process that do not fundamentally alter the Process. The Title IX Coordinator will not affirmatively provide disability accommodations that have not been specifically requested by the Parties, even where the Parties may be receiving accommodations in other institutional programs and activities.

Making a Report Regarding Covered Sexual Harassment to the Institution

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail,

using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

Contact Information for CSCU Title IX Coordinator:

Name: Angelo Simoni

Title: Senior Executive Director; Compliance, Equity & Student Relations

Office Address: 61 Woodland Street, Hartford, CT 06105

Email Address: Simonia@ct.edu

Telephone Number: (860) 723-0165

Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address listed for the Title IX Coordinator.

Confidential Reporting

The following Officials will provide privacy, but not confidentiality, upon receiving a report of conduct prohibited under this policy:

- Title IX Coordinator or designee

Non-Investigatory Measures Available Under the Title IX Grievance Procedures

Supportive Measures

Complainants (as defined above), who report allegations that could constitute covered sexual harassment under this policy, have the right to receive supportive measures from CSCU regardless of whether they desire to file a complaint.

As appropriate, supportive measures may include, but not be limited to:

- Counseling
- extensions of deadlines or other course-related adjustments
- modifications of work or class schedules
- campus escort services
- restrictions on contact between the parties (no contact orders)
- changes in work or housing locations
- leaves of absence
- increased security and monitoring of certain areas of the campus

Supportive measures are non-disciplinary and non-punitive.

Emergency Removal

CSCU retains the authority to remove a respondent from a CSCU program or activity on an emergency basis, where CSCU (1) undertakes an individualized safety and risk analysis and (2) determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of covered sexual harassment justifies a removal.

If CSCU determines such removal is necessary, the respondent will be provided notice and an opportunity pursuant to the Code of Conduct to challenge the decision immediately following the removal.

Administrative Leave

CSCU retains the authority to place a non-student employee respondent on administrative leave during the Title IX Grievance Process, consistent with collective bargaining agreements and human resource policies.

The Title IX Grievance Process

Filing a Formal Complaint

The timeframe for the Title IX Grievance Process begins with the filing of a Formal Complaint. The Grievance Process will be concluded within a reasonably prompt manner, and no longer than ninety (90) school calendar days after the filing of the Formal Complaint, provided that the Process may be extended for a good reason, including but not limited to the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The procedure for applying for extensions is described below.

To file a Formal Complaint, a complainant must provide the Title IX Coordinator a written, signed complaint describing the facts alleged. Complainants are only able to file a Formal Complaint under this Grievance Procedure if they are currently participating in, or attempting to participate in, the education programs or activities of CSCU including as an employee. For complainants who do not meet this criteria, the College will utilize existing policy in the Code of Conduct <https://www.ct.edu/files/policies/5.1%20StudentCodeofConduct.pdf>

and/or Sexual Misconduct Policy

<https://www.ct.edu/files/policies/5.2%20Ssexual%20misconduct%20reporting%20support%20and%20processes.pdf>.

If a complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine a Formal Complaint is necessary. CSCU will inform the complainant of this decision in writing, and the complainant need not participate in the process further but will receive all notices issued under this Grievance Procedure.

Nothing in the Title IX Grievance Policy or Code of Conduct prevents a complainant from seeking the assistance of state or local law enforcement alongside the appropriate on-campus process.

Informal Resolution

A complainant who files a Formal Complaint may elect, at any time, to address the matter through the Institution's Informal Resolution Process. All Parties to a Formal Complaint must agree to enter the Informal Resolution Process through an informed written consent.

Multi-Party Situations

The institution may consolidate Formal Complaints alleging covered sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of covered sexual harassment arise out of the same facts or circumstances.

Determining Jurisdiction

The Title IX Coordinator will determine if the instant Title IX Grievance Process should apply to a Formal Complaint. The Process will apply when all of the following elements are met, in the reasonable determination of the Title IX Coordinator:

1. The conduct is alleged to have occurred on or after August 14, 2020;
2. The conduct is alleged to have occurred in the United States;
3. The conduct is alleged to have occurred in CSCU's education program or activity;
and
4. The alleged conduct, if true, would constitute covered sexual harassment as defined in this policy.

If all of the elements are met, CSCU will investigate the allegations according to the Grievance Process.

Allegations Potentially Falling Under Two Policies:

If the alleged conduct would constitute a Title IX sexual harassment policy violation as well as a violation of the Sexual Misconduct Policy, the Title IX Grievance Process will be applied to investigation and adjudication for the conduct. However, any conduct that is unrelated to the Title IX Policy or Sexual Misconduct Policy within the allegation or discovered during a Title IX investigation, will be adjudicated in accordance with the Student Code of Conduct or employee agreement, as applicable

Mandatory Dismissal

If any one of these elements are not met, the Title IX Coordinator will notify the parties that the Formal Complaint is being dismissed for the purposes of the Title IX Grievance Procedures. Each party may appeal this dismissal using the procedure outlined in “Appeals,” below.

Discretionary Dismissal

The Title IX Coordinator may dismiss a Formal Complaint brought under the Title IX Grievance Procedures, or any specific allegations raised within that Formal Complaint, at any time during the investigation or hearing, if:

- A complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations raised in the Formal Complaint;
- The respondent is no longer enrolled or employed by {the institution}; or,
- If specific circumstances prevent {the institution} from gathering evidence sufficient to reach a determination regarding the Formal Complaint or allegations within the Formal Complaint.

Any party may appeal a dismissal determination using the process set forth in “Appeals,” below.

Notice of Dismissal

Upon reaching a decision that the Formal Complaint will be dismissed, the institution will promptly send written notice of the dismissal of the Formal Complaint or any specific allegation within the Formal Complaint, and the reason for the dismissal, simultaneously to the parties through their institutional email accounts. It is the responsibility of parties to maintain and regularly check their email accounts.

Notice of Removal

Upon dismissal for the purposes of Title IX, CSCU retains discretion to utilize the Code of Conduct and/or the Sexual Misconduct Policy to determine if a violation of the Code of Conduct

and/or the Sexual Misconduct Policy has occurred. If so, CSCU will promptly send written notice of the dismissal of the Formal Complaint under the Title IX Grievance Process and removal of the allegations to the conduct process.

Notice of Allegations

The Title IX Coordinator will draft and provide the Notice of Allegations to any party to the allegations of sexual harassment. Such notice will occur as soon as practicable, after the institution receives a Formal Complaint of the allegations, if there are no extenuating circumstances.

The parties will be notified by their institutional email accounts if they are a student or employee, and by other reasonable means if they are neither.

The institution will provide sufficient time for the parties to review the Notice of Allegations and prepare a response before any initial interview.

The Title IX Coordinator may determine that the Formal Complaint must be dismissed on the mandatory grounds identified above, and will issue a Notice of Dismissal. If such a determination is made, any party to the allegations of sexual harassment identified in the Formal Complaint will receive the Notice of Dismissal in conjunction with, or in separate correspondence after, the Notice of Allegations.

Contents of Notice

The Notice of Allegations will include the following:

- Notice of the institution's Title IX Grievance Process and a hyperlink to a copy of the process.
- Notice of the allegations potentially constituting covered sexual harassment, and sufficient details known at the time the Notice is issued, such as the identities of the parties involved in the incident, if known, including the complainant; the conduct allegedly constituting covered sexual harassment and the policy violated; and the date and location of the alleged incident, if known.
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney, as required under 34 C.F.R. § 106.45(b)(5)(iv);
- A statement that before the conclusion of the investigation, the parties may inspect and review evidence obtained as part of the investigation that is directly related to the

allegations raised in the Formal Complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a party or other source, as required under 34 C.F.R. § 106.45(b)(5)(vi);

- A statement that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

Ongoing Notice

If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the Notice of Allegations and are otherwise covered "sexual harassment" falling within the Title IX Grievance Procedures, the institution will notify the parties whose identities are known of the additional allegations by their institutional email accounts or other reasonable means.

The parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

Advisor of Choice and Participation of Advisor of Choice

CSCU will provide the parties equal access to advisors and support persons; any restrictions on advisor participation will be applied equally.

The CSCU has a long-standing practice of requiring students to participate in the process directly and not through an advocate or representative. Students participating as Complainant or Respondent in this process may be accompanied by an Advisor of Choice to any meeting or hearing to which they are required or are eligible to attend. The Advisor of Choice is not an advocate. Except where explicitly stated by this Policy, as consistent with the Final Rule, Advisors of Choice shall not participate directly in the process as per standard policy and practice of CSCU.

CSCU will not intentionally schedule meetings or hearings on dates where the Advisors of Choice for all parties are not available, provided that the Advisors act reasonably in providing available dates and work collegially to find dates and times that meet all schedules.

CSCU's obligations to investigate and adjudicate in a prompt timeframe under Title IX and other college policies apply to matters governed under this Grievance Procedure, and CSCU cannot agree to extensive delays solely to accommodate the schedule of an Advisor of Choice. The determination of what is reasonable shall be made by the Title IX Coordinator or designee. CSCU will not be obligated to delay a meeting or hearing under this process more than five (5)

school calendar days due to the unavailability of an Advisor of Choice, and may offer the party the opportunity to obtain a different Advisor of Choice or utilize one provided by CSCU.

