The background of the report cover features a photograph of a street scene. At the top, a red street sign with a white building icon and the text "Eastern Road" is visible against a clear blue sky. Below the sign, a semi-transparent grey rectangular box contains the title text in a dark blue, serif font. The bottom of the image is filled with a dense, vibrant bed of pink and orange flowers. On the left side, a yellow pedestrian crossing sign is partially visible.

CONN. GEN. STAT. § 10a-55m(f) SEXUAL VIOLENCE REPORT 2023

**Eastern Connecticut
State University**

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

Introduction

Founded in 1889, Eastern Connecticut State University is Connecticut's Public Liberal Arts University. While the University's dedicated mission is to provide a liberal education that is practically applied, the well-being and safety of the University community also remain a top priority. The Board of Regents, which governs Eastern Connecticut State University and its other 16 affiliated colleges and universities, develops the system's policies that address issues of sexual assault, interpersonal violence, and domestic violence. While adhering to these policies, Eastern Connecticut State University uses a proactive and multi-pronged strategic approach to combat issues of sexual assault, stalking, and interpersonal violence. This report was prepared for the Connecticut General Assembly in accordance with Section 10a-55m(f) of the Connecticut General Statutes and summarizes all reports and disclosures made to the university from January 1, 2023 – December 21, 2023. For more information on ECSU policies and resources related to sex and gender-based violence, interpersonal violence, and stalking please visit our website at [Title IX - Eastern \(easternct.edu\)](#).

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

The BOR/CSCU policies regarding sexual misconduct reporting are available at <http://www.ct.edu/regents/policies>. these policies include:

- [2-01 Student Code of Conduct](#)
- [4-03 Consensual Relationship Policy](#)
- 4-11 BOR/ CSCU Statement of Title IX Policy (Attached in Appendix A)
- 5-02 Sexual Misconduct Reporting, Supporting Measures and Process Policy ((Attached in Appendix A)
- Title IX Grievance Procedures – (Attached in Appendix A)

The policies cover terms and procedures associated with sexual misconduct issues and allegations. The right to notify law enforcement and seek protective orders is included in the policies. The BOR/CSCU also recognizes the rights of both parties. The [Title IX website](#) at Eastern includes confidential resources available to both respondents and complainants. For employees and students, the policies are available on the Eastern website and presented at orientation for each group.

Response and Support Resources

Office of Equity and Diversity/ Title IX

The Director of Institutional Equity/ Title IX Coordinator, is responsible for overseeing the institution's response to reports of sex- and gender-based discrimination for both students and employees, ensuring compliance with Title IX regulations. This includes conducting intakes, managing cases of all disclosures and reports, coordinating investigations, and providing support and resources to those involved. Additionally, they implement policies to prevent discrimination, promote a safe and equitable environment, and ensure appropriate corrective actions are taken. The role also involves providing training and education to the community on Title IX-related matters.

Sexual Assault & Interpersonal Violence Response Team

Eastern Connecticut State University's Sexual Assault & Interpersonal Violence Response Team (SAIV-RT) is a campus and community-based team dedicated to creating and maintaining a campus environment free of all forms of sexual harassment, sexual assault, dating/domestic violence, and stalking. The Team is committed to providing trauma-informed response, advocacy, prevention, intervention, and support to restore the safety of students who experience interpersonal violence.

Division of Student Affairs

While the University provides training and prevention education to the key stakeholder departments, staff members in the Office of Housing and Residential Life, such as hall directors and resident assistants, serve as critical frontline support against sexual assault, stalking, and interpersonal violence for students residing on campus.

The Director of the Women's Center also serves as the University Victim's advocate supports student victims of sexual assault, interpersonal violence, and domestic violence. They connect complainants with on- and off-campus resources and provide guidance throughout the process. Additionally, the advocate co-chairs the Sexual Assault & Interpersonal Violence Response Team, working to ensure a coordinated response to incidents.

The Sexual Assault Crisis Center of Eastern Connecticut

The Sexual Assault Crisis Center of Eastern Connecticut is a private non-profit agency that offers free, confidential, and comprehensive services to victims of sexual assault and abuse. They work closely with our students, and we have a college advocate who holds office hours two days a week in the women's center. This organization serves as a confidential resource for ECSU's students. SACCEC is a member of the Connecticut Alliance to End Sexual Violence, the statewide coalition of sexual assault crisis agencies.

ECSU Campus Police

The University's Public Safety Department is available 24/7 to address sexual assault, interpersonal violence, and domestic violence. Sworn police officers, trained through the Connecticut Police Academy and certified by the Police Officer Standards and Training Council, have full authority to apprehend and arrest individuals for on-campus illegal activity. Criminal offenses are prosecuted through the Windham and Tolland Judicial Districts. The department collaborates with local, state, and federal agencies and is part of the 911 Emergency System.

Written Notification of Rights and Options

ECSU offers various methods to inform students about their rights and available resources on campus. These include workshops, email communications, residence hall visits, and collaborative events. We also provide written notifications to educate students on these topics. Additionally, the Title IX website serves as a comprehensive resource, offering information related to sexual misconduct, interpersonal violence, and stalking. Examples of written notifications offered to students can be found in **Appendix B**.

Prevention, Awareness, and Risk Reduction Programs and Campaigns

ECSU has the *Title IX: Sexual Misconduct, Interpersonal Violence, or Stalking* reporting form that allows community members to submit reports on concerns involving sexual misconduct,

sexual violence, intimate partner violence, and stalking directly to the Office of Equity and Diversity. This form is currently used by all mandated reports who receive disclosures of sexual misconduct, sexual violence, interpersonal violence, and stalking.

In 2023, the University also provided online training and prevention education on sexual assault, stalking, and interpersonal violence through "Not Anymore." "Not Anymore" allowed the University to educate students, instructional faculty, and staff members. Of particular importance, the online tool allowed the University to reach second-shift employees, many of whom used an online platform for the first time. These employees now had information on which offices offered support and where to file reports in cases of sexual assault, stalking, and interpersonal violence. Along with the online training, the University provided in-person sexual harassment prevention training for faculty and staff and shared the contact information for offices that offer support.

The Title IX training spreadsheet includes a variety of programs for public awareness, prevention, and risk reduction carried out for members of the University community. Given that the spreadsheet contains the trainings, this narrative will highlight a small selection of the trainings. The public awareness, prevention, and risk reduction outreach also included programs targeted to athletic personnel. This spreadsheet is included in **Appendix C**. The Women's Center has continued awareness programs from previous years, such as the Red Flag Campaign and Bystander Intervention. University public safety officers have attended various certification trainings related to domestic violence and sexual assault response. Staff members have also consistently attended national Title IX and student conduct conferences.

The campus web pages for the Women's Center, Student Conduct, Equity and Diversity, Title IX, and other departments play a critical role in publicizing available resources and campus safety. Eastern Connecticut State University continues to promote and utilize the LiveSafe App that allows any member of the campus community the ability to travel to one's destination, usually at night, while being monitored by public safety, another student, or friend.

Incidents of Sexual assault, stalking and intimate partner violence reported

Incidents Disclosed to the Institution

Eastern Connecticut State University offers various ways for students to inform the institution about concerns regarding sexual assault, interpersonal violence, and stalking. These are considered disclosures. A **disclosure** is defined as the receipt of any communication regarding an incident of sexual misconduct that is not accompanied by a request for an investigation or adjudication by the institution. There are no restrictions on reporting a disclosure to the Office of Equity and Diversity. Since we receive all disclosures related to sexual assault, interpersonal violence, and stalking, there are instances where the institution can only offer supportive measures due to jurisdictional limitations. In some cases where ECSU may have had jurisdiction, complainants opted only to receive supportive measures or were unresponsive to outreach efforts.

Eastern Connecticut State University also provides opportunities for community members to disclose issues related to sexual assault, interpersonal violence, and stalking to confidential resources, which include Counseling, Campus Ministry, and Health Services. The Title IX Coordinator receives aggregate data on these disclosures without any identifying information.

Table A presents the number of disclosures reported to the Office of Equity and Diversity/Title IX. Each disclosure included a follow-up with the complainant to review available resources, rights, and options. This also includes the aggregated data received by confidential resources.

Table A: Incidents Disclosed to the Institution During Calendar Year 2023

Category of Sexual Misconduct	Number of Disclosures	Disclosures where The University had Jurisdiction	Disclosures to which an individual did not wish to move forward / non-responsive to outreach	Support measures provided only	Number of reports signed by the complainant for the resolution process.	Confidential Disclosures
Sexual Assault	28	7	7	16	5	3
Stalking	7	4	3	5	0	2
Intimate Partner violence	19	4	5	14	0	2
Total	49	15	15	34	5	7

Disciplinary Cases January 1, 2023- December 23, 2023

When ECSU is notified of a concern related to sexual assault, interpersonal violence, or stalking, the Director of Institutional Equity/Title IX Coordinator will conduct intake meetings with the complainants to determine the appropriate next steps. If a student wishes to initiate a resolution process, they can submit a signed report, also referred to as a formal complaint, to the Office of Equity and Diversity. A **report** signifies a disclosure accompanied by an immediate request for either an investigation and adjudication or an informal resolution.

At the time of filing the formal complaint, the complainant must be actively participating in or attempting to participate in an educational program or activity offered by the institution. In the calendar year 2023, the Office of Equity and Diversity received five (5) formal complaints. Of these, four went through a formal investigation process in accordance with the 2020 Title IX Regulations, while two cases were resolved through an informal resolution mediation process. In the informal resolution process, both the complainant and respondent provided written consent to participate and signed an agreement outlining the remedies the respondent was required to follow.

Table B presents information regarding disciplinary cases that underwent the formal investigation process. A total of three cases were investigated; of these, one case was dismissed after the respondent withdrew from the institution, and two cases resulted in findings of not responsible. In one instance, the complainant submitted an appeal; however, the appeal was deemed unsubstantiated, and the original outcome of the case was upheld.

Table B: Disciplinary Cases that went through Formal Investigation in Calendar Year 2023

Category of Sexual Misconduct	Number of Cases	Number of Cases Dismissed	Number of cases with a Not responsible outcome	Number of cases with a responsible outcome	Sanctions imposed	Number of Appeals Submitted	Appeal Outcomes
Sexual Assault	3	1	2	0	n/a	1 (From Complainant)	Unfounded
Stalking	0	0	0	0	n/a	0	n/a
Intimate Partner Violence	0	0	0	0	n/a	0	n/a
Total	3	1	2	0		0	

Table C presents information regarding disciplinary cases that underwent the informal resolution process. A total of two cases were resolved through this process. In each case, both the complainant and the respondent provided their written consent to participate. Each case proceeded as individual mediation sessions, during which the students did not interact directly. The parties and their advisors were separated into different rooms, and the mediator facilitated discussions by moving back and forth between the parties to reach a mutually acceptable outcome. Both mediations resulted in an agreement signed by all parties involved. Since the parties reached a consensus on the sanctions during the informal resolution, no appeal process was available.

Table C: Disciplinary Cases that went through Informal Resolutions in Calendar Year 2023

Category of Sexual Misconduct	Number of Cases	Informal Resolution Outcome
Sexual Assault	2	Change of leadership (1) Work schedule adjustment (1) Payment for therapy (1) No Contact order (2) Residence Hall Restriction (2)
Stalking	0	
Intimate Partner Violence	0	
Total	2	

Climate Survey

Eastern Connecticut State University launched its first sexual misconduct campus climate survey in the spring of 2022. To comply with P.A. No. 21 – 28 and adhere to best practices in sexual misconduct response efforts, ECSU conducted its second climate study in the spring of 2024, in

which a total of 318 undergraduate students participated. Before implementing the 2024 survey, the instrument was thoroughly reviewed to identify areas for improvement and ensure that specific data points required by P.A. No. 21 – 28 were included. As part of this process, some questions were removed while others were added.

The purpose of the 2024 sexual misconduct campus climate study was to address the following questions:

- What are student perceptions of how ECSU responds to reports of sexual assault?
- For students who reported incidents of sexual misconduct at ECSU, what were their perceptions of that experience?
- How aware are students of available resources both on and off campus?
- What are student perceptions of the training provided by ECSU?
- What are student experiences and perceptions regarding helping a friend who has experienced sexual misconduct at ECSU?
- How safe do students feel at ECSU concerning sexual assault, dating violence, and stalking?

Findings from the survey, including a demographic breakdown, can be found in **Appendix D**.

Appendix A

Eastern Connecticut State University Police & Procedures
related to sexual assault, interpersonal violence and
stalking.

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.

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.

Sexual Misconduct Reporting
Support Services and Processes Policy

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

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

Report 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:

Sexual Misconduct Reporting
Support Services and Processes Policy

- 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

Sexual Misconduct Reporting
Support Services and Processes Policy

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

Sexual Misconduct Reporting Support Services and Processes Policy

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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.

Sexual Misconduct Reporting
Support Services and Processes Policy

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 CSUC 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,

Sexual Misconduct Reporting Support Services and Processes Policy

(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.

Sexual Misconduct Reporting Support Services and Processes Policy

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

Sexual Misconduct Reporting
Support Services and Processes Policy

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.

**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: Simonina@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.

Appendix B

Eastern Connecticut State University Resources



EASTERN
CONNECTICUT
STATE UNIVERSITY

Sexual Assault & Interpersonal Violence Response Team (SAIV-RT)

Seek an Advocate

ECSU Victim Advocate
860-465-4314
Off-Campus Member:
The Sexual Assault Crisis
Center of Eastern
Connecticut *
860-456-2789

Off-Campus
Members: United
Services, Domestic
Violence Program *
860-456-9476

Connecticut Office of
Victim Services *
860-822-8428

Get Medical Assistance

Student Health Services *
860-465-5263

Windham Hospital *
860-456-6715

Contact Law Enforcement

Eastern Police Dept.
911 | 860-465-5310

Local Police Dept.
911 | 860-465-3135

Make a Report

Title IX Coordinator
860-465-5012

Student Conduct
860-465-0063

Request Accommodations

Title IX Coordinator
860-465-5012

ECSU Victim Advocate
860-465-4314

You can request for:

- a housing change
- a class reassignment
- a no-contact directive
- extensions on class assignments
- others changes

Recieve Counseling

Counseling and
Psychological Services *
860-465-0181

Campus Ministry *
860-423-0856

Eastern Connecticut State University Sexual Assault & Interpersonal Violence Response Team Members (On-Campus)

LaMar Coleman, Vice President of Equity and Diversity
Sara Madera, Title IX Coordinator
Kemesha Wilmot, Dean of Students
Dwayne Cameron, Director of Student Conduct
Starsheemar Byrum, ECSU Victim Advocate
Tim Viens, Detective, Eastern Police Dept.
Lisa Hamilton, Police Sergeant, Eastern Police Dept.
Amy Coffey, Associate Dean of Arts and Sciences
Chris Drewry, Associate Dean of Professional Studies
Bryce Crapser, Director of CAPS, *
Joe Breton, Dir. of Student Health Services *
Father Larry LaPointe, Campus Minister *

All members of the SAIV-RT will use discretion and honor confidentiality to the best of their ability. **Members with an asterisk* by their name or department are empowered by law to maintain confidentiality.** If you observe behavior that is of concern, tell somebody.

EASTERN CONNECTICUT STATE UNIVERSITY

Sexual Assault and Interpersonal Violence Response Team (SAIV-RT)

We provide trauma-informed and confidential support focused on ending all forms of gender-based violence. If you or someone you know has been a victim, the following services are available:

- Advocacy and Support
- Medical Assistance
- Counseling Services
- Resources and Options
- Reporting and Investigations
- Violence Prevention

You Have A Right To Confidentiality.

www.easternct.edu/title-ix

Campus Responders | Monday-Friday | 8 a.m.-5 p.m.

