



| University of New Haven

## **2024 Annual Report to the Higher Education Committee**

**Prepared by:**

**University of New Haven**

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## **2024 Annual Report to the Joint Standing Committee regarding CT Public Act 14-11**

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

### **Sexual Harassment & Misconduct Policy**

The University of New Haven's Sexual Harassment & Misconduct Policy is updated annually to reflect best practices, community feedback, and Federal Regulations. Members of the University's Campus Resource Team provide guidance each academic year in the review of University policies and procedures related to Sexual Misconduct.

In October 2022, the University issued its Sexual Harassment & Misconduct Policy to include an additional definition of sexual harassment as defined within the Fair Housing Act (FHA). The additional sexual harassment definition is defined by the U.S. Department of Housing & Urban Development (HUD), which is applicable to higher education via the Fair Housing Act and applies to university housing for campus community members.

In July 2023, the Sexual Harassment Misconduct Policy was updated to reflect the appointment of Deputy Title IX Coordinator, Sara Richwine. The Policy was then updated to reflect the appointment of Title IX Coordinator, Barbara Lawrence, for September 27, 2023.

As of August 1, 2024, the University published a Title IX Formal Grievance Policy. This policy, formerly entitled Sexual Harassment & Misconduct Policy, was updated to reflect the Department of Education's Office of Civil Rights Final Title IX Rule that was published in the Federal Register on April 19, 2024. Policy revisions included a greater emphasis on sex-based discrimination based on gender identity, sexual orientation, or sex characteristics (including intersex traits). A section of the policy is dedicated to the expanded guidance the rights of pregnant and parenting community members entitled Pregnancy and Related Conditions.

University continues to monitor the anticipated release by the Office of Civil Rights Final Rule for Title IX Athletics Gender Equity. These updates were delayed in Spring 2024 by the Office of Management & Budget of the Department of Education and are expected to be a long-term action. Upon release of these regulatory documents and related guidance, the University will focus its efforts on implementation of all new regulatory requirements.

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

The University posts its Title IX Formal Grievance Policy in written format on the University's website ([www.newhaven.edu/titleix](http://www.newhaven.edu/titleix)) for the campus community, as well as within its' internal portal, MyCharger under Institutional Policies. Please see the provided copy of the University's Title IX Formal Grievance Policy for additional details.

### Educational Programming

It is the policy of the University to offer programming to prevent domestic violence, dating violence, sexual harassment, sexual exploitation, sexual assault, and stalking annually. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student orientation, throughout an incoming student's first semester, and new employee orientation. Programs, and other campaigns, offered throughout the year to all campus community members include strong messages regarding awareness and primary prevention (including normative messaging, bystander intervention, and the interactions between sexual assault and substance use). Awareness initiatives are often designed to address sexual misconduct as it occurs within the campus community, particularly focusing on its intersection with substance use and overall culture of the college environment. Programs also offer information on risk reduction that strive to empower survivors of sexual violence, identifying/recognizing warning signals and skills for prevention of a potential attack, while being cognizant of environments that may appear to be victim-blaming. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies and/or creating distractions. The University of New Haven utilizes the phrase 'Moving from Bystander to Upstander' as a campaign where bystanders are encouraged to become actively engaged and intervene to positively impact their environments. Upstander programming features discussions about identifying problematic behavior as it occurs, for those who intervene to ensure their own safety via the techniques they choose, while motivating them to intervene as stakeholders in the safety of the community when others might choose to be bystanders.

The following represents the University of New Haven's primary prevention and awareness programming designed to prevent all types of sexual violence.

<b>Fall 2023 Semester</b> <i>July 1, 2023, through December 31, 2023</i> <i>Anticipated Programming Events: Approximately 60</i>				
<b>Event Name:</b>	<b>Type of Event:</b>	<b>Offered By:</b>	<b>Audience:</b>	<b>Date:</b>
Wellness 360 Initiative	Primary Prevention Programming & Awareness Programming	Human Resources	All Employees	July 1, 2023 & Ongoing
Vector – Sexual Violence Prevention Online Course	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course – August 2023, Follow-up Courses: October 2023
Residential Professional Staff Training – Sexual Misconduct Response	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Office of Residential Life staff	August 8, 2023

Step UP: From Bystander to Upstander Session for Pre-College Orientations	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Dual Enrolled ESUMS and West Haven High School students	August 10, 2023
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 14 & 16, 2023
Behind Closed Doors: Residential Staff Training (Dating Violence & Assault Scenarios)	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	August 21, 2023
New Faculty Orientation: Sexual Violence Reporting & Assistance	Primary Prevention Programming	Dean of Students Office	New Faculty (Adjunct & Full-Time) & Provost's Office	August 24, 2023
Step Up! Introduction to Bystander Intervention	Primary Prevention Programming	Dean of Students Office	All incoming first-year and transfer undergraduate and graduate students – Mandatory	Four sessions held during Mandatory Orientation, August 26, 2023
Athletic Staff & Coaches Training	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Athletic Administration and Coaching Staff	Ongoing – via Canvas Modules
SDEV 1000 Course- Step UP: From Bystander to Upstander Presentations	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	38 courses offered throughout the semester, September 11 – October 28, 2023
Rubber Up! Understanding Contraception	Awareness Programming	Office of Residential Life	Gerber Hall Residents & Community members	September 9, 2023
Just Do It RightT Learn About Safe Sex	Awareness Programming	Office of Residential Life	Bixler Hall Residents & Community members	September 22, 2023
LGBTQ+ History Month: Flag Raising	Awareness Programming	PRIDE & Myatt Center for Diversity & Inclusion	Open to the Public	October 2, 2023
Health & Wellness Fair	Primary Prevention Programming & Awareness Programming	Dean of Students Office & Human Resources	Open to the Public	October 10, 2023
Sexual Wellness Event	Awareness Programming	Zeta Phi Beta Sorority, Inc.	Open to the Public	October 17, 2023

Condoms are No Trick, STDs are No Treat	Awareness Programming	Office of Residential Life	Bixler Hall Residents & Community members	October 18, 2023
46 <sup>th</sup> Annual Advanced Homicide Investigation & Symposium - Domestic Violence Intervention & Investigation	Primary Prevention Programming & Awareness Programming	Henry C. Lee Institute, CCADV & Jane Doe No More	Open to the Public	October 23, 2023
Domestic Violence Awareness Panel	Primary Prevention Programming & Awareness Programming	American Criminal Justice Association	Open to the Public	October 26, 2023
She's Birdie Project	Primary Prevention Programming & Awareness Programming	Center for Student Success	Open to the Public	October 26, 2023
No Nut Nonsense - Learn About Safe Sex	Awareness Programming	Student Committee on Programming & Education, PRIDE	Open to the Public	November 16, 2023
International Day Against Violence Against Women	Awareness Programming	Myatt Center for Diversity & Inclusion	Open to the Public	November 17, 2023
Self Love: Sex-Ed and Understanding Consent	Awareness Programming	Office of Residential Life	Westside Hall Residents & Community members	November 18, 2023
Trans Day of Remembrance	Awareness Programming	PRIDE & Myatt Center for Diversity & Inclusion	Open to the Public	November 20, 2023
What's the Vibe? Sexual Wellness Tips	Awareness Programming	Office of Residential Life	Gerber Hall Residents & Community members	November 28, 2023

<b>Spring 2024 Semester</b> <i>Approximately January 1, 2024, through June 31, 2024</i> <i>Completed Programming Events: Approximately 20</i>				
<b>Event Name:</b>	<b>Type of Event:</b>	<b>Offered By:</b>	<b>Audience:</b>	<b>Date:</b>
Residential Professional Staff Training –Sexual Violence Response	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	January 4, 2024
Step UP: From Bystander to Upstander Session for	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Dual Enrolled ESUMS and West Haven High School students	January 9, 2024

Pre-College Orientations				
Prato Pre-Departure	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Study Abroad Participants	January 9, 2023
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	January 8, 2024
Behind Closed Doors: Residential Staff Training (Dating Violence & Assault Scenarios)	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	January 11 & 12, 2024
SDEV 1000 Course-Step UP: From Bystander to Upstander Presentations	Primary Prevention Programming & Awareness Programming	Wellness Peer Educators, Dean of Students Office	All incoming first-year and transfer students – Mandatory	4 courses offered throughout the semester, January 29 – February 1, 2024
Condom Art & Safe Sex Trivia (Healthy Sexual Decision-Making)	Awareness Programming	Office of Residential Life & Health Services	Celentano Hall Residents & Community members	February 21, 2024
Sex Wellness Bingo	Awareness Programming	Office of Residential Life & Health Services	Celentano Hall Residents & Community members	February 23, 2024
Chargers After Dark Presents: Sex-ED Wingo Night	Awareness Programming	Chargers After Dark, Center for Student Engagement, Leadership & Orientation	Open to the Public	February 23, 2024
Sex Jeopardy & Healthy Sex Practices	Awareness Programming	Office of Residential Life	Gerber Hall Residents & Community members	February 29, 2024
International Women's Day	Awareness Programming	Office of Residential Life	Westside Hall Residents & Community members	March 6, 2024
Philanthropy Panel for Rape Crisis Center of Milford	Awareness Programming	Chi Kappa Rho Sorority	Open to the Public	March 19, 2024
Transgender Day of Visibility Campus Walk	Awareness Programming	Chi Kappa Rho Sorority	Open to the Public	March 29, 2024
PRIDE Bash & Celebration	Awareness Programming	PRIDE & Myatt Center for Diversity & Inclusion	Open to the Public	March 30, 2024

Courageous Conversation: Intersection of Marginalized (or At-Risk) Populations and Mental Health	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Open to the Public	April 11, 2024
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<b>Fall 2024 Semester</b> <i>July 1, 2024, through October 1, 2024</i> <i>Anticipated Programming Events: Approximately 20</i>				
<b>Event Name:</b>	<b>Type of Event:</b>	<b>Offered By:</b>	<b>Audience:</b>	<b>Date:</b>
Wellness 360 Initiative	Primary Prevention Programming & Awareness Programming	Human Resources	All Employees	July 1, 2024 & Ongoing
All Faculty & Staff Mandatory Reporter & Title IX Training	Primary Prevention Programming, Risk Reduction	Title IX Office, Office of Institutional Equity & Diversity s	All Employees	July 1, 2024 & Ongoing
Vector – Sexual Violence Prevention Online Course	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	Initial Course – August 2024, Follow-up Courses: October 2024
Residential Professional Staff Training – Sexual Misconduct Response	Primary Prevention Programming & Risk Reduction	Dean of Students Office	Office of Residential Life staff	August 8, 2024
Step UP: From Bystander to Upstander Session for Pre-College Orientations	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Dual Enrolled ESUMS and West Haven High School students	August 13, 2024
Residential Advisors & Directors Training at ORL Staff Orientation	Primary Prevention Programming & Awareness Programming	College Advocate & Dean of Students Office	Office of Residential Life staff	August 12 & 13, 2024
Behind Closed Doors: Residential Staff Training (Dating Violence & Assault Scenarios)	Primary Prevention Programming & Awareness Programming	Dean of Students Office	Office of Residential Life staff	August 19, 2023
New Faculty Orientation: Sexual Violence Reporting & Assistance	Primary Prevention Programming	Dean of Students Office	New Faculty (Adjunct & Full-Time) & Provost's Office	August 19, 2024
Title IX & Sexual Misconduct at Charge-IN	Primary Prevention Programming	Title IX Office, Office of Institutional Equity & Diversity	All incoming first-year and transfer undergraduate and	Two sessions held during Mandatory

			graduate students – Mandatory	Orientation, August 24, 2024
SDEV 1000 Course- Step UP: From Bystander to Upstander Presentations	Primary Prevention Programming & Awareness Programming	Dean of Students Office	All incoming first-year and transfer students – Mandatory	38 courses offered throughout the semester, September 5 – October 28, 2024
Domestic Violence Awareness Panel	Primary Prevention Programming & Awareness Programming	American Criminal Justice Association	Open to the Public	September 24, 2024

### Types of Educational Programming

#### *Vector Solutions Online: Alcohol EDU and Sexual Assault Prevention Courses*

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

For the 2023 - 2024 academic year, the University of New Haven has implemented Vector Solutions' (formerly EverFi) *Sexual Violence Prevention* courses for its incoming undergraduate populations. The *Sexual Violence Prevention Courses* are designed to engage students in fostering healthy relationships and preparing them to recognize and respond to sexual assault and harassment when it occurs. The *Adult Learner Course* is designed to train non-traditional students by emphasizing strategies to identify abuse in long-term relationships and bystander intervention for in-person and online situations. This course eliminates the discussion of underage substance use and focuses its attention on addressing age-appropriate scenarios related to healthy relationships, sexual misconduct, harassment related-communications, and bystander intervention.

Vector Solutions' employs pre- and post-surveys for each course which are offered immediately before and after each course to evaluate learner attitudes, beliefs, behaviors, and experiences related to the topic. Approximately thirty days after course completion, a follow-up survey is initiated for each learner to measure the long-term impact of the course.

Incoming students were divided into multiple groups, those that are undergraduates under the age of 18, those over 18, and those over 22 years of age. Those students under the age of 18 years of age were assigned the full undergraduate module, however the embedded surveys in the course were removed due to their status as minors. Those students between 18 years of age and 22 years of age were assigned the full undergraduate module with the embedded surveys to assess perceptions of bystander intervention, awareness of sexual violence, and self-reported behaviors. Those students identified as over the age of 22 years were provided the *Adult Learners* module for nontraditional students.

In order to facilitate additional ongoing education, the University administered a *Sexual Violence Prevention Ongoing: Healthy Relationships* module to all students in their first semester in the class standing of junior (third year).