Notice of Meetings and Interviews

CSCU will provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with a party, with sufficient time for the party to prepare to participate.

Delays

Each party may request a one-time delay in the Grievance Process of up to five (5) school calendar days for good cause (granted or denied in the sole judgment of the Title IX Coordinator, Director of Student Conduct, or designee) provided that the requestor provides reasonable notice and the delay does not overly inconvenience other parties.

For example, a request to take a five day pause made an hour before a hearing for which multiple parties and their advisors have traveled to and prepared for shall generally not be granted, while a request for a five day pause in the middle of investigation interviews to allow a party to obtain certain documentary evidence shall generally be granted.

The Title IX Coordinator or designee shall have sole judgment to grant further pauses in the Process.

Investigation

General Rules of Investigations

An investigator designated by the Title IX Coordinator will perform an investigation under a reasonably prompt timeframe of the conduct alleged to constitute covered sexual harassment after issuing the Notice of Allegations.

CSCU and not the parties, has the burden of proof and the burden of gathering evidence, i.e. the responsibility of showing a violation of Title IX has occurred. This burden does not rest with either party, and either party may decide not to share their account of what occurred or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from CSCU and does not indicate responsibility.

CSCU cannot access, consider, or disclose medical records without a waiver from the party (or parent, if applicable) to whom the records belong or of whom the records include information. CSCU will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence, (i.e. evidence that tends to prove and disprove the allegations) as described below.

Inspection and Review of Evidence

Prior to the completion of the investigation, the parties will have an equal opportunity to inspect and review the evidence obtained through the investigation. The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the investigation.

Evidence that will be available for inspection and review by the parties will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

1. Evidence that is relevant, even if that evidence does not end up being relied upon by the institution in making a determination regarding responsibility;
2. inculpatory or exculpatory evidence (i.e. evidence that tends to prove or disprove the allegations) that is directly related to the allegations, whether obtained from a party or other source.

All parties must submit any evidence they would like the investigator to consider prior to when the parties' time to inspect and review evidence begins.

The institution will send the evidence made available for each party and each party's advisor, if any, to inspect and review through an electronic format or a hard copy. The Institution is not under an obligation to use any specific process or technology to provide the evidence and shall have the sole discretion in terms of determining format and any restrictions or limitations on access.

The parties will have ten (10) school calendar days to inspect and review the evidence and submit a written response by email to the investigator. The investigator will consider the parties' written responses before completing the Investigative Report.

REQUESTS TO EXTEND INSPECTION AND REVIEW

The institution may provide the parties five (5) school calendar days after the initial inspection and review of evidence, and before the investigator completes their Investigative Report, to provide additional evidence in response to their inspection and review of the evidence, and then provide the parties five (5) school calendar days to inspect, review, and respond to the party's

additional evidence through a written response to the investigator. Those written responses may be disclosed to the parties.

Any evidence subject to inspection and review will be available at any hearing, including for purposes of cross-examination.

The parties and their advisors agree not to photograph or otherwise copy the evidence and must sign an agreement not to disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Title IX grievance process.

Inclusion of Evidence Not Directly Related to the Allegations:

Evidence obtained in the investigation that is determined in the reasoned judgment of the investigator not to be directly related to the allegations in the Formal Complaint will not be disclosed, or may be appropriately redacted before the parties' inspection to avoid disclosure of personally identifiable information of a student. Any evidence obtained in the investigation that is kept from disclosure or appropriately redacted will be documented in a "privilege log" that may be reviewed by the parties and their advisors, if any.

Investigative Report

The investigator designated by the Title IX Coordinator will create an Investigative Report that fairly summarizes relevant evidence, and will provide that Report to the parties at least ten (10) school calendar days prior the hearing in an electronic format or a hard copy for each party's review and written response.

The Investigative Report is not intended to catalog all evidence obtained by the investigator, but only to provide a fair summary of that evidence.

Only relevant evidence (including both inculpatory and exculpatory – i.e. tending to prove and disprove the allegations - relevant evidence) will be referenced in the Investigative Report.

The investigator may redact irrelevant information from the Investigative Report when that information is contained in documents or evidence that is/are otherwise relevant.

Hearing

General Rules of Hearings

CSCU will not issue a disciplinary sanction arising from an allegation of covered sexual harassment without holding a live hearing unless otherwise resolved through an informal resolution process.

The live hearing may be conducted with all parties physically present in the same geographic location, or, at college/university discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually through remote video conferencing. This technology will enable participants simultaneously to see and hear each other. At its discretion, CSCU may delay or adjourn a hearing based on technological errors not within a party's control.

All proceedings will be recorded through either an audio recording, audiovisual recording or transcript. That recording or transcript will be made available to the parties for inspection and review.

Prior to obtaining access to any evidence, the parties and their advisors must sign an agreement not to disseminate any of the testimony heard or evidence obtained in the hearing or use such testimony or evidence for any purpose unrelated to the Title IX Grievance Process. Once signed, this Agreement may not be withdrawn.

Continuances or Granting Extensions

CSCU may determine that multiple sessions or a continuance (i.e. a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, CSCU will notify all participants and endeavor to accommodate all participants' schedules and complete the hearing as promptly as practicable.

Newly-discovered Evidence

As a general rule, no new evidence or witnesses may be submitted during the live hearing.

If a party identifies new evidence or witnesses that were not reasonably available prior to the live hearing and could affect the outcome of the matter, the party may request that such evidence or witnesses be considered at the live hearing.

The Hearing Official/Panel will consider this request and make a determination regarding (1) whether such evidence or witness testimony was actually unavailable by reasonable effort prior to the hearing, and (2) whether such evidence or witness testimony could affect the outcome of the matter. The party offering the newly-discovered evidence or witness has the burden of establishing these questions by the preponderance of the evidence.

If the Hearing Official/Panel answers in the affirmative to both questions, then the parties will be granted a reasonable pause in the hearing to review the evidence or prepare for questioning of the witness.

Participants in the live hearing

Live hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

Complainant and Respondent (The Parties)

- The parties cannot waive the right to a live hearing.
- CSCU will not threaten, coerce, intimidate or discriminate against the party in an attempt to secure the party's participation.
- The hearing body cannot draw an inference about the determination regarding responsibility based solely on a party's absence from the live hearing or refusal to answer cross examination or other questions.

The Hearing Body

- The hearing body will consist of a single decision-maker; a panel of decision-makers.
- No member of the hearing body will also have served as the Title IX Coordinator, Title IX investigator, or advisor to any party in the case, nor may any member of the hearing body serve on the appeals body in the case.
- No member of the hearing body will have a conflict of interest or bias in favor of or against complainants or respondents generally, or in favor or against the parties to the particular case.
- The hearing body will be trained on topics including how to serve impartially, issues of relevance, including how to apply the rape shield protections provided for complainants, and any technology to be used at the hearing.
- The parties will have an opportunity to raise any objections regarding a decision-maker's actual or perceived conflicts of interest or bias at the commencement of the live hearing.

Advisor of choice

- The parties have the right to select an advisor of their choice, who may be, but does not have to be, an attorney.
- The advisor of choice may accompany the parties to any meeting or hearing they are permitted to attend, but may not speak for the party, except for the purpose of cross-examination.
- The parties are not permitted to conduct cross-examination; it must be conducted by the advisor. As a result, if a party does not select an advisor, the institution will select an advisor to serve in this role for the limited purpose of conducting the cross-examination at no fee or charge to the party.

- The advisor is not prohibited from having a conflict of interest or bias in favor of or against complainants or respondents generally, or in favor or against the parties to the particular case.
- The advisor is not prohibited from being a witness in the matter.
- If a party does not attend the live hearing, the party's advisor may appear and conduct cross-examination on their behalf.
- If neither a party nor their advisor appear at the hearing, CSCU will provide an advisor to appear on behalf of the non-appearing party.

Witnesses

- Witnesses cannot be compelled to participate in the live hearing, and have the right not to participate in the hearing free from retaliation

Hearing Procedures

For all live hearings conducted under this Title IX Grievance Process, the procedure will be as follows:

- The hearing body will open and establish rules and expectations for the hearing;
- The Parties will each be given the opportunity to provide opening statements;
- The hearing body will ask questions of the Parties and Witnesses;
- Parties will be given the opportunity for live cross-examination after the hearing body conducts its initial round of questioning; During the Parties' cross-examination, the hearing body will have the authority to pause cross-examination at any time for the purposes of asking the hearing body's own follow up questions; and any time necessary in order to enforce the established rules of decorum.
- Should a Party or the Party's Advisor choose not to cross-examine a Party or Witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the hearing body. A Party's waiver of cross-examination does not eliminate the ability of the hearing body to use statements made by the Party.
- The hearing body is allowed to consider statements made by parties or witnesses that are otherwise permitted under the regulations, even if those parties or witnesses do not participate in cross-examination at the live hearing, in reaching a determination regarding responsibility in a Title IX grievance process.

Live Cross-Examination Procedure

Each party's advisor will conduct live cross-examination of the other party or parties and witnesses. During this live-cross examination the advisor will ask the other party or parties and witnesses relevant questions and follow-up questions, including those challenging credibility directly, orally, and in real time.

Before any cross-examination question is answered, the hearing body will determine if the question is relevant. See Relevance Procedures. Cross-examination questions that are duplicative of those already asked, including by the hearing body may be deemed irrelevant if they have been asked and answered.