University Victim Advocate (860) 465-4314

Counseling and Psychological Services (860) 465-0181

Student Health Services (860) 465-5263

Office of Equity and Diversity & Title IX Coordinator (860) 465-5112



24 Hour Helplines

Eastern Public Safety 911 (Emergency) (860) 465-5310 (Non-Emergency)

Willimantic Police 911 (Emergency) (860) 465-3135 (Non-Emergency)

Office of Victim Services (800) 822-8428

Windham Hospital Emergency Room (860) 456-6715

112 Mansfield Ave., Willimantic, CT

Sexual Assault Crisis Services

(888) 999-5545

Domestic Violence Crisis Services

(888) 774-2900



Your Rights & Resources as a Complainant

*A guide for students who experience sexual
misconduct, sexual assault, sexual harassment,
intimate partner violence and/or stalking.*

EASTERN CONNECTICUT STATE UNIVERSITY

Office of Equity & Diversity/Title IX

DEFINITIONS

Title IX

Title IX states no person in the United States shall, on the basis of sex, be excluded from participation in; be denied the benefits of; or be subjected to discrimination under any education program or activity receiving Federal financial assistance. Title IX declares sexual harassment as a form of discrimination and requires educational institutions to respond promptly and effectively to reports of sexual misconduct.

Consent

Consent is the equal approval, given freely, willingly and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision — to engage in mutually accepted sexual contact. Consent cannot be assumed because there is no physical resistance or other negative response.

Sexual Harassment

Sexual harassment can include any unwanted 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 individuals' education or employment; submission to or rejection of such conduct by an individual is 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 any attempted or forcible sexual act (sexual contact or sexual intercourse) directed against another person without their consent (as defined herein) including instances when that person is not capable of giving consent.

Sexual Exploitation

Sexual exploitation occurs when a person takes a nonconsensual 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.

Intimate Partner Violence/ Domestic and/or Dating Violence

Intimate partner, domestic and/or dating violence means any emotional, physical or sexual harm against an individual by a current or former spouse or in a dating or cohabitating relationship. Intimate partner violence may also include physical abuse, threat of abuse and emotional abuse.

Stalking

Stalking is defined as repeatedly contacting another person when the contacting person knows or should know 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 when the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

WHAT CAN I DO IF AN INCIDENT OCCURS

1. **Go to a safe place.** Go to a friend's room, an RA's room or any open office you feel comfortable in. If you are not safe, call University Police at (860) 465-5310 or call 911.
2. **Contact someone you can trust.** A friend, a family member or a victim's advocate are good resources to call. In addition, there are 24-hour hotlines available for support.

Sexual Assault Crisis Center of Eastern Connecticut (860) 456-2789

United Services Domestic Violence Program (860) 456-2261
3. **Preserve evidence.** If you think you might want to report the crime to the police, do not shower, douche, eat, brush your teeth or

wash your clothes. If the incident involves any written or electronic evidence such as pictures, texts, emails, social media posts or videos, try to preserve copies.

4. **Seek medical attention as soon as possible.** You do not need to make a formal report to the University or press charges to receive medical attention and treatment. You will have options for prevention of pregnancy and sexually transmitted infections.
5. **Receive a forensic exam.** If you are unsure about whether you want to report the crime to the University or the police, you can have evidence collected at the local hospital and then decide about reporting at a later date.

RIGHTS OF THOSE WHO REPORT

1. All reports of sexual misconduct will be treated seriously and with dignity by the University.
2. Referrals are available to immediate and confidential off-campus counseling and medical services. These referrals are available whether or not those who report feel ready to make a decision about reporting to police, a University employee or the campus's Title IX coordinator.
3. Those who have been affected by sexual misconduct have the right to take both criminal and civil legal action against the individual allegedly responsible.
4. Those who seek confidentiality may contact: a University counseling center counselor, a University health center care provider, a clergy member(s), 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.
5. Any student, under the influence of alcohol at the time of an incident, or at the time of reporting, may not be subject to the Code of Conduct process related to alcohol violations. *It is never too late to seek help and support.*
6. As stated by the Board of Regents of Higher Education, retaliation against any person who made a complaint, testified, assisted, participated or refused to participate in an administrative or criminal process, is strictly prohibited and will not be tolerated.

REPORTING OPTIONS

Reporting is both a right and an individual choice. You have different reporting options available to you. *Please note you do not need to choose only one option.* You may choose as many options you feel you need. It is, however, important to understand that each option has its own procedures and mandated processes. No two processes are the same nor will they produce the same outcome.

1. Filing a formal complaint with the Office of Equity and Diversity/Title IX

You have the right to file a formal complaint with the Office of Equity and Diversity/Title IX which initiates an administrative investigation of alleged behavior that violated our Sexual Misconduct Policy stated in the Student Code of Conduct. *This process does not investigate violations of criminal law.*

- a. All investigations of violations of Title IX and our Sexual Misconduct Policy are designed to be prompt, fair, impartial and to equitably protect the rights of individuals participating in the process. If you choose to submit a complaint, you have the right to have a support person present with you throughout the complaint, investigation and hearing process.
- b. As the reporting party you have the choice to participate in the investigation process.
 - It is important to know that in certain cases, the Title IX coordinator may choose to move forward with the investigation even if the reporting party wishes to not participate. The reporting party will not be forced to participate but will be notified if an investigation will continue.
- c. For more information on filing a formal complaint, please contact the Title IX coordinator at (860) 465-5012 or (860) 576-1483.

2. Third party/anonymous reporting

Any individual has the right to file a report on the **Title IX: Sexual Misconduct, Interpersonal Violence or Stalking Form** which can be found on https://cm.maxient.com/reportingform.php?EasternCTStateUniv&layout_id=1

- a. The Title IX Sexual Misconduct, Interpersonal Violence or Stalking form gives

the option to file anonymously without any identifying information.

- b. University employees are required to file a *Title IX: Sexual Misconduct, Interpersonal Violence or Stalking Form* when made aware of an incident related to sexual assault, sexual harassment, stalking and intimate partner violence.
- c. For more information on anonymous reporting please contact the Title IX coordinator at (860) 465-5012 or (860) 576-1483.

3. Contacting the University police department

Reporting an incident to the police does not commit you to further legal action. The earlier you report any such incident, the easier it will be for the police to investigate the crime and to prosecute the case successfully, if that is your choice.

- a. *Criminal complaint* - Students may make criminal complaints with the University police department. The police will inform the students of their rights and options. University police will investigate and will keep the student apprised about any decision to prosecute.
Note: A criminal investigation will be done through the police department within the jurisdiction of the area that the crime was committed.
- b. *State's attorney* - The police will review all cases with the State's attorney's office. The State's attorney will make the final decision to prosecute under State law.
- c. If you wish to have the accused prosecuted, the police and district attorney's office will handle the legal proceedings without expense to you. *You do not need to hire an attorney.*
- d. You may have a victim's advocate present with you while making a complaint to the police.

REPORTING OPTIONS, CONT'D

e. *Protective and/or Restraining Orders*

- i. Campus police and advocates can help you explore safety options such as protective or restraining orders that can be requested and issued by a judge from the criminal courts related to any of the above incidents.
- ii. A court issued protective or restraining order prohibits someone from communicating with a complainant, from entering the complainant's residence, workplace, school or

property as well as any place the complainant may frequent.

- iii. When informed that a protective or restraining order has been issued, Eastern will take immediate steps to enforce the order as it relates to activities on the campus. It is important that students alert Eastern police that such an order has been issued (*providing the police with a copy of the order is strongly encouraged*).

SUPPORTIVE MEASURES

Supportive measures are non-disciplinary and non-punitive services offered to restore or preserve equal access to the University's educational program or activity without unreasonably burdening the other party. Students have the right to receive supportive measures from Eastern, regardless of whether they decide to file a complaint. Students should not hesitate to make these requests, which will be addressed in a timely manner by the Office of Equity and Diversity/Title IX. Some supportive measures include, but are not limited to:

1. Assistance in changing living arrangements, class schedules or on-campus work schedules
2. Campus escort services
3. No contact orders. Restrictions on contact between involved parties. (*Please note, this is not the same as a protective or restraining order*)
4. Leave of absence
5. Increased security and monitoring of certain areas of campus

OVERVIEW OF THE TITLE IX GRIEVANCE PROCESS

The time frame for the Title IX grievance process will be concluded within ninety (90) school calendar days after the filing of the formal complaint. The process may be extended for good reason. Any delays to the process, along with reason, will be directly communicated to all parties by the Title IX investigator and coordinator. *Any student who is going through the process has the right to have a support person present at any meeting. Students may choose their own support person or the University can provide one.*

1. **Filing a formal complaint** When a formal complaint is filed, the Title IX coordinator will meet with the complainant to review and better understand what occurred and what allegations are being reported. Once the allegations are determined, the person accused of alleged behavior (also referred to as the respondent) will receive a notice of allegations from the Title IX investigator and start the formal investigation process.

choose to move forward with the investigation even if the complainant wishes not to participate. The complainant will not be forced to participate but will be notified if an investigation will continue or not.

- a. It is important to know that in certain cases, the Title IX coordinator may

2. **Investigations** The investigator will set up interviews with both the complainant and respondent and any witnesses each party wants interviewed. During the interview the investigator will request each party to provide any relevant evidence to be reviewed. This

OVERVIEW OF THE TITLE IX GRIEVANCE PROCESS, CONT'D

may include, but is not limited to documents, emails, texts or social media communications. Any relevant and related evidence submitted will be included in the final report. *All parties have the right to have a support person present during the investigation interview.*

Once the investigations are concluded, the investigator will write up a report with all the facts gathered and relevant evidence. Both the complainant and respondent as well as their support persons will receive a copy of the report. Each party will be given 10 days to review the report and respond with any feedback.

3. Informal resolution If appropriate, a complainant who files a formal complaint may elect, at any time, to address the matter through the University's informal resolution process. All parties to a formal complaint must agree to enter the informal resolution process through an informed written consent. Information about the different options within the informal resolution process will be discussed with the Title IX coordinator.

4. Hearing If a case is not resolved under an informal resolution, it will be taken to a hearing. If a hearing occurs, each party must have a support person who will orally ask questions of the other party and witnesses. There will be pre-hearing meetings with all parties (*individually with their support person*) with the assigned hearing officer to review the process and provide an overview of how the hearing will proceed.

Once the hearing is concluded, the hearing officer will write an outcome report explaining their findings and a rationale for their decision. This report will be sent out to both the complainant and respondent and their support people.

5. Possible sanctions/disciplinary actions If a respondent is found in violation for alleged behavior, sanctions for them can include: loss of privileges, an ongoing no contact order and/or disciplinary probation. For matters that go to a hearing, suspension and dismissal are also possible sanctions.

6. Appeals Each party has the right to appeal. Information on how to proceed with an appeal will be included in the hearing outcome report. You may submit an appeal if:

- a. You believe there is a procedural irregularity that affected the outcome of the matter (*i.e. a failure to follow institution's own procedures*).
- b. There is new evidence that was not reasonably available at the time of the hearing that could affect the outcome of the matter.
- c. 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 in general that affected the outcome of the case.
- d. The severity of sanctions are not commensurate with violations.

RESOURCES

If you are someone who experienced sexual misconduct, sexual assault, sexual harassment, intimate partner violence and/or stalking, we want to make sure you are aware of the resources available to you. There are both confidential and non-confidential resources available to make a disclosure. These offices will be able to provide you with support and an overview of resources, options and supportive measures available.

Confidential Resources

Confidential resources are defined as “personnel who are bound by state law and professional ethics from disclosing information about reports/disclosures without written releases. These resources also serve as members to Eastern’s Sexual Assault and Interpersonal Violence Response Team. Confidential resources include:

Counseling and Psychological Services (CAPS)

182 High Street | (860) 465-0181

Student Health Services

185 Birch Street, Room 102 | (860) 465-5263

Campus Ministry

Newman Hall, 290 Prospect Street
(860) 423-0856

***The United Service Domestic Violence Program**

140 North Frontage Road
Mansfield Center, CT 06250 | (860) 456-2261
(860) 774-2900 (24/7 hotline)

***Sexual Assault Crisis Center of Eastern Connecticut**

90 South Park Street, Willimantic, CT 06226
(860) 465-2789 (24/7 hotline)

***Connecticut office of Victim Services**

225 Spring Street, Fourth Floor
Wethersfield, CT 06109
(800) 822-8428
(Monday - Friday, 8a.m. - 4:30 p.m.)

*(*Indicates off-campus confidential resources)*

Non-Confidential Resources

Non-confidential resources are staff members on campus who are considered mandated reporters and are required to inform the University of any disclosure of sexual misconduct, sexual assault, sexual harassment, intimate partner violence and/or stalking. These resources also serve on Eastern’s Sexual Assault and Interpersonal Violence Response and Resource Team. These offices will be able to provide you with support and an overview of resources, options and supportive measures available

Vice President of Equity and Diversity, Chief Title IX officer

Gelsi Young Hall, Office Suite 254
(860) 465-0072

Title IX coordinator, co-chair of the Sexual Assault & Interpersonal Violence Response Team

Gelsi Young, Office Suite 254
(860) 465-5012 | (860) 576-1483

University Victims Advocate, co-chair of the Sexual Assault & Interpersonal Violence Resource Team

Student Center, Room 116
(860) 465-4314 | (860) 576-5466

Public Safety/Campus Police

Public Safety Building
44 Charter Oak Road, Room 205
(860) 465-5310

Dean of Students

Gelsi Young Hall, Room 222
(860) 465-5244

Director of Student Conduct

Woods Support Services, Room 207
(860) 465-0063

Director of AccessAbility Services (OAS)

Wood Support Services, Room 201
(860) 465-0189

Director of Housing and Residential Life

Wood Support Services, Room 245
(860) 465-0147

Associate Dean of Arts and Sciences

Webb Hall, Room 263
(860) 465-5383



**EASTERN
CONNECTICUT
STATE UNIVERSITY**

Office of Equity & Diversity/Title IX

A tall brick clock tower with a white clock face at the top, set against a clear blue sky with some light clouds. The tower has a central glass-enclosed section and is flanked by brick pillars. At the base, an American flag and a blue university flag are visible. The background shows green trees.

Your Rights & Resources as a Respondent

Foster Clock Tower

A guide for students who have been accused of sexual misconduct, sexual assault, sexual harassment, intimate partner violence and/or stalking.

EASTERN CONNECTICUT STATE UNIVERSITY

Office of Equity & Diversity/Title IX

DEFINITIONS

Title IX

Title IX states no person in the United States shall, on the basis of sex, be excluded from participation in; be denied the benefits of; or be subjected to discrimination under any education program or activity receiving Federal financial assistance. Title IX declares sexual harassment as a form of discrimination and requires educational institutions to respond promptly and effectively to reports of sexual misconduct.

Consent

Consent is the equal approval, given freely, willingly and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision — to engage in mutually accepted sexual contact. Consent cannot be assumed because there is no physical resistance or other negative response.

Sexual Harassment

Sexual harassment can include any unwanted 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 individuals' education or employment; submission to or rejection of such conduct by an individual is 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 any attempted or forcible sexual act (sexual contact or sexual intercourse) directed against another person without their consent (as defined herein) including instances when that person is not capable of giving consent.

Sexual Exploitation

Sexual exploitation occurs when a person takes a nonconsensual 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.

Intimate Partner Violence/ Domestic and/or Dating Violence

Intimate partner, domestic and/or dating violence means any emotional, physical or sexual harm against an individual by a current or former spouse or in a dating or cohabitating relationship. Intimate partner violence may also include physical abuse, threat of abuse and emotional abuse.

