

# UNIVERSITY OF HARTFORD

Report Pursuant to Connecticut  
Public Act 14-11. An Act concerning  
Sexual Assault, Stalking, and  
Intimate Partner Violence on Campus  
from January 1, 2023, to December  
31, 2023.



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## SECURITY AWARENESS PROGRAMS AND CRIME PREVENTION

It is the philosophy of the University of Hartford's Department of Public Safety ("UHDPS") to take a proactive rather than a reactive approach to crime. For a crime to occur, three conditions have to be satisfied. First, the desire to commit the crime must exist. Second, the criminal must have the means or tools with which to commit the crime. Finally, the criminal must have the opportunity to carry out the act. As individuals, we cannot change the desire or means to commit crime readily and easily. However, we can greatly reduce or eliminate the opportunity to commit crime by practicing sound crime prevention techniques.

In an ongoing effort to maintain an acceptable level of safety and security on campus, an officer assigned to Crime Prevention and other UHDPS staff members routinely present various security awareness and crime prevention programs throughout the year to classrooms, campus clubs and student groups as requested. Topics of these presentations include personal safety awareness, Empower the Girls, and property protection strategies. Anyone interested in having the Crime Prevention Unit speak to his or her classroom or group, should contact them at 860.768.7822.

Many of these programs are coordinated with the Office of Residential Life and outside agencies and are presented to students residing on campus. Additional information regarding the programs listed within this document can be found on the UHDPS website under the Crime Prevention tab. For additional questions regarding crime prevention, contact information is as follows:

- URL: <https://www.hartford.edu/student-life/campus-safety/public-safety/crime-prevention.aspx>
- Email to: [pubsafety@hartford.edu](mailto:pubsafety@hartford.edu)
- Phone: 860.768.7822

During the academic year, the UHDPS, the Office of Residential Life and Admissions Office participate in security awareness programs, along with regularly posted crime and safety tips. Typically, security awareness tips are discussed, including encouraging participants to be responsible for their own security/safety and for the security/safety for others on campus.

New employee orientation includes the distribution of crime prevention and fire safety materials to all new employees.

Representatives from UHDPS address security and safety issues at all orientation sessions with parents and first year students in attendance.

Printed brochures addressing numerous safety and security topics are available to members of the campus community. Also, information relating to issues of safety and security are published weekly in the campus newspaper and can be found on the UHDPS website at: <https://www.hartford.edu/publicsafety/>

The University also operates shuttle and escort services. For information related to these and all other services call UHDPS at 860-768-7985.

### **PROGRAMS TO PREVENT DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING**

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Education programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

The University:

- Prohibits the crimes of domestic violence, dating violence, sexual assault and stalking as defined by the Clery Act;
- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Uses definitions provided both by the Department of Education as well as state law regarding what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Connecticut and/or uses the definition of consent found in the Student Code of Conduct if state law does not define consent and the purposes for which that definition is used;
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;

- Shares information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence; and
- Provides the institution's definition of consent AND the purposes for which that definition is used.

## PROGRAMS AND TRAININGS FOR STUDENTS

**Consent and Respect: 3<sup>rd</sup> Millennium Classrooms:** The University have partnered with 3<sup>rd</sup> Millennium to provide *Healthy Hawks Online Training* that will help us all be informed on topics vital to achieving our goal. These trainings, in addition to being highly interactive and engaging, are based in research around the best practices for healthy communities.

Consent and Respect is part of this training and is a comprehensive Title IX training course covering all the Title IX requirements to promote respectful, healthy relationships. Through this course students will be able to know the importance of giving and receiving consent and will understand that consent is essential. Additional learning includes safe and positive strategies for bystanders to use and the warning signs for abusive behavior in intimate partner relationships.

This on-line program is requirement for all first-year students.

**Intervene:** Intervene Bystander Intervention: Intervene is bystander in- person, 60-minute workshop in which students view seven short video scenarios and engage in a facilitated conversation to reflect upon the attitudes and behaviors that influence the process of intervening regarding a potential sexual assault & dating violence among the seven scenarios. Intervene was created by Cornell University and is used with permission at the University of Hartford.