Review of Transcript/Recording

Either the recording or transcript of the hearing will be available for review by the parties unless there are any extenuating circumstances. The record/transcript of the hearing will not be provided to parties or advisors of choice.

Determination Regarding Responsibility

Standard of Proof

CSCU uses the preponderance of the evidence standard for investigations and determinations regarding responsibility of formal complaints covered under this Grievance Procedure. This means that the investigation and hearing determines whether it is more likely than not that a violation of the Grievance Procedure occurred.

General Considerations for Evaluating Testimony and Evidence

While the opportunity for cross-examination is required in all Title IX hearings, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the Hearing Body.

The hearing body shall not draw inferences regarding a party or witness' credibility based on the party or witness' status as a complainant, respondent, or witness, nor shall it base its judgments in stereotypes about how a party or witness would or should act under the circumstances.

Generally, credibility judgments should rest on the demeanor of the party or witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence.

Still, credibility judgments should not rest on whether a party or witness' testimony is non-linear or incomplete, or if the party or witness is displaying stress or anxiety.

Decision makers will afford the highest weight relative to other testimony to first-hand testimony by parties and witnesses regarding their own memory of specific facts that occurred. Both

inculpatory and exculpatory (i.e. tending to prove and disprove the allegations) evidence will be weighed in equal fashion.

Except where specifically barred by the Title IX Final Rule, a witness' testimony regarding third-party knowledge of the facts at issue will be allowed, but will generally be accorded lower weight than testimony regarding direct knowledge of specific facts that occurred.

The Final Rule requires that the hearing body allow parties to call "expert witnesses" for direct and cross examination. CSCU does not provide for expert witnesses in other proceedings. While the expert witness will be allowed to testify and be crossed as required by the Final Rule, the decision-maker will be instructed to afford lower weight to non-factual testimony of the expert relative to fact witnesses, and any expert testimony that is not directed to the specific facts that occurred in the case will be afforded lower weight relative to fact witnesses, regardless of whether the expert witness testimony is the subject of cross examination and regardless of whether all parties present experts as witnesses.

The Final Rule requires that CSCU allow parties to call character witnesses to testify. CSCU does not provide for character witnesses in other proceedings. While the character witnesses will be allowed to testify and be crossed as required by the Final Rule, the decision-maker will be instructed to afford very low weight to any non-factual character testimony of any witness.

The Final Rule requires that CSCU admit and allow testimony regarding polygraph tests ("lie detector tests") and other procedures that are outside of standard use in academic and non-academic conduct processes. While the processes and testimony about them will be allowed to testify and be crossed as required by the Final Rule, the decision-maker will be instructed to afford lower weight to such processes relative to the testimony of fact witnesses.

Where a party or witness' conduct or statements demonstrate that the party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the hearing body may draw an adverse inference as to that party or witness' credibility.

Components of the Determination Regarding Responsibility

The written Determination Regarding Responsibility will be issued simultaneously to all parties through their institution email account, or other reasonable means as necessary. The Determination will include:

1. Identification of the allegations potentially constituting covered sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with

parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

3. Findings of fact supporting the determination;
4. Conclusions regarding which section of the Title IX/ Sexual Misconduct Policy/Code of Conduct, if any, the respondent has or has not violated.
5. For each allegation:
 - a. A statement of, and rationale for, a determination regarding responsibility;
 - b. A statement of, and rationale for, any disciplinary sanctions the recipient imposes on the respondent; and
 - c. A statement of, and rationale for, whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
6. The recipient's procedures and the permitted reasons for the complainant and respondent to appeal (described below in "Appeal").

Timeline of Determination Regarding Responsibility

If there are no extenuating circumstances, the determination regarding responsibility will be issued by CSCU within ten (10) school calendar days of the completion of the hearing.

Finality

The determination regarding responsibility becomes final either on the date that the institution provides the parties with the written determination of the result of the appeal, if an appeal is filed consistent with the procedures and timeline outlined in "Appeals" below, or if an appeal is not filed, the date on which the opportunity to appeal expires.

Appeals

Each party may appeal (1) the dismissal of a formal complaint or any included allegations and/or (2) a determination regarding responsibility. To appeal, a party must submit their written appeal within five (5) school calendar days of being notified of the decision, indicating the grounds for the appeal.

The limited grounds for appeal available are as follows:

- Procedural irregularity that affected the outcome of the matter (i.e. a failure to follow the institution's own procedures);
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;

- The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter;
- The severity of sanctions.

The submission of appeal stays any sanctions for the pendency of an appeal. Supportive measures and remote learning opportunities remain available during the pendency of the appeal.

If a party appeals, the institution will as soon as practicable notify the other party in writing of the appeal, however the time for appeal shall be offered equitably to all parties and shall not be extended for any party solely because the other party filed an appeal.

Appeals should be submitted in electronic form using ARIAL or TIMES NEW ROMAN, 12 point font, and single-spaced. Appeals should use footnotes, not endnotes. Appeals that do not meet these standards may be returned to the party for correction, but the time for appeal will not be extended unless there is evidence that technical malfunction caused the appeal document not to meet these standards.

Appeals will be decided by an Appeals Officer, who will be free of conflict of interest and bias, and will not serve as investigator, Title IX Coordinator, or hearing decision maker in the same matter.

Outcome of appeal will be provided in writing simultaneously to both parties, and include rationale for the decision.

Retaliation

CSCU will keep the identity of any individual who has made a report or complaint of sex discrimination confidential, including the identity of any individual who has made a report or filed a Formal Complaint of sexual harassment under this Title IX Grievance Procedures, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding under this Title IX Grievance Procedures.

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations.

No person may intimidate, threaten, coerce, or discriminate against any individual because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing under this Title IX Grievance Procedures.

Any intimidation, threats, coercion, or discrimination, for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations constitutes retaliation. This includes any charges filed against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but that arise from the same facts or circumstances as a report or complaint of sex discrimination or a report or Formal Complaint of sexual harassment.

Complaints alleging retaliation may be filed according to the Board of Regents Title IX Statement of Policy and Board of Regents Sexual Misconduct Reporting, Supportive Measures and Processes Policy.

Sanctions

See the applicable employee policy/agreement or the Student Code of Conduct for applicable sanctions.

5.2	Sexual Misconduct Reporting, Supportive Measures and Processes Policy	20-103	2020-07-29
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**Board of Regents for Higher Education
Connecticut State Colleges and Universities**

**Policy Regarding
Sexual Misconduct Reporting, Supportive Measures 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 ensuring 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, including, sexual harassment, sexual assault, 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 students, parents, bystanders and employees to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence. Title IX Coordinators will promptly address these matters and treat all parties equitably. In accordance with federal law Respondents will be presumed not responsible and receive no punitive treatment unless and until found responsible after due process. All BOR governed colleges and universities will provide complainants and respondents with supportive measures, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct.

All CSCU employees and support persons will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined below and employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all CSCU employees are required to immediately communicate to the institution's Title IX Coordinator 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

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

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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 means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment. At the time of the filing the formal complaint, the complainant must be participating in or attempting to participate in an education program or activity of 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.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

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:

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- 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.

- (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

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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 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 complainant’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.

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. No institution or person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report of complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or hearing related to a report or complaint related to sex discrimination.

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 complainant and

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respondent 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 privilege, such as off campus counseling, on campus counseling where available, 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 complainant or respondent 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 complainant 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 complainants and respondents 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 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 either the complainant or respondent 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 complainant. 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

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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

Complainants and respondents will be informed in a timely manner of all their rights and options, including the necessary steps and potential outcomes of each option. Complainants and respondents shall be offered non-disciplinary, non-punitive individualized services as appropriate and available that are designed to restore or preserve equal access to the institution's education program or activity without unreasonably burdening the other party, which may include measures designed to protect the safety of all parties or the institution's educational environment or deter sexual harassment.

When choosing a reporting resource the following information should be considered:

- 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.
- Information regarding 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

Complainants and respondents 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:
 - standing criminal protective orders;
 - protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
 - temporary restraining orders or protective orders prohibiting the harassment of a witness;
 - family violence protective orders.

The institution will also honor lawful protective or temporary restraining orders.

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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.

OPTIONS FOR CHANGING ACADEMIC, HOUSING, TRANSPORTATION AND WORKING ARRANGEMENTS

College and university Title IX Coordinators will provide supportive measures to complainants and respondents. These supportive measures may include, but are not limited to, reasonably available options for changing academic situations, including but not limited to extensions of deadlines or other course related adjustments, modifications of work or class schedules, campus transportation and escort services, mutual restrictions on contact between parties, leaves of absence, increased security and monitoring and housing or working situations.

