



TO: All Employees
FROM: Office of Diversity and Equity
DATE: April 17, 2017
SUBJECT: Affirmative Action Plan 2015-16

The Office of Diversity and Equity invites all employees to read and review the CCSU's Affirmative Action Plan. Copies are available on-line at www.ccsu.edu/diversity/affirmativeaction.html or in the following locations:

Office of Diversity & Equity

Office of the President

Office of the Provost

Human Resources

Elihu Burrit Library

Any comments regarding the Affirmative Action Plan should be directed to Rosa Rodríguez, Chief Diversity Officer and Title IX Officer of the Office of Diversity and Equity. Ms. Rodríguez is the person designated with the responsibility and authority to administer and monitor our affirmative action program. Employees must submit their comments no later than June 1, 2017, so that the comments can be incorporated into the University's submission of its 2016-2017 Affirmative Action Plan.

For information relating to the University's policy on affirmative action, please visit the department's web page at <http://www.ccsu.edu/Diversity/>. The web page contains CCSU's Affirmative Action/Equal Employment Opportunity Policy Statement, Non-discrimination in Education and Employment Policy, BOR Sexual Misconduct Policy, ADA Policy, and the CCSU Procedures and Timetables for Processing of Discrimination, Harassment and Sexual Misconduct Complaints.

The signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Diversity and Equity, Davidson Hall, Room 102. Should you have any questions, please feel free to contact the office at 860-832-1652.



Affirmative Action/Equal Employment Opportunity Policy Statement

It is the intellectual and moral responsibility, but more importantly, the policy of the leadership of Central Connecticut State University (CCSU) to advance social justice and equity by exercising affirmative action to remove all discriminatory barriers to equal employment opportunity and upward mobility. Accordingly, the University, through this plan of affirmative action, will, with conviction and effort, undertake positively to overcome the present effects of past practices, policies or barriers to equal employment opportunity and to achieve the full and fair participation of women, African-Americans, Hispanics, and any other protected groups (including persons with disabilities) found to be underutilized in the workforce or adversely affected by system policies or practices.

Thus, CCSU will consistently review its personnel policies and procedures to ensure that barriers that unnecessarily exclude protected classes and practices that have an illegal discriminatory impact are identified and eliminated. The University will explore alternative approaches if any personnel practice is found to have a negative impact on protected classes and establish procedures for any extra efforts that may be necessary to achieve labor market parity.

Equal opportunity is employment of individuals without consideration of: age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disability or history thereof; physical disability; marital status, national origin; race; religious creed; sex, including pregnancy, sexual harassment and sexual assault; sexual orientation; criminal record (in-state employment) and genetic information unless the provisions of Sections 46a-60 (b) or 46a-81 (b) of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. Equal employment opportunity is the purpose and goal of affirmative action under Sections 46a-68-31 through 46a-68-74. The University will consistently review all practices and procedures to ensure full compliance with the spirit and letter of Section 46a-68j-21 through 46a-68j-43 of the Administrative Regulations of State Agencies regarding Contract Compliance.

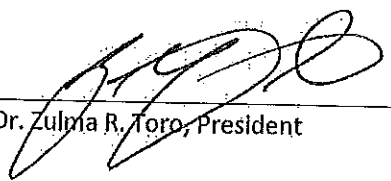
Attached hereto and incorporated herein, are listed federal and state constitutional provisions, laws, regulations, guidelines and executive orders prohibiting or outlawing discrimination and identifying classes of persons protected based on above listed categories.

The role of affirmative action in each step of the employment process with regard to employment applications, job qualifications, job specifications, recruitment practices, hiring, promoting, compensation, personnel policies, job structuring, orientation training, counseling, discrimination complaint process, evaluation, layoffs and termination, or other terms or conditions of employment, is detailed in the following pages and incorporated by reference herein. Clearly affirmative action and equal employment opportunity are immediate and necessary agency objectives for Central Connecticut State University. Additionally, we shall administer all terms, conditions and benefits of employment in an equitable manner. We also recognize the continued under-representation of persons with disabilities and older persons in the workplace, and will pursue and implement measures to overcome the present effects of past discrimination, if any to achieve the full and fair utilization of such persons in the workforce.