During the 2023-24 academic year, the University administered the modules as shown in the tables below:

Vector Sexual Violence Prevention Course	Semester Offered	Total Invited Students	Completed Online Module	Incomplete Module	Overall Completion Rate	Overall Incomplete Rate
Undergraduate First-Time/Transfer	2023-24 AY	1554	1091	463	70.21 %	29.79 %
Undergraduate First-Time/Transfer Adult Learners	2023-24 AY	247	139	108	56.28 %	43.72 %
Undergraduate Juniors – Healthy Relationships Refresher	2023-24 AY	957	639	318	66.77 %	33.23 %

During the 2023-24 academic year, the University of New Haven chose to utilize Vector Solutions' *Alcohol EDU for College* course to review the risks of substance misuse and successful strategies for handling dangerous situations. All incoming students are required to complete both the *Alcohol EDU* and *Sexual Violence Prevention* courses within their first few weeks of enrollment at the University. Within these online courses, students are prompted to review University specific policies on Substance Use, Sexual Harassment & Misconduct, the Code of Conduct and Amnesty Policy. Additionally, each course provides opportunities for students to review on-campus and local support services available to students. With Vector's software, the University has increased overall completion of the online modules through automated email reminders, in-class reminders, and University-wide communications.

Vector Alcohol EDU for College Course	Semester Offered	Total Invited Students	Completed Online Module	Incomplete Module	Overall Completion Rate	Overall Incomplete Rate
Undergraduate First-Time/Transfer	2023-24 AY	1555	1109	446	71.32 %	28.68%

During the 2023-24 academic year, the University of New Haven continued to implement Vector Solutions' *Diversity, Inclusion & Belonging for Students* course to review the values of an inclusive University, the importance of engaging across difference, and the value of respect.

#### *Title IX Charge-In Training*

During incoming student orientation, the Office of Institutional Equity & Diversity provides an hour presentation that serves as an introduction to University's Title IX policies, resources, and grievance procedures. This presentation includes information about affirmative consent, strategies for safe and effective intervention, understating the University expectations of behavior, and available Title IX resources. This session was offered twice during orientation, to allow all incoming first year and transfer students to attend. Community Standards sessions, held on August 22, 2024, also included a brief review of the Title IX Formal Grievance Policy, available supportive measures, options to formally report and available confidential resources. Following Community Standards, incoming undergraduates participated in the Title IX sessions, held on August 24<sup>th</sup>, 2024, for a review of bystander intervention strategies and safety measures on campus.

#### *Student Development 1000 Course - Step Up! Bystander Training*

Since 2015-16 AY, the University has utilized the umbrella program of Step UP, with the slogan: 'Moving from Bystander to Upstander' to reinforce bystander intervention strategies and promotion. This program utilizes the

[Step UP bystander program](#), developed by the University of Arizona C.A.T.S. Life Skills Program in partnership with the NCAA. This presentation includes information about the concept of bystander intervention, strategies for safe and effective intervention, different types of interventions, and available University resources. These bystander trainings are housed as a University Student Development course (SDEV 1000) that all first year and transfer undergraduate students are preregistered for on their course schedules.

This course is described to students as the promotion of knowledge of University policies regarding sexual violence and safety by teaching University community members about valuable bystander intervention strategies that can be used to foster the development of a safe and educational campus climate. The presentation is seventy-five minutes in length to allow for interactive discussions yet still fits into course block scheduling. This course is facilitated by annually trained Dean of Students Office staff, and includes four short videos, interactive discussion exercises, and policy review.

To reinforce barriers to bystander intervention, students are encouraged to consider alternate methods of seeking support amidst concerns about retaliation or retribution, such as utilizing professional confidential guidance and referring peers to available resources on- campus and in the local community.

Within the course, the [Step Up – American University video](#), is utilized for its Step UP framework (previously referenced) to teach students how to intervene using five safe and effective steps in a variety of problematic situations, including mental health, hazing, substance use, and sexual violence. The video also emphasizes the three main techniques for positive intervention in such situations, which are Direct, Distract, and Delegate.

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

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

The University continues to utilize a CANVAS module which was developed for incoming undergraduate students that are only enrolled in online or remote coursework. This module provides these students with the same content of the presentation in a modality that permits their full participation and ensures the content is delivered consistently. Students enrolled in the online section are required to watch a recording of the on-ground course, then they must complete a written reflection which prompts them to answer four distinct questions. Students are prompted to reflect on the differences of bystander behavior to upstanding behavior, the five effective strategies to Step Up, their personal observations about barriers to intervention, and an identification of available resources on campus. This reflection is required to be one – two pages in length and must be submitted by a reasonable deadline to demonstrate learned knowledge.

UNIV 1000 Course Offered	Total Incoming Students	Total Attendees	Completed Online	Excused	Incomplete	Withdrawn	Overall Completion Rate	Overall Incomplete Rate
Fall 2021	1512	1310	67	21	89	25	94.0 %	6.0 %
Spring 2022	103	69	14	0	5	5	93.26 %	5.61 5
2021-22 AY	1605	1379	81	21	94	30	94.03 %	5.96 %
Fall 2022	1396	1189	99	3	61	44	95.49 %	4.51 %
Spring 2023	101	39	35	0	24	3	75.51 %	24.49 %
2022-23 AY	1497	1228	134	3	85	47	94.14 %	5.86 %
Fall 2023	1533	1336	75	15	87	20	94.25 %	5.75 %
Spring 2024	122	69	42	2	8	1	93.39 %	6.61 %
2023 – 24 AY	1655	1405	117	17	95	21	94.19 %	5.81%

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

The SDEV 1000: Step Up course continues to be held via on-ground instruction in which students were preregistered on their course schedules. For the 2023-24 AY, the course section accommodates 45 – 60 students a session.

#### *Information Tables and Additional Programming*

A secondary facet of education is the programming regarding sexual violence prevention, response, and University specific policies. The University's Dean of Students Office, Community Wellness Advocates, and various student organizations continue to host numerous educational and awareness programs during the academic year. In addition to events sponsored by the Undergraduate Student Government and the Graduate Student Council, the Dean of Students office sponsor numerous information tables throughout the year to increase awareness (Healthy Relationships tables, Domestic Violence Awareness Month, April's Sexual Assault Awareness Month, etc.). During these informational tables, staff provide extensive amounts of resources, and promotional items to passing students.

### **Awareness & Compliance Initiatives**

#### *Know Your Rights Brochure*

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

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

#### *Title IX Website*

The Office of Institutional Equity & Diversity, and its Title IX members, continuously monitor and revise the Title IX webpage, paying particular attention to accessibility, availability, and clarity of this important information. In an effort to ensure increased reporting, the appropriate short links, such as [www.newhaven.edu/titleix](http://www.newhaven.edu/titleix) and [www.newhaven.edu/reportit](http://www.newhaven.edu/reportit) are monitored for functionality. The Title IX website was recently updated to include more information to external community members regarding reporting, definitions, resources, training, and frequently asked questions. External and internal searches for these keywords most frequently result in the respective informational brochures, the Know Your Rights & Options brochure, and the Title IX Policy webpage. Furthermore, the external and internal search for Title IX at the University provides the webpage as primary option.

### **Marketing & Publications**

The Mandatory Reporter and Campus Security Authority brochures were developed to inform individuals identified in these roles of their primary responsibilities under Title IX or Clery respectively, as well as University reporting procedures. This is an alternative resource for information and is utilized as supplemental material for online trainings. These brochures were updated in the summer of 2024 to reflect staffing updates and ensure they were consistent with current policies/procedures.

#### *Faculty Syllabus Notice*

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

#### *Commitment to Positive Learning Environment:*

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

If you encounter sexual harassment, sexual misconduct, sexual assault, or discrimination based on race, color, religion, age, national origin, ancestry, sex, sexual orientation, gender identity, or disability please contact the Title IX Coordinator, Barbara Lawrence, at (203) 932.7269 or [blawrence@newhaven.edu](mailto:blawrence@newhaven.edu). To view the University's policy, visit [Title IX at the University of New Haven](#). To learn more about reporting options and the University's procedures for investigating harassment and discrimination, students are encouraged to contact the Dean of Students Office at [deanofstudents@newhaven.edu](mailto:deanofstudents@newhaven.edu).

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

### ***Report of Complaints of Sexual Misconduct***

#### ***Brought forward from January 1, 2023, through December 31, 2023***

This report contains information about complaints of sexual misconduct that the University of New Haven received notice and the actions taken by the University to address those complaints. Specifically, this report includes descriptions of all student complaints that were processed through the Sexual Misconduct Disciplinary Process from January 1, 2023, through December 31, 2023

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

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

While this report is intended to be informative and enlightening, there are many limitations to reporting sexual violence on the University campus. The brief narrative descriptions are intentionally vague, as a complete description of the complexities or specifics of a given case could reveal identifiable information about a given party. Similarly, the report indicates only the type of category the complaint is associated with, such that "sexual harassment" may refer to unwelcome advances or requests for sexual favors. The 'other' category has been designated for reports of sexual misconduct that do not directly fall into the categories prescribed or there was limited information within the report to designate a specific category of sexual misconduct.

In the event that sexual misconduct, gender-based violence, or the crimes of sexual assault, stalking, dating violence or domestic violence do occur, the University of New Haven takes the matter very seriously. The University may employ interim protection measures such as emergency removal, interim suspension, and/or no contact orders in cases where a student's behavior represents a risk of violence, threat, pattern and/or predation. A student responding to allegations of sexual misconduct, other gender-based violence, or such crimes, is subject to action in accordance with the University's Sexual Harassment & Misconduct Policy (also known as Title IX Formal Grievance Procedures).

A student wishing to officially report such an incident may do so by contacting the Title IX Coordinator, Barbara Lawrence (203.932.7269 or [blawrence@newhaven.edu](mailto:blawrence@newhaven.edu)) or Deputy Title IX Coordinator, Ophelia Rowe-Allen (203.932.7176 or [orallen@newhaven.edu](mailto:orallen@newhaven.edu)). Anyone with knowledge about sexual misconduct or gender-based violence or such crimes is encouraged to report it immediately. Supportive measures for victims are available from the campus whether a victim pursues a formal complaint through the University of New Haven process.

The Rape Crisis Center of Milford College Advocate worked with 3 unique students on issues of sexual misconduct in the 2022-23 academic year. The College Advocate worked with 4 unique students on issues of sexual misconduct in the 2023-24 academic year. The Rape Crisis Center of Milford assists students with confidential reports, of which the University has limited information about. To protect the privacy and confidentiality requested by their clients, the College Advocates do not share identifiable or narrative information with the Title IX Coordinator, unless the report reveals a risk to the larger campus community or a pattern of predation.

The statistics below include all complaints of sexual misconduct brought forward in January 1, 2023 through December 31, 2023, regardless of when the alleged events occurred. The complaints of sexual misconduct are sorted into broad categories based on the reporting party's allegations. Complaints involving more than one allegation of sexual misconduct are listed only once, based on the primary allegation. The Complainant is the person who reported having experienced a violation of sexual misconduct or (in the case of third-party complaints) the person who is reported to have experienced it. The Respondent is the person (or persons) alleged to have committed the misconduct.

\*These statistics may vary from the published Annual Security & Fire Safety Report statistics as it only includes those reports that the University received notice of, and which engaged in the disciplinary process. Clery reportable crimes may also include aggregate data provided by confidential resources, such as Health Services, Counseling Services, and the Rape Crisis Center of Milford's College Advocate, which can appear as an increase in reported sex offenses. Additionally, information included in the statistics below are specific to incidents in which a student disclosed or reported an allegation of sexual misconduct as it would violate University Policy. Statistics in the Annual Security & Fire Safety Report are geographically specific to the institution and are assessed based on the criminal definition of the statute.