SUPPORT SERVICES CONTACT INFORMATION

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report of sexual misconduct, the Title IX Coordinator shall immediately provide all parties 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, without fee. All CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

SEXUAL MISCONDUCT INVESTIGATION AND PROCEDURES

All complaints of sexual misconduct will be reviewed by the college or university Title IX Coordinator who will determine supportive measures and whether the complaint falls within the scope of Title IX. If the institution's Title IX Coordinator determines that the alleged harassment is

- (1) so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an education program or activity; or,
- (2) implicates an employee of the institution, alleging that the employee conditioned a provision of an aid, benefit, or service upon the complainant's participation in unwelcome sexual conduct; or,

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(3) alleges “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v)¹, “dating violence” as defined in 34 U.S.C. 12291(a)(10)², “domestic violence” as defined in 34 U.S.C. 12291(a)(8)³, or “stalking” as defined in 34 U.S.C. 12291(a)(30)⁴ as defined in 34 U.S.C. 12291(a)(30)⁵

and

(4) the alleged harassment occurred within the United States on property owned or controlled by the institution or any building owned or controlled by a student organization officially recognized by the institution; and

(5) at the time of the filing the Complainant was participating or attempting to participate in the educational program or activity;

The Title IX coordinator will initiate the Title IX Process which shall be applicable to students, faculty and staff. The Title IX Process and Procedures are available on-line and through the Office of the Title IX Coordinator.

If the institution’s Title IX Coordinator determines that the alleged harassment does not meet the factors above but the alleged misconduct violates BOR Policy, the following procedures apply:

- ☐ Each party 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 assault, stalking and dating, domestic or intimate partner violence and shall use the preponderance of the evidence (more likely than

¹ 20 U.S.C. 1092(f)(6)(A)(v), The term “[sexual assault](#)” means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

² 34 U.S.C. 12291(a)(10) The term “[dating violence](#)” means violence committed by a person - (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

³ 34 U.S.C. 12291(a)(8) The term “[domestic violence](#)” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or [youth](#) victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

⁴ 34 U.S.C. 12291(a)(30) (30) The term “[stalking](#)” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

⁵ 34 U.S.C. 12291(a)(30) (30) The term “[stalking](#)” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to - (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

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not) standard in accordance with State law in making a determination concerning sexual assault, stalking or domestic/dating/intimate partner violence.

- ☐ Both the complainant and respondent 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 party shall have the opportunity to present evidence and witnesses on her/his behalf during any disciplinary proceeding.
- ☐ Both parties 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 respondent the violation committed, if any, and any sanction imposed upon the respondent. Sanctions may range from a warning to expulsion, depending upon the behavior and its severity of the violation(s). The complainant 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 respondent; however, in such cases, if a review by any complainant is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. Both the complainant and respondent 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.

If the institution's Title IX Coordinator determines that the allegations do not constitute a violation of either Title IX or Board policy and can make no finding of responsibility, complainant and respondent shall be notified that the matter shall be closed.

Employee sexual misconduct not subject to Title IX is subject to discipline in accordance with the procedures applicable to the employee's classification of employment.

REVIEW AND AUDIT

The Title IX Coordinator will report to the President of the institution on a regular basis all findings on reported sexual misconduct matters. The Title IX Coordinator shall include within its annual Connecticut General Statute 10a-55m Sexual Misconduct Report a separate report specifically disclosing the number of complaints, the subject matter of each complaint and the final outcome of each case processed under Title IX. At a joint meeting of the Human Resources and Administration Committee and the Academic and Student Affairs Committee, the CSCU Title IX

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Coordinator will report annually on CSCU data of complaints and outcomes of sexual misconduct matters reviewed under Title IX, BOR policies, and other applicable state statutes.

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, handbook and catalogue. 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. This includes but is not limited to the name, office address, email address and telephone number of the Title IX Coordinators.

From: [Office of Equity and Inclusion](#)
To: [Administrative Departments](#); [AdminUsers \(ListServ\)](#)
Subject: FW: Mandated Reporter
Date: Friday, July 28, 2023 4:40:31 PM
Attachments: [image001.png](#)
[2022-23 Title IX Reporting Procedures for fac-staff.pdf](#)
[NEWOn - Off Campus Resources Final \(002\).pdf](#)

OFFICE OF EQUITY &
INCLUSION

CCSU



Central Connecticut State University
July 28, 2023

Dear CCSU Faculty and Staff,

I would like to thank you for your continued partnership with ensuring that our campus community is safe, committed to inclusion and compliant with Title IX. It is my hope that this email and future communications from the Office of Equity and Inclusion (OEI) will aid you in your role and responsibilities as a **mandated reporter** and employee of CCSU.

Who is a mandated reporter?

Most of you are considered "mandated reporters." The university employees exempted from this are University clergy, and our Counseling and Student Wellness Center staff.

What are the responsibilities of a mandated reporter?

You are required to report information about known or suspected prohibited conduct, whether you as an employee received that information by means of a complaint, report, personal observation, or otherwise, including information learned from third parties.

Prohibited conduct includes allegations of gender-based discrimination involving, sexual misconduct, sexual harassment, dating violence, domestic violence, stalking, or retaliation, must be reported the Title IX Coordinator.

For your convenience, here is our [reporting form](#) which will route complaints the Title IX Coordinator for immediate follow up.

The Title IX Coordinator is responsible for ensuring that all parties have the supportive measures they need (i.e., counseling, academic, or work/housing accommodations).

Attached you will find the most updated On and Off Campus Resources Guide as well as the 2022-2023 Title IX Reporting Procedures guide for employees. For additional information regarding policies and procedures, please visit <https://www.ccsu.edu/OEI/>. If you would like additional information regarding Title IX or discrimination, please contact Dr. Jill Bassett-Cameron, Senior OEI Officer & Title IX Coordinator directly. You may call Dr. Bassett-Cameron at 860-832-1653. The new office location for the Title IX Coordinator and Lindsey Hammell, OEI Case Manager is Willard Di Loreto room W105. Please note that the Office of Victim Advocacy (OVA) is also in Willard Di Loreto room W305. Mr. Jamaal Wagner is CCSU's Sexual Assault & Violence Prevention Specialist.

If you are interested in our office presenting to your staff and/or class, please contact me. We are eager to educate as many Blue Devils as possible.

I appreciate your support as we aim to cultivate a campus environment that is safe and welcoming for all.

Sincerely,

Craig J. Wright

Dr. Craig J. Wright, CAAP (he/him/his)
Vice President/ Equity and Inclusion
Central Connecticut State University
1615 Stanley Street, New Britain CT. 06050
860-832-0178

The background of the slide is a photograph of a large, classical-style university building. On the left, a prominent brick clock tower with a white cupola and two clock faces rises above the main structure. The main building features a portico with six tall, white, fluted columns supporting a pediment with a decorative relief. The building is constructed of red brick with white window frames and trim. The sky is a clear, bright blue with a few wispy clouds.

Central Connecticut State University

Title IX Incident Reporting Procedures for Faculty & Staff

DEFINITIONS

Title IX

Title IX of the Educational Amendments of 1972 is a federal law that prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. Title IX declares sexual harassment as a form of discrimination and requires educational institutions to respond promptly and effectively to reports of sexual misconduct that occur within the institution's education program or activity. Sexual misconduct can take many forms, including sexual harassment, sexual assault, intimate partner violence, stalking, along with other forms of sex- or gender-based misconduct and/or discrimination.

Consent

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.

Sexual Harrassment

A form of sexual misconduct; which can include any unwelcome sexual advances, requests 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.

Sexual Assault

Sexual assault is a crime that will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the Board of Regent's Sexual Misconduct Policy) of the other person or when that person is not capable of giving such consent. Examples include: rape, attempted rape, and/or intentional touching of a person's body for sexual gratification without their consent.

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 include: prostituting another person, non-consensual visual or audio-recording or sexual activity, non-consensual distribution of photos, other images, or information of an individual's sexual activity.

Intimate Partner/Domestic Violence

Includes any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship which such individual that results from any action by such spouse or such person that may be classified as a sexual assault.

Stalking

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 or 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.

Retaliation

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. No institution or person may intimidate, threaten, coerce or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report of complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or hearing related to a report or complaint related to sex discrimination. Examples:

Spreading false rumors, transferring an employee/student to a less desirable position, increasing scrutiny of an employee/student, formal or informal reprimand.

Policy Regarding Sexual Misconduct Reporting, Supportive Measures and Processes Policy.
Board of Regents for Higher Education Connecticut State Colleges and Universities, 2020.

Office for Equity & Inclusion Mission Statement

Central Connecticut State University's Office for Equity & Inclusion (OEI) aims to cultivate a campus environment that is equitable, inclusive, and responsible to enable students, faculty, and staff to achieve their full potential.

OEI works with faculty, staff, and students to develop and maintain a community of inclusion. We act in a transparent manner guided by respect and prompt practices. We also provide training and support on diversity, Title IX, and sexual harassment prevention. OEI is committed to tenets of due process, fairness, quality service, and discretion.

The purpose of the OEI is to build an inclusive community where students, staff, and faculty can participate in a free and respectful exchange of ideas without fear. In establishing this community of understanding, safety, and inclusion, we are preparing students to serve in a diverse world.

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



ONCE MADE AWARE OF AN INCIDENT...