This policy of non-discrimination will not be limited to employment practices but will extend, as well, to services and programs provided by the University. It is the policy of Central Connecticut State University that unlawful discrimination be prohibited. Consequently, it shall be a violation of University policy for any member of the University community to discriminate against any individual with respect to any terms, conditions, or privileges relating to employment (including interns) or attendance at the University based on protected class status. Annually, members of the University community will be notified of the Nondiscrimination in Education and Employment policy and about their rights to file an internal and/or external complaint.

All executive, administrative, and supervisory personnel are expected to discharge their affirmative action responsibilities, in word and deed, consistent with this agency's objective of establishing and implementing affirmative action and equal employment opportunity.

The Affirmative Action Officer responsible for overseeing affirmative action and equal employment opportunity is Rosa Rodriguez, Chief Diversity Officer, at Central Connecticut State University, Office of Diversity and Equity, Davidson Hall, Room 102, 1615 Stanley Street, New Britain, CT 06050; Telephone Number: 860.832.0178.



Dr. Zulma R. Toro, President

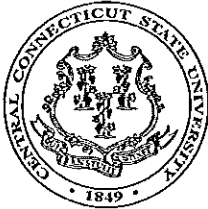
1/17/2017

Date

The Americans with Disabilities Act.

*Breaking
down
barriers.*

We need your help to ensure all our programs, services and activities are accessible to people with disabilities. In visiting our offices, if you observe a barrier that prevents the full participation of people with disabilities, let us know.



Rosa Rodriguez
Chief Diversity Officer and ADA Coordinator
Office of Diversity & Equity
Central Connecticut State University
1615 Stanley Street
Davidson Hall, Room 102
New Britain, CT 06050
860-832-0178 (Direct Line)
860-832-1652

SEXUAL HARASSMENT IS ILLEGAL!



It's prohibited by the CT Discriminatory Employment Practices Act and Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendment of 1972. The CCSU Sexual Harassment Policy prohibits discrimination in services or benefits based on gender.

Sexual Harassment means "any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature."

Examples of Sexual Harassment include:

- Unwelcome sexual advances
- Unwanted hugs, touches, kisses
- Retaliation for complaining about sexual harassment
- Suggestive or lewd remarks
- Requests for sexual favors
- Derogatory or pornographic posters, cartoons, drawings, or e-mail messages.

CCSU policies and Reporting: Copies of the University's Sexual Harassment policy and complaint procedure are available from one of these offices or the University's website.

Incidents may be reported to:

Office of Diversity and Equity
(All complaints)

Chief Diversity Officer
Davidson Hall, Rm. 102
860-832-1652

Human Resources
(Complaints against employees)

Davidson Hall, Rm. 101
860-832-1760

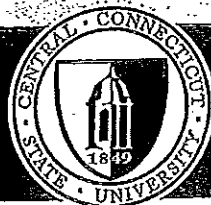
Office of Student Conduct
(Complaints against students)

Willard Hall, Rm. 107
860-832-1667

Office of Student Affairs
(Complaints against students)

Davidson Hall, Rm. 103
860-832-1601

You're Not Alone!



Connecticut law requires that a formal written complaint be filed with the Connecticut Commission on Human Rights and Opportunities (CHRO), within 180 days of the date when the alleged harassment occurred. ccsu.edu/diversityequity

Equal Opportunity Employer/Educator

Equal Employment Opportunity is

THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected: The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-8820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated

veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

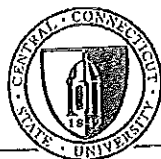
RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.



July 13, 2016

Dear Full-time Faculty Member:

Welcome to Central Connecticut State University!