To inquire about participating in upcoming bystander intervention training sessions offered by the Division of Student Success, or if you are interested in becoming a presenter on campus for a student-group or student-organization in which you are in a leadership role, please contact:

- Division of Student Success: 860.768.5403
- Email to: Dr. David Stender, Executive Director of Student Conduct, Conflict Resolution & Compliance [stender@hartford.edu](mailto:stender@hartford.edu)

**Sexual Violence Prevention Programming:** This program provides participants with an understanding of the role that each student plays in creating a safer campus by addressing and preventing instances of sexual violence. The Title IX Office also runs an ongoing active campaign that includes but is not limited to discussions, definitions (consent,

incapacitation, etc.), interactive hypothetical scenarios, multimedia information, product distribution and other activities. Additionally, the programming introduces participants to the Title IX Office, and provides information on the Title IX Complaint Process and Policy, as well as resources available on and off campus. For additional information and inquiries regarding sign-up, please refer to the following:

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- Contact: Title IX Office at 860.768.4880 or [title9@hartford.edu](mailto:title9@hartford.edu)
- Online at: <https://www.hartford.edu/about/policies/title-ix/>

The University offered the above-named primary prevention and awareness programs for all incoming students in 2023.

Please see the chart below for 2023 program information:

Program Name	Date Held	No. in Attendance
Consent and Respect (online)	Summer 2023*	1548
Sexual Violence Prevention Programming	8/15/23 10/27/23*	75 23
<i>*Virtual</i>		
Intervene	9/12/23 9/13/23 9/14/23 9/18/23 9/20/23 9/21/23 9/22/23 9/27/23 9/28/23 9/29/23 10/03/23 10/04/23 10/09/23 10/10/23 10/11/23	38 29 17 20 44 23 32 11 30 30 37 23 38 13 36

## PROGRAMS AND TRAININGS FOR EMPLOYEES

The Human Resource Department and Title IX Coordinator's Office provides mandatory training on sexual harassment, sexual misconduct prevention and diversity awareness training to all new University employees. Multiple training dates are offered each year. The Human Resource Department also provides ongoing training offered to all employees such as Threats on Campus Training, Sexual Harassment and Discrimination Training, Title IX Sexual Violence Training and Recognizing and Preventing Workplace Violence.

Following are descriptions of some of the programs offered to incoming students and new employees to promote the awareness of dating violence, domestic violence, sexual assault and stalking:

**Sexual Harassment and Discrimination Prevention in the Workplace:** This program provides participants with an understanding of applicable federal and state sexual harassment and discrimination laws as well University policies. The program also outlines avenues to report allegations, and emphasizes role that each of us play in creating a safer campus by addressing and preventing instances of sexual harassment and/or discrimination in the workplace. As a member of the University community, all faculty and staff are expected to participate in this educational program.

For additional information and inquiries regarding sign-up, please refer to the following:

- Contact: Human Resources Development at [EmPOWER@hartford.edu](mailto:EmPOWER@hartford.edu)
- Online at: <https://www.hartford.edu/about/offices-divisions/human-resources-development/default.aspx>

**Supervisory Training – Understanding the Progressive Discipline and Grievance Processes:** This program provides supervisors with detailed information on the University's standards of progressive discipline utilized to address, correct and sustain acceptable job performance as well as the University's policy to encourage the airing of employee dissatisfactions so problems can be resolved.

For additional information and inquiries regarding sign-up, please refer to the following:

- Contact: Human Resources Development at [EmPOWER@hartford.edu](mailto:EmPOWER@hartford.edu)
- Online at: <https://www.hartford.edu/about/offices-divisions/human-resources-development/default.aspx>

**Sexual Violence Prevention Programming:** This program provides participants with an understanding of the role that each of us play in creating a safer campus by addressing and preventing instances of sexual violence. The Title IX Office also runs an ongoing active campaign that includes but is not limited to discussions, definitions (consent, incapacitation, etc.), interactive hypothetical scenarios, multimedia information, product distribution and other activities. Additionally, the programming introduces participants to

the Title IX Office, and provides information on the Title IX Complaint Process and Policy, as well as resources available on and off campus. For additional information and inquiries regarding sign-up, please refer to the following:

For additional information and inquiries regarding sign-up, please refer to the following:

- Contact: Title IX Office at 860.768.5255 or [title9@hartford.edu](mailto:title9@hartford.edu)
- Online at: <https://www.hartford.edu/about/policies/title-ix/>

**Threats to Campus (Active Shooter):** Threats to Campus is PowerPoint presentation, providing information on what to expect if should find yourself in an “active shooter” situation. The course explains the Run, Hide, Fight tactics suggested by the F.B.I.; It further provides information on what you can expect upon the arrival of law enforcement. Additionally, the PowerPoint presentation provides information pertaining to resources available to you as members of the UHart community. Training time: 1.5 hours.

For additional information and inquiries regarding sign- up, please refer to the following:

- Contact: The Department of Public Safety at 860.768.4152
- Email to: [pubsafety@hartford.edu](mailto:pubsafety@hartford.edu)
- Online at: <https://www.hartford.edu/student-life/public-safety/>

**ALICE:** An interactive training program designed to teaches preparedness training to those who have gone through the program. ALICE teaches attendees to respond with confidence, increasing the survivability of an act of violence. ALICE strategies can reduce anxiety, and build confidence in individuals who have gone through the ALICE program. Training time: 4 hours.

For additional information and inquiries regarding sign- up, please refer to the following:

- Contact: The Department of Public Safety at 860.768.4152
- Email to: [pubsafety@hartford.edu](mailto:pubsafety@hartford.edu)
- Online at: <https://www.hartford.edu/student-life/public-safety/>

The University offered the listed primary prevention and awareness programs for employees in 2023. Please take a moment to view the following chart for the 2023 program list, which includes the program name, dates held, and number of participants:

Program Name	Date Held	No. in Attendance
Sexual Harassment and	Various	175

Discrimination Prevention in the Workplace  (Presented by a third party- “State of CT-CHRO”)	(Ongoing for all employees and w/in 6 months of hire for new hires)	
ALICE	5/9/23 5/10/23 9/12/23	9 5 16
Threats on campus/active shooter program	1/12/23 9/16/23 9/17/23 9/27/23	19 50 39 15
Sexual Violence Prevention Programming	7/11/23 7/18/23 7/26/23 8/21/23 8/29/23	12 11 10 18 15

## INTERVENTION, PREVENTION, AND RISK REDUCTION

### How to be an Active Bystander:

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, call DPS at (860) 768-7777 or the local police by dialing 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to intervene.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Be direct, delegate responsibility, or cause a distraction when you see a person secludes, hits on, tries to make out with, or has sex with people who are incapacitated.
3. Intervene when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on- or off-campus resources for support in health, counseling, or with legal assistance.

## **REPORTING INCIDENTS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING**

Incidents of sexual misconduct, including sexual harassment, domestic violence, dating violence, sexual assault, and stalking should be reported to the University Public Safety Department as soon as possible. Public Safety staff members are trained to provide support and assistance to victims of domestic violence, dating violence, sexual assault, and stalking and work closely with off-campus agencies and on-call University staff trained as victim advocates and counselors.

When any form of sexual misconduct is reported to Public Safety, the incident will be investigated. The student who was assaulted may request an officer of a specific gender to respond. Every attempt will be made to comply with this request. The responding officer will interview the student regarding the facts surrounding the assault. The student will be asked to identify, if s/he can, or describe the assailant(s). The student will also be asked about the scene of the crime, to identify witnesses, and to describe what happened before and after the incident.

When a student files a report with Public Safety, s/he is not obligated to continue with legal proceedings or University disciplinary action. All incidents of sexual misconduct will be referred to the Title IX Office.

**Students at the University of Hartford have the right to engage in healthy sexual behavior on their own terms. In the unfortunate event that a student is a victim of a sexually heinous crime such as sexual assault or sexual harassment, the University will act immediately if a student requires sexual assault services of any kind. Below is our reporting policy:**

### **Reporting to Title IX Coordinator**

Individuals should report a sex offense to the institution's Title IX Coordinator or Deputy Title IX Coordinator. The Title IX Office is responsible for coordinating the institution's compliance with Title IX and all other Sexual Misconduct Violations.