- Upon being made aware of a Title IX/Sexual Misconduct incident, your first priority is to ensure the safety and security of the reporting party (ie: medical, mental health, physical security, etc.). In cases of emergency, call 911 or contact campus police at (860) 832-2375.
- When speaking with the reporting party, be sure to explain that you are a mandated reporter. Therefore, their disclosure will be kept private except for the report you are required to submit to the University, which will prompt the mandated outreach by the Title IX Coordinator/Designee.
- If the reporting party wishes to speak with someone immediately during business hours, (between 8 a.m. and 5 p.m.) the Title IX Coordinator can be contacted at (860) 832-1653 or the University Victim Advocate can be contacted at (860) 832-3795.
- If the reporting party does not express an immediate need to speak with someone, be sure to refer the reporting party to the Office for Equity & Inclusion. Inform the reporting party that additional information can be found on the Office for Equity & Inclusion website.
- When speaking with the reporting party, remember, it is not your role to determine if the incident occurred, but to report what has been disclosed to you.
- The Title IX incident reporting form should be submitted online through the Office for Equity & Inclusion website.
- Please be aware that the Title IX Coordinator or Case Manager may reach out to you for follow up questions and/or provide support as needed.

Note: It is not necessary to complete the report in the presence of the reporting party and it is only necessary for you to enter the information that the reporting party freely disclosed to you (some fields on the report may need to be left blank if you do not know the information.

RESOURCE INFORMATION

ON CAMPUS

CCSU Police Department

(860) 832-2375
911 for emergency services



Office for Equity & Inclusion

Davidson Hall, Room 119
(860) 832-1653



Office Of Victim Advocacy

Willard DiLoreto, Rm 305
(860) 832-3795



Student Wellness Center

Willard DiLoreto, W101
(860) 832-1925



The Ruthe Boyea Women's Center

Student Center, Rm 215
(860) 832-1655



LGBTQ Center

Barrows Residence Hall
(860) 832-2090



OFF CAMPUS

New Britain Police

(860) 826-3000
911 *emergency services



CT Alliance to End Sexual Violence

24 Hour Hotline:
888.999.5545



YWCA Sexual Assault Crisis Services

24 Hour Hotline:
888.999.5545



Prudence Crandall Center

(888) 774-2900



From: [Office of Equity and Inclusion](#)
To: [Administrative Departments](#); [Academic Departments](#)
Subject: FW: NEOED 2.23.23
Date: Thursday, February 23, 2023 5:12:15 PM
Attachments: [image001.png](#)

OFFICE OF EQUITY &
INCLUSION

CCSU



Central Connecticut State University

February 23, 2023

Dear Colleagues,

Throughout the Fall '22 semester my office sent multiple notifications to the university community, urging all faculty and staff to complete the mandatory compliance training. The trainings help to advance CCSU's commitment to providing a safe and nondiscriminatory educational and employment environment that complies with federal and state affirmative action, discrimination, and harassment policies. In our last NECHE review CCSU was grossly lacking in compliance. It is imperative that CCSU is 100% compliant with our training. Therefore, I am asking everyone who has not completed all the modules in NEOED (NEOGov) to complete the trainings by Friday, March 4, 2023.

The training modules are available online via [NEOED Learn](#). The required session topics are Ethics 101; FERPA; Gramm-Leach-Bliley Act; Sexual Harassment Prevention; Title IX/Cleary Act and the Violence Against Women Act; Workplace Violence Prevention; and CSCU/CSCC Equal Employment Opportunity Center of Excellence Diversity Training.

Once you complete each program, you will receive a certification. If you have proof of certification from a previous training, please [email](#) the Senior Equity & Inclusion Officer/Title IX Coordinator, Dr. Jill Bassett Cameron the information and we will make a note of it for this year's compliance. Additionally, if you are having any challenges with your NEOGov account, please contact Jill so we may resolve the issue.

Please visit the Office of Equity & Inclusion's new Employee Training web page at <https://www.ccsu.edu/diversity/employeeTraining> for more information about the trainings. **We ask that you please complete the online modules by March 4, 2023.**

I understand that these requirements will take several hours of your time, and we appreciate your dedication to a safe and inclusive campus community, and a successful NECHE evaluation.

Sincerely,

Craig J. Wright

Craig J. Wright, Vice President
Office of Equity & Inclusion

ON & OFF CAMPUS RESOURCES



CENTRAL
CONNECTICUT STATE UNIVERSITY
OFFICE OF VICTIM ADVOCACY

ON CAMPUS RESOURCES

- ❑ **Office of Vic*m Advocacy**
Sexual Assault & Violence Preven4on Specialist
860-832-3796
Willard DiLoreto Room 305
- ❑ **Office for Equity & Inclusion**
Title IX Coordinator
860-832-1653
Davidson Hall Room 119
- ❑ **Student Wellness Center (CONFIDENTIAL)**
Health Services, Counseling & Student Wellness
860-832-1926 (appointments)
Willard DiLoreto Room W101
- ❑ **The Ruthe Boyea Womens Center**
860-832-1655
Student Center, Room 215
- ❑ **LGBTQ Center**
860-832-2090
Barrows Hall Room 120
- ❑ **Residence Life**
Professional Staff & Residence
Assistants
860-832-1660
Mid Campus, Room 118
- ❑ **Office of Student Affairs**
860-832-1601
Davidson Hall Room 103
- ❑ **CCSU Police Department**
860-832-2375
1500 East Street New Britain, CT

OFF CAMPUS RESOURCES

- ❑ **CT Alliance to End Sexual Violence**
24 Hour Hotline 888-999-5545
24 Hour Hotline *Spanish* 888-568-8332
- ❑ **YWCA Sexual Assault Crisis Services (a member agency of the CT Alliance to End Sexual Violence)**
(New Britain & Har<ord area)
24 Hour Hotline: 888-999-5545
24 Hour Hotline *Spanish* 888-568-8332
- ❑ **Prudence Crandall Center**
(Domes@c Violence Services)
24 Hour Hotline 888-774-2900
24 Hour Hotline 888-273-8255
- ❑ **Suicide Preven*on Lifeline**
*9-8-8 (Can call or text)
- ❑ **Hospital of CentralConnecticut**
100 Grand Street New Britain
860-224-5011

861-SAFE program for sexual assault forensic exams-exam can be done up to 120 hours aNer a sexual assault. A survivor is not required to report to police at the @me of the exam.
- ❑ **Office of Vic*m Services**
800-822-8428
- ❑ **Safe Helpline**
(Department of Defense Community)
877-995-5247
- ❑ **New Britain Police Department**
860-826-3000
10 Chestnut Street New Britain, CT

Support Groups Available:

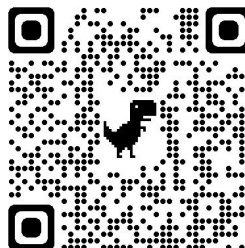
YWCA Friends and Family of Sexual Assault Survivors Group

- Our hour long groups will provide a supportive space for secondary survivors. Learn how to best support your loved one in their healing process, and allow us to help guide you in yours.

Meets the first Wednesday of every month - Offering two times for easier access. Registration is required call 860-225-4681

- Lunch and Learn: 12 - 1 p.m.
- Evening Meet Up: 6 - 7 p.m.

Scan for instructions on how to obtain a Civil Protection Order



Student Wellness Counseling Support Groups



Prudence Crandall Center Groups



YWCA Sexual Assault Resources/Groups



DATE	TIME	TRAINING/PRESENTATION/EVENT	FORMAT	NUMBER OF ATTENDEES
1/9/2023	1:30-2:15	Student Center Employee Training; Title IX & Sexual Assault	in person	7
1/11/2023	9:00-9:45	New Student Orientation-Resources Fair	in person	10
1/12/2023	2:00-4:00	RA Training	in person	60
1/13/2023	1:00-1:45	New Student Orientation-Resources Fair	in person	130
1/20/2023	8:00-5:00	MLK Breakfast & Day of Service (OEI Event)	in person	
2/2/2023	4:00-5:00	Title IX Training; New Spring enrollees athletes & coaches	in person	16
2/5/2023	12:30-1:30	Title IX Training; OVA Spring interns	in person	2
2/6/2023	12:00-2:00	OVA Open House (Willard-DiLoreto)	in person	51
2/7/2023	3:00-3:30	OVA 101 Class presentation; Prof. Radar	in person	22
2/7/2023	12:00-2:00	OVA Open House (Willard-DiLoreto)	in person	11
2/8/2023	10:30-12:30	Tabling Office of Victim Advocacy (Willard-DiLoreto)	in person	18
2/8/2023	6:00-8:00	Quinnipiac "Sexual Assault on Campus & Title IX: Balancing the	Virtual	100+
2/9/2023	12:00-2:00	OVA Open House Resource Gathering (Willard-DiLoreto)	in person	45
2/10/2023	12:00-2:00	OVA Open House (Willard-DiLoreto)	in person	10
2/14/2023	1pm	Interns for OVA/OEI T9 Training	in person	2
2/14/2023	6:00-8:00	RA Program; Healthy Relationships (James Hall)	in person	10
2/15/2023	3:05- 4:20	OVA 101 Class presentation; Prof. Ritzenhoff	in person	25
2/23/2023	7:30-8:45pm	RA programming, Healthy Relationships (Seth North)	in person	11
3/1/2023	3:30-4:00	OVA presentation for Learning Center	in person	10
3/1/2023	10:30-12:30	Tabling Office of Victim Advocacy	in person	27
3/8/2023	9:25- 10:30	OVA 101 Class presentation; Prof. Sikorsky	in person	21