### Formal Institutional Reports

<i>During the 2023 calendar year (January 1, 2023 – December 31, 2023), there was 1 new formal complaint brought forward to the Sexual Misconduct Investigation Team and Hearing Board, which are reported in this table.</i>			
<b>Complainant(s)</b>	<b>Respondent(s)</b>	<b>Category of Misconduct Reported</b>	<b>Descriptions/Actions Taken</b>
Undergraduate Student	Graduate Student	Sexual Assault	<p>Dean of Students Office and Athletics received a report in which a female student disclosed a prior experience of sexual assault involving a male student. The Sexual Misconduct Investigation Team initiated a formal investigation at the Complainant's request.</p> <p>The Sexual Misconduct Hearing Board found the Respondent responsible for violating the Sexual Harassment &amp; Misconduct Policy. There was no appeal. The Complainant was assisted with supportive measures (class accommodations, etc.). The Respondent was banned from all University property during the Complainant's enrollment as a student.</p>

## Informal Institutional Complaints

<p><i>During the 2023 calendar year (January 1, 2023 – December 31, 2023), there were 30 new informal reports. In each case, the Complainant was provided information regarding the formal complaint process, criminal complaint process, and informal remedies, however declined to pursue the matter. Complainants were given access to all supportive measures, such as class accommodations, living or working accommodations, transportation accommodations, and support services available on/off campus.</i></p>			
Complainant(s)	Respondent(s)	Category of Misconduct Reported	Descriptions/Actions Taken
Undergraduate Student	Undergraduate Student	Sexual Harassment	<p>The Dean of Students Office received a report in which a male student was allegedly making inappropriate comments, perceived as romantic advances, in an academic environment with a student worker. The Complainant requested the University intervene to educate the Respondent regarding the inappropriate behavior.</p> <p>The Dean of Students Office facilitated educational discussion with the Respondent and provided work accommodations for the Complainant. The Respondent was provided alternative access to the academic resources to prevent further contact.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault	<p>Residential Life received a report in which a female student disclosed a prior experience of sexual assault. The Complainant did not identify any other involved parties or the details of the alleged assault.</p> <p>The Complainant was provided comprehensive information about supportive measures and received housing accommodations.</p>
Undergraduate Student	Undergraduate Student	Intimate Partner Violence	<p>The Dean of Students Office &amp; Residential Life received a report in which two undergraduate students, and former dating partners, were allegedly engaging in unwanted electronic communication with one another. The Complainant was aided in contacting the appropriate law enforcement agency.</p> <p>The Dean of Students Office facilitated educational discussion with the Complainant and Respondent. The Respondent was provided alternative access to the academic resources to prevent further contact.</p>
Undergraduate Student	Non-University Member	Sexual Assault	<p>Accessibility Resources Center received a report in which a male student disclosed a sexual assault prior to their enrollment as a student. The Complainant identified the Respondent as a non-University member.</p> <p>The Complainant was provided comprehensive information about supportive measures and connection to applicable law enforcement.</p>
Undergraduate Student	Non-University Member	Intimate Partner Violence	<p>The Dean of Students Office received a report in which a male student was injured by their former dating partner, a non-University member. The Complainant requested assistance with athletics and class accommodations.</p> <p>The Complainant was provided comprehensive information about supportive measures and connection to applicable law enforcement.</p>

Non-University Member	Faculty	Sexual Harassment	<p>Human Resources received an email report regarding allegations that faculty member allegedly engaged in sex-based harassment towards a non-University member at a prior off-campus event. The Complainant was advised of applicable law enforcement options as the University did not have jurisdiction.</p> <p>Information was provided to the Complainant regarding options to share additional details with university officials and seek supportive resources.</p>
Undergraduate Student	Non-University Member	Sexual Assault	<p>The Dean of Students Office received a report in which a female student disclosed a prior experience of sexual assault. The Complainant indicated that the matter occurred in their youth and was currently being adjudicated in the criminal system.</p> <p>The Complainant was provided with comprehensive information about supportive measures and provided classroom accommodations to permit participation in the criminal court case.</p>
Graduate Student	Graduate Student	Stalking	<p>The Dean of Students Office received a report of an incident in which a male student was allegedly engaging in unwanted communication, perceived as romantic advances, with a female student. The Complainant was offered reporting options but declined to pursue a formal complaint. The Complainant requested University intervene to educate the Respondent regarding the inappropriate behavior.</p> <p>The Dean of Students Office facilitated educational discussion with the Respondent.</p>
Undergraduate Student	Non-University Member	Sexual Assault	<p>Counseling Services referred a Complainant to the Dean of Students Office for classroom accommodations. The Complainant disclosed a prior experience of sexual assault which occurred off-campus. The Complainant did not identify any details of the alleged assault; however, they confirmed the alleged perpetrator was not affiliated with the University.</p> <p>The Complainant was provided comprehensive information about supportive measures and received classroom accommodations.</p>
Undergraduate Student	Graduate Student	Other	<p>Charger Recreation notified the Dean of Students Office regarding a disclosure that a female student allegedly engaged in unwanted physical contact, that was perceived as romantic, with another male student. The Complainant was advised of formal reporting options but declined to pursue a formal complaint.</p> <p>The Dean of Students Office assisted Charger Recreation with ongoing support for the students. The Dean of Students Office facilitated educational discussion with the Respondent and provided work accommodations for the Complainant.</p>



Undergraduate Student	Faculty	Sexual Harassment	<p>The Dean of Students Office received a report in which a faculty member allegedly made a romantic advance to a female student. Human Resources was notified of the report. The Complainant was advised of formal reporting options but declined to pursue a formal complaint. The Complainant reported the faculty member had not engaged in further communication after initial comment.</p> <p>The Dean of Students Office facilitated class accommodations to ensure future contact did not occur, at the Complainant's request. The Complainant was provided comprehensive information about supportive measures.</p>
Undergraduate Student	Non-University Member	Intimate Partner Violence	<p>The Dean of Students received a report that a female student disclosed prior domestic violence by a non-University member. The Complainant did not identify any other details of the alleged violence, as the prior conduct was documented by local police.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the Counseling Services. The Complainant was also supported for housing and food insecurity concerns.</p>
Graduate Student	Graduate Student	Sexual Harassment	<p>The Dean of Students Office received a report in which a male student allegedly made inappropriate comments, perceived as romantic advances, when requesting the contact information of the Complainant.</p> <p>The Dean of Students Office facilitated educational discussion with the Respondent. The Complainant was provided comprehensive information about supportive measures but declined to pursue them.</p>
Undergraduate Student	Unknown	Sexual Assault	<p>Dean of Students Office received a report in which a female student disclosed a sexual assault they experienced while at an off-campus function. The Complainant did not identify any other involved parties and did not share additional details of the alleged assault.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the College Advocate(s). The Complainant was advised of formal reporting options and connection to applicable law enforcement. The Complainant received classroom accommodations.</p>
Undergraduate Student	Non-University Member	Intimate Partner Violence	<p>Residential Life reported that a female student disclosed prior dating violence by a non-University member and former dating partner. The Complainant received unwanted electronic communication from the non-University member, and was concerned they would visit campus housing.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the University Police. The Complainant also received classroom accommodations and a referral to Counseling. The Respondent was banned from University property.</p>

Graduate Student	Graduate Student	Sexual Assault	<p>The Office of Graduate &amp; International Student Life received a report that a male student disclosed an experience of unwanted physical contact, perceived as attempted sexual assault, by another male student while at an off-campus University event. The Complainant was advised of formal reporting options but declined to pursue a formal complaint.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the Counseling Services.</p>
Undergraduate Student	Non-University Member	Sexual Assault	<p>A faculty member received a report in which a female student disclosed a prior experience of sexual assault prior to arriving at the University. The Complainant did not identify any other the details of the alleged assault.</p> <p>The Complainant was provided comprehensive information about supportive measures and connection to applicable law enforcement.</p>
Undergraduate Student	Undergraduate Student	Stalking	<p>The Dean of Students Office received a report in which a male student was allegedly engaging in unwanted electronic communication with a female student.</p> <p>The Dean of Students Office facilitated educational discussion with the Respondent and implemented a no contact order to prevent further communication/contact.</p>
Undergraduate Student	Unknown	Sexual Assault	<p>University Police received a report in which a female student disclosed a sexual assault they experienced while in downtown New Haven. The Complainant could not identify any other involved parties and did not share additional details of the alleged assault.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the College Advocate(s). The Complainant was advised of formal reporting options and connection to applicable law enforcement.</p>
Undergraduate Student	Unknown	Sexual Assault	<p>Residential Life received a report in which a female student disclosed a sexual assault they experienced while at an off-campus function. The Complainant could not identify any other involved parties and did not share additional details of the alleged assault. The Complainant expressed concerns about possible drug-facilitated assault and received applicable medical attention.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the College Advocate(s). The Complainant was advised of formal reporting options and connection to applicable law enforcement.</p>

Undergraduate Student	Non-University Member	Intimate Partner Violence	<p>Residential Life reported that a female student disclosed unwanted communications by a non-University member and former dating partner. The Complainant was concerned they would visit campus housing and engage in further communication(s).</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the University Police. The Complainant also has a referral to Counseling.</p>
Undergraduate Student	Unknown	Sexual Assault	<p>Accessibility Resources Center received a report in which a female student disclosed a sexual assault they experienced while at an off-campus employer. The Complainant did not identify any other involved parties and did not share additional details of the alleged assault.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the College Advocate(s). The Complainant was advised of formal reporting options and connection to applicable law enforcement. The Complainant received classroom accommodations.</p>
Other University Affiliate	Undergraduate Student	Sexual Exploitation	<p>The Dean of Students Office received a report in which a female alumna reported that a male student may have engaged in sexual exploitation via the dissemination of sexually explicit images absent her consent. The Complainant was advised of formal reporting options and connection to applicable law enforcement.</p> <p>The Dean of Students Office facilitated educational discussion with the Respondent.</p>
Undergraduate Student	Non-University Member	Sexual Harassment	<p>University Police responded to a report that undergraduate female student observed an unknown male peering through their off-campus residential windows. The Complainant expressed concerns about being observed without consent. The Complainant connected to applicable law enforcement, who determined the alleged Respondent was a non-University member.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the Counseling Services. Emergency housing accommodations were provided as police investigated.</p>
Undergraduate Student	Unknown	Sexual Assault	<p>Residential Life received a report in which a female student disclosed a sexual assault they experienced while at an off-campus function. The Complainant identified the Respondent as a non-University member but did not share additional details of the alleged assault.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the Counseling Services. The Complainant was advised of formal reporting options and connection to applicable law enforcement.</p>

Undergraduate Student	Undergraduate Student	Intimate Partner Violence	<p>Residential Life received a report in which a female student was involved in a verbal and physical altercation with their former dating partner, a male student. The Complainant requested assistance coordinating with applicable law enforcement, implementing a No Contact Order, and class accommodations.</p> <p>The Dean of Students Office facilitated ongoing housing and class accommodations. The Complainant was provided with comprehensive information about supportive measures and was connected to the Counseling Services.</p>
Undergraduate Student	Unknown	Intimate Partner Violence	<p>University Police received an anonymous report in which a female student was allegedly injured by their dating partner. The Complainant denied any injury or altercation, and no evidence was found to confirm the anonymous report.</p> <p>The Complainant was provided with comprehensive information about supportive measures and reporting options should they be applicable.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault	<p>The Dean of Students Office received a report in which a female student disclosed concerns about a recent sexual encounter with a male student. The Complainant expressed concerns about coercion but would not disclose the details of the alleged assault. The Complainant indicated the Respondent was their peer, but did not identify them by name.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the Counseling Services. The Complainant was advised of formal reporting options and connection to applicable law enforcement.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault	<p>University Police reported that a female student that a male student attempted to grope their buttocks and engage in unwanted physical contact while studying in a shared space.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was referred to the Dean of Students Office. The Complainant also received classroom accommodations and a referral to Counseling.</p>
Undergraduate Student	Undergraduate Student	Sexual Assault	<p>Residential Life received a report in which a female student disclosed a sexual assault they experienced within the residential hall. The Complainant identified the Respondent as a male undergraduate student but did not share additional details of the alleged assault.</p> <p>The Complainant was provided with comprehensive information about supportive measures and was connected to the Counseling Services. The Complainant requested housing and classroom accommodations. The Complainant was advised of formal reporting options and connection to applicable law enforcement.</p>

Table 1. Sexual Misconduct Complaints by Complainant Affiliation

		Complainant Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	14	1	0	0	0	0	0	15
	Intimate Partner Violence	7	0	0	0	0	0	0	7
	Sexual Harassment	3	1	0	0	0	1	0	5
	Stalking	1	1	0	0	0	0	0	2
	Sexual Exploitation	0	0	0	0	1	0	0	1
	Other	1	0	0	0	0	0	0	1
	<b>Total</b>	<b>26</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	

Table 2. Sexual Misconduct Complaints by Respondent Affiliation

		Respondent Affiliation							Total
		Under-graduate	Graduate	Staff	Faculty	Other University Affiliate	Non-University member	Unknown	
Category of Sexual Misconduct Reported	Sexual Assault	4	2	0	0	0	4	5	15
	Intimate Partner Violence	2	0	0	0	0	4	1	7
	Sexual Harassment	1	1	0	2	0	1	0	5
	Stalking	1	1	0	0	0	0	0	2
	Sexual Exploitation	1	0	0	0	0	0	0	1
	Other	0	1	0	0	0	0	0	1
	<b>Total</b>	<b>9</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>9</b>	<b>6</b>	

University of New Haven

Title IX Formal Grievance Policy

Effective August 1, 2024

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University of New Haven  
Title IX Formal Grievance Policy

**I. Introduction**

The University of New Haven does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment. The University of New Haven values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the Grievance Procedures during what is often a difficult time for all those involved. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting goals of fairness and equity in all aspects of its educational programs and activities, the University has developed internal policies and procedures that provide a prompt, fair, and impartial process for addressing allegations of sex discrimination, including sex-based harassment, and for allegations of Retaliation.

This policy applies to all members of the University of New Haven community, including students, faculty and staff, and supersedes any contrary school policies pertaining to the investigation or adjudication of sex-based harassment, as defined herein.

The University of New Haven has designated a Title IX Coordinator to oversee the investigation and resolution of reports of sex-based harassment and the University of New Haven's compliance with Title IX. Any questions about this policy, the University of New Haven's process under Title IX, or reports of alleged sex-based harassment should be directed to the Title IX Coordinator or their designee's listed below.

**Barbara J. Lawrence, J.D., M.P.A.**

Vice President for Institutional Equity and Diversity, Chief Diversity Officer and  
Title IX Coordinator  
Maxcy Hall 226C  
(203) 932-7269  
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**Emily Guido**

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Title IX Investigator  
Peterson Library 210D

## **II. Scope of Policy**

The University of New Haven's Title IX Grievance Policy ("Policy") applies to all the University of New Haven community members, including students, faculty, staff, and third parties, such as volunteers, contractors, and visitors. This policy applies not only in the context of current students, but in the context of employment and admissions as well.

This Policy will apply to sex based-discrimination in a University of New Haven "education program or activity" against a person in the United States. The University of New Haven will address allegations of sex-based harassment under its education program or activities, even when some conduct alleged to be contributing to the hostile environment occurred outside the University of New Haven's education program or activity or outside the United States. This policy applies to conduct that takes place on the campus or on property owned or controlled by the University, at University sponsored events, or in buildings owned or controlled by the University's recognized student organization. The Respondent must be a member of University community in order for its policies to apply.