Stalking

Stalking is defined as repeatedly contacting another person when the contacting person knows or should know 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 when the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

TITLE IX GRIEVANCE PROCESS FLOW CHART

Notice or formal complaint to Title IX coordinator

Provisions of Supportive Measures

Review of allegations/ initial assessment of which policies/ procedures may be applicable

Provision of Supportive Measures/ Sanctions (if applicable)

Informal resolutions (If applicable)

Formal investigation

Appeal (if applicable)

Meeting held with Complainant and Respondent and their support persons

Notice to parties of alleged policy violations and formal investigation process

Notice of outcome, determination and remedies

Resolution determined and agreed upon by both parties

Investigation

Formal hearing

Notice of outcome, determination and remedies

Investigation report submitted to complainant and respondent for 10 day review

Prehearing meeting

WHAT YOU SHOULD KNOW

1. **Preserve Evidence** If a complaint has been filed, considering preserving evidence. Examples of evidence include but are not limited to the following: a list of witnesses with contact information, text messages, call history, social media posts, pictures of injuries. This is not an exhaustive list, but it can be beneficial to preserve evidence for the process. More information regarding Eastern Connecticut State University's Title IX process, please visit our website: <https://www.easternct.edu/title-ix/index.html>
2. **DO NOT** contact the complainant.
3. **DO NOT** ask anyone to intercede on your behalf and contact the complainant.
4. **DO** read Eastern Connecticut's Sexual Misconduct Policy and Title IX Grievance Process

RIGHTS OF THOSE REPORTED

1. All reports of sexual misconduct will be treated seriously and with dignity by the institution.
2. The right to a fair, prompt, and impartial investigation.
3. The right to preservation of privacy and to keep their identity confidential.
4. Equal access to any information that will be used during meetings and hearings.
5. Referrals to on campus resources for academic, medical, counseling, and other advisory services.
6. Respondents may respond to evidence presented by the reporting party and to provide additional evidence and/or witnesses.
7. Those who have been accused of sexual misconduct have the right to receive written notice of any investigative interviews, meetings, or hearings, including a written notice of the decision of the hearing body (if needed) within one (1) business day of the conclusion.
8. An opportunity to request for a review of findings.
9. Those who seek confidentiality may contact a clergy member(s), a University counseling center counselor, a University health center care provider – all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.
10. As stated by the Board of Regents of Higher Education, retaliation against any person who made a complaint, testified, assisted, or refused to participate in an administrative or criminal process is strictly prohibited and will not be tolerated.

SUPPORT ADVISORS FOR RESPONDENTS

Respondents may have a support person/advisor present at all meetings/hearings. This person can be chosen by the respondent or provided by the University.

Respondents have the right/ability to have a support person/advisor throughout the investigation and hearing process. The support person/advisor can provide resources, guidance, and support to re-

spondents by reviewing evidence; being present for meetings, interviews, and hearings; and facilitating cross-examination on behalf of the respondent at the formal hearing. Respondents can either choose a support advisor on their own or they can request a list of University trained support advisors from the Title IX Coordinator. A support advisor can also be assigned upon request.

OVERVIEW OF THE TITLE IX GRIEVANCE PROCESS

The time frame for the Title IX grievance process will be concluded within ninety (90) school calendar days after the filing of the formal complaint. The process may be extended for good reason. Any delays to the process, along with reason, will be directly communicated to all parties by the Title IX investigator and coordinator. *Any student who is going through the process has the right to have a support person present at any meeting. Students may choose their own support person or the University can provide one.*

1. Filing a formal complaint When a formal complaint is filed, the Title IX coordinator will meet with the complainant to review and better understand what occurred and what allegations are being reported. Once the allegations are determined, the person accused of alleged behavior (also referred to as the respondent) will receive a notice of allegations from the Title IX investigator and start the formal investigation process.

- a. It is important to know that in certain cases, the Title IX coordinator may choose to move forward with the investigation even if the complainant wishes not to participate. The complainant will not be forced to participate but will be notified if an investigation will continue or not.

2. Investigations The investigator will set up interviews with both the complainant and respondent and any witnesses each party wants interviewed. During the interview the investigator will request each party to provide any relevant evidence to be reviewed. This may include, but is not limited to documents, emails, texts or social media communications. Any relevant and related evidence submitted will be included in the final report. *All parties have the right to have a support person present during the investigation interview.*

Once the investigations are concluded, the investigator will write up a report with all the facts gathered and relevant evidence. Both the complainant and respondent as well as their support persons will receive a copy of the report. Each party will be given 10 days to review the report and respond with any feedback.

3. Informal resolution If appropriate, a complainant who files a formal complaint may elect, at any time, to address the matter through the University's informal resolution process. All parties to a formal complaint must

agree to enter the informal resolution process through an informed written consent. Information about the different options within the informal resolution process will be discussed with the Title IX coordinator.

4. Hearing If a case is not resolved under an informal resolution, it will be taken to a hearing. If a hearing occurs, each party must have a support person who will orally ask questions of the other party and witnesses. There will be pre-hearing meetings with all parties (*individually with their support person*) with the assigned hearing officer to review the process and provide an overview of how the hearing will proceed.

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OVERVIEW OF THE TITLE IX GRIEVANCE PROCESS, CONT'D

- c. 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 in general that affected the outcome of the case.
- d. The severity of sanctions is not commensurate with violations.

SUPPORTIVE MEASURES

Supportive measures are non-disciplinary and non-punitive services offered to restore or preserve equal access to the University's educational program or activity without unreasonably burdening the other party. Students have the right to receive supportive measures from Eastern, regardless of whether they decide to file a complaint. Students should not hesitate to make these requests, which will be addressed in a timely manner by the Office of Equity and Diversity/Title IX. Some supportive measures include, but are not limited to:

1. Assistance in changing living arrangements, class schedules or on-campus work schedules
2. Campus escort services
3. No contact orders. Restrictions on contact between involved parties. *(Please note, this is not the same as a protective or restraining order)*
4. Leave of absence
5. Increased security and monitoring of certain areas of campus

ACCOMMODATIONS

No Contact Order

A No Contact Order is a directive from the office of Student Conduct that limits contact with another student on campus. This includes but is not limited to personal contact, telephone contact, mail contact, electronic contact (including but not limited to email, text message, social network messaging, or instant messaging) and third-party contact. Failure to abide by this order may result in formal disciplinary charged being filed under the Student Code of Conduct.

Persona Non Grata (PNG) from Residence Halls

A PNG puts a student on notice that they are unwelcome in a specific building or area on campus. Failure to comply with a PNG may result in arrest for criminal trespassing.

Assistance in Changing Living Arrangements, Class Schedules or On-Campus Work Schedules

The university recognizes that it may be necessary for students to request an interim change to their on-campus living arrangements, class schedules, and on-campus workplace. Students should contact the Dean of Students. Students should not hesitate to make these requests, which will be addressed in a timely manner.

Support Person

A support person is someone who accompanies a complainant or respondent to a hearing (or a proceeding pertaining to a report of sexual misconduct) for the limited purpose of providing support and guidance. You are able to choose a support person to assist you throughout the process. A support person should be someone you feel comfortable with knowing the details of the incident and who you would feel comfortable having present at meetings or a hearing (if needed).

Please note: Interim accommodations are not meant to serve as sanctions. They are actions taken to better assist both parties through the investigation and to make sure both are safe.

RESOURCES

If you are someone who experienced sexual misconduct, sexual assault, sexual harassment, intimate partner violence and/or stalking, we want to make sure you are aware of the resources available to you. There are both confidential and non-confidential resources available to make a disclosure. These offices will be able to provide you with support and an overview of resources, options and supportive measures available.

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**EASTERN
CONNECTICUT
STATE UNIVERSITY**

Office of Equity & Diversity/Title IX

EASTERN CONNECTICUT STATE UNIVERSITY

Title IX

Incident Reporting Procedures for Faculty/Staff

Office of Equity & Diversity

Foster Clock Tower

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, or stalking, along with other forms of sex- or gender-based misconduct and/or discrimination.

Outlined below are the steps faculty/staff should take if a student discloses they may have been a victim of a Title IX/sexual misconduct incident.

STEP 1

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 (*i.e. medical, mental health, physical security, etc.*). In cases of emergency, call 911 or contact campus police at (860) 465-5310, option #3.

STEP 2

When speaking with the reporting party, be sure to explain that you are a mandated reporter and that their disclosure will be kept private except for the report you are required to submit to the Title IX Office which will initiate the appropriate follow-up.

STEP 3

If the student wishes to speak with someone immediately during business hours the Title IX Coordinator can be contacted at (860) 465-5012 (between 8 a.m. and 5 p.m.) or the University Victim Advocate can be contacted at (860) 567-5466 (between 8 a.m. and 4 p.m.). If it is after-hours and the student wishes to speak with someone immediately, the Title IX Office can be reached via cell phone at (860) 377-1355.

STEP 4

If the student does not express an immediate need to speak with someone, be sure to give the reporting party the SAIV-RT (*Sexual Assault & Interpersonal Violence Response Team*) information card and/or pamphlet. If you do not have them available, inform the reporting party that additional information can be found on Eastern's Title IX website.

STEP 5

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. Reports should be submitted online at [Title IX Incident Reporting Form](#).

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

OTHER RESOURCES FOR STUDENTS/ CONTACT INFORMATION

Campus Non-Confidential Resources	Campus Confidential Resources
<p><i>Title IX Coordinator</i> Gelsi Young Hall, Room 253 (860) 465-5012</p> <p><i>University Victim Advocate (UVA)</i> Student Center, Room 109 (860) 465-4314 • (860) 576-5466 cell</p> <p><i>Campus Police</i> Public Safety (860) 465-5310</p>	<p><i>Counseling & Psychological Services</i> 182 High Street (860) 465-5578</p> <p><i>Student Health Services</i> Health Services, Room 102 (860) 465-5263</p> <p><i>Campus Ministry</i> Newman Hall, 290 Prospect St. (860) 423-0856</p>

Off-Campus Confidential Resources	
<p><i>The United Service Domestic Violence Program</i> 24/7 hotline (860) 456-9476</p>	<p><i>Sexual Assault Crisis Center of Eastern Connecticut</i> 24/7 hotline (860) 465-2789</p>

Office of Equity & Diversity Staff
<p><i>LaMar Coleman, Ed.D.</i>, Vice President (860) 465-0072</p> <p><i>Sara Madera, M.S.</i>, Title IX Coordinator (860) 465-5012</p> <p><i>Indira Petoskey, Ph.D.</i>, Assistant Dean (860) 465-5066</p> <p><i>Sandra Rodriguez</i>, Administrative Assistant (860) 465-5112</p>



EASTERN
CONNECTICUT
STATE UNIVERSITY

Emergency numbers

Police Emergency Number
911 CT Safe
Connect
1.888.774.2900
www.ctsafeconnect.org

Telephone numbers in your area

Eastern Police Department 860.465.5310

Willimantic Police Department
860.465.3135 (Off campus incidents)

-Confidential Tipline

860.465.0242

Campus Health Center
860.465.5263

Office of Equity and Diversity
860.465.5112

Campus Counseling Center and
Psychological Services (Non Emergency)

860-465-0181

Dean of Students: 860.465.5247

Women's Center: 860.465.4314

Info Line: 211

Windham Hospital Emergency Room
860.465.6715

Office of Student Conduct
860.465.0063

United Services
860.456.9476
www.unitedservicesct.org

Sex Assault Crisis Center of Eastern
CT 860.456.3595
www.sacce.org

Title IX: 860.465.5012

STAYING SAFE ON CAMPUS

PERSONAL SAFETY PLAN

Take precautions and make a plan to
stay safe.



Staying Safe in the Dorms/Suites

I can seek assistance through equity and
diversity Title IX office of student conduct
along with campus police.

I can tell these people about what is going on
in my relationship.

When my dorm/suite mate is gone, I can have
people stay with me. If I feel unsafe, I can
ask:

The safest way for me to leave my dorm/suite
in an emergency is:

If I have to leave, this is where I can go:

Commuting Safely

I can use the emergency blue phones located
on campus and download and use the ECSU
"Live safe" app :

If I need to change my route, here is another
way I can travel to campus.

If I need a ride to campus, I can ask:

Name: _____

Number: _____

Name: _____

Number: _____

Why Do You Need a Safety Plan?

No one deserves to be hit or threatened. If
you are being hurt by someone you know,
make plans and take precautions to keep
yourself safe. Here are some suggestions that
have helped other people in situations like
yours.

Staying Safe on Campus

The safest way for me to get to class is:

These are places on campus where I often
run into my abusive partner/ex-partner:

If I need to go to one of those places, I will
ask a friend to escort me. I will ask:

If I feel threatened or unsafe, I can go to these
public areas where I feel safe:

I could talk to the following people if I need
help, need to arrange my schedule or transfer
to another dorm:

- Dean of Students
- Campus Police/Public Safety
- Counseling/Health Services
- Title IX Coordinator
- Other:

This project was supported by Grant No. 2015-X1406-CT-WA awarded by the
Office on Violence Against Women, U.S. Department of Justice. The opinions,
findings, conclusions, and recommendations expressed in this publication are
those of the author(s) and do not necessarily reflect the views of the
Department of Justice, Office on Violence Against Women.

Increase your support network

- I can talk to someone I trust. Tell a family member, friend, co-worker, professor, clergy member or your doctor.
- I can speak with an expert by contacting my local domestic violence agency at **888.774.2900**.
- I can call the campus police if I am afraid, I will be abused or have been abused.

If I have an order of protection

- I can give campus police a copy?
- I can keep a copy of my protective order with me at all times.
- I can tell my resident HD, my employer, my closest friend and _____ that I have an order of protection.
- If my partner violates the order, I can call the police and report the violation.

Staying Safe Emotionally

If I feel confused, scared, anxious or depressed, I can call the following friends or family members:

Name: _____

Number: _____

Name: _____

Number: _____

Name: _____

Number: _____

Things I can do to keep myself safe electronically and online

- I can set all my online profiles to the maximum privacy settings.
- I can save and track any abusive, threatening, or harassing comments, messages, posts, or texts.
- I can ask my friends and family not to let my partner know where I am or to alert him/her of changes in my contact information.
- I can change all of my passwords and can choose not to give new passwords to anyone. I can change or create a voicemail password.
- I will not answer calls from unknown, blocked, or private numbers.
- I can see if my phone company can block my partner’s phone number from calling or texting my phone.
- I can seek support from the university to end harassing communications that have been coming to me through any university email, or university phone systems.

What is safety planning?

Safety planning is a process to help reduce your risk based on your individual life and relationship. While you can’t control your partner’s behavior, you can still take steps to help keep yourself safe. You are most likely doing many of the things outlined in this guide already, and safety planning is a tool to help you gather your thoughts and prepare for how you might react in certain situations.

No one has control over their partner’s abuse and violence but there are ways to reduce your risk of harm.

Things I can do to keep myself safe in social situations

- I can ask my friends to keep their phones with them while they are with me in case we get separated and I need help.
- I can ask friends who are having gatherings if my partner has been invited or ask them not to invite us both.
- No matter where I go, I can be aware of how to leave safely in case of an emergency.
- I can leave if I feel uncomfortable, as I know I should trust my instincts.
- If I plan on drinking, I can be sure to have a sober driver who is not my partner or have the number for a safe ride.
- I can spend time with people who make me feel safe, supported, and good about myself.
- I can change my telephone number and my social media account passwords.