3/22/2023	2:30-4:30	Tabling Office of Victim Advocacy	in person	4
3/24/2023	1:30-3pm	Working with People- Title IX education and Theater Faculty	in person	7
3/25/2023	10:00-1:00pm	CCSU Acceptance Day	in person	77
3/28/2023	2:30pm	Study Aboard Training	in person	10
3/28/2023	6:30pm-7:30pm	Residence Hall presentation	in person	5
3/30/2023	6:00pm-7:00pm	Residence Hall presentation	in person	10
4/5/2023	1-2pm	GA/GI Training for Title IX spring	in person	2
4/5/2023	3-4pm	GA/GI Training for Title IX spring	in person	5
4/6/2023	10:50-12:15	Healthy Relationships Class presentation; Prof. Andreoletti	in person	30
4/6/2023	9-10am	GA/GI Training for Title IX spring	in person	4
4/6/2023	1-2pm	GA/GI Training for Title IX spring	in person	4
4/6/2023	2-3pm	GA/GI Training for Title IX spring	in person	4
4/10/2023	1:40pm-2:40pm	CRM 231 – Criminal Procedure and the Courts, class workshop	in person	30
4/10/2023	9-10am	GA/GI Training for Title IX spring	in person	3
4/10/2023	10-11am	GA/GI Training for Title IX spring	in person	5
4/11/2023	10:50-12:15	CRM 230 - Law Enforcement and Society class workshop on T9	in person	30
4/12/2023	10:40-11:40am	CRM 463 – Con Law and the CJ System, class workshop on T9	in person	30
4/12/2023	3:05-4:20pm	CGVC 455- Global Visual Communication class	in person	25
4/12/2023	10:30-12:30	Tabling Office of Victim Advocacy (Pledge to end Sexual violence)	in person	10
4/14/2023	9:30-11:30	Student Athlete Success Series	in person	42
4/17/2023	11:30-12:30pm	GA/GI Training for Title IX spring	in person	4
4/19/2023	2:30-4:30	Tabling Office of Victim Advocacy	in person	5

4/21/2023	1:00pm-3:00pm	IRC Tabling	in person	25
4/24/2023	12:15-1:15	Mentoring Mondays Program	in person	6
4/25/2023	1-3pm	New HD training	in person	2
4/26/2023	10:00-4:00	Clothesline Project/Denim Day	in person	95
4/26/2023	10:50-12:30pm	CRM 240: Gender, Crime, and CJ, class workshop on T9	in person	20
4/29/2023	9:00-1:30pm	CCSU Acceptance Day	in person	74
5/17/2023	2-3pm	Summer Conference staff-Res Life	in person	20
5/25/2023	4:00pm- 7:00pm	CCSU Acceptance Day	in person	55
6/8/2023	1:00-2:45	OL Training with OVA interns	in person	45
6/13/2023	9:00-10:00	First Year Student Program Resource Fair	in person	20
6/15/2023	9:00-10:00	First Year Student Program Resource Fair	in person	22
6/16/2023	9:00-3:00	Orientation Leaders; Tabling in DiLoreto	in person	100
6/21/2023	11-12:30pm	Trio Staff I OEI, T9, OVA	in person	8
6/21/2023	9:00-10:00	First Year Student Program Resource Fair	in person	25
6/22/2023	9:00-3:00	First Year Student Program Resource Fair	in person	100
6/26/2023	9:00-10:00	First Year Student Program Resource Fair	in person	30
6/24/2023	1pm-3pm	Title IX requirement for Athletics	in person	31
6/27/2023	9:00-3:00	Orientation Leaders; Tabling in DiLoreto	in person	115
6/29/2023	9:00-10:00	First Year Student Program Resource Fair	in person	35
6/29/2023	11am-12:30	Trio Staff II OEI, T9 and OVA	in person	8
6/30/2023	9:00-3:00	Orientation Leaders; Tabling in DiLoreto	in person	125
7/6/2023	10:00-11:00	Trio students presentation	in person	25

7/10/2023	9:00-10:00	First Year Student Program Resource Fair	in person	27
7/11/2023	9:00-3:00	Orientation Leaders; Tabling in DiLoreto	in person	130
7/12/2023	10:00-11:00	Title IX Training; Athletic Staff	in person	6
7/13/2023	9:00-10:00	First Year Student Program Resource Fair	in person	20
7/18-7/21/23	11:00-5:00	Green Dot Training	virtual	Participated in
7/28/2023	3:00-4:15	SGA training OEI, OVA, T9	in person	21
8/7/2023	12:15-1:45	Success Panel for new/transfer Football athletes	in person	40
8/7/2023	1:00-2:00	Title IX Training; Women's Soccer	in person	31
8/8/2023	1:30pm-2:45pm	Res Life Pro Staff Title IX training	in person	10
8/10/2023	2pm-3pm	New Student Program Resource Fair	in person	all
8/15/2023	3:15pm-4:15pm	Title IX Training, Football team	in person	108
8/16/2023	10:00-12:00	Title IX Training; New RA Staff	in person	32
8/16/2023	12:30-1:30	Student Center Staff Title IX Training	in person	35
8/21/2023	10:00-11:00	Title IX Training; Women's Volleyball	in person	30
8/22/2023	1pm-2:30pm	Learning Center Staff Training OEI, T9, OVA	in person	7
8/22/2023	9:00-10:00	First Year Student Program Resource Fair	in person	all
8/23/2023	9:00-10:00	New Transfer Student Program Resource Fair	in person	all
8/24/2023	2-6pm	RA Behind Closed doors for TIX cases	in person	all RAs
8/28/2023	9-10am	Title IX training for OVA interns	in person	4 interns
8/28/2023	2-5pm	Two rotations of Dare to be a Blue Devil, TIX/bystander for all new	in person	500
9/6/2023	2:30-3:30	Title IX Training; Women's Lacrosse	in person	50
9/7/2023	9-10am	Title IX training for campus	in person	6

9/7/2023	1-2pm	Title IX training for campus	in person	8
9/7/2023	6-7pm	Title IX training for campus	in person	3
9/8/2023	1:30-2:30	Title IX Training; Swimming & Diving	in person	50
9/8/2023	11-12pm	Title IX Training; Men and Women Track	in person	40
9/12/2023	2:30-4pm	Hostile Work and Communion for Energy Center	in person	6
9/12/2023	7pm	Title IX for RA program Gall/Sam A	in person	15
9/13/2023	2:00-3:00	Title IX Training; Men's Basketball	in person	30
9/18/2023	10am-1pm	OVA Open House	in person	30
9/18/2023	2-4pm	Title IX training for campus	in person	15
9/18/2023	4-5pm	Title IX training for campus	in person	4
9/19/2023	7am-9am	Hostile Work and Communion for Energy Center	in person	5
9/19/2023	10-1pm	OVA Open House	in person	30
9/19/2023	12-1pm	Title IX training for campus	in person	4
9/20/2023	10am-2pm	Involvement Fair	in person	50
9/22/2023	1-2pm	Title IX training for campus	in person	4
9/23/2023	9am-11am	Title IX for Clubs/orgs on Saturday	in person	30
9/27/2023	1pm-2pm	Title IX training for student leaders	in person	4
9/28/2023	10am-2pm	Fresh Check Day	in person	50
9/29/2023	6-7pm	Title IX RA program for Mid campus	in person	10
10/4/2023	3pm-3:30pm	FYE class	in person	30
10/16/2023	6-7pm	Healthy Relationships presentation	in person	15
10/16/2023	10-11am	Title IX training for campus	in person	10

10/16/2023	4-5pm	Title IX training for campus	in person	10
10/17/2023	11:00am-12:00pm	Title IX Training baseball	in person	24
10/23/2023	4-5pm	FYE class presentation	in person	24
10/26/2023	9:30am	FYE class	in person	15
10/26/2023	3pm- 4pm	OVA training (Professor Morreli)	in person	20
11/10/2023	10:00am- 11:00am	Titile IX training softball	in person	21
11/14/2023	12pm	FYE class presenation	in person	20
11/21/2023	12pm-1pm	Title IX training for study aboard	in person	6
12/5/2023	10:50-12pm	FYE class presentation	in person	45
12/11/2023	11-12pm	IT training	in person	10
1/9/2024	10:45am-12:45pm	RA Title IX refresher training	in person	61
1/10/2024	8:45am- 10:00am	New Student Program Resource Fair	in person	30
1/12/2024	8:45am- 10:00am	New Student Program Resource Fair	in person	20
1/18/2024	10:30am-1:30pm	OVA Tabling	in person	25
2/22/2024	10:00am-1:00pm	OVA Tabling	in person	45
3/1/2024	10:00am-11:00am	Womens Basketball	in person	13
3/5/2024	7:00pm-8:00pm	RA presentation	in person	20
3/7/2024	3:00pm-3:45pm	Learning Center Staff Training OVA	in person	11
3/23/2024	8:30am-4:00pm	Acceptance Day	in person	155
3/26/2024	10:00am-3:00pm	Clothesline project tabling	in person	21
3/27/2024	10:30am- 1:30pm	OVA Tabling	in person	20
4/2/2024	10:00am-3:00pm	Clothesline project tabling	in person	33

4/3/2024	10:30am-1:30pm	OVA Tabling	in person	35
4/9/2024	10:00am-3:00pm	Clothesline project tabling	in person	21
4/9/2024	6pm-night event	Take Back the Night March	in person	85
4/10/2024	10:00am-3:00pm	Clothesline project tabling	in person	8
4/13/2024	8:30am-4:00pm	Open House	in person	200
4/14/2024	10:00am-3:00pm	Clothesline project tabling	in person	11
4/16/2024	10:30am-1:30pm	OVA Tabling	in person	15
4/18/2024	afternoon	What Were You Wearing- exhibit	in person	25
4/22/2024	afternoon	National Crime Victims Week	in person	open to all