You are invited to attend the New Faculty Orientation on Tuesday, August 23, 2016 from 8:15 a.m. to 5:00 p.m. I have enclosed the day's agenda, so you can see the many things we have planned for you.

You are also encouraged to attend the following events:

- President's Opening Meeting on Wednesday, August 24, 2016 at 10:00 a.m. in Alumni Hall, Student Center (refreshments available at 9:15 a.m.)
- Provost's meeting with Faculty on Wednesday, August 24, 2016 at 1:30 p.m. in Davidson Hall, Torp Theatre (refreshments available at 1:00 p.m.)
- State Mandated Diversity Training & Title IX training on Thursday, August 25, 2016 from 9:00 a.m. to 2:00 p.m. in Vance 204 (lunch will be provided).

Kindly confirm your attendance at the above events with Erin Rodas via email at erodas@ccsu.edu by August 19th.

I look forward to meeting you on August 23rd.

Sincerely,

A handwritten signature in black ink that reads "Carl R. Lovitt".

Carl R. Lovitt
Provost and Vice President for Academic Affairs



July 13, 2016

Dear Part-time Faculty Member:

Welcome to Central Connecticut State University!

You are invited to attend the New Faculty Orientation on **Tuesday, August 23, 2016** from **8:15 a.m. to 5:00 p.m.** I have enclosed the day's agenda, so you can see the many things we have planned for you.

You are also encouraged to attend the following events:

- **President's Opening Meeting on Wednesday, August 24, 2016 at 10:00 a.m. in Alumni Hall, Student Center (refreshments available at 9:15 a.m.)**
- **Provost's meeting with Faculty on Wednesday, August 24, 2016 at 1:30 p.m. in Davidson Hall, Torp Theatre (refreshments available at 1:00 p.m.)**
- **State Mandated Diversity Training & Title IX training on Thursday, August 25, 2016 from 9:00 a.m. to 2:00 p.m. in Vance 204 (lunch will be provided).**

Kindly confirm your attendance at the above events with Erin Rodas via email at erodas@ccsu.edu by August 19th.

I look forward to meeting you on August 23rd.

Sincerely,

A handwritten signature in black ink that reads "Carl R. Lovitt".

Carl R. Lovitt
Provost and Vice President for Academic Affairs

CCSU-AAUP

Welcome Reception



Wednesday
August 24, 2016
2:30-5:00pm

Founders Courtyard

Rain Location

Marcus White Living Room

Celebrate the start of
a new academic year.
Join your colleagues
for food, drink and
conversation at
CCSU-AAUP's
Welcome Reception

For more information, please contact Michelle Malinowski at
(860) 832-3790 or at malinowskim@ccsu.edu

Central Connecticut State University American Association of University Professors
Marcus White Hall, Room 316, 319 & 322
(860) 832-3790 * www.csuaaup.org

The Executive Committee of
The Central Connecticut State University
American Association of University Professors

Cordially Invites You
To A Reception
Welcoming New Faculty

Place: Connecticut Room, Memorial Hall

Date: Tuesday August 23, 2016

Time: 4:00pm - 5:00pm

Hors D'oeuvres and Cocktails

Please come and meet the CCSU-AAUP Executive Committee, CCSU-AAUP Department Liaisons, and CSU-AAUP Staff.

We would like to take this opportunity to acquaint you with the AAUP and explain the important role it will play in your career at CCSU.

We hope you will be able to join us.

RSVP on or before Tuesday August 16th by mail to
CCSU-AAUP, Marcus White 319

Or e-mail to malinowskim@ccsu.edu

If you have any questions please call (860)832-3790.