I will have a bag ready with the following items if I need to leave unexpectedly:

- Cell phone and charger
- Spare cash
- Keys
- Driver’s license and/or passport, student ID, birth certificate and/or social security card
- Immigration papers and other important documents,
- Change of clothes
- Medications
- Special and irreplaceable items

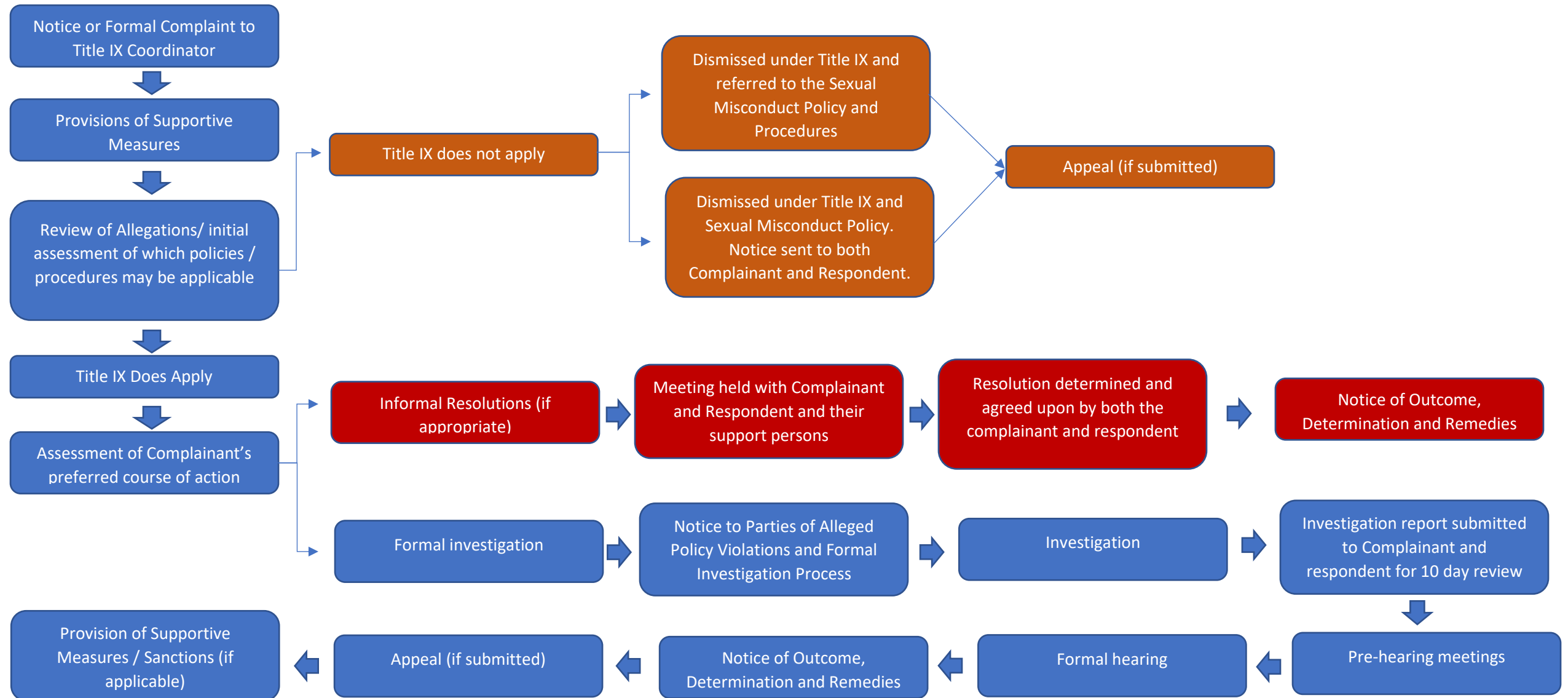
Things I can do to keep myself safe every day

- I can carry my cell phone and important numbers with me at all times.
- I can keep in touch with someone I trust about where I am or what I am doing.
- I can try to stay around people I trust and public places.
- If I feel comfortable, I will alert someone about what is happening in my relationship so they can help keep me safe on campus.
- I can go to different places where my partner or his/her friends are likely not to be or know about.
- I don’t have to wait for an emergency to ask for help, it’s okay to plan ahead if I’m concerned.
- If I am no longer with my partner and we must speak, I will make sure that others are around in case of danger.
- I can pursue an order of protection to have legal support in keeping my partner away.
- I can remember that his/her behavior is not my fault and that I deserve to be safe and healthy on campus and in my relationships.



Eastern Connecticut State University

Title IX Grievance Process Flow for Students



Appendix C

Prevention, Awareness, and Risk Reduction

Programs and Campaigns

Connecticut State Colleges and Universities (CSCU)												
Title IX Related Training Provided by Eastern Connecticut State University												
January 1, 2022 - December 31, 2023												
*Domestic Violence (DoV), Dating Violence (DaV), Sexual Assault (SA), Stalking (S) ** Primary= new employees/students ***Ongoing= throughout the year												
DEPARTMENT	DATE	NAME OF PROGRAM	LOCATION	PRESENTER	AUDIENCE	NUMBER IN AUDIENCE	TITLE IX RELATED	WHICH PROHIBITED BEHAVIOR WAS COVERED?*	PRIMARY** OR ONGOING?***	STUDENTS OR EMPLOYEES	LEARNING OBJECTIVES	DOCUMENTS
Women's Center	February 8, 2023	QPR Training with FEMALES - Part 1	Eastern Connecticut State U	Sandi Rose Zak		15	X	SA	Primary	Students	Recognizing Warning Signs, Effective Questioning, Reducing Stigma, Support Referrals	
Women's Center	February 8, 2023	QPR Training with FEMALES - Part 1	Eastern Connecticut State U	Sandi Rose Zak		15	X	SA	Primary	Students	Recognizing Warning Signs, Effective Questioning, Reducing Stigma, Support Referrals	
Women's Center	April 12, 2023	Take Back the Night Poster Making	Student Center, Rm. 223	Women's Center Ambassadors		10	X	DoV, DaV, SA	Primary	Students	Raising Awareness, Empowerment, Understanding Key Issues, Building Community	
Women's Center	April 13, 2023	Take Back the Night Poster Making	Student Center, Rm. 114	Women's Center Ambassadors		10	X	DoV, DaV, SA	Primary	Students	Raising Awareness, Empowerment, Understanding Key Issues, Building Community	
Women's Center	April 19, 2023	Take Back the Night Poster Making	Student Center, Rm. 116	Women's Center Ambassadors		10	X	DoV, DaV, SA	Primary	Students	Raising Awareness, Empowerment, Understanding Key Issues, Building Community	
FEMALES/ OED	April 19, 2023	Open Talk Session	Student Center, R. 219	Sara Madera		25	X	DA	Primary	Students		
Women's Center	April 20, 2023	Take Back the Night	Student Center, BTR	Starsheemar Byrum and Campus Resources		30	X	DoV, DaV, SA, S	Primary	Students	Awareness event, empower survivors and victims, community solidarity, Resources and Support, Advocacy and Change	
Women's Center	April 25, 2023	Standing with Our Stolen Sisters	Student Center, Theatre	Shaquanna Sebastian, Natasha Gambrelland Shoran Piper		25	X	DoV, DaV, SA, S	Primary	Students	Awareness event, empower survivors and victims, community solidarity, Resources and Support, Advocacy and Change	
Women's Center/ OED	September 6, 2023	Red Flag Campaign	Student Center, Rm. 114	Jocelin Crisantos		30	X	DoV, DaV, SA, S	Ongoing	Students	Recognizaing Warning Signs, Understanding Healthy Relationships, Empowerment to Intervene, Increase Awareness, Encourage Support	
Women's Center	September 28, 2023	Partying Safer	Student Center, Café	Jocelin Crisantos		30	X	DoV, DaV, SA, S	Primary	Students	Understanding Consent, Recognizing problematic situations, Bystander Intervention, Resources and Support	
Women's Center	September 27, 2023	Bringing in the Bystander	Student Center, Rm. 115	Starsheemar Byrum		15	X	DoV, DaV, SA, S	Ongoing	Students	Awareness of Bystander Roles, Identifying Problmatic Situations, Intervention Strategies, Build Empathy and Support	
Women's Center	October 3, 2023	Bringing in the Bystander	Student Center, Rm. 115	Starsheemar Byrum		5	X	DoV, DaV, SA, S	Ongoing	Students	Awareness of Bystander Roles, Identifying Problmatic Situations, Intervention Strategies, Build Empathy and Support	
Women's Cener	October 16, 2023	Hot Ones with SAIV-RT	Student Center, Café	Response Team		15	X	DoV, DaV, SA, S	Primary	Students	Awareness of Bystander Roles, Identifying Problmatic Situations, Intervention Strategies, Build Empathy and Support	
Women's Center	October 18, 2023	A Walk in Her Shoes	Student Center, Rm. 113	United Services, Domestic Violence Program		21	X	DoV, DaV, SA, S	Primary	Students	Awareness raising, Empathy Building, Support Resources, Community Engagement	

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Appendix D

Climate Survey

The Interpersonal Violence Student Impact Survey Spring 2024

Eastern Connecticut State
University
Office of Equity and Diversity



Background

- Campus climate studies are a common practice at colleges and universities in the United States (U.S).
- In 2014, the White House Task Force to Protect Students from Sexual Assault issued a campus climate toolkit for campuses to use in their efforts to prevent and respond to sexual assault, dating violence and stalking.
- In 2021, Connecticut passed P.A No. 21 – 28 as an update to HB 6374, An Act Concerning Sexual Misconduct on College Campuses. P.A No. 21 – 28 requires that all campuses in Connecticut complete a sexual misconduct campus climate study every two years.
- This is the second sexual misconduct campus climate study ECSU has administered.

Study questions

- What are student perceptions of how ECSU would respond to a report of sexual assault?
- For students who did report an incident of sexual misconduct at ECSU, what were their perceptions of that experience?
- How aware are students of resources both on and off campus?
- What are student perceptions of training provided by ECSU?
- What are student experiences and perceptions of helping a friend who has experienced sexual misconduct while at ECSU?
- How safe do students feel at ECSU as it pertains to sexual assault, dating violence and stalking?

Notes on language

- **Sexual misconduct:** this term encompasses sexual harassment, sexual assault, dating violence and stalking
- **TGN:** this acronym includes students whose gender identity is transgender, genderqueer and non-binary
- **Queer-spectrum:** this term includes students whose sexual orientation is gay, lesbian, bisexual, pansexual, asexual, queer, and questioning

Methodology and Sample

Methodology

- Anonymous, on-line survey
- Single-sign on was used
- Eligibility: must be 18, current registered student or Dec 2023 graduate
- Open from April 12 – May 10, 2024
- E-mail invitations were sent to students
- Posters and tabling
- Incentives included 4 \$25 EXPRE\$\$ cash and one Fall 2024 parking pass



Sample

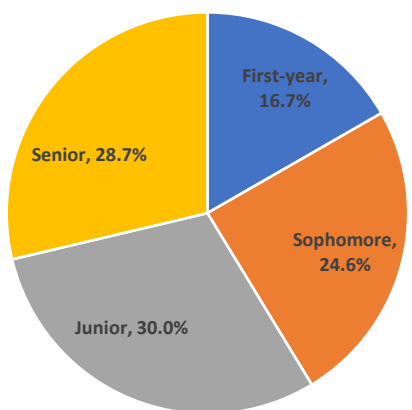
Final dataset included 318 cases yielding a 10% response rate.

Graduate students and December 2023 graduates were removed due to extremely low response rates

Several groups are underrepresented in the sample including: men, commuters, and first-year students.

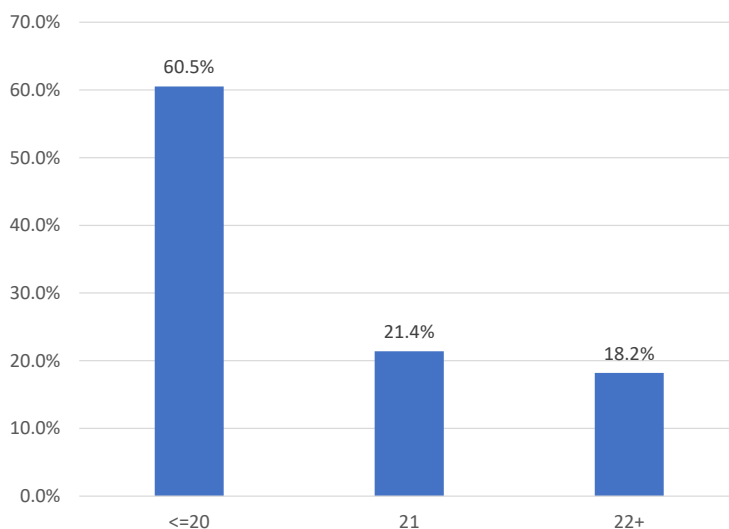
Demographics

Class Year (Based on Credit)



■ First-year ■ Sophomore ■ Junior ■ Senior

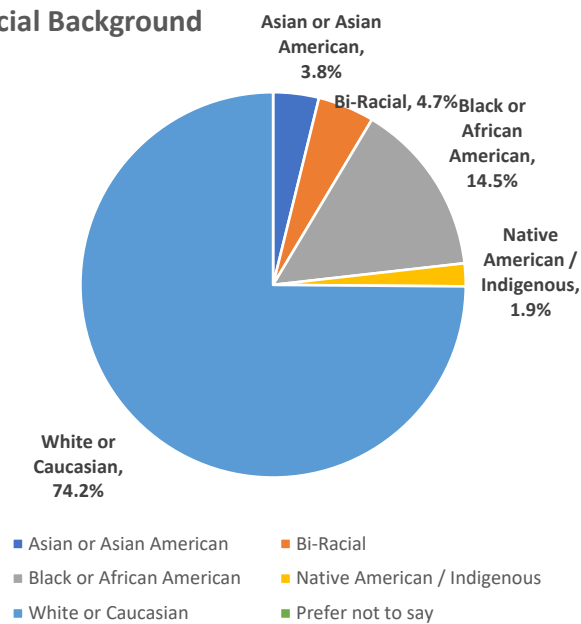
Age



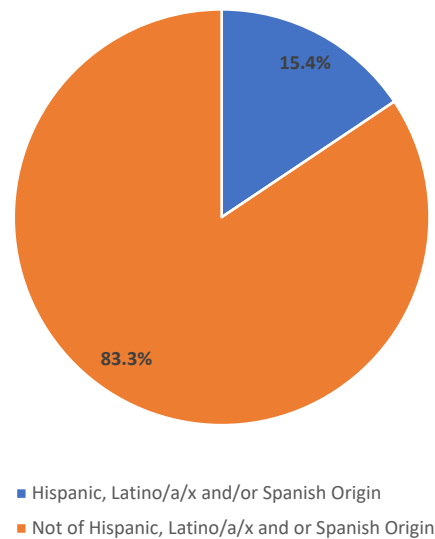
■ Age

Demographics

Racial Background

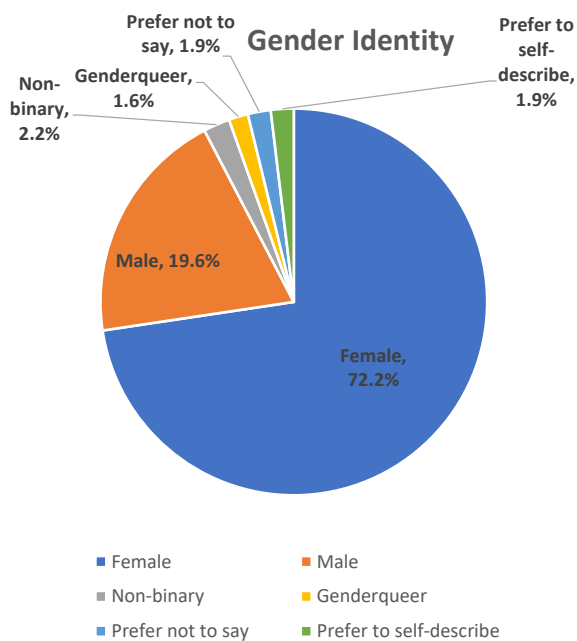


Ethnicity

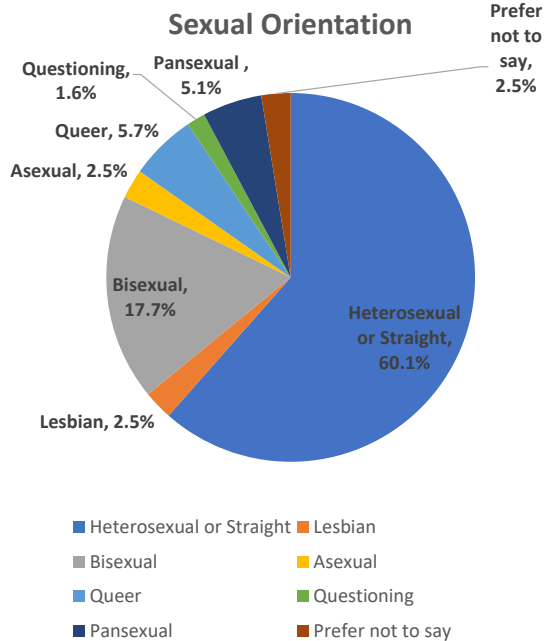


Demographics

Gender Identity



Sexual Orientation



Demographics

17.6% (n = 56) of participants have a disability.