Alleged misconduct subject to this Policy includes both sex discrimination prohibited by Title IX and allegations that do not meet the definitions under Title IX, but nonetheless violate the University's community standards as described in the Student Handbook, as discussed further in the Definitions (Section IV) below, together called "Prohibited Conduct".

While the conduct may not be protected under Title IX, the University retains the right to impose discipline for conduct that the University determines affect a substantial University interest, which include any action that constitutes a criminal offense as defined by law, this includes but is not limited to single or repeat violations of any local, state, or federal law; and any situation that substantially interferes with the educational interests or mission of the University of New Haven.

## **III. Statement of Policy**

The University of New Haven is committed to fostering a living, learning and working environment free of discrimination and harassment. The University of New Haven is subject to Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §§1681, et seq., which 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."



The University adopts this Policy in furtherance of 1) preventing, eliminating, or addressing the effects of Prohibited Conduct; 2) fostering a climate where all individuals are well-informed and supported in preventing or reporting Prohibited Conduct; and 3) providing clear standards and a fair and impartial process for all Parties by which violations of this Policy will be addressed and disciplinary action imposed. The University will take prompt and effective action to eliminate Prohibited Conduct, prevent its reoccurrence, and remedy its effects all while maintaining our core commitment to fundamental fairness for all Parties; the rights of parents and guardians to support minor children; respect for freedom of speech and academic freedom; and respect for the autonomy that Complainants need and deserve when they come forward with a claim of sex discrimination.

#### **IV. Definitions**

Terms used in this Policy have the following meanings:

**Advisor:** A person chosen by a Party or appointed by the institution to accompany the Party to meetings related to the resolution process, to advise the Party on that process, and who may conduct cross-examination for the Party at the hearing, if any.

**Appeal Decisionmaker:** The Person or panel who accepts or rejects a submitted appeal request, determines whether an error occurred that substantially affected the investigation or original determination, and directs corrective action, accordingly.

**Complainant:** An individual who is alleged to be the victim of conduct that could constitute harassment or misconduct; or Retaliation for engaging in a protected activity. A person participating or attempting to participate in the education program or activity at the time of the alleged sex discrimination.

**Complaint:** An oral or written request that can objectively be understood to be a request to investigate and prepare a decision regarding discrimination based on sex, including harassment. A Formal Complaint can be signed by the Title IX Coordinator.

**Confidential Resources:** The following resources will be considered “Confidential Employees” under this Policy: On-Campus licensed professional counselors and staff at the University’s Counseling & Psychology services (CAPS), On-Campus Health Services provides and staff, and On-Campus members of the Clergy/Chaplains working within the scope of their licensure or ordination, which includes University’s Chaplin.

**Grievance Procedures:** A method of resolution designated by the University to address conduct that falls within the Policy included below, and which complies with the requirements of the Title IX regulations (specifically, 34 CFR 106.45).

**Hearing Panel:** Refers to those who have decision-making and sanctioning authority within the University's Grievance Procedures.

**Hearing Facilitator and Decisionmaker:** A member of the Hearing Panel that facilitates the Grievance Procedures and make decisions during the Grievance Procedures, including questions of relevancy and a final determination of whether Prohibited Conduct occurred, and potential Sanctions associated with such Prohibited Conduct. As used in this Policy, the terms "Hearing Facilitator and Decisionmaker" may refer to the same person.

**Investigator:** The individual(s) responsible for conducting the investigation of alleged prohibited conduct, as discussed in Section V. The Title IX Investigator is a full-time staff member at the University and will serve as the Title IX Investigator, unless the Title IX Coordinator determines that the use of an outside investigator is appropriate under the circumstances. The Assistant Title IX Coordinator may serve as the Investigator.

**Party:** A Complainant or Respondent. The term "Party" does not include a Title IX Coordinator who initiates a Complaint under § 106.44(f)(1)(v) or another participant in Title IX Grievance Procedures, such as a witness or adjudicator.

**Pregnancy or Related Conditions:** (1) Pregnancy, childbirth, termination of pregnancy, or lactation; (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or (3) Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

**Prohibited Conduct:** Conduct that is prohibited within this policy, including Sex-Based Harassment, as well as Retaliation.

**Relevant Evidence:** Evidence that tends to prove or disprove an issue in the Complaint.

**Respondent:** An individual who is alleged to be the perpetrator of conduct that could constitute sexual harassment or misconduct; or Retaliation for engaging in a protected activity.

**Retaliation:** Intimidation, threats, coercion, or discrimination against any person by the University of New Haven, a student, or an employee or other person authorized by the University of New Haven to provide aid, benefit, or service under the University of New Haven's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy, including in an informal resolution process or the Grievance Procedures.

**Sanction:** A consequence imposed by the University on a Respondent who is found to have violated this policy.

**Sex-based Harassment:** A form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the following bases:

(1) Quid pro quo harassment. An employee, agent, or other person authorized by the University of New Haven to provide an aid, benefit, or service under the University of New Haven's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

(2) Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the University of New Haven's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

(i) The degree to which the conduct affected the Complainant's ability to access the University of New Haven's education program or activity;

(ii) The type, frequency, and duration of the conduct;

(iii) The Parties' ages, roles within the University of New Haven's education program or activity, previous interactions, and other factors about each Party that may be relevant to evaluating the effects of the conduct;

(iv) The location of the conduct and the context in which the conduct occurred; and

(v) Other sex-based harassment in the University of New Haven's education program or activity; or

(3) Specific offenses.

(i) Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

(ii) Dating violence meaning 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:

(1) The length of the relationship;

(2) The type of relationship; and

(3) The frequency of interaction between the persons involved in the relationship;

(iii) Domestic violence meaning felony or misdemeanor crimes committed by a person who:

(A) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the University of New Haven, or a person similarly situated to a spouse of the victim;

(B) Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;

(C) Shares a child in common with the victim; or

(D) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction;  
or

(iv) Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

(A) Fear for the person's safety or the safety of others; or

(B) Suffer substantial emotional distress.

#### **V. Obligation to Report:**

All employees, other than "Confidential Employees" as defined in Section IV above, who (1) have the authority to take corrective action, (2) hold administrative leadership responsibilities, or (3) hold teaching or advising responsibilities must notify the Title IX Coordinator or Assistant Title IX Coordinator. All other non-Confidential Employees have the option to either notify the Title IX Coordinator or Assistant Title IX Coordinator, or to provide the potential Complainant with the Title IX Coordinator's contact information and how to file a Complaint.

#### **VI. Pregnancy or Related Conditions:**

The University of New Haven prohibits discrimination against students, employees, or applicants based on pregnancy or related conditions. The University of New Haven takes actions to prevent sex discrimination and ensure equal access to its education program or activity, such as by providing reasonable modifications for students, reasonable break time for lactation for employees, and lactation space for students and employees. The University of New Haven is prohibited from requiring documentation from students to obtain reasonable modifications unless documentation is necessary and reasonable. Additionally, unless the employee reasonably believes that the Title IX Coordinator has been notified, all employees are required to promptly inform a pregnant student, or person who has a legal right to act on behalf of the student, of the Title IX Coordinator's contact information and inform them that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the University of New Haven's education program or activity. This obligation to provide the information arises when a student, or a person who has a legal right to act on behalf of the student, first informs that same employee of that student's pregnancy or related

conditions, and when the employee reasonably believes the Title IX Coordinator has not already been notified.

## **VII. The Grievance Procedures**

This portion of the Policy outlines the steps taken to initiate a Complaint, as well as USDOE's procedural requirements for investigation and adjudication of Complaints. Alleged misconduct that falls under Title IX Sexual Harassment or Community Standards Sexual Misconduct will be subject to the same Grievance Procedures described in this Policy unless otherwise noted.

In order to commence Grievance Procedures, a Complainant must report, either verbally or in written form, a Complaint with an employee of the University of New Haven, or, as addressed below, an employee must otherwise have knowledge of potential sex discrimination.

There is no time limit within which a Complainant must report a Complaint. However, at the time a Complaint is reported for Title IX Sexual Harassment, the Complainant must be participating or attempting to participate in the University of New Haven's program or activities.

The Title IX Coordinator will monitor the University of New Haven's education program or activity for barriers to reporting information about conduct that reasonably may constitute sex discrimination under Title IX; and take steps reasonably calculated to address such barriers.

If the person receiving the Complaint is not the Title IX Coordinator or Assistant Title IX Coordinator, but is an employee other than a Confidential Employee, that employee must notify the Title IX Coordinator or Assistant Title IX Coordinator about the Complaint or when the employee becomes aware of any conduct that reasonably may constitute sex discrimination under Title IX, or provide the contact information of the Title IX Coordinator or Assistant Title IX Coordinator and information about how to make a Complaint to the person reporting it. If the person receiving the information about conduct that reasonably may constitute sex discrimination is a Confidential Employee, that Confidential Employee must explain to the person informing them of the conduct of their status as confidential for purposes of this Policy, including the circumstances in which the employee is not required to notify the Title IX Coordinator or Assistant Title IX Coordinator about conduct that reasonably may constitute sex discrimination, as well as how to contact the Title IX Coordinator or Assistant Title IX Coordinator and how to make a complaint of sex discrimination, and notice that the Title IX Coordinator or Assistant Title IX Coordinator may be able to offer and coordinate supportive measures, as well as initiate an informal resolution process or an investigation under the Grievance Procedures.

Additionally, whether an employee has received a report or not, any non-confidential employee who has information or has seen conduct that reasonably may constitute sex discrimination is under an obligation to report it to the Title IX Coordinator or Assistant Title IX Coordinator. Upon receipt of any report of alleged sex discrimination, the Title IX Coordinator or Assistant Title IX Coordinator will treat the Complainant and Respondent equitably and promptly contact the Complainant to discuss the availability of supportive measures and explain the Grievance Procedures (or option for requesting an

informal resolution). The Title IX Coordinator or Assistant Title IX Coordinator will inform the Complainant of the availability of supportive measures and will consider the Complainant's wishes with respect to supportive measures.

Supportive measures will be assessed and may be offered as needed to Complainants, Respondents and other members of the University of New Haven community who may have been affected by the allegations at issue. See Section VII.C. regarding supportive measures.

In the absence of a Complaint or the withdrawal of any or all of the allegations in a Complaint, and in the absence or termination of an informal resolution process, the Title IX Coordinator or Assistant Title IX Coordinator may conduct a limited, threshold investigation to determine whether to initiate a Complaint of sex discrimination that complies with the Grievance Procedures by considering the following factors:

1. The Complainant's request not to proceed with initiation of a Complaint;
2. The Complainant's reasonable safety concerns regarding initiation of a Complaint;
3. The risk that additional acts of sex discrimination would occur if a Complaint is not initiated;
4. The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a Respondent from campus or imposition of another disciplinary Sanction to end the discrimination and prevent its recurrence;
5. The age and relationship of the Parties, including whether the Respondent is an employee of the University of New Haven;
6. The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
7. The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
8. Whether the University of New Haven could end the alleged sex discrimination and prevent its recurrence without initiating its Grievance Procedures

For other limited purposes; provided that if a Complaint is initiated, the Title IX Coordinator or Assistant Title IX Coordinator will fulfill the terms of this Grievance Procedures, including the notice provisions immediately below and the more thorough investigation process described below even if it is somewhat duplicative of the threshold investigation. If the Respondent is a current employee, the Executive Director of Human Resources may participate in the threshold investigation.

The Title IX Coordinator, or Assistant Title IX Coordinator for employee matters, may place a non-student employee Respondent on administrative leave during the pendency of the Grievance Procedures.

A Title IX Coordinator or Assistant Title IX Coordinator is not required to comply with this section of the Policy if the Title IX Coordinator or Assistant Title IX Coordinator reasonably determines that the conduct as alleged could not constitute sex discrimination under Title IX or this part.

A. Notice of Allegations

The Title IX Coordinator or Assistant Title IX Coordinator will provide written notice of the investigation and allegations (the “NOIA”) to the Complainant and Respondent upon commencement of the Grievance Procedures.

The NOIA will include:

- i. Notice of the University of New Haven Grievance Procedures and informal resolution process by providing access to this policy.
- ii. Notice of the allegations potentially constituting sex-based discrimination, including sufficient details known at the time. Sufficient details are defined in the Title IX Regulations to include:
  - The identities of the Parties involved in the incident, if known;
  - The conduct allegedly constituting sexual harassment;
  - The date and location of the alleged incident, if known.
- iii. Per the Title IX Regulations, the written notice must also include the following statements:
  - The Respondent is presumed not responsible for the alleged conduct
  - A determination regarding responsibility is made at the conclusion of the Grievance Procedures
  - The Parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
  - The Parties may inspect and review evidence
  - The Parties are prohibited from knowingly making false statements or knowingly submitting false information during the Grievance Procedures
  - The notice must be given as soon as practicable and with sufficient time to prepare a response before any initial investigation interview
  - Details on how the Party may request disability accommodations during the interview process
  - A link to the University’s Know Your Rights & Options (VAWA Compliant) Brochure
  - The name(s) of the Investigators(s), along with a process to identify, in advance of the interview process, to the Title IX Coordinator/Assistant Title IX Coordinator any conflict of interest that the Investigator(s) may have
  - An instruction to preserve any evidence that relevant to the allegations
  - Retaliation is prohibited

- iv. Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various charges. If the University of New Haven intends to investigate allegations not included in the original NOIA, additional notice will be provided prior to commencing the investigation.

#### *B. Emergency Removal*

If at any point following the receipt of a report of sex discrimination, the University of New Haven determines that the Respondent poses an immediate threat to the physical health, safety, etc. of the Complainant or any other person(s), including the Respondent, the University of New Haven may temporarily remove the Respondent from any or all of its programs or activities. The imposition of an emergency removal does not suggest a finding of responsibility for any Prohibited Conduct.