Jamaal Wagner
Jill Bassett Cameron
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Jill Bassett Cameron and Lourdes
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Jill Bassett Cameron and Lourdes
Jamaal Wagner
Jamaal Wagner
Jamaal Wagner
Jill Bassett Cameron
Jamaal Wagner

Jamaal Wagner
Lindsey Hammell & Jamaal Wagner
Jill Bassett Cameron
Jamaal Wagner
Jill Bassett Cameron
Jamaal Wagner
all
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OEI STAFF
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Jamaal Wagner
Jamaal Wagner
OEI STAFF
Jamaal Wagner
Jamaal Wagner & Lindsey Hammell
OEI STAFF
Jamaal Wagner
Jill Bassett Cameron and Lindsey Hammell
Jill Bassett Cameron and Lindsey Hammell
Jamaal Wagner
Jill Bassett Cameron and Lindsey Hammell
Jill Bassett-Cameron & Lindsey Hammell
Jill Bassett Cameron and Lindsey Hammell
Jill Bassett Cameron and Lindsey Hammell
Jill Bassett Cameron and Jamaal Wagner
Jamaal Wagner
Jamaal Wagner
Jill Bassett Cameron
Jill Bassett Cameron
Jill Bassett Cameron, 3 OL's and 2 RAs
Jamaal Wagner
Jill Bassett Cameron

Jill Bassett Cameron
Jill Bassett Cameron
Jill Bassett Cameron
Jill Bassett Cameron
Jill Bassett Cameron and Craig Wright
Jill Bassett Cameron
Jill Bassett Cameron
Jamaal Wagner and interns
Jill Bassett Cameron
Jill Bassett Cameron
Jill Bassett Cameron and Craig Wright
Jamaal Wagner and interns
Jill Bassett Cameron
OVA, OEI, LGBTQ Center
Jill Bassett Cameron
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Jill Bassett Cameron
Jamaal Wagner
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Jamaal Wagner
Jamaal Wagner
Jacqueline Cobbina-Boivin various speakers/ student speak out
Jamaal Wagner
Jamaal Wagner
Jamaal Wagner
Jamaal Wagner
Jacqueline Cobbina-Boivin
Jacqueline Cobbina-Boivin State Office of Victim Advocacy



**Central Connecticut State University
Sexual Misconduct Climate Survey Report
August 15, 2024**

In accordance with Connecticut State Statute HB 6374, *An Act Concerning Sexual Misconduct on College Campuses*, Central Connecticut State University conducted a Sexual Misconduct Climate Survey of enrolled students during the Spring 2024 semester. At the recommendation of the university's Institutional Review Board (IRB), the survey was sent only to students 18 years of age and older. The survey administered was the ARC3, which was deemed by the CT Council on Sexual Misconduct Climate Assessments to meet the requirements of this statute.

Prior to the launch of the survey, the university emailed all enrolled students (18 and older) on February 23, 2024 to inform them of the survey. The survey was made available to students on March 5, 2024 and was open for students to complete until it closed on April 4, 2024. During that period, six email reminders were sent to students requesting their participation in completing the survey; in addition, content was displayed on TV monitors throughout campus reminding students to complete the survey and the university offered a gift card incentive for completion. The university attained a 16% response rate for this survey.

As a next step, Central is working on a plan to address the issues identified through this survey. The university also plans to readminister the Sexual Misconduct Survey during the Fall 2024 semester, and every two years thereafter, to align it with the university's biennial Campus Climate Survey cycle. The results of this survey are also displayed on the university's Office of Equity and Inclusion's webpage.

A summary of responses pertaining to each question of Central's Sexual Misconduct Climate Survey are delineated on the following pages of this report.

Central Connecticut State University Sexual Misconduct Survey Results 2024				
Undergraduate and Graduate Student Response Rate: 16%				
Survey Question	All responses			
	N	%		
Q 1.) Since coming to CCSU, have you received information (e.g., presentations, training) about the following? Please check all that apply.				
The definitions about the types of sexual misconduct.	970	82%		
How to report an incident of sexual misconduct.	935	79%		
Where to go to get help if you or someone you know experiences sexual misconduct.	962	82%		
Protections against sexual misconduct, such as Title IX.	859	73%		
How to help prevent sexual misconduct.	840	71%		
Student code of conduct or honor code.	898	76%		
Total Responses	1,178			
Q 2.) Since you came to CCSU, which of the following have you done? Please check all that apply.				
Discussed sexual misconduct/rape in class.	312	27%		
Attended a CCSU event or program about sexual misconduct and/or what you can do as a bystander to stop sexual misconduct.	272	24%		
Seen posters on campus about sexual misconduct (e.g., raising awareness, preventing rape, defining sexual misconduct).	891	78%		
Seen or heard campus administrators or staff address sexual misconduct.	426	37%		
Read a report about sexual violence rates at CCSU.	349	31%		
Visited a CCSU website with information on sexual misconduct.	430	38%		
Seen or heard about sexual misconduct in a CCSU student publication or CCSU media outlet.	516	45%		
Total Responses	1,141			
Q 3.) Using the scale provided, please indicate your level of agreement with the following statements.				
If a friend or I experienced sexual misconduct, I know where to go to get help on campus.	Yes	583	48%	87%
	I think so	475	39%	
	I have no clue	163	13%	
	Total Responses	1,221		
I understand what happens when a student reports a claim of sexual misconduct at CCSU.	Yes	530	44%	75%
	I think so	386	32%	
	I have no clue	302	25%	
	Total Responses	1,218		
I would know where to go to make a report of sexual misconduct.	Yes	598	49%	86%
	I think so	442	36%	
	I have no clue	176	14%	
	Total Responses	1,216		
Q 4.) The following statements describe how CCSU might handle it if a student reported an incident of sexual misconduct. Using the scale provided, please indicate the likelihood of each statement.				
The institution would take the report seriously.	Very Likely	492	42%	78%
	Likely	425	36%	
	Neutral Likely nor Unlikely	170	14%	
	Unlikely	48	4%	
	Very Unlikely	45	4%	
	Total Responses	1,180		
The institution would maintain the privacy of the person making the report.	Very Likely	584	50%	87%
	Likely	437	37%	
	Neutral Likely nor Unlikely	119	10%	
	Unlikely	24	2%	
	Very Unlikely	15	1%	
	Total Responses	1,179		
The institution would take steps to protect the safety of the person making the report.	Very Likely	507	43%	80%
	Likely	434	37%	
	Neutral Likely nor Unlikely	164	14%	
	Unlikely	47	4%	
	Very Unlikely	25	2%	
	Total Responses	1,177		

Central Connecticut State University Sexual Misconduct Survey Results 2024				
Undergraduate and Graduate Student Response Rate: 16%				
Survey Question	All responses			
	N	%		
Q 4.) The following statements describe how CCSU might handle it if a student reported an incident of sexual misconduct. Using the scale provided, please indicate the likelihood of each statement. (Continued)				
The institution would provide support and/or provide accommodations to support the person (e.g., academic, housing, safety, etc.)	Very Likely	470	40%	76%
	Likely	426	36%	
	Neutral Likely nor Unlikely	182	15%	
	Unlikely	61	5%	
	Very Unlikely	37	3%	
	Total Responses	1,176		
The institution would take action to address factors that may have led to the sexual misconduct.	Very Likely	421	36%	72%
	Likely	421	36%	
	Neutral Likely nor Unlikely	210	18%	
	Unlikely	74	6%	
	Very Unlikely	46	4%	
	Total Responses	1,172		
The institution would handle the report fairly.	Very Likely	396	34%	69%
	Likely	420	36%	
	Neutral Likely nor Unlikely	257	22%	
	Unlikely	63	5%	
	Very Unlikely	41	3%	
	Total Responses	1,177		
The institution would label the person making the report a troublemaker	Very Likely	142	12%	24%
	Likely	145	12%	
	Neutral Likely nor Unlikely	219	19%	
	Unlikely	297	25%	
	Very Unlikely	376	32%	
	Total Responses	1,179		
Q 5.) Indicate your level of awareness of the campus and community resources specifically related to sexual misconduct response at CCSU:				
Office of Victim Advocacy	Aware	449	39%	79%
	Somewhat Aware	466	40%	
	Not at all aware	249	21%	
	Total Responses	1,164		
Office of Student Rights and Responsibilities	Aware	376	32%	73%
	Somewhat Aware	470	40%	
	Not at all aware	316	27%	
	Total Responses	1,162		
Office of Equity and Inclusion/Title IX Coordinator	Aware	474	41%	77%
	Somewhat Aware	422	36%	
	Not at all aware	265	23%	
	Total Responses	1,161		
Counseling Center	Aware	775	67%	93%
	Somewhat Aware	302	26%	
	Not at all aware	85	7%	
	Total Responses	1,162		
Health Services	Aware	807	70%	94%
	Somewhat Aware	281	24%	
	Not at all aware	69	6%	
	Total Responses	1,157		