69.4% (n = 220) are a member of a student organization or club sport.

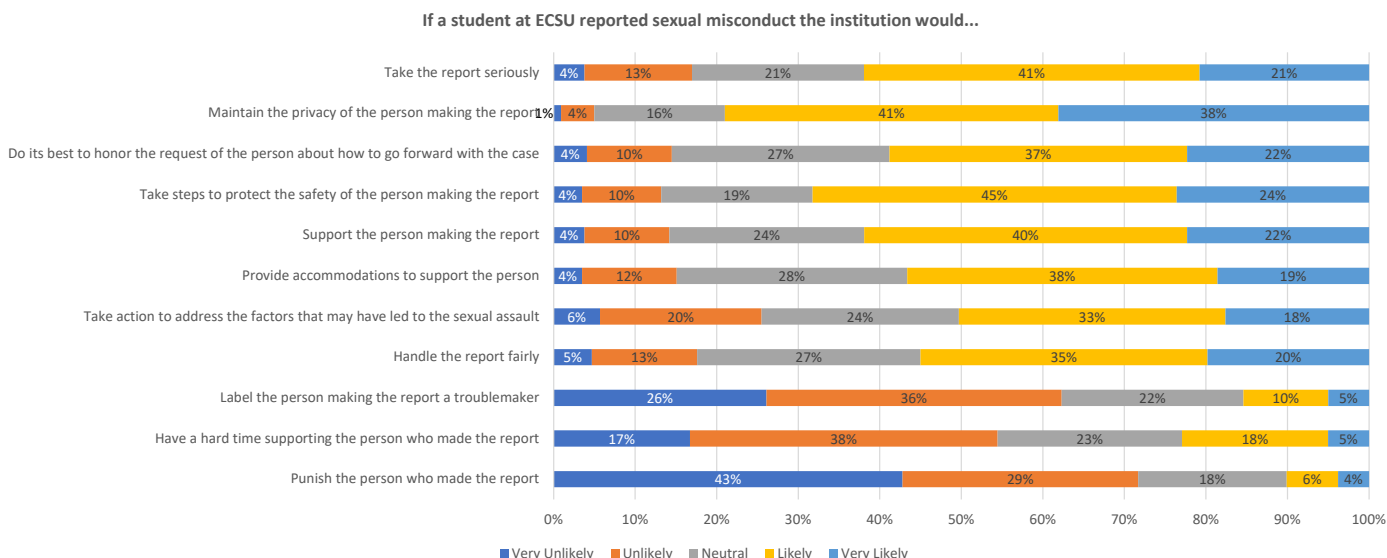
41% (n = 130) of participants currently work on campus.

75.5% (n = 240) live on campus.

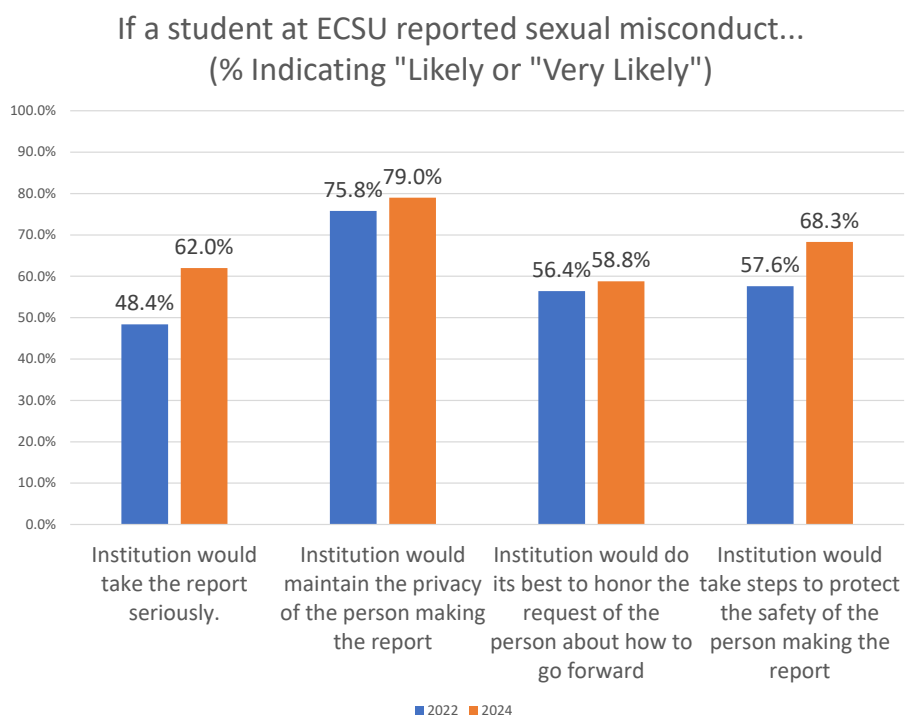
Perceptions of Institutional Response

How do students perceive ECSU would respond if a student reported sexual misconduct to the institution?

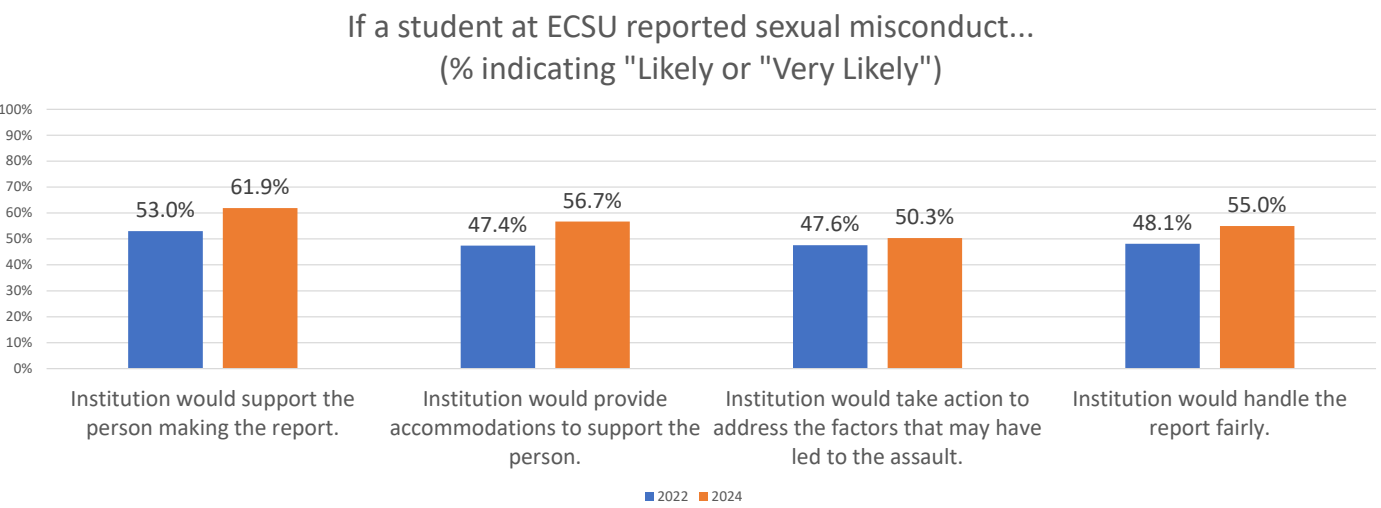
Perception of Institutional Response – All Survey Respondents (n = 318)



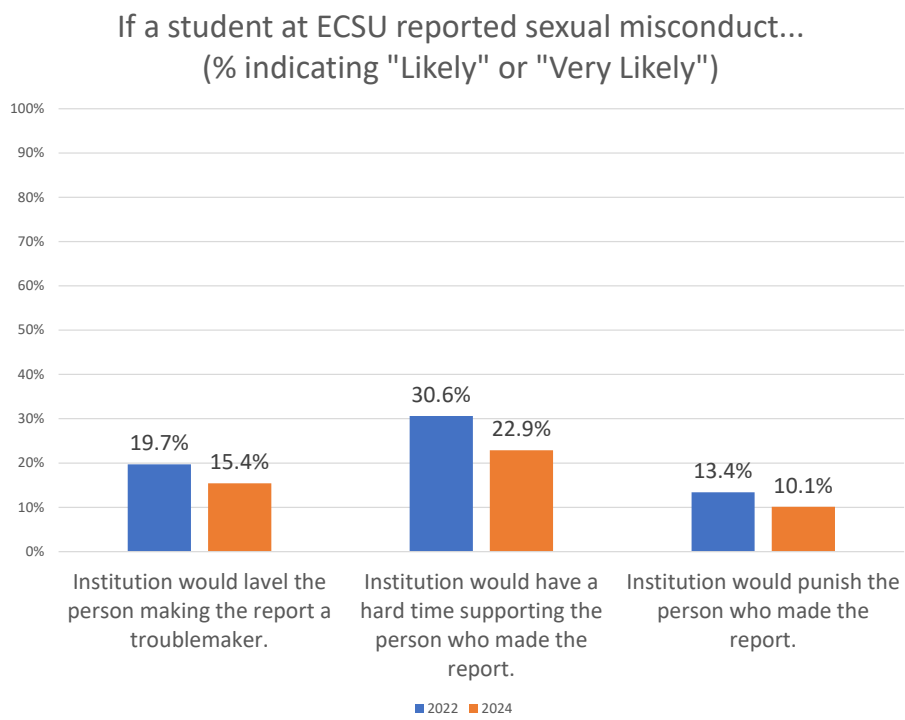
Perceptions of Institutional Response (2022 and 2024 comparison)



Perceptions of Institutional Response (2022 and 2024 comparison)



Perceptions of Institutional Response (2022 and 2024 comparison)

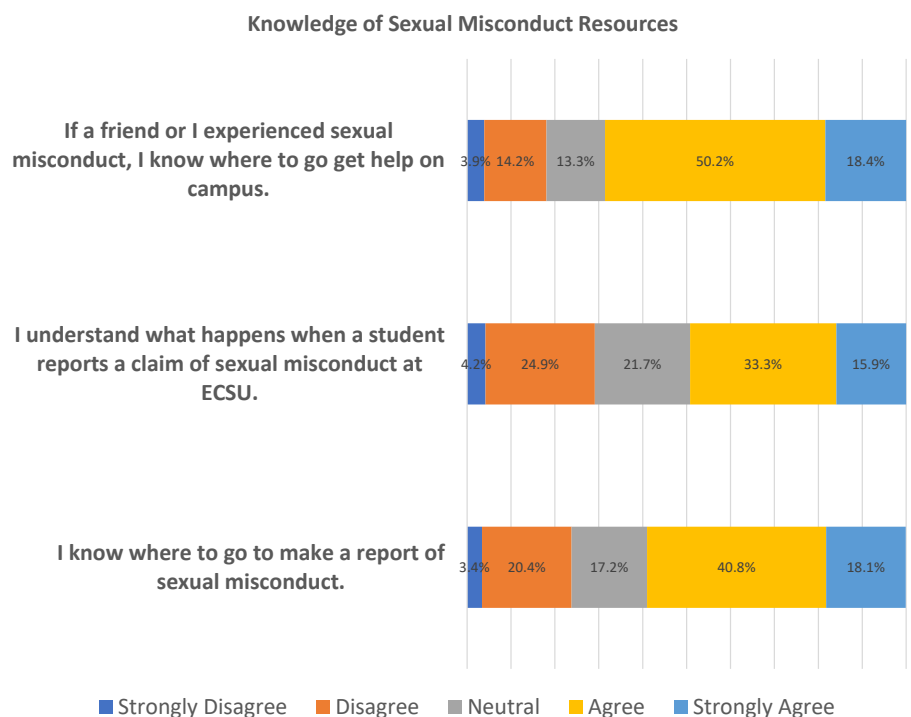


Awareness of Resources Related to Sexual Misconduct

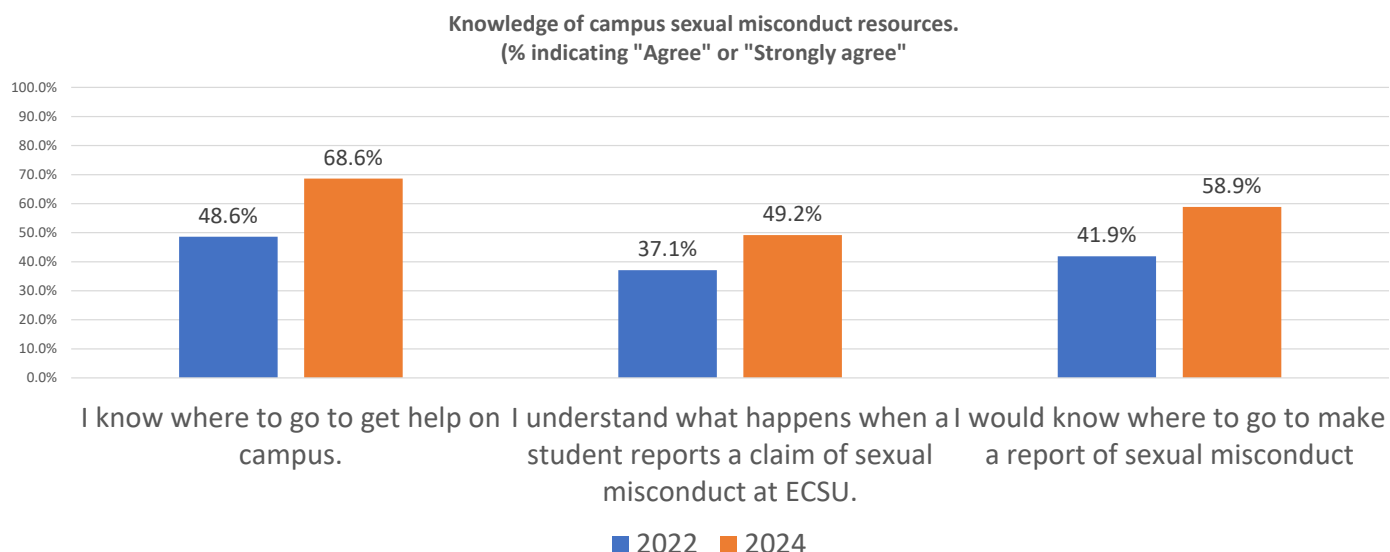
How aware are students of resources both on and off campus?

What are student experiences and perceptions of helping a friend who has experienced sexual misconduct while at ECSU?

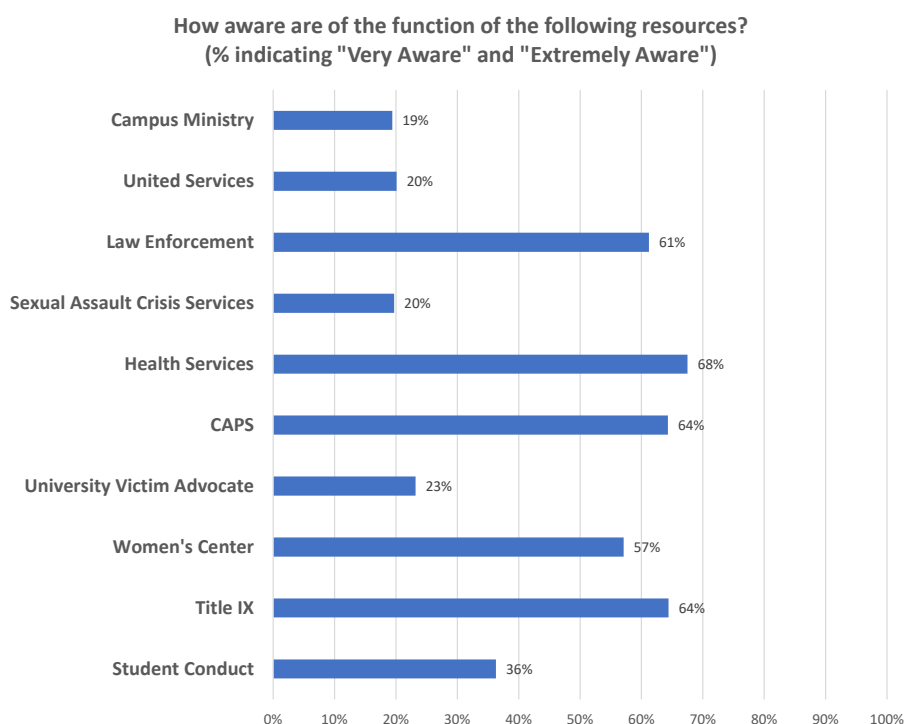
Knowledge of
Campus
Sexual
Misconduct
Resources –
All
Respondents
(n = 309)



Knowledge of Campus Sexual Misconduct Resources (2022 compared to 2024)



Awareness
of the
function of
specific
resources
(n = 289)



Experiences Helping a Friend

- Approximately 50.2% (n = 149) of participants knew someone who had experienced sexual misconduct since they became a student at ECSU.
- Of those who knew someone, 69.8% (n = 104) provided support to that person.