This risk analysis is performed by the Title IX Coordinator or Assistant Title IX Coordinator in conjunction with the Behavioral Intervention Team ('BIT') using its standard objective violence risk assessment procedures. An emergency removal will be imposed only if BIT concludes that the threat to physical health or safety arises from the allegations of Prohibited Conduct and warrants the removal.

An emergency removal may involve the denial of access to some or all of the University of New Haven's campus facilities, academic programs, or other programs or activities. While the University of New Haven may provide alternative academic or employment opportunities during an emergency removal, it is not required to do so. Non-punitive actions taken as supportive measures (e.g., changes in housing) do not constitute emergency removals.

The Title IX Coordinator or Assistant Title IX Coordinator will notify the Respondent of the terms imposed in connection with an emergency removal. The Respondent has the opportunity to challenge the emergency removal upon receipt of that notice. In order to challenge the emergency removal, the Respondent shall submit their challenge via email to [blawrence@newhaven.edu](mailto:blawrence@newhaven.edu) within five (5) calendar days from the date of the notice of emergency removal, explaining why the emergency removal is not appropriate. The Title IX Coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration.

Violation(s) of an emergency removal under this policy will be ground for discipline, which may include expulsion or termination.

Where the Respondent is an employee, existing provisions for interim actions are applicable. This section also applies to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX.

There is no appeal process for the final emergency removal decisions.



### C. Supportive Measures

The University of New Haven will offer and implement appropriate and reasonable supportive measures to the Parties upon notice of alleged Prohibited Conduct.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Parties, to restore or preserve access to the University of New Haven's education program or activity, including measures designed to protect the safety of the Parties or the University of New Haven's educational environment, and/or deter sex-based discrimination, sexual harassment, misconduct, and/or Retaliation.

Supportive measures may also be imposed at the initiative and in the sole discretion of the Title IX Coordinator or Assistant Title IX Coordinator. Supportive measures are available beginning at any time after the submission of a report of Prohibited Conduct. A Complainant may seek and be provided Supportive Measures prior to or without ever initiating a Complaint. Parties will be provided with a timely opportunity to seek, from an appropriate and impartial employee, modification, or reversal of any decisions regarding supportive measures. Additionally, if a student has a disability, the Title IX Coordinator or Assistant Title IX Coordinator will coordinate with the Accessibility Resources Center to provide the student with reasonable accommodations throughout the implementation of the Title IX Grievance Procedures, including, but not limited to, the implementation of supportive measures.

The University of New Haven will implement measures in a way that does not unreasonably burden the other Party. Supportive measures will not be communicated to anyone other than the Party receiving them unless it is necessary to implement them.

Supportive measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services;
- Extensions of deadlines or other course-related adjustments;
- Modification of work or class schedules;
- Mutual restrictions on contact between the Parties (i.e., "No Contact Orders");
- Altering work arrangements for employees or student-employees;
- Altering campus housing assignments;
- Safety Planning
- Employee Assistant Program ("EAP")
- Visa and immigration assistance
- Increased security and monitoring of certain areas or campus
- Implementing trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders

A student or employee's failure to abide by the terms of any supportive measure may result in discipline and, depending on the circumstances, could be deemed to constitute retaliation. Violations of No Contact Orders will be referred to the appropriate student or employee conduct processes for

enforcement. Orders of Protection, No Contact Orders, restrictive or similar orders issued by a criminal, civil, or tribal court will be administered by the University of New Haven as written.

Refer to Section IX for contact information of available local, statewide, and national resources.

#### *D. Recording of Interviews*

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If an Investigator(s) elects to audio and/or video record interviews, all involved parties must be made aware of and consent in writing or on the audio or video recording to audio and/or video recording.

#### *E. Investigation Process*

The Title IX Coordinator or Assistant Title IX Coordinator will appoint an Investigator to investigate the allegations subject to the Grievance Procedures. All investigations are thorough, reliable, impartial, and fair. The Grievance Procedures will include reasonably prompt timeframes for the major stages of the Grievance Procedures, including a process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause with notice to the Parties that includes the reason for the delay. Major stages include, for example, evaluation (i.e., the University of New Haven's decision whether to dismiss or investigate a Complaint of sex discrimination); investigation; determination; and appeal, if any. The Grievance Procedures also will ensure that reasonable steps are taken to protect the privacy of the Parties and witnesses during the pendency of the University of New Haven's Grievance Procedures, provided that the steps do not restrict the ability of the Parties to obtain and present evidence, including by speaking to witnesses, consult with their family members, confidential resources, or advisors, or otherwise prepare for or participate in the Grievance Procedures.

The investigation may include, among other steps, interviewing the Complainant, the Respondent, and any witnesses; reviewing law enforcement investigation documents if applicable; reviewing relevant student or employment files; and gathering and examining other relevant documents, social media, and evidence.

The Parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

The investigator will attempt to collect all relevant information and evidence. While the Investigator will have the burden of gathering evidence, it is crucial that the Parties present evidence and identify witnesses to the Investigator so that they may be considered during the investigation. While all evidence presented at a hearing by the Parties will be considered, the Hearing Facilitator(s) may, in its/their discretion consider relevant evidence. The Investigator will take reasonable steps to prevent and address unauthorized disclosure of evidence.

The investigation file should contain all information gathered during the investigation that is potentially relevant to the alleged misconduct; the Investigator should not filter or exclude evidence or decide the

weight or credibility of evidence, unless the evidence is clearly irrelevant or not pertinent to the facts at issue.

Following the investigation, the Investigator will draft an investigation report succinctly describing all collected information. The Investigator will not make any recommendation as to whether a policy violation has occurred or potential Sanctions.

#### Evidentiary Considerations:

The investigation does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) the character of the Parties; 3) evidence protected under a privilege defined by federal or CT law; or 4) a Party's or witness's records maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the treatment to the Party or witness; or 5) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's consent to the alleged Sex-Based Harassment or preclude determination that Sex-Based Harassment occurred.

#### Investigation Report:

The Investigator will prepare an investigation report summarizing all relevant evidence. The report will exclude all non-relevant evidence, as well as any evidence not subject to disclosure for reasons set forth herein (e.g., medical records the Party has not authorized for disclosure).

Prior to completing the investigation report, the Investigator will send to both Complainant and Respondent, and their Advisors, if identified, all evidence obtained as part of the investigation that is considered relevant to the allegations raised in the Complaint, regardless of whether it is anticipated that the evidence will be used at the hearing or in connection with any decision on responsibility, along with a draft investigative report. The Parties are strictly prohibited from disclosing or disseminating the evidence to any third parties, except their Advisor, and from using it for purposes other than carrying out the Grievance Procedures. Complainant and Respondent will have ten (10) business days to provide a written response by email to the Investigator concerning the evidence and or the investigative report, including identifying additional evidence for the Investigator's consideration prior to completing the final investigative report. The response must be by the Party, not the Party's Advisor. A Party's response should be shared with the other Party.

The Investigator(s) may share the report with the Title IX Coordinator, Assistant Title IX Coordinator, and/or legal counsel for their review and feedback. The Investigator(s) will incorporate any relevant feedback, and the final report will then be shared with the Parties and their Advisors through secure electronic transmission at least ten (10) business days prior to a hearing. The Parties are also provided with a file of any relevant evidence that was not included in the report.

Hearing Notice/Referral for Hearing:

Once the final investigation report is shared with the Parties, the Title IX Coordinator or Assistant Title IX Coordinator will refer the matter for a hearing. The hearing cannot be less than ten (10) business days from the conclusion of the investigation when the final investigation report is transmitted to the Parties and the member of the Hearing Panel that will act as the Hearing Facilitator and serve as the decision-maker.

The Title IX Coordinator or Assistant Title IX Coordinator will select an appropriate Hearing Facilitator(s) from the Hearing Panel depending on whether the Respondent is an employee or a student. Allegations involving student-employees in the context of their employment will be directed to the appropriate Hearing Facilitator depending on the context and nature of the alleged misconduct. When a Complainant or Respondent is both a student and an employee of the University of New Haven, the University of New Haven will make a fact-specific inquiry to determine whether the requirements of this Policy apply. In making this determination, the University of New Haven will consider whether the Party's primary relationship with the University of New Haven is to receive an education and whether the alleged sex-based discrimination occurred while the Party was performing employment-related work. The Hearing Facilitator may be a hired party outside of the University.

After the investigation report has been provided and not fewer than ten (10) business days before the hearing, the Title IX Coordinator or Assistant Title IX Coordinator will issue a hearing notice via email advising the Parties of the following:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable hearing procedures
- The date, time, and location of the hearing
- Information about the option for the live hearing to occur with the Parties located in separate rooms using technology that enables the Hearing Facilitator(s) and Parties to see and hear a Party or witness answering questions. Such a request must be raised with the Title IX Coordinator at least five (5) business days prior to the hearing.
- Any technology that will be used to facilitate the hearing
- Information on how the hearing will be recorded
- A list of those who will be attending the hearing

- A statement that if any Party or witness does not appear at the scheduled hearing, the hearing may be held in their absence, and any statements given prior to the hearing will not be considered by the Decisionmaker(s).
- Requirement of an Advisor for the day of the hearing for any questions they may desire to ask (the Party must notify the Title IX Coordinator or Assistant Title IX Coordinator if they do not have an Advisor, and the University of New Haven will appoint one, provided however, the University is not required to appoint an attorney-advisor, even if the other Party has an attorney-advisor). This includes the ability for each Party to propose questions that the Party wants asked of any Party or witness and have those questions asked by the Decisionmaker and allows each Party's Advisor to ask any Party or witness such questions, each subject to the relevancy requirements. Such questioning must never be conducted by a Party personally. If a Party does not have an Advisor to ask questions on their behalf, the University of New Haven will provide the Party with an Advisor, without charge to the Party, for the purpose of Advisor-conducted questioning.
- An invitation to each Party to submit to the Hearing Facilitator an impact statement pre-hearing that the Hearing Facilitator will review during any Sanction determination.
- An invitation to contact the Title IX Coordinator or Assistant Title IX Coordinator to arrange any disability accommodations, such as: language assistance and/or interpretation services that may be needed at the hearing, at least seven (7) business day prior to the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed.

In these cases, if the Respondent is a graduating student, a hold may be placed on graduation and/or official transcripts until the matter is fully resolved (including any appeal). A student facing charges under this Policy is not in good standing to graduate.

#### *F. Dismissal(s)*

1. At any time during the investigation or hearing, the University of New Haven may dismiss the Complaint or any of its allegations if:
  - a. The Respondent is unidentifiable even after a reasonable attempt to identify the respondent
  - b. The Respondent is not participating in the educational program or activities or is not employed by the University of New Haven
  - c. The Complainant voluntarily withdraws some or all of the allegations and any remaining allegations would not constitute sex-based discrimination under Title IX, in which case the University of New Haven will obtain the Complainant's withdrawal in writing
  - d. The allegations, even if proven, would not violate Title IX after reasonable efforts have been made to clarify the allegations with the Complainant

- e. At the time of the complaint, a complainant is not participating in or attempting to participate in the recipient's education program or activity.
- 2. In all such circumstances, supportive measures may be continued.
- 3. Under F.1.b.:
  - a. The Respondent's student or employment records may be marked to indicate their departure during a disciplinary process (which may resume if they return to the University of New Haven but will not indicate that such Respondent was found or assumed responsible for any alleged misconduct pending at the time of departure).
  - b. The Respondent may be required to notify the Title IX Coordinator or Assistant Title IX Coordinator if they intend to visit any building owned or controlled by the University of New Haven or a student organization that is officially recognized by the University of New Haven, or if they otherwise seek to attend any University of New Haven education program or activity or event, so that the Complainant may be given an opportunity to receive supportive measures if needed.
- 4. If dismissal is granted under this section, the Grievance Procedures will cease. Under the Title IX Regulations, no further investigation will occur, and no disciplinary Sanctions or actions can be imposed against the Respondent. The University of New Haven will provide the Parties, simultaneously, with written notice of the dismissal and the basis for the dismissal, except if the dismissal occurs before the Respondent has been notified of the allegations, in which case written notice will be provided only to the Complainant.
- 5. A dismissal may be appealed.

*G. Adjudication*

- i. Adjudication via hearing
  - a. The University of New Haven's Grievance Procedures will culminate in a live hearing before one or more Hearing Facilitators, who will consider all evidence presented (subject to the terms below) and determine whether a Respondent is responsible or not responsible for a violation of this Policy, based on a preponderance of evidence standard. Under that standard, the burden of proof is met, and a Respondent may be found responsible for a policy violation, if the Decisionmaker(s) determines that it is more likely than not that the Respondent committed the conduct alleged. Respondents are entitled to, and will receive the benefit of, a presumption that they are not responsible for the alleged conduct until the Grievance Procedures concludes and a determination regarding responsibility is issued. If the Respondent is found responsible for a violation of this policy, the Respondent may be subjected to Sanctions.