#### **Title IX Coordinator**

Kenna Grant, MS

HJG Library room 307

## **On Campus Sexual Assault Reporting Procedure:**

**Informal Process:** This process will involve Connections Health Education and Wellness Center and the Women and Gender Resources Center, and the Assistant Vice President for Student Health and Wellness; these areas will act as the “hub” for the campus Sexual Assault Program. In the event that a student wants to speak to an advocate; these offices would be a primary point of contact.

Students wishing to seek services via an advocate will be informed of victim rights and also University policy. Advocates will need to act on behalf of the University and pursue an inquiry into the incident. If at any point the student victim wants to pursue either internal or external charges of an alleged perpetrator, Advocates will assist the student victim with the formal reporting process through Public Safety.

**Formal Process:** This process will involve the Department of Public Safety and will act as the primary reporting area regarding sexual assaults for the campus. In the event that a student victim wants to pursue internal student conduct charges or external criminal charges or both, said student will be advised to contact Public Safety. At any point, the student victim may request an Advisor for assistance with this process. With such information, the University can keep accurate records about the number of assaults involving students, determine whether there is a pattern of assaults with regard to particular location, method, or assailant and alert the campus community to a potential danger.

## **Importance of Reporting Sexual Assaults**

Students who have been sexually assaulted (through forced sexual contact or forced sexual intercourse) have been victimized. Their assailants are at fault and the assailant’s behavior is not acceptable. In order to stop this type of criminal activity, we encourage students to report what has happened. This reporting will ensure help for the individual who has been assaulted and remediation for the perpetrator.

Recognizing the different needs of individuals who have been sexually assaulted, the University offers a range of ways to report the perpetrator’s behavior. A student who has been assaulted may pursue any of the following options:

If the student who has been assaulted desires criminal prosecution through the courts, she/he needs to contact the Public Safety Office. At her/his request, Public Safety will summon the appropriate local police agency. Both Public Safety and the local police will provide the individual who was assaulted with information regarding her/his rights. The student will also be provided with information regarding her/his state or federal legal rights to have the perpetrator tested for communicable diseases. It is important for the student who has been assaulted to note that a police report does not require that he/she follow through with the prosecution process. The student has the right to withdraw the charges at any point during the process if he/she wishes

to do so. The student also will be free from pressure from the University not to report the crime, or to report it as a lesser offense.

If the offender is a University of Hartford student, and the student who was assaulted does not want to take action through the courts, he/she may file a Formal Complaint with the Title IX Coordinator as explained above, and have the case handled by the University Title IX investigative process as outlined in the University of Hartford "Title IX Sexual Harassment" and "Community Standards Sexual Misconduct" Policy and Procedures. The student who was assaulted does, however, have the right to proceed with this matter **both** through the courts and the University Title IX investigative process.

## **REPORTING CRIMINAL ACTIVITY AND EMERGENCIES**

If you become the victim and/or are witness to a crime or emergency, you should immediately report it to the UHDPS or the appropriate law enforcement agency if it occurs off campus. The sooner crime is reported, the better the chances of Public Safety or local police being able to solve the crime, apprehend the suspect, and recover any property that may have been taken. We encourage our community to accurately and promptly report all crimes or other emergencies to the appropriate police agency, when the victim elects to or is unable to make such a report.

Crimes and emergencies can be reported by calling the UHDPS at (860) 768-7985, 7777 for emergencies, or you can go to the Public Safety Operations building. Additionally, you may use one of the many campus Emergency Phones. In response to a reported crime or emergency, an officer will be dispatched to your location to begin an investigation of the crime and take the required action. The officer will want to know some basic information about you as the Complainant and the incident you are reporting. You may be asked to give a signed statement attesting to the facts of the incident. All UHDPS incident reports are forwarded to the Dean of Students Office for review and referral to Student Conduct Administration for potential action, as appropriate. All UHDPS incident reports regarding sexual misconduct are forwarded to the Title IX Office for review and referral for potential action. In addition, you may report crime to the following areas:

- |  |              |
|--|--------------|
| - Vice President of Student Affairs & Dean of Students       | 860-768-4285 |
| - Director, Counseling and Psychological Services            | 860-768-4482 |
| - Director, Connections Health Education and Wellness Center | 860-768-5433 |
| - Director, Office of Residential Life                       | 860-768-7792 |
| - Director, Health Services                                  | 860-768-6601 |

Criminal incidents should be reported to the Department of Public Safety to provide the opportunity to assess crime trends and include reported incidents in the annual statistical disclosure of crimes as well as to make timely warning notices to the campus community. Public Safety or Police generally take the information and develop other information through investigation, as they attempt to solve the crime. You are a vital link to the solution of crime through your observation and eyewitness account. You also can assist in the recovery of stolen property by insuring that you mark your property with some type of an identifier and maintain records of serial and model

numbers. Public Safety or Police can help you recover stolen items if you get involved with our Operation Identification program.

## **VOLUNTARY CONFIDENTIAL REPORTING OF INCIDENTS**

Members of the University of Hartford community are encouraged to accurately and promptly report crime and emergencies to the UHDPS and appropriate Law Enforcement agencies, including when the victim of a crime elects to or is unable to make such report.

If the victim of a crime does not wish to pursue action within the University or the criminal justice system, the victim may still want to consider making a confidential report. With the victim's permission, a member of the UHDPS or a CSA can file a report on the details of the incident without revealing your identity. The purpose of confidential reporting is to comply with your request to keep the matter confidential while taking steps to enhance the future safety of yourself and others. With such information, the UHDPS can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime with regard to particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner remain confidential and are counted and disclosed in the annual crime statistics for the institution.

Further, the Public Safety Crime Prevention Unit manages a "Tip Line." By calling 860-768-7827, an individual can leave a confidential, anonymous message if they have information related to the safety and security of members of the University community.

## **STATISTICAL INFORMATION FOR 2023**

The following tables show the number of incidents reported and disciplinary reports brought forward at the University of Hartford for the calendar year of 2023, involving allegations of sexual assault, stalking or intimate partner violence. Table 1 includes incidents reported to the university, Table 2 includes final outcome of disciplinary cases brought forward.

**Table 1 Incidents Reported**

<b>Incidents Reported to the University of Hartford for 2023</b>			
	<b>Sexual Assault</b>	<b>Stalking</b>	<b>Intimate Partner Violence</b>
<b>Number of incidents reported to the University</b>	<b>11</b>	<b>5</b>	<b>13</b>
<b>Number of confidential or anonymous reports or disclosures to the University</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Number of disciplinary cases at the University</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Table 2 Disciplinary Cases**

<b>Final Outcome of Disciplinary Cases for 2023</b>			
	<b>Sexual Assault</b>	<b>Stalking</b>	<b>Intimate Partner Violence</b>
<b>Respondent found responsible</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Respondent found not responsible</b>	<b>1/1 pending</b>	<b>0</b>	<b>0</b>
<b>No Charge or Non-Student</b>	<b>9</b>	<b>5</b>	<b>13</b>

**Campus Climate Survey (biannual)**

In compliance with the State of Connecticut An Act Concerning Sexual Misconduct on Campus (<https://www.cga.ct.gov/2021/sum/pdf/2021SUM00081-R02HB-06374-SUM.pdf>) the Office of Equal Opportunity and Title IX Compliance conducted a study to examine the University of Hartford's campus climate around issues related to sexual assault. This survey instrument was created and implemented through University Qualtrics design and administered to the campus community in April of 2024.

Completion rates were challenging as the timing of this survey was competing with other campus surveys. Total response rate was only 5% of those emailed the survey instrument. The University of Hartford will continue to emphasize the importance of this data and work to increase completion rate numbers for future implementation.

<b>Campus Climate Survey</b>			
<b>Total administered</b>	<b>Total Started</b>	<b>Total Completed</b>	<b>Percentage Completed %</b>
<b>5676 (via email)</b>	<b>257</b>	<b>214</b>	<b>59</b>

# **APPENDIX A**

## **(Title IX Policy)**

# **APPENDIX B**

## **(The Source)**

# **APPENDIX C**

## **(Campus Climate Survey tool)**