CCSU-AAUP New Faculty Reception

____ Yes, I am planning to attend

____ No, I am unable to attend

Name _____

Department _____

Mail via campus mail to Marcus White Hall Room 319 or
e-mail malinowskim@ccsu.edu by Tuesday August 16, 2016

NEW FACULTY ORIENTATION AGENDA

Tuesday, August 23, 2016
Connecticut Room, Memorial Hall

- 8:15-8:45 a.m. Continental Breakfast
- 8:45-9:00 a.m. Welcome
Dr. Carl Lovitt, Provost and Vice President for Academic Affairs
Dr. Stephen Cohen, Faculty Senate President and Professor of English
Dr. Mary Ann Mahony, CCSU-AAUP President and Professor of History
Ms. Jane Hikel, Part-Time Advisory Committee Chair and Lecturer of English
- 9:00-9:15 a.m. Succeeding as a Professor
Dr. Jack Miller, President
- 9:15- 9:30 a.m. Student Affairs and Faculty: Helping Students Succeed
Dr. Laura Tordenti, Vice President for Student Affairs
- 9:30 - 9:45 a.m. Diversity & Equity Services and Resources
Ms. Rosa Rodriguez, Chief Diversity Officer
- 9:45 - 10:00 a.m. What you need to know about Human Resources
Ms. Anna Suski-Lenczewski, Chief Human Resources Officer
- 10:00 - 10:15 a.m. Resources for Resolving Legal Issues
Atty. Carolyn Magnan, University Counsel
- 10:15 - 10:30 a.m. Break
- 10:30 - 10:45 a.m. Threat Assessment and Campus Security
Dr. Richard Bachoo, Chief Administrative Officer
- 10:45 - 11:00 a.m. Service Learning
Dr. Nghi Thal, Assistant Professor of Psychological Science
- 11:00 - 11:15 a.m. Study Abroad
Dr. Paul Resetarits, Professor, Manufacturing & Construction Management
- 11:15 - 11:55 a.m. Introduction to the Library - Burritt Library, Main Floor
Dr. Carl Antonucci, Director, Library Services
Ms. Sharon Clapp, Assistant Librarian
- 12:00 -12:45 p.m. Lunch
- 1:00 - 2:55 p.m. Workshop on Effective Teaching Strategies.
Ms. Mary Collins, Associate Professor of English
- 3:00 - 3:45 p.m. Academic Computing/Central Pipeline/Bb Learn
Ms. Amy Kullgren, Director of Client Support Services, IT
Ms. Tina-Marie Rivera, Help Desk Manager, IT
- 4:00 - 5:00 p.m. CCSU-AAUP Reception - Connecticut Room, Memorial Hall

DIVERSITY & EQUITY

CCSU



Central Connecticut State University

July 11, 2016

Re: Mandatory Diversity and Title IX Trainings on August 25, 2016

Dear New Faculty Member:

The Office of Diversity and Equity (ODE) would like to welcome you to CCSU. As part of our responsibilities, the ODE is responsible for conducting and coordinating mandated trainings on diversity, Title IX (sexual harassment prevention), and other civil rights topics.

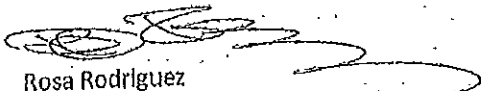
As state employees, we are all required to participate in several mandatory training programs. ODE provides both the one-time diversity training and the annual Title IX training for the University. As part of your first week, we are offering an opportunity on Thursday, August 25, 2016 from 9 a.m. to 2 p.m. that will fulfill the diversity and annual Title IX training for the 2016/2017 academic year. To register for this session, please email Nicholas.dagostino@ccsu.edu. We will provide coffee and light food in the morning and lunch for this session. The training descriptions are below:

Diversity Training: The ODE offers 3-hour State Mandated Diversity Training Sessions annually for CCSU staff, faculty and students. The training consists of two components. The first segment focuses on ODE responsibilities, policies, and procedures. The second component will focus on a particular identity (i.e., race, religion, sex, sexual orientation, etc.) as it relates to college students, campus life and/or classroom environments. CCSU is committed to creating a campus culture where all members of our community are valued and affirmed. These sessions support this initiative and enhance our sense of community.