- b. The Hearing Facilitator/Decisionmaker(s) will be selected by the Title IX Coordinator or Assistant Title IX Coordinator and may vary based on the enrollment or employment status of the Respondent.
    - Employee and faculty-Respondent cases typically will be adjudicated by the Executive Director for Human Resources.
    - The Hearing Facilitator(s) will not be the same person as the Title IX Coordinator, Assistant Title IX Coordinator, or the Investigator.
  - c. At the request of either Party, the University of New Haven will allow the live hearing to take place with the Parties located in separate rooms. Technology must enable the adjudicator(s) and Parties to simultaneously see and hear the Party or witness answering questions. Live hearings may, then, be conducted with the Parties physically present in the same location, or any or all parties, witnesses and other participants may appear at the live hearing virtually.
- ii. Information Submission
- a. The Title IX Coordinator or Assistant Title IX Coordinator will identify the Hearing Facilitator(s) to the Parties five (5) days in advance of the hearing. Either Party may challenge a named Hearing Facilitator if believed to have a conflict of interest or bias. A challenge must be delivered in writing to the Title IX Coordinator at least two days in advance of the hearing, specifying the reasons for such belief. The Title IX Coordinator has sole discretion to keep or replace the challenged Hearing Facilitator, and if replaced, will postpone the hearing to allow for a replacement Hearing Facilitator.
  - b. Five (5) days in advance of the hearing, the Parties will identify their expected attendees (including any advisor) and their expected witnesses (including themselves), including the witnesses' expected sequence, via writing to the Title IX Coordinator or Assistant Title IX Coordinator, who will supply the disclosure to the other Party so that they can be prepared. The Parties will not be strictly bound to their disclosures, but they should be submitted in good faith.
  - c. Typically, the Parties will be in charge of choosing and supplying their own witnesses at the hearing. When necessary for the pursuit of truth and to gather evidence sufficient to reach a determination, the Decisionmaker(s) will have discretion to ask the Title IX Coordinator or Assistant Title IX Coordinator to request additional witnesses after receipt of the Parties' witness lists recognizing, however, that the school has no ability to compel any witness to attend. Any such requested witness will be disclosed to the Parties.

- d. The Hearing Facilitator(s) may choose to convene a pre-hearing meeting(s) with the Parties and/or their Advisors to invite them to go over the process/procedures of the hearing and allow Parties and/or their Advisors to ask procedural questions. The Hearing Facilitator(s), with full agreement of the Parties, may decide in advance of the hearing that certain witnesses do not need to be present if their testimony can be adequately summarized by the Investigator(s) in the investigation report and/or during the hearing if needed.

At each pre-hearing meeting with a Party and their Advisor, the Hearing Facilitator(s) will consider arguments that evidence identified in the final investigation report as relevant is, in fact, not relevant. Similarly, evidence identified as directly related but not relevant by the Investigator(s) may be argued to be relevant. The Hearing Facilitator(s) may rule on these arguments pre-hearing and will exchange those rulings between the Parties prior to the hearing to assist in preparation for the hearing. The Hearing Facilitator(s) may consult with legal counsel or ask either or both to attend pre-hearing meetings.

### iii. Evidence

The Hearing Facilitator is responsible for making all determinations of relevance as to witnesses, questions and documentary evidence presented at the hearing. For purposes of this policy, “relevant” means that the evidence is evidence that tends to prove or disprove an issue in the complaint. Evidence that is not relevant will be excluded at the hearing and may not form the basis for any decision by the Hearing Facilitator. Evidence that is duplicative of evidence already in the hearing record may be deemed not relevant. Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct or if the questions and evidence concern a specific incident of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent. The Decisionmaker will explain any decision to exclude evidence or a question as not relevant or otherwise impermissible.

At the hearing, all relevant evidence will be objectively evaluated. Credibility determinations will not be based on a person’s status as a Complainant, Respondent, or witness.

1. The Title IX Regulations state that questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless:
  - a. “offered to prove that someone other than the Respondent committed the conduct alleged” or
  - b. “if the questions and evidence concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.”



2. Impermissible evidence must be excluded regardless of relevance.

- What is impermissible evidence?
  - Evidence under privilege protected by law or provided to confidential employee, unless there is a voluntary waiver
  - Treatment records, unless there is voluntary, written consent

3. If a Decisionmaker determines that a Party's question is relevant and not otherwise impermissible, then the question must be asked except that a postsecondary institution must not permit questions that are unclear or harassing of the Party or witness being questioned. The Decisionmaker must give a Party an opportunity to clarify or revise a question that the Decisionmaker has determined is unclear or harassing and, if the Party sufficiently clarifies or revises a question to satisfy the terms of this paragraph, the question must be asked.
4. Refusal to respond to questions and inferences based on refusal to respond to questions. A Decisionmaker may choose to place less or no weight upon statements by a Party or witness who refuses to respond to questions deemed relevant and not impermissible. The Decisionmaker must not draw an inference about whether sex-based discrimination occurred based solely on a Party's or witness's refusal to respond to such questions.

#### iv. Recording Hearings

Hearings (but not deliberations) are recorded by the University for purposes of review in the event of an appeal. The Parties may not record the proceedings as unauthorized recordings are prohibited.

The Hearing Facilitator(s), the Parties, their Advisors, and appropriate administrators of the University of New Haven will be permitted to listen to the recording in a controlled environment determined by the Title IX Coordinator. No person will be given or be allowed to make a copy of the recording without the permission of the Title IX Coordinator or Assistant Title IX Coordinator.

#### v. Cross-examination

1. As stated above, each Party may be accompanied to the hearing by the Advisor of their choice. The Advisor may be, but is not required to be, an attorney. Advisors may be present solely to advise or support the Party and are prohibited from speaking directly to the investigator, Hearing Facilitator(s), other parties, or witnesses during the hearing, except for conducting cross examination.
2. At the hearing, each Party's Advisor is permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross examination at the live hearing must be conducted directly, orally, and in real time by the Party's Advisor of choice, and never by a Party personally. However, the Hearing Facilitator(s) will typically ask questions before either Advisor.

3. If a Party does not have an Advisor present at the live hearing, the University of New Haven will provide without fee or charge to that Party, an Advisor who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that Party.
    - If a Party does not have an Advisor for the hearing, the Party must notify the Title IX Coordinator or Assistant Title IX Coordinator no later than the Party's pre-hearing disclosures. Otherwise, the hearing may be delayed, and the appointed Advisor may have less time to prepare for the hearing.
    - Process for appointing Advisor: The Title IX Coordinator or Assistant Title IX Coordinator will assign based on a pool of trained advisors.
  4. Only relevant cross-examination and other questions may be asked of a Party or witness. Before a Party or witness answers a cross-examination or other question, the Hearing Facilitator(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
  5. If a Party or witness does not submit to cross-examination at the live hearing, the Hearing Facilitator(s) must not rely on any statement of that Party or witness in reaching a determination regarding responsibility. However, the Hearing Facilitator (s) cannot draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.
- vi. Deliberation, Determination Regarding Responsibility, and Standard of Proof
1. The Hearing Facilitator (s) will issue a written determination following the hearing. Based on the preponderance of the evidence, the Decisionmaker(s) will decide if the Respondent is responsible for engaging in Prohibited Conduct, and if so, what disciplinary action may be appropriate.
  2. The written determination will include:
    - a. Identification of the allegations potentially constituting sex-based discrimination;
    - b. A description of the procedural steps taken from the receipt of the Complaint through the determination;
    - c. Findings of fact supporting the determination;
    - d. Conclusions regarding the application of this Policy to the facts;
    - e. A statement of, and rationale for, the result as to each allegation, including:
      - A determination regarding responsibility;
      - If the Respondent is found responsible, any disciplinary Sanctions the Decisionmaker(s) imposes on the Respondent;
      - Whether remedies designed to restore or preserve equal access to the University of New Haven's education program or activity will be provided to the Complainant; and
    - f. Procedures and permissible bases for the Parties to appeal the determination.

3. The written determination will be provided to the Parties simultaneously by the Title IX Coordinator or Assistant Title IX Coordinator/Designee.
4. Supportive measures also may be provided to the Complainant that are designed to restore or preserve equal access to the University of New Haven's education program or activity, even if they are not listed in the written determination. Remedies and supportive measures that do not impact the Respondent should not be disclosed in the written determination; rather, the determination should simply indicate that remedies will be provided to the Complainant. The Title IX Coordinator or Assistant Title IX Coordinator is responsible for effective implementation of any remedies and supportive measures.

vii. Sanctions and Remedies

1. Sanctions: If the Respondent is found responsible for any Prohibited Conduct, the Title IX Coordinator or Assistant Title IX Coordinator will provide the Hearing Facilitator with the Respondent's prior conduct record for consideration in the Hearing Facilitator's assignment of a Sanction or Sanctions. The range of available Sanctions includes:
  - Students found responsible for committing Prohibited Conduct in violation of this Policy will likely receive a Sanction ranging from written reprimand to expulsion, depending upon the severity of the incident and any previous violations of the Student Code of Conduct or this Policy. Faculty or staff found responsible for violating this Policy will likely receive a Sanction ranging from written reprimand to termination.
  - Employees found responsible for violating this policy in regard to sex-based discrimination will likely receive a Sanction ranging from a written reprimand to termination, depending upon the severity of the incident and any previous violations of employment policies.
  - The Hearing Facilitator(s) will sanction students found responsible for violations of the Student Code of Conduct not related to this Policy in accordance with sanctions used in the general Student Conduct Process. The Hearing Facilitator(s) may, at the discretion of Human Resources, issue sanctions for violations of the employment policies not related to this policy.

The Title IX Coordinator or Assistant Title IX Coordinator may increase or decrease the recommended sanction guidelines listed above in the case of significant mitigating or aggravating factors. The Title IX Coordinator or Assistant Title IX Coordinator also may include additional Sanctions, educational or otherwise, in accordance with the general student conduct process.

2. Remedies: The Title IX Coordinator or Assistant Title IX Coordinator is responsible for the implementation of remedies designed to restore or preserve equal access to the University of New Haven's education program or activity. While remedies might constitute supportive

measures, they also might involve the Title IX Coordinator implementing Sanctions imposed by the Decisionmaker(s).

viii. Finality

The determination regarding responsibility becomes final either:

1. If an appeal is filed, on the date that the University of New Haven provides the Parties with the written determination of the result of the appeal, or
2. If an appeal is not filed, the date on which an appeal would no longer be considered timely.

*H. Appeals*

Both Parties may file a request for an appeal from a determination regarding responsibility, or from a dismissal of a Complaint or any allegations therein, on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- The Title IX Coordinator, Investigator(s), or Hearing Facilitator(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

All requests for appeal(s) will be forwarded to the Appeal Decisionmaker for consideration to determine if the request meets the grounds for appeal.

Upon receipt of an appeal, the University of New Haven will

1. Notify the other Party in writing when the appeal is filed and implement appeal procedures equally for both Parties;
2. Ensure that the Appeal Decisionmaker(s) for the appeal is not the same person as the Hearing Facilitator(s) that reached the original determination regarding responsibility or dismissal, the investigator(s), the Title IX Coordinator, or Assistant Title IX Coordinator;
3. Ensure that the Appeal Decisionmaker(s) does not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent, and that the Appeal Decisionmaker(s) has received the appropriate and necessary training;
4. Give both Parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.

The University of New Haven will provide a copy of the appeal to the non-appealing Party. The non-appealing Party may submit a written statement within five (5) days that may seek to affirm the initial decision and/or respond to the appeal statement.

The Title IX Coordinator has discretion to impose or withhold any supportive measures prior to the appeal deadline and prior to the resolution of any appeal.

The Appeal Decisionmaker(s) will issue a written decision describing the result of the appeal and the rationale for the result within a reasonably prompt time frame following receipt of all appeals materials. The appeal will determine whether the Decisionmaker(s) made an error on the grounds alleged in the appeal statement. The appeal is typically determined based on the existing record, but the Appeal Decisionmaker(s) will have discretion to convene a limited or full hearing if needed. The appeal decision will be given simultaneously to both Parties.

Any Sanctions imposed as a result of the hearing are stayed during the appeal process. Supportive measures may be reinstated, subject to the supportive measure procedures described above.

The University of New Haven may place holds on official transcripts, diplomas, graduations, and course registration pending the outcome of an appeal when the original Sanctions included separation. The Respondent may request a stay of these holds from the Title IX Coordinator or Assistant Title IX Coordinator within two (2) business days of the notice of the Sanctions. The request will be evaluated by the Title IX Coordinator or Assistant Title IX Coordinator, whose determination is final.

The Appeal Decisionmaker(s)'s decision is final. No further appeals are permitted.

*I. Long Term Remedies/Other Actions*

Following the conclusion of the resolution process, and in addition to any sanctions implemented, the Title IX Coordinator may implement additional long-term remedies or actions that are intended to stop harassment, misconduct, and/or retaliation, remedy the effects, and prevent reoccurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Education to the individual and/or the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of University Police escorts
- Climate surveys
- Policy modification and/or training
- Provision of transportation accommodations
- Implementation of long-term contact limitations between the parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX Coordinator or Assistant Title IX Coordinator, certain long-term support measures may also be provided to the parties even if no policy violation is found.

When no policy violation is found, the Title IX Coordinator or Assistant Title IX Coordinator will address any remedies owed by the University to the Respondent to ensure no effective denial of educational access.

The University will maintain the privacy of any long-term remedies/actions/measures, provided privacy does not impair the University's ability to provide these services. J. Informal Resolution

- i. At any time prior to reaching a determination regarding responsibility, the University of New Haven may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication. Both Parties must agree to participate, in writing, in an informal resolution process, and if they do, the Grievance Procedures do not start and or stop. Either Party may withdraw from the informal process and start or re-start the Grievance Procedures at any time before an informal resolution is reached. The University of New Haven will not require the Parties to participate in an informal resolution process and will not require them to waive their rights to the Grievance Procedures.
- ii. The University of New Haven will not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.
- iii. The University of New Haven may decline to offer an informal resolution even if both Parties request an informal resolution, for example, if the University determines the alleged conduct would present a future risk of harm to others.
- iv. Prior to facilitating an informal resolution process, the University of New Haven will:
  1. Provide written notice to the Parties disclosing the following:
    - a) The allegations;
    - b) The requirements of the informal resolution process, including the circumstances under which an informal resolution agreement would preclude the Parties from resuming a Complaint arising from the same allegations;
    - c) The fact that, at any time prior to agreeing to an informal resolution, any Party may withdraw from the informal resolution process and resume the Grievance Procedures;
    - d) Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
    - e) The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the Parties; and
    - f) What information the University of New Haven will maintain and whether and how the University of New Haven could disclose such information for use during the Grievance Procedures if Grievance Procedures are initiated or resumed.
  2. Obtain the Parties' voluntary, written consent to the informal resolution process.