Central Connecticut State University Sexual Misconduct Survey Results 2024				
Undergraduate and Graduate Student Response Rate: 16%				
Survey Question	All responses			
	N	%		
Q 6.) The following statements address stalking victimization. How many times have one or more people done the following things to you since you enrolled at CCSU?				
Watched or followed you from a distance, or spied on you with a listening device, camera, or GPS [global positioning system?]	None	1,010	88%	
	1-2	93	8%	
	3 or more	32	3%	
	I prefer not to answer	18	2%	
	Total Responses	1,153		
Approached you or showed up in places, such as your home, workplace, or school when you didn't want them to be there?	None	1,001	87%	
	1-2	101	9%	
	3 or more	34	3%	
	I prefer not to answer	17	1%	
	Total Responses	1,153		
Left unwanted gifts, strange and/or potentially threatening items for you to find?	None	1,077	93%	
	1-2	47	4%	
	3 or more	13	1%	
	I prefer not to answer	16	1%	
	Total Responses	1,153		
Sneaked into your home or car and did things to scare you by letting you know they had been there?	None	1,109	96%	
	1-2	17	1%	
	3 or more	11	1%	
	I prefer not to answer	17	1%	
	Total Responses	1,154		
Made unwanted communication with you such as messages via text, voice, or social media, or phone calls.	None	908	79%	
	1-2	157	14%	
	3 or more	70	6%	
	I prefer not to answer	18	2%	
	Total Responses	1,153		
Q 7.) The following statements address dating violence victimization. Answer the next questions about any hook-up, boyfriend, girlfriend, husband, or wife you have had, including exes, regardless of the length of the relationship, since you enrolled at CCSU.				
Not including horseplay or joking around, the person threatened to hurt me and I thought I might really get hurt.	Never	1,040	91%	
	Once or Twice	51	4%	
	Sometimes	17	1%	
	Often	4	0%	
	I prefer not to answer	32	3%	
	Total Responses	1,144		
Not including horseplay or joking around, the person pushed, grabbed, or shook me.	Never	1,029	90%	
	Once or Twice	60	5%	
	Sometimes	18	2%	
	Often	7	1%	
	I prefer not to answer	30	3%	
	Total Responses	1,144		
Not including horseplay or joking around, the person hit me or beat me up.	Never	1,076	94%	
	Once or Twice	27	2%	
	Sometimes	7	1%	
	Often	6	1%	
	I prefer not to answer	28	2%	
	Total Responses	1,144		

Central Connecticut State University Sexual Misconduct Survey Results 2024				
Undergraduate and Graduate Student Response Rate: 16%				
Survey Question	All responses			
	N	%		
Q 7.) The following statements address dating violence victimization. Answer the next questions about any hook-up, boyfriend, girlfriend, husband, or wife you have had, including exes, regardless of the length of the relationship, since you enrolled at CCSU. (Continued)				
Not including horseplay or joking around, the person stole or destroyed my property.	Never	1,056	92%	
	Once or Twice	47	4%	
	Sometimes	11	1%	
	Often	5	0%	
	I prefer not to answer	25	2%	
	Total Responses	1,144		
Not including horseplay or joking around, the person can scare me without touching me.	Never	1,004	88%	
	Once or Twice	65	6%	
	Sometimes	30	3%	
	Often	16	1%	
	I prefer not to answer	29	3%	
	Total Responses	1,144		
Q 8.) Since being at CCSU, have you experienced any form of sexual violence? (If response is "No" or "Unsure/I prefer not to say" please skip to Q19.)				
	No	1,000	88%	
	Unsure/ I prefer not to say	60	5%	
	Yes	79	7%	
	Total Responses	1,139		
Q 9.) When did the most recent experience take place?				
	Less than 2 months	14	18%	
	3 to 5 months	16	21%	
	6 to 12 months	16	21%	
	1 to 2 years	17	22%	
	2 to 4 years	12	16%	
	4 or more years	2	3%	
	Total Responses	77		
Q 10.) Did you tell anyone about this incident before this questionnaire?				
	Yes	54	68%	
	No	25	32%	
	Total Responses	79		
Q 11.) Who did you tell? Check all that apply.				
Roommate or close friend	44			
Romantic partner	25			
Family member (parent, guardian, sibling, etc.)	26			
Doctor/nurse	10			
Religious leader	0			
Off-campus rape crisis center staff	2			
Off-campus counselor/therapist	10			
On-campus counselor therapist	5			
CCSU health services	4			
CCSU police department	6			
Local police	3			
Office of Equity and Inclusion	14			
Resident Advisor or Residence Life staff	6			
CCSU faculty or staff	16			
Total Responses	171			

Central Connecticut State University Sexual Misconduct Survey Results 2024				
Undergraduate and Graduate Student Response Rate: 16%				
Survey Question		All responses		
		N	%	
Q 12.) How useful was the on-campus counselor/therapist in helping you deal with the incident?				
	Not at all useful	-		
	Somewhat useful	-		
	Useful	-		
	Total Responses	<10		
Q 13.) How useful were the CCSU health services in helping you deal with the incident?				
	Not at all useful	-		
	Somewhat useful	-		
	Useful	-		
	Total Responses	<10		
Q 14.) How useful was the CCSU police department in helping you deal with the incident?				
	Not at all useful	-		
	Somewhat useful	-		
	Useful	-		
	Total Responses	<10		
Q 15.) How useful was the Office of Equity and Inclusion in helping you deal with the incident?				
	Not at all useful	-		
	Somewhat useful	-		
	Useful	-		
	Total Responses	<10		
Q 16.) How useful was the Resident Advisor or Residence Life staff in helping you deal with the incident?				
	Not at all useful	-		
	Somewhat useful	-		
	Useful	-		
	Total Responses	<10		
Q 17.) How useful was the CCSU faculty or staff in helping you deal with the incident?				
	Not at all useful	-		
	Somewhat useful	-		
	Useful	-		
	Total Responses	<10		
Q 18.) What kind of responses did you receive from those you told or reported to on campus? Please check all that apply.				
Responded in a way that made you feel supportive.		65	78%	
Helped you gather information or find resources or services.		31	37%	
Doubted you, asked questions to determine if it really happened, or refused to believe you.		12	14%	
Blamed you for the assault, or said you could have done something to prevent it, or asked why you didn't do		8	10%	
Minimized the importance or seriousness of what happened.		21	25%	
Responded in a cold or detached way.		14	17%	
Connected you with the CCSU staff that could provide you with appropriate resources on campus: counseling,		12	14%	
Told you to not talk about it and/or to move on.		13	16%	
Inappropriately told others about it without your permission.		10	12%	
Total Responses		83		

Central Connecticut State University Sexual Misconduct Survey Results 2024				
Undergraduate and Graduate Student Response Rate: 16%				
Survey Question	All responses			
	N	%		
Q 19.) Using the scales provided, please indicate the degree to which you agree or disagree with the following statements.				
On or around CCSU, I feel safe from sexual harassment.	Agree	715	63%	
	Neutral	351	31%	
	Disagree	66	6%	
	Total Responses	1,132		
On or around CCSU, I feel safe from dating violence.	Agree	834	74%	
	Neutral	262	23%	
	Disagree	34	3%	
	Total Responses	1,130		
On or around CCSU, I feel safe from sexual violence.	Agree	752	66%	
	Neutral	318	28%	
	Disagree	61	5%	
	Total Responses	1,131		
On or around CCSU, I feel safe from stalking.	Agree	676	60%	
	Neutral	367	33%	
	Disagree	86	8%	
	Total Responses	1,129		
Q 20.) What is your current age?				
	18 - 20 Years	438	33%	
	21 - 25 Years	384	29%	
	26 - 35 Years	144	11%	
	36 - 72 Years	121	9%	
	Unknown	233	18%	
	Total Responses	1,320		
Q 21.) What is your current gender identity?				
	Male	363	32%	
	Female	717	64%	
	Non-binary / third gender	27	2%	
	Prefer not to say	19	2%	
	Other	2	0%	
	Total Responses	1,128		
Q 22.) Describe your race/ethnicity. Please check all that apply.				
American Indian or Alaska Native		11	1%	
Asian		75	7%	
Black or African American		173	15%	
Hispanic or Latino/a		220	20%	
Native Hawaiian or Pacific Islander		6	1%	
White		738	66%	
Other		40	4%	
Total Responses		1,124		
Q 23.) Are you an international student?				
	Yes	151	13%	
	No	975	87%	
	Total Responses	1,126		

Central Connecticut State University Sexual Misconduct Survey Results 2024				
Undergraduate and Graduate Student Response Rate: 16%				
Survey Question		All responses		
		N	%	
Q 24.) What is your sexual orientation?				
	Straight	835	74%	
	Lesbian	27	2%	
	Gay	25	2%	
	Bisexual	134	12%	
	Pansexual	32	3%	
	Asexual	10	1%	
	Other	15	1%	
	Prefer not to say	49	4%	
Total Responses		1,127		
Q 25.) What year of school are you in				
	First	223	20%	
	Second	193	17%	
	Third	225	20%	
	Fourth or more	282	25%	
	Graduate	202	18%	
Total Responses		1,125		
Q 26.) Which of the following best describes your living situation				
	On campus residence hall/dormitory	309	27%	73%
	Off-campus housing without family	192	17%	
	Off-campus housing with family	625	56%	
Total Responses		1,126		