Type of Support Provided

Theme	Number of participants
Being there, caring, listening	35
Making plans of action	1
Helping to find someone to help my friend	8
Helping to make a report	7
Emotional support	20
Connecting with resources	15
Believing them	1
Hug	1
Physical support (i.e., walking them to class, providing protection)	9
Anonymous witness	1
On-line support	1

Looking back, what resources or information participants wished they had...

- Easier way to call for help (n = 1)
- Anonymous on-line forms (n= 1)
- Campus police (n= 2)
- How to get accountability for the person who harmed friend (n= 2)
- How badly ECSU would respond (n= 4)
- That faculty took claims more seriously (n= 1)
- More options than reporting for their friend (n= 1)
- That we had known where to go sooner (n= 1)
- More knowledge about policy (n= 1)
- More awareness of resources (n= 2)
- More of an understanding on what to do about stalking situation (n= 1)

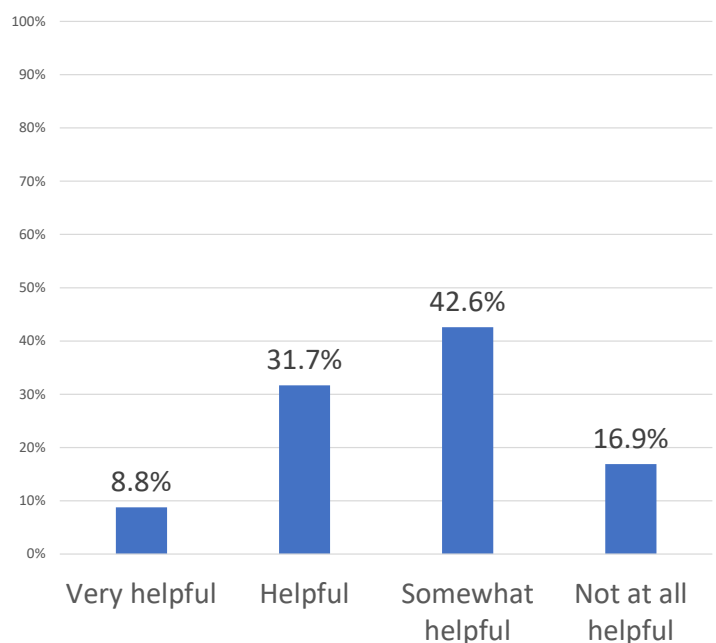
Perceptions of Training, Education, and Information

What are student perceptions of training provided by ECSU?

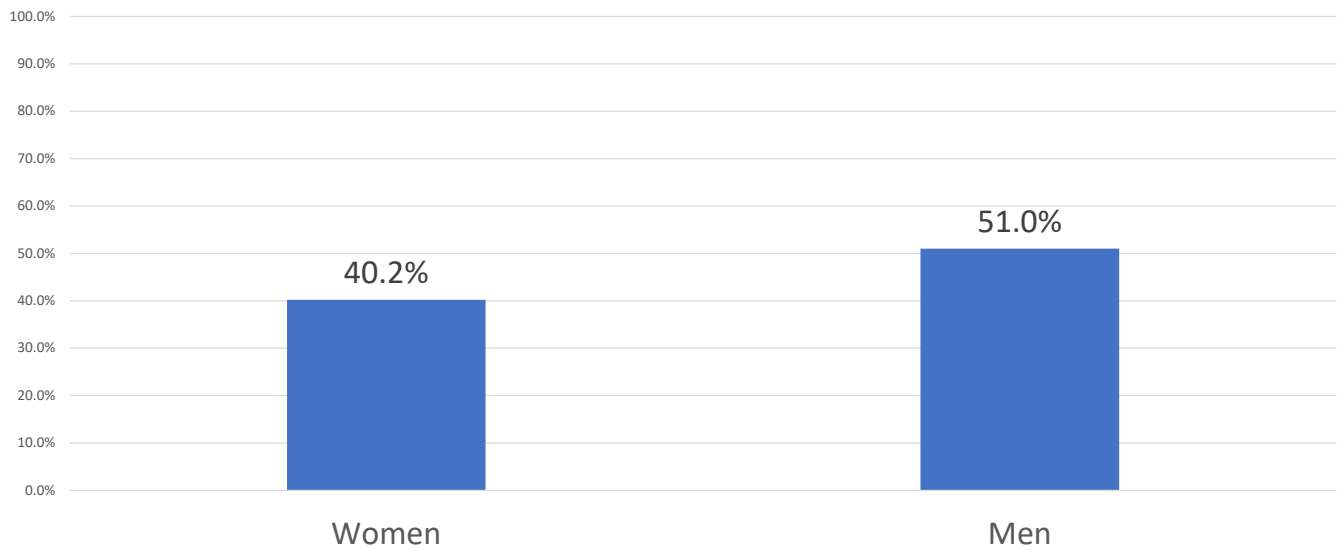
On-Line Training

- Before coming to ECSU 82.5% (n = 225) of participants had received information or education, that did not come from ECSU, about sexual misconduct.
- Approximately 93.2% (n = 287) of participants indicated that they completed the on-line training required for all students.

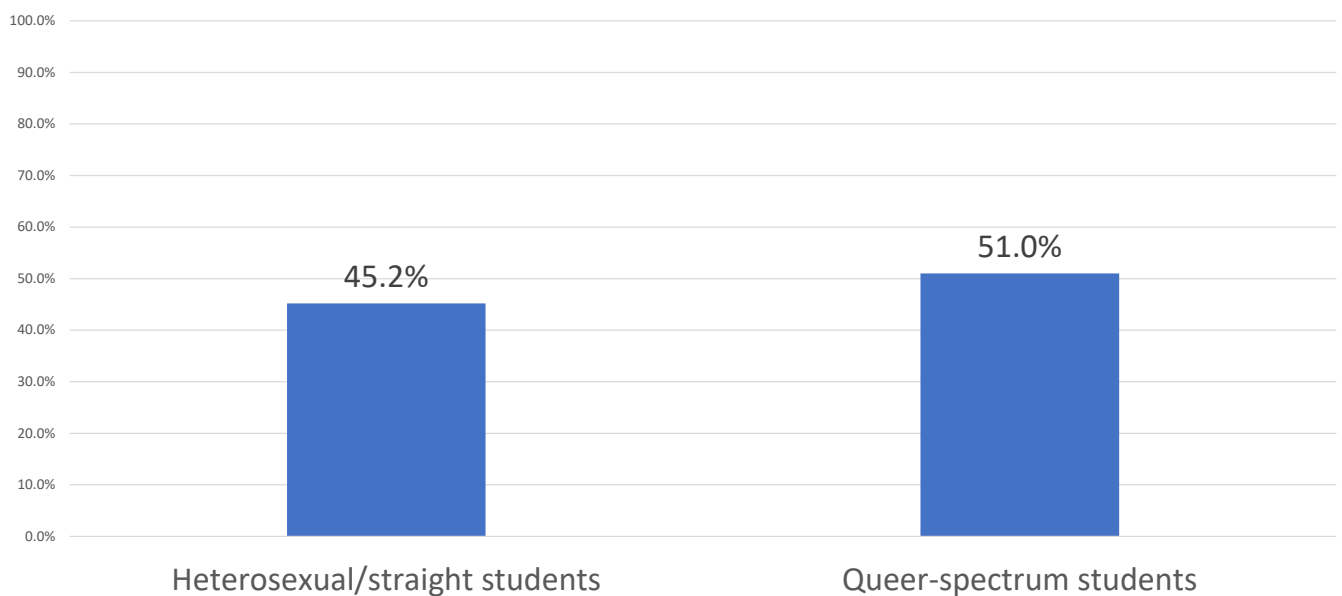
How helpful was the on-line training? (n = 289)



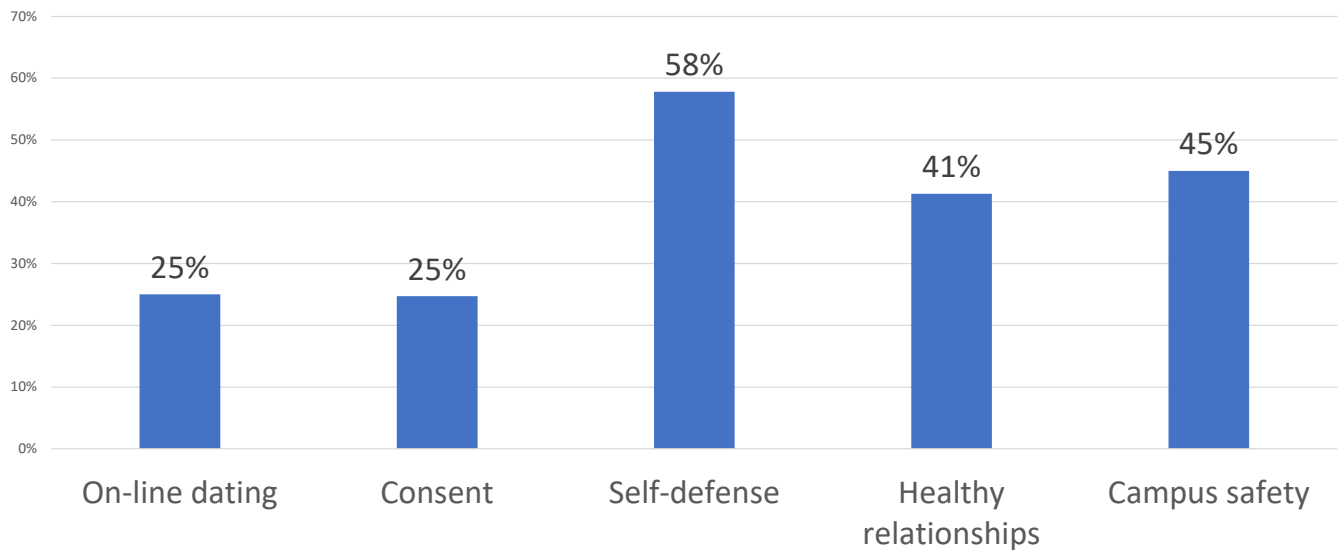
Required On-Line Training was "Helpful" or "Very Helpful" by gender identity



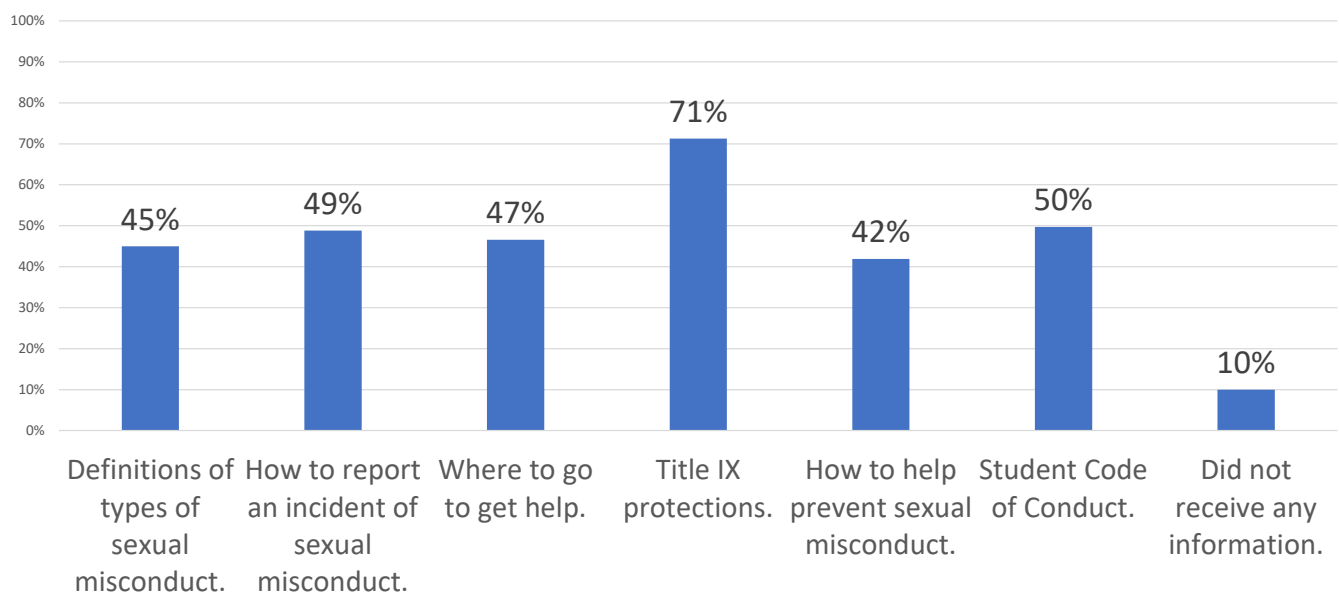
Online Training was "Helpful" or "Very Helpful" by sexual orientation



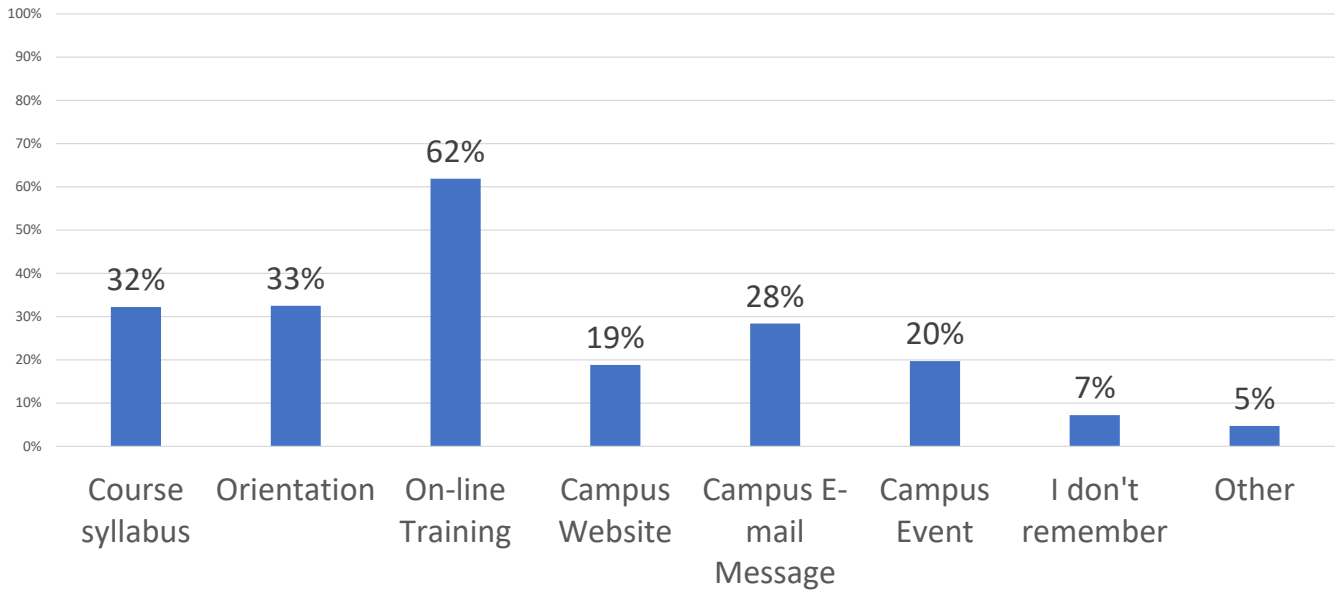
Since you came to ECSU, which topics do you wish you had been provided more information on?