- v. If the Parties agree to a resolution during an informal resolution process, the Complaint, if filed, will be deemed withdrawn and the Grievance Procedures will be terminated. However, the resolution will be considered binding, and its breach will give rise to a new Grievance Procedures, which may restart the Grievance Procedures.

An informal resolution may take many forms as agreed to between the Complainant, Respondent and Title IX Coordinator or Assistant Title IX Coordinator, including, but not limited to:

- Mediation: Mediation may involve the Complainant and Respondent being in the same or different rooms, but they will never be required to be in the same room. Mediation does not require an admission of responsibility for the Prohibited Conduct by the Respondent.
- Restorative justice: Restorative justice may involve the Complainant and Respondent being in the same or different rooms, but they will never be required to be in the same room. Restorative justice typically requires an admission of responsibility for the Prohibited Conduct, or certain allegations, by the Respondent.

The outcome of the Informal Resolution will be documented in an agreement or other form that is signed by both the Complainant and the Respondent.

### **VIII. Retaliation**

Retaliation that relates to sex-based discrimination and occurs in an educational program or activity may violate Title IX. The University of New Haven prohibits members of the University of New Haven community from taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or 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 policy and procedure.

Protected activity under this policy includes reporting an incident that may implicate this policy, participating in the Grievance Procedures, supporting a Complainant or Respondent, assisting in providing information relevant to an investigation, testifying as a witness, and/or acting in good faith to oppose conduct that constitutes a violation of this Policy.

Acts of alleged Retaliation should be reported immediately to the Title IX Coordinator or Assistant Title IX Coordinator and will be promptly investigated. The University of New Haven will take all appropriate and available steps to protect individuals who fear that they may be subjected to Retaliation.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of Grievance Procedures under this Policy and procedure does not constitute Retaliation, provided that a determination regarding responsibility, alone, is not sufficient to conclude that any Party has made a materially false statement in bad faith.

## **IX. University of New Haven & Community Resources**

### **On Campus Resources:**

Title IX Office: The Title IX Office takes reports and complaints regarding sexual harassment, sexual violence, relationship violence, and stalking. The Title IX Coordinator or Assistant coordinates the investigatory process. Can provide access to support services to Complainants and Respondents, and assist in making adjustments to academic, living, and work situations.

**Barbara J. Lawrence, J.D., M.P.A.**

Vice President for Institutional Equity and Diversity, Chief Diversity Officer and  
Title IX Coordinator  
Maxcy Hall 226B  
(203) 932-7269  
blawrence@newhaven.edu

University Police Department: University Police Officers assist with the immediate medical needs of victims; work with the Title IX Office in investigation and adjudication of incidents, where appropriate; provide timely, campus-wide notification of incidents which pose an ongoing or continuing threat to the community; and assist in the preservation of evidence.

**University Emergency Line:** (203) 932-7070

**University Routine Line:** (203) 932-7014

Office of Residential Life: Office of Residential Life staff members are knowledgeable about campus and local services and can help victims of sexual misconduct get assistance and provide support to residents impacted by sexual misconduct.

Bixler Hall, Lower Level: (203) 932-7076

Myatt Center for Diversity & Inclusion: The Director for the Myatt Center for Diversity & Inclusion is knowledgeable about campus and local services; provides support to student victims; and works closely with the Dean of Students Office to provide proactive initiatives to educate the campus community on issues related to sexual misconduct.

Gerber Hall, Lower Level: (203) 932-7427

Campus Resource Team (CRT): In an ongoing effort to enhance the University's response to sexual violence and harassment, the University President has appointed a Campus Resource Team; involved in responding to sexual misconduct incidents.



To learn more about the CRT, please call: (203) 932-7445

Counseling and Psychological Services 'CAPS' (Confidential): Counseling and Psychological Services staff provides students with support for the long-term effects of sexual assault. All contacts are confidential.

Sheffield Hall, Lower Level: (203) 932-7333

University Health Services (Confidential): Health Services is open to all currently enrolled University students without charge, Monday through Friday during the academic year. Staff members provide crisis and follow-up care for victims of sexual assault and make referrals to local hospitals for the administration of sexual assault evidence collection kits (also known as a rape kit). For immediate medical needs during hours when Health Services is closed, students should seek emergency services, i.e., local hospital emergency rooms, University Police Department, local police, and local rape crisis center.

Sheffield Hall, Lower Level: (203) 932-7079

#### **Off Campus/Other Resources:**

Rape Crisis Center of Milford (College Advocate): Provides support, advocacy, and crisis counseling for victims and relays the options available to victims of sexual assault and the campus community. The College Advocate also provides educational opportunities to the campus community. The advocate is available to be present with the victim from the time of disclosure of sexual assault.

24-hour Confidential Hotline  
(203) 878-1212  
mrcc@newhaven.edu

BHcare (Umbrella Center for Domestic Violence Services): Provides crisis intervention that includes safety planning, risk assessment, and domestic violence education for victims of domestic violence. Educational presentations are available to the student community upon request.

24-hour Confidential Hotline  
Statewide: (888) 774-2900  
Greater New Haven and Shoreline: (203) 789-8104  
Lower Naugatuck Valley: (203) 736-9944

#### **National & Statewide Resources:**

Connecticut Coalition Against Domestic Violence:

(888) 774-2900 – 24-hour hotline

Connecticut Alliance to End Sexual Violence:

(888) 999-5545 English Hotline

(888) 568-8332 Spanish Hotline

<https://endsexualviolence.org/>

Stalking Prevention, Awareness & Resources Center (SPARC)

<http://www.stalkingawareness.org/>

National Suicide Prevention Lifeline

(800) 273-8255 English Hotline

(800) 628-9454 Spanish Hotline

National Center for Victims of Crime

(855) 484-2846

Online Chat Feature: <https://chat.victimsofcrime.org>

Male Survivor: Critical Resources for Male Survivors of Sexual Trauma

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



# KNOW YOUR RIGHTS & OPTIONS

## Resource for community members about the Sexual Misconduct Process

### REPORTING OPTIONS & CONFIDENTIALITY

To make informed choices, all parties should be aware of confidentiality and privacy issues, as well as University mandatory reporting requirements.

#### Confidential Reporting

If a complainant would like the details of an incident to be kept confidential, the Complainant may speak with on-campus licensed professional counselors and staff at the University's Counseling & Psychological Services and on-campus Health Service providers and staff. Counseling & Psychological Services are available to help on an emergency basis. Their service is free of charge. Members of the clergy, chaplains, and off-campus rape crisis center staff can maintain confidentiality. Local resources such as crisis centers are also confidential, and you have no duty to report your information to the University of New Haven.

#### Mandated Reporting

University of New Haven employees who are not designated above as confidential are mandated reporters for all the details of an incident they are aware of. All University of New Haven employees are expected to report actual or suspected sexual harassment and/or misconduct to appropriate officials immediately, though there are some limited exceptions. If a complainant expects formal action in response to their allegations, reporting to any Mandated Reporter can connect them with resources to report crimes and/or policy violations, and these employees will immediately pass reports to the Title IX Coordinator (and/or police if desired by the Complainant), who will take action when an incident is reported to them.

Incidents of sexual misconduct will be taken seriously when disclosed and/or reported to a mandated reporter. The Complainant may request confidentiality, and/or the Title IX Coordinator may provide them with supportive measures and resources without initiating a formal resolution process. The coordinator will weigh requests for confidentiality against the institution's needs to address and remedy discrimination under Title IX. Generally, the University of New Haven will be able to respect the Complainant's wishes unless it believes there is a threat

to the community based on the use of weapons, violence, pattern, predation, or threatening conduct by the person being accused. In cases where a request for confidentiality is granted, the University will offer the Complainant available resources, supports, and remedies. Complainants are not obligated to pursue formal resolutions in order to access the available resources. If the University decides that it is obligated to pursue a formal resolution based on the reporting allegations, the Complainant is not obligated to participate in the resolution process. However, the ability of the University to enforce its policies or provide some remedies may be limited as a result of a decision not to participate.

#### Anonymous Reporting

Report via the [LiveSafe App](#) to the university police department. LifeSafe users can send in tip reports using the anonymous feature if they are not comfortable disclosing their identity. If this is activated, the University of New Haven police will not be able to see who the report is coming from. LifeSafe is a free mobile app made available by the University of New Haven Public Safety. Information provided anonymously will be used in compliance with the Clery Act for data collection only.

#### Amnesty for Complainants & Witnesses

The University of New Haven community encourages complainants and witnesses to report misconduct and crimes. However, some complainants or witnesses are hesitant to report to university officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or the use of illicit drugs, at the time of the incident.

To encourage reporting and participation in the process, the university maintains a policy of offering parties and witnesses amnesty from minor policy violations - such as underage consumption of alcohol or illicit drugs - related to the incident. Amnesty does not apply to more serious allegations, such as physical abuse of another or illegal drug distribution. The decision not to offer amnesty is based on neither sex nor gender, but on the fact that collateral misconduct is typically addressed for all students within a progressive discipline system.

## Right to Pursue Legal and Institutional Process

The university encourages all those who have experienced any form of sexual misconduct to report the incident promptly, to seek out all available campus and community resources, and to pursue university conduct action and legal proceedings against the offender. If assistance is needed off campus for an emergency situation, call local police by dialing 911. The university's police department may also utilize the non-emergency line at 203.932.7014.

## TAKING IMMEDIATE ACTION & PRESERVING EVIDENCE

Steps to take following an experience of sexual misconduct.

### Incidences of Sexual Assault

1. Get to a safe location as soon as you are able.
2. It is essential to preserve physical evidence that may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. You may choose to avoid washing, bathing, urinating, etc., until after being examined at the local hospital (Yale New Haven Health). Because evidence of a sexual assault can deteriorate quickly, you may choose to seek a medical exam as soon as possible.
  - Evidence collection should be completed within 120 hours of an assault, but fluids, hair samples, and DNA can be collected long after that. Even if you have washed, evidence can often still be obtained; after 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault. In Connecticut, you may request an advocate who can accompany you from the hospital during all medical exams, free of charge. Forensic evidence is available without charge in the state of CT and may be completed within 120 hours of the incident. Hospital emergency departments are qualified to administer kits.
  - If you decide not to seek medical attention in relation to a police investigation, still seek medical attention from university health services, a gynecologist, or a local hospital. Female victims may talk to a healthcare professional about the "morning after pill" if the sexual contact may result in an unwanted pregnancy. This type of medication is most effective within 72 hours of the incident. All persons may also want to be screened for sexually transmitted infections.
  - If you wish to request a toxicology kit to screen for all drugs in your system, you may do so at the hospital emergency department. Toxicology kits are more effective immediately after the incident and can be administered within 72 hours of the incident.

- If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault. Police will collect them. Typically police will be called to the hospital to take custody of the rape kit, but it is up to you whether you wish to speak with them or file a criminal complaint.

3. If you have physical injuries, photograph them or have them photographed with a date stamp on the photo. Record the names of any witnesses and their contact information. This information may be helpful to prove a crime, obtain an order of protection, or offer proof of a campus policy violation. Try to memorize details (Physical description, names, license plate number, car description) or, even better, write notes to remind you of details if you have time and the ability to do so.
4. Consider telling someone you trust about the incident or one of the community resources listed in this brochure. Some university officials are required to report information regarding sexual violence to the Title IX coordinator, so you may also refer to confidential resources.

### Incidences of Dating/Domestic Violence and/or Stalking

1. Get to a safe location as soon as you are able.
2. You are encouraged to record all related behaviors, such as harassing telephone calls, electronic contacts, letters/notes, acts of vandalism, and threats communicated through third parties. Record the following: date, time, and location of the incident; description of what happened; and names of any witnesses. Take pictures of evidence (e.g., bodily injuries, damaged items) if possible. Recording such information can help document behavior for protection order applications or crime prosecution. As this information may be introduced as evidence or inadvertently shared with the perpetrator, do not include any information you do not want the offender to see.
3. If you are being or were harmed, you are encouraged to receive medical attention as quickly as possible. Treat all threats, directly or indirectly, as legitimate and report them to one of the resources provided in this brochure.
4. Consider telling someone you trust about the incident or one of the community resources listed in this brochure. Some university officials are required to report information regarding sexual violence to the Title IX Coordinator so that you may refer to confidential resources as well.
5. If you obtain external orders of protection (e.g., restraining order, injunctions, protection from abuse), please notify the university police department or the Title IX Coordinator so that those orders can be observed on campus. If you need assistance with university-related concerns, such as no-contact orders or other protective measures, contact the Title IX Coordinator.

## Incidences of Sexual Harassment or Exploitation

1. Document the harassment, photograph and keep copies of any documentary evidence of harassment. Keep a journal with detailed information on instances of sexual harassment. Note the dates, conversation, frequency of offensive encounters, etc.
2. Tell other people, including personal friends and co-workers, if possible.
3. If the harasser is a university student or employee, immediately report the harassment to the Title IX Coordinator.

## Sexual Harassment & Misconduct Policy

The University of New Haven is committed to providing a workplace and educational environment and benefits, programs, and activities free from discrimination, harassment, and retaliation. To ensure compliance with federal and state civil rights laws and regulations and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, the University has developed internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of sexual harassment and misconduct, and for allegations of retaliation. The University of New Haven values and upholds the equal dignity of all members of its community and strives to balance the parties' rights in the grievance process during what is often a difficult time for all those involved.

Several federal laws and regulations, including Title X, the Violence Against Women Act, and the Cleary Act, mandate how institutions respond to such allegations. Many types of sexual misconduct also constitute violations of state Connecticut law.

Members of the campus community, guests, and visitors have a right to be free of sexual misconduct. All community members must conduct themselves in a way that does not infringe upon the rights of others. The university's sexual harassment and misconduct policy is intended to define expectations for appropriate conduct and outline resolution processes to address conduct that does not meet these expectations. When individuals accused of sexual misconduct are found to violate the policy, the university will impose severe sanctions.

Additional information about campus crime, state laws, and disclosures related to sexual misconduct can be found online in the campus annual security report; access is [here](#).

## Jurisdiction of the University of New Haven

This policy applies to the University of New Haven's education program and activities, conduct that takes place on campus or on property owned or controlled by the university, at university-sponsored events, or in buildings owned or controlled by the university's recognized student organizations. The respondent must be a member of the university community for its policies to apply.

This policy can also be applicable to the effects of off-campus misconduct that effectively deprives someone of access to a university's educational program. The university may also extend jurisdiction to off-campus and to online conduct when the Title IX Coordinator determines that the conduct affects a substantial university interest. Please refer to the sexual harassment & misconduct policy for more information on university jurisdiction.

## Consent

Consent is active, knowing, voluntary, and clear permission through word or action to engage in mutually agreed upon sexual activity with contact.

Individuals may experience the same interactions differently. Therefore, it is the responsibility of each party to determine that the other has provided ongoing, clear consent before and while engaging in sexual activity or contact. A person may withdraw consent at any time during sexual activity or contact through words or actions. If that happens, the other party must immediately cease the activity with contact, meaning as soon as physically possible. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. Prior consent to sexual activity does not imply consent to sexual activity in the future. To legally give consent in the state of Connecticut, individuals must be at least 16 years old.

**Force:** Force is the use of physical violence and physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent.

**Coercion:** Coercion is the unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in a specific sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

**Incapacitation:** A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious for any reason, including by alcohol or other drugs. Incapacitation occurs when someone cannot make rational, reasonable decisions because they cannot give knowing and informed consent (e.g., to understand the "who, what, when, where, why, or how" of sexual interaction). Incapacitation is determined through consideration of all relevant indicators of an individual's state and is not synonymous with intoxication, impairment, and being drunk. This definition also covers a person whose incapacity results from temporary or permanent physical or mental health conditions, involuntary physical restraint, and the consumption of incapacitating drugs.

## SEXUAL HARASSMENT & MISCONDUCT VIOLATIONS

The sexual harassment & misconduct policy prohibits the following conduct. Sexual harassment, as an umbrella category, includes offenses of sexual harassment that are so severe and pervasive that they effectively deprive a person of equal access to the university's programs or activities. Please click [Here](#) for the full document.

### Gender/Pregnancy Discrimination

Any discrimination on the basis of sex relating to sexual orientation, gender identity, etc., along with discrimination toward a pregnant person.

### Sexual Harassment, Quid Pro Quo

Quid Pro Quo sexual harassment occurs when an employee of the University conditions the provision of aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.

### Sexual Harassment, Severe & Pervasive

A reasonable person determines unwelcome conduct to be so severe, pervasive, and/or objectively offensive that it effectively denies a person equal access to the university's education program or activity.

### Sexual Assault Offenses

Any sexual act directed against another person without the consent of the Complainant, including instances in which the Complainant is incapable of giving consent. These include:

- Rape is defined as penetration, no matter how slight, of the vagina or anus with any body part or object or oral penetration by the sex organ of another person without the consent of the Complainant.
- Sodomy is defined as oral or anal sexual intercourse with another person, without consent, including instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sexual assault with an object is defined as the use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body to another person without consent, including instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Fondling is defined as the touching of private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification without consent, including instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

- Incest is defined as sexual intercourse between persons who are related to each other within the degrees where marriage is prohibited by the State of Connecticut law.
- Statutory rape is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent of 16, provided that the younger person is at least 13, or with a minor under age 13 if the actor is more than two years older than the minor. (For further information on sexual assault crimes under CT Law, see CT General Statutes, Sections 53a-65 through 53a-73a).

### Stalking

Engaging in a course of conduct directed at a specific person would cause a reasonable person to fear for the person's safety or the safety of others or to suffer substantial emotional distress.

### Sexual Exploitation

- Defined as taking non-consensual or abusive sexual advantage of another for the actor's benefit or for the benefit of anyone other than the person being exploited, provided that the conduct does not otherwise constitute sexual harassment as defined in the sexual harassment & misconduct policy. Sexual exploitation includes, but is not limited to:
- Prostituting another person
- Sexual voyeurism
- Invasion of sexual privacy
- Causing or attempting to cause the incapacitation of another person to compromise that person's ability to give consent to sexual activity or for the purpose of making that person vulnerable to non-consensual sexual activity.
- Taking pictures, video, or audio recording another in a sexual act or in any other sexual-related act when there is a reasonable expectation of privacy during the activity, without the consent of all involved, or exceeding the boundaries of consent
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted infection (STI) without informing the other person of the infection

### Dating Violence

Defined as Violence committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. Dating violence includes but is not limited to, sexual or physical abuse or the threat of such abuse.

## Domestic Violence

Defined as Violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under domestic or family violence laws in the state of CT, or by any other person against an adult or youth who is protected from the person's acts under the domestic or family violence laws of the state of CT.

## Retaliation

The university prohibits any members of the university community from taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or 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 the sexual harassment & misconduct policy.

## YOUR RIGHTS

The University strives to provide members of the campus community with fair and equitable resolution processes that include both formal and informal options.

### Reporting

- The right to be informed by university officials of options and to notify proper law enforcement authorities, including on-campus and local police. The option to be assisted by university authorities in notifying such authorities, if the party so chooses, also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this policy responded to promptly and with sensitivity by university law enforcement and other university officials (Investigators, Title IX Coordinator, etc.) who have received relevant annual training.
- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or misconduct made in good faith to University of New Haven officials. The right to privacy preservation, to the extent possible and permitted by law.
- The right to be treated with respect by University of New Haven officials. The right to petition that any university representative in the process be recused based on disqualifying bias and conflict of interest.
- The right to regular updates on the status of the investigation and resolution.

- The right to be promptly informed in a written notice of outcome letter of any findings and sanctions of the resolution process, delivered simultaneously (without undue delay) to the parties.
- The right to be informed in writing when a university decision is considered final and any changes to the sanctions that occur before the decision is finalized. The right to be informed of the opportunity to appeal the findings and sanctions of the resolution process and the procedures for doing so in accordance with university policy.

### Fairness

- All campus community members have the right to have reported incidents addressed according to the published university procedures without material deviation.
- All parties have equal opportunities to have an advisor of their choosing or offered by the institution present throughout all resolution proceedings (including intake, interviews, hearings, etc.) This person can be an advisor, advocate, attorney, family member, friend, faculty member, etc.
- The right to a fair opportunity to provide the investigator team with their account of the alleged misconduct and have that account be on the record.
- All parties have the right to written notice of the outcome of sexual misconduct resolution proceedings.
- Reporting parties, their supporters, and witnesses have a right to be free from retaliation.

### Support

- The right to be informed of available supportive measures, such as counseling, advocacy, health care, legal, student financial aid, visa, and immigration assistance, or other services, both on campus and in the community.
- The right to be informed of available assistance in changing academic, living, or working situations after an alleged incident of harassment, misconduct, or retaliation if such changes are reasonably available. No formal report or investigation, either campus or criminal needs to occur before these options are available.
- All parties involved in sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- The right to university-implemented No contact order [or a no trespass order against a non-affiliated third party] when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct that presents a danger to the welfare of the party or others.

Refer to the university's Sexual Harassment & Misconduct policy, Appendix A: Statement of the Rights of Parties.



## SUPPORTIVE MEASURES

The university will offer and implement appropriate and reasonable supportive measures to parties upon notice of alleged sexual harassment, misconduct, and/or retaliation.

Non-punitive individualized services are offered as appropriate, reasonably available, and without fee or charge to the parties to restore or preserve access to the University's education program or activity. They include measures designed to protect the safety of all parties or the university's educational environment and deter misconduct.

The University of New Haven will act to ensure that there is as minimal an academic/occupational impact on the parties as possible. The university will implement measures that do not unreasonably burden the other party.

Supportive measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services;
- Extensions of deadlines or other course-related adjustments;
- Modification of work or class schedules;
- Mutual restrictions on contact between the Parties (i.e., "No Contact Orders");
- Altering work arrangements for employees or student-employees;
- Altering campus housing assignments;
- Safety Planning
- Employee Assistant Program ("EAP")
- Visa and immigration assistance
- Increased security and monitoring of certain areas or campus
- Implementing trespass, Persona Non-Grata (PNG), or Be-On-the-Lookout (BOLO) orders

Violations of No Contact Orders will be referred to the appropriate student or employee conduct processes for enforcement. Orders of Protection, No Contact Orders, restrictive or similar orders issued by a criminal, civil, or tribal court will be administered by the University of New Haven as written.

## Time Limits on Reporting

There is no time limitation on providing notice/complaints to the Title IX Coordinator. However, if the respondent is no longer subject to the university's jurisdiction and significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible.

Acting on notices/complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of policy) is at the

discretion of the Title IX Coordinator, who may document allegations for future reference, offer supportive measures and remedies, and engage in informal or formal action, as appropriate.

When notice/complaint is affected by a significant time delay, the university will typically apply the policy and procedures in place at the time of the alleged misconduct.

## Prevention & Awareness

The University offers bystander intervention programming to all new students in an effort to ensure that each member of the campus community is invested in creating a safe campus environment for themselves and others; program participants are instructed on safe options for preventing harm and intervening when a risk of sexual misconduct exists. Ongoing awareness and prevention campaigns are provided to students, faculty, and staff throughout the school year.

A committee of students, faculty, and staff members, known as the campus resource committee, meets regularly to address the community climate regarding sexual misconduct. The group ensures campus compliance with relevant policies, laws, prevention, and education.

## Notice of Nondiscrimination

The University of New Haven adheres to all federal and state civil rights laws and regulations prohibiting discrimination in private institutions of higher education.

The University of New Haven is committed to equal access in employment, student or applicant for admission, regardless of race, color, disability, religion, gender, gender identity or expression, national origin, ancestry, age, sexual orientation, marital status, genetic information, veteran status, or any other criteria protected by law. Benefits, privileges, and opportunities offered by the University are available to all employees on a nondiscriminatory basis in accordance with federal and state statutes.

The University's sexual harassment & misconduct policy covers nondiscrimination in employment and access to educational opportunities. Therefore, any member of the University of New Haven community whose acts deny, deprive, or limit the educational or employment access, benefits, and opportunities of any member of the university community, guest, or visitor based on that person's actual or perceived membership in the protected classes listed above violates the University's policy on nondiscrimination.



## KEY CONTACTS & ADDITIONAL RESOURCES

In the event that a student discloses a sexual misconduct incident to you, please provide them with the following options.

### Title IX Coordinator

**Barbara Lawrence**

*Vice President of Institutional Equity & Diversity*

203.932.7269

blawrence@newhaven.edu

Maxcy Hall, Room 226C

### Assistant Title IX Coordinator

**Emily Guido**

*Director of Title IX Compliance*

203.932.7264

eguido@newhaven.edu

Peterson Library, Room 203

### University Confidential Services

**Counseling and Psychological Services CAPS**

203.932.7333

Charger Plaza, Bldg. B, Ste. 111

**University Health Services**

203.932.7079

Sheffield Hall, Lower Level

### University Support Services

**University Police Department**

203.932.7014 Non-Emergency

203.932.7070 Emergency

Campus Bookstore, Lower Level

**Office of the Dean of Students**

203.932.7432

Bartels Hall, Second Level

**Office of Residential Life**

203.932.7076

Bixler Hall, Lower Level

**Accessibility Resource Center**

203.932.7332

Sheffield Hall, Lower Level

**Office of Human Resources**

203.932.7240

Maxcy Hall

### Anonymous Reporting

**LiveSafe App** users can send in tip reports using the anonymous feature. LifeSafe is a free mobile safety app made available by the University of New Haven Public Safety. Click [here](#) to learn more.

**Report It, Don't Ignore It!** Forms should be completed with as much information as available to the reporter. Click [here](#) to learn more.

### Local Support Services

**Rape Crisis Center of Milford**

203.878.1212 Hotline 24/7

203.874.8712 Office

**Connecticut Alliance to End Sexual Violence**

888.999.5545 English Hotline

888.568.8332 Spanish Hotline

[endsexualviolence.org](https://endsexualviolence.org)

**Connecticut Coalition Against Domestic Violence**

888.774.2900 Hotline 24/7

[ctsafecconnect.org](https://ctsafecconnect.org)

**BHcare - Umbrella Center for Domestic Violence Services**

888.774.2900 Hotline 24/7

203.736.2601 Office

[bhcare.org](https://bhcare.org)

**National Suicide Prevention Lifeline**

800.273.8255 English Hotline

800.628.9454 Spanish Hotline

[988lifeline.org](https://988lifeline.org)

**Trans Lifeline**

877.565.8860 Hotline 24/7

[translifeline.org](https://translifeline.org)

**The Network/La Red**

800.832.1901 Hotline 24/7

[tnlr.org](https://tnlr.org)