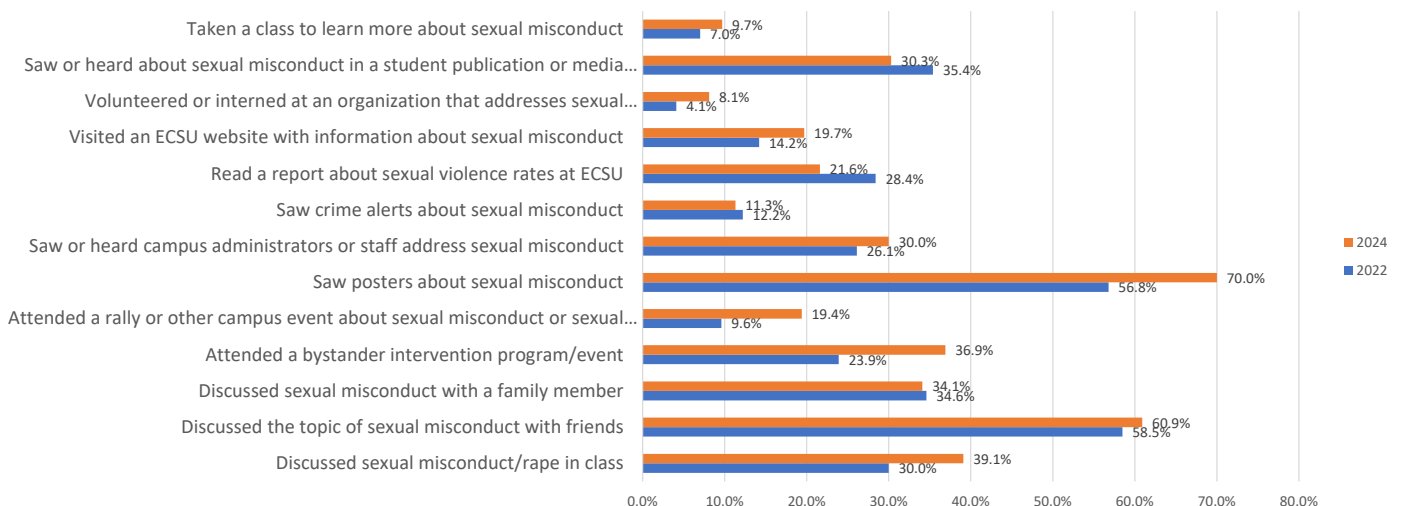
Since coming to ECSU, have you received written or verbal...



Where did you receive this information?

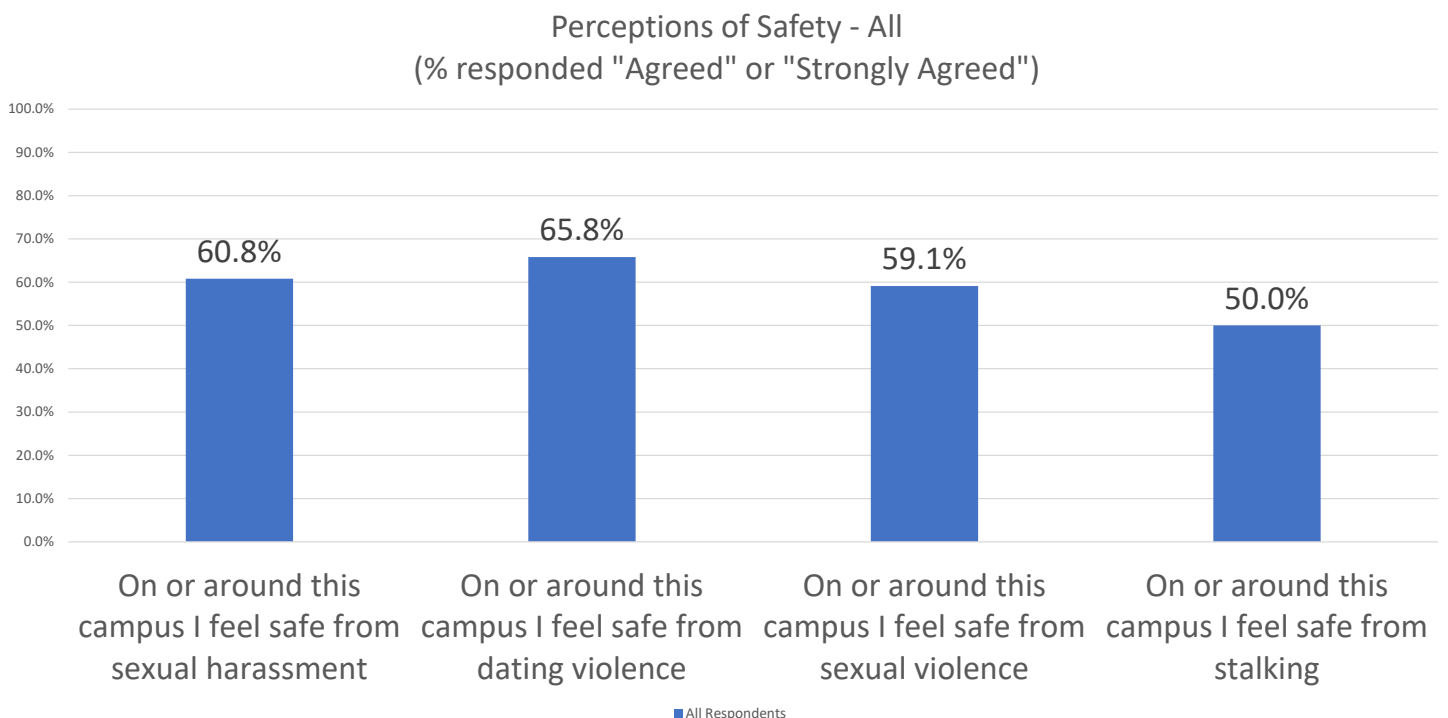


Exposure to sexual misconduct information/discussions since becoming a student at ECSU (all participants) – 2022 and 2024 Comparison

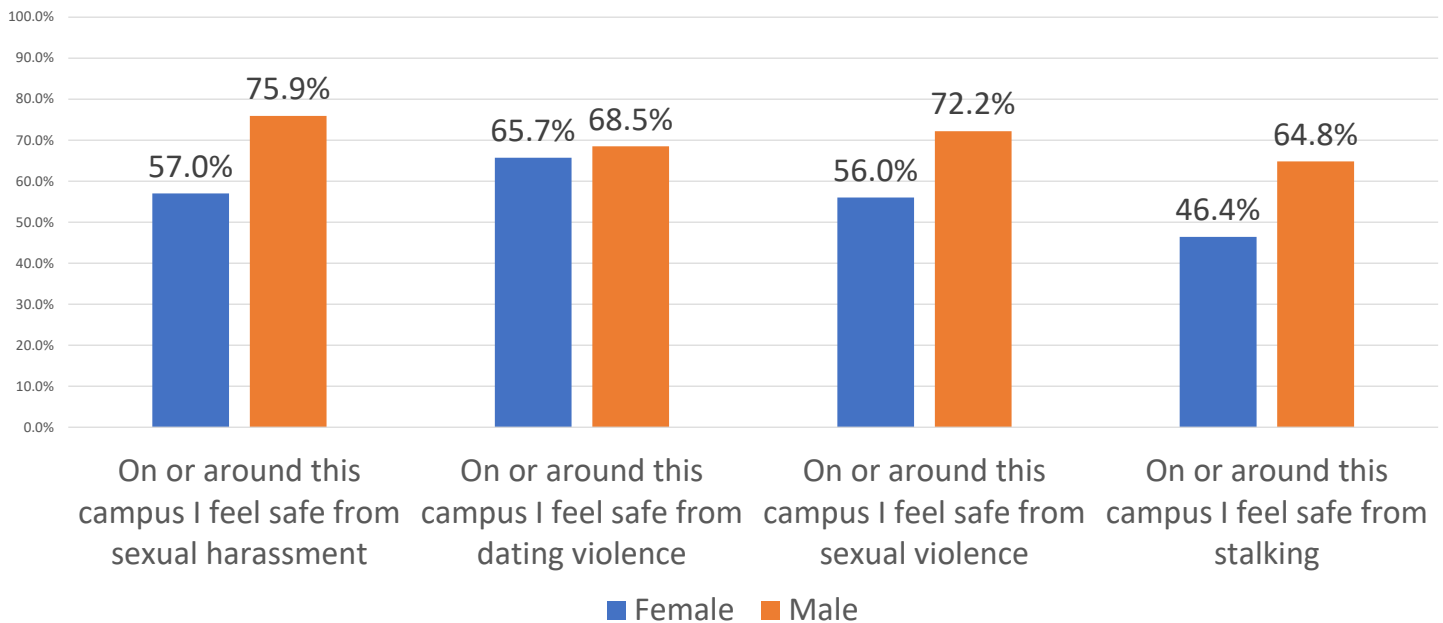


Perceptions of Safety and Campus Life

How safe do students feel at ECSU as it pertains to sexual assault, dating violence and stalking?

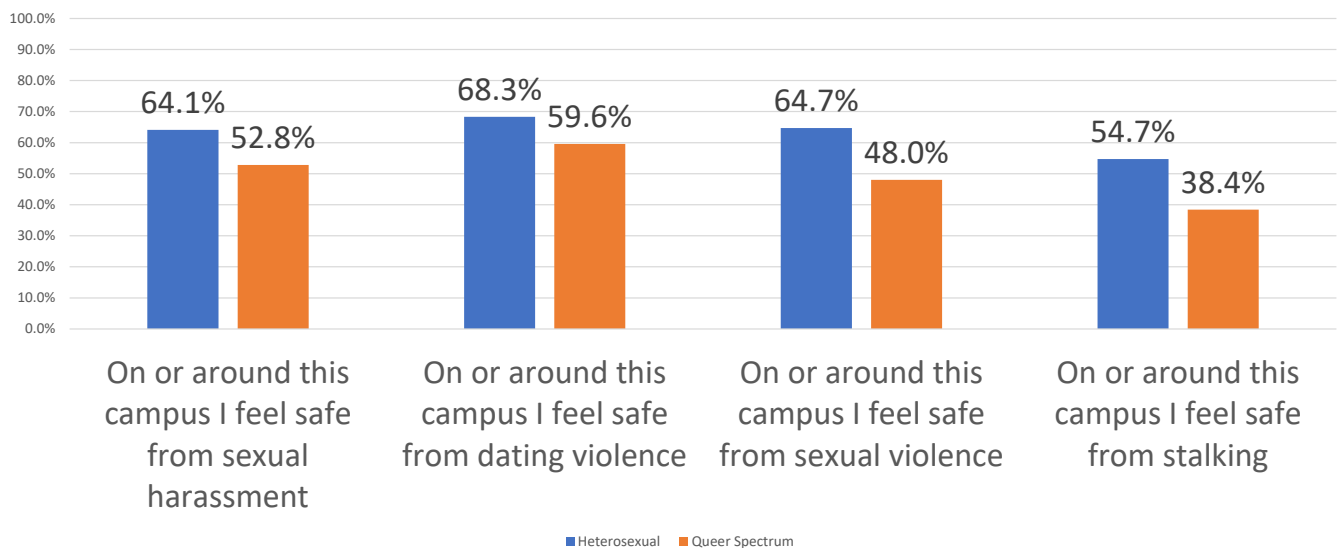


Perceptions of Safety by Gender Identity
(% responded "Agreed" or "Strongly Agreed")

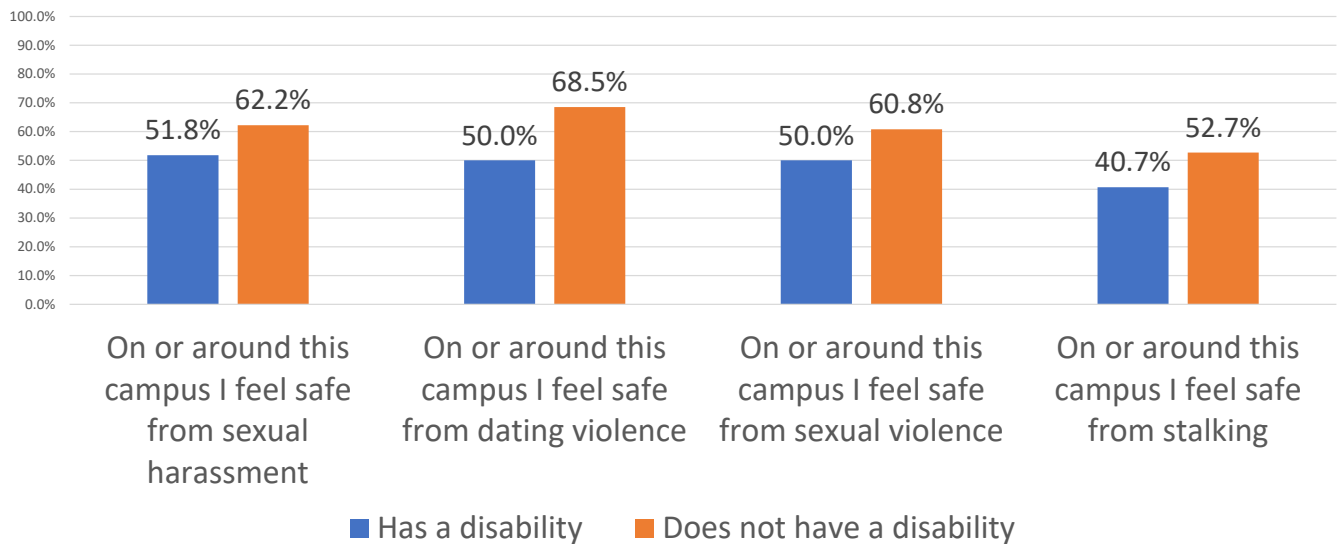


Note. Transgender, genderqueer and non-binary (TGN) students were excluded from this comparison due to low cell count.

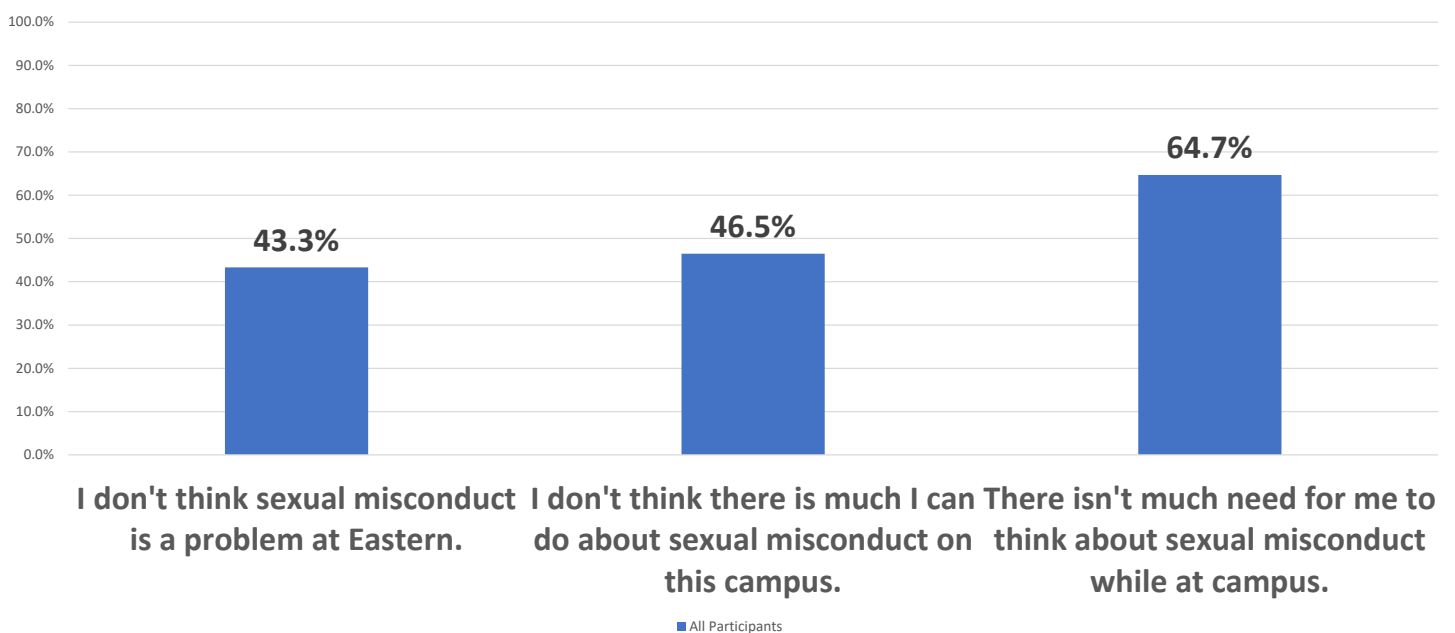
Perceptions of Safety by Sexual Orientation
(% indicating "Agreed" or "Strongly Agreed")



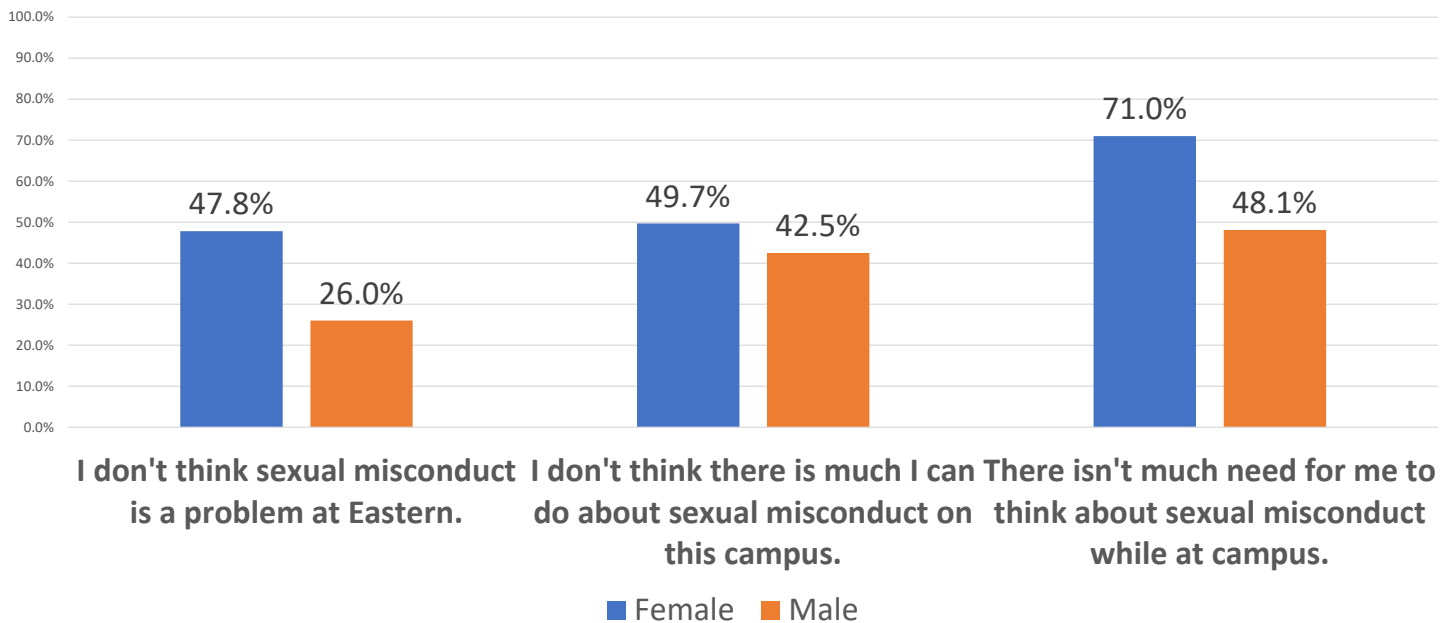
Perceptions of Safety by Disability Status
(% indicating "Agreed" or "Strongly Agreed")



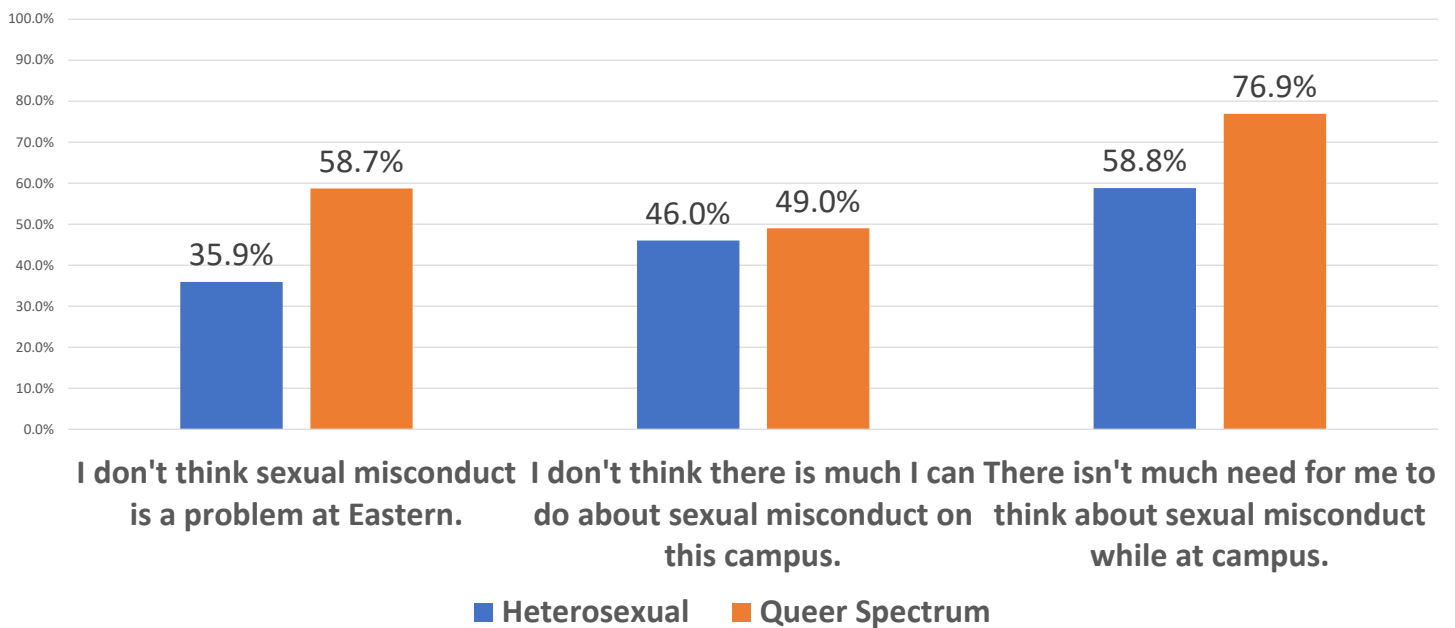
Perceptions of Campus Life - All Participants
(% indicating "Disagreed" or "Strongly Disagreed")



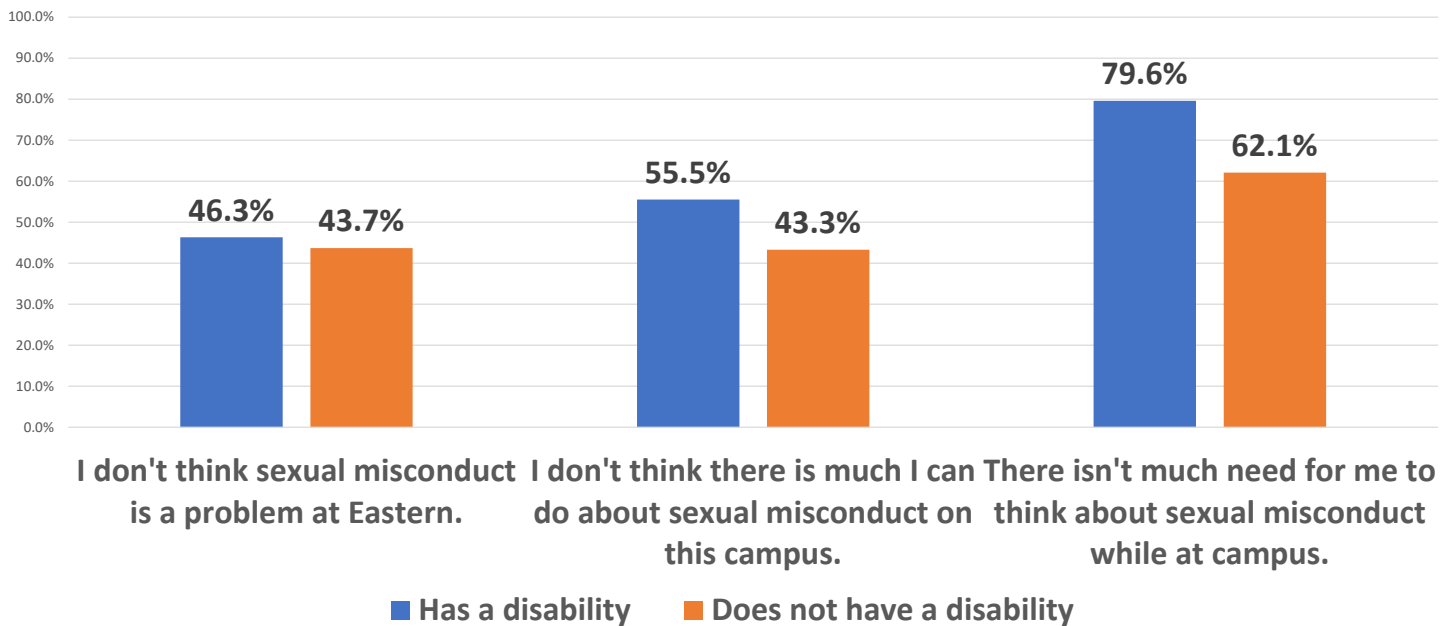
Perceptions of Campus Life by Gender Identity
(% indicating "Disagreed" or "Strongly Disagreed")



Perceptions of Campus Life by Sexual Orientation
(% indicating "Disagreed" or "Strongly Disagreed")



Perceptions of Campus Life by Disability Status
(% indicating "Disagreed" or "Strongly Disagreed")



Perceptions and Experiences of Reporting

For students who did report an incident of sexual misconduct at ECSU, what were their perceptions of that experience?

Reporting

When asked if they had made a report of sexual harassment, sexual assault, dating violence or stalking to ECSU since they became a student here, 18 people responded “yes” (6.3%).

Of those who reported, the vast majority identified as female (82.4%, n = 14).

More than half of people who reported were queer spectrum students (56.3%, n = 9) and the majority did not have a disability (72.2%, n = 13).

	Yes		No	
	n	%	n	%
Actively supporting you with either formal or informal resources (e.g., counseling, academic services, meetings or phone calls)?	10	66.7%	5	33.3%
Apologizing for what happened to you?	8	61.5%	5	38.5%
Believing your report?	8	57.1%	6	42.9%
Allowing you to have a say in how your report was handled?	6	50%	6	50%
Ensuing you were treated as an important member of the institution?	8	61.5%	5	38.5%
Meeting your needs for support and accommodations?	8	57.1%	6	42.9%
Create an environment where this type of experience was safe to discuss?	7	53.8%	6	46.2%
Create an environment where this type of experience was recognized as a problem?	6	50%	6	50%
Creating an environment in which this type of experience/s seemed common or normal?	6	50%	6	50%
Creating an environment in which this experience seemed more likely to occur?	5	45.5%	6	54.5%
Making it difficult to report the experience/s?	7	46.7%	8	53.3%
Responding inadequately to the experience/s, if reported?	7	46.7%	8	53.3%
Mishandling your case, if disciplinary action was requested?	5	45.5%	6	54.5%
Creating an environment where staying at ECSU was difficult for you?	8	57.1%	6	42.9%
Responding differently to your experience/s based on your race?	0	0%	13	100%
Creating an environment in which you felt discriminated against based on your race?	0	0%	12	100%

Who
participants
told about
the incident.

Who participants told about the incident (general).	
	n
Close friend other than a roommate	13
Roommate	12
Parent or guardian	9
Resident Assistant	7
Institution faculty or staff	7
Romantic Partner	5
Other family member	5
Other Housing Staff	5
Off-campus counselor or therapist	NR
On-campus counselor or therapist	NR
Doctor/nurse	NR
Office of Student Conduct	NR
Off-campus rape crisis staff	NR

Do you have any suggestions for how ECSU can improve their efforts to respond to or prevent stalking, domestic violence, and/or sexual assault?

Open-ended question

Suggestions for training

- Offer more education [n = 3]
- Provide a self-defense course [n = 2]
- Actually hold people accountable for not doing title 9 training
- Continue hosting events
- ECSU should have an open house event where students have to go to Gelsi-Young and Wood services for priority points. Campus police should also be involved in these conversations to include the perspective of first responders.
- Educate more students on the signs that contribute to these problems
- Have in-person training rather than online training [n = 4]

Hold Offenders Accountable

- Participants said that people have reported who are in positions of power on campus, and nothing was done. Title IX should hold these people accountable [n = 3]
- Stop blaming/ignoring the victims and actually punish the perpetrators lmao
- Stop taking bribes/letting students who are children of employees do whatever they want without repercussions
- Take cases more serious and provide punishment to the assaulter
- Title IX should take victims more seriously and have better repercussions for the offenders. While a title IX investigation is going on, nothing happens to the offender which may allow them to re-offend. That exact scenario happened to someone I know on campus. It has been reported.
- yeah, actually start doing stuff. There are creeps around campus walking free that have been reported.

Take Reports Seriously

- Take reports seriously and don't make students feel bad about themselves when they do file a report or make them hesitant to file one because of poor experience heard from other students.
- Taking it more seriously, regardless of the timing of the report, they should be responsive and treat every case the same.
- I think that ECSU needs to take these cases seriously. I have heard that in the past they have done a bad job handling some cases of sexual assault, which has led to a lot of students becoming mistrustful of the university.
- Stop addressing claims of sexual violence under the assumption that the victim is lying.
- The process is long- make sure its being consistently monitored

More Support

- Give more support, be way more clear about what is going to happen and hold up to the timeline that is originally given.
- Hire more staff who have resources to help people other than reporting and if they do report help them through the process:
- I wish it was made aware for students that they can go and talk to someone without fear of it being reported. I think many people hold back from talking to someone because they don't want to report it they just want to talk.
- Just listen I know people are used to going right into action but first just listen and see how you can help

Clarity on Resources and Reporting

- Find more informative ways to reach the students and who to go to for help
- Hand out brochures
- Make it known where people can seek help. Often times, wordy posters and emails are sent out with all the information which people do not read because they are wordy and impossible to read at a glance. Locations of all the centers need to be clear, potentially on posters in all the halls with one poster for each resource instead of all the information on one.
- Make sure students are aware of where to go if they need to report an incident and that they will have full support.

Blue Lights / Police

- Make sure all of the blue lights are working on campus as many of them are not working [n = 3]
- Have the police respond in a more timely manner
- I suggest for the campus police to go into these calls with an open mind and empathy.
- Noticeable cameras/lights/frequent patrols (especially at night)/emergency call system in parking garages.



Questions / Comments?