Title IX Training: Both federal and state laws clearly prohibit sexual harassment, sexual assault and interpersonal violence in the workplace and education settings -- and yet it happens. On campuses large and small, women and men find themselves the unwilling target of unwelcomed sexual conduct that creates a hostile environment. It is critical that all students, employees, including managers, understand both the full range of behaviors that define sexual harassment, sexual assault and interpersonal violence, and the pro-active steps they can take to prevent it. All CCSU employees are expected to complete training regarding sexual harassment, sexual assault and interpersonal violence prevention.

Should you have any questions, please feel free to contact our us at 860-832-1652.

Sincerely,


Rosa Rodriguez
Chief Diversity and Title IX Officer

MAP

DAgostino, Nicholas (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, February 24, 2017 9:15 AM
To: Academic Departments; Administrative Departments
Subject: New Procedures for Test Proctoring

Importance: High

Dear Faculty and Staff,

The Office of Student Disabilities (SDS) is pleased to announce some new procedures for students with disabilities taking exams at the SDS testing center. For a complete description of our policies, please go to:
<http://www.ccsu.edu/sds/examPolicy.html>.

When you have students who need an exam at the testing center:

1. Students start the process by contacting SDS personally.
2. Students must fill out a *Test Request Form* at least 3-7 business days prior to the exam.
3. This initiates an e-mail to the faculty member. Faculty fill out information about the exam and send that information plus the exam to SDS. This can be done by fax, campus mail, in person, or through e-mail.
4. Faculty indicate how they would like the exam returned to them.
5. All students are proctored during the exam.

Thank you!

For any questions about students with disabilities, please do not hesitate to contact our office.

Valerie Hamilton-Brodie
Director, Office of Student Disability Services
Carroll Hall, Room 245
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

860.832.1957

Valerie.hamilton-brodie@ccsu.edu

<http://www.ccsu.edu/sds/>

AAP

D'Agostino, Nicholas (Diversity and Equity)

From: D'Agostino, Nicholas (Diversity and Equity)
Sent: Friday, February 24, 2017 2:41 PM
To: Rosa Rodriguez (Diversity and Equity) (rosa.rodriguez@ccsu.edu); D'Agostino, Nicholas (Diversity and Equity)
Subject: Diversity Training - March 1, 2017 - 1 to 4PM - Constitution Room - Registration Confirmation

This email is to confirm your registration to participate in Diversity Training next Wednesday, March 1, 2017 from 1 to 4 PM. The training is taking place in Memorial Hall's Constitution Room (second floor of Memorial Hall). We will provide a food snack with coffee, tea, soda and water. Due to the packed agenda during these sessions we do plan to start promptly at 1 PM.

If you are unable to attend, please email me to let us know,
Nick

Nicholas D'Agostino
Associate
Office of Diversity and Equity, Davidson Hall 102
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
860-832-1653
Nicholas.dagostino@ccsu.edu

DAgostino, Nicholas (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Wednesday, February 08, 2017 4:34 PM
To: Altenhof, Jody C. (Psychological Science)
Subject: Do Not Delete: You Still Need to Complete CCSU/State Mandated Diversity Training

Dear Jody:

Our records indicate that **you have not** completed the State of Connecticut Mandated Diversity Training*. As part of our employment here at CCSU, we are required to complete several trainings organized by the Office of Diversity and Equity. The required trainings include Diversity Training (one time), Sexual Harassment Training for Supervisors (one time) and Title IX Training (annually).

As part of our efforts to comply with the Diversity Training mandate, the Office of Diversity and Equity has scheduled the following diversity training sessions:

- Wednesday, March 1, 2017 from 1 to 4:30 PM
- Monday, April 3, 2017 from 9 AM to Noon

These sessions will offer participants an interactive experience and the opportunity to ask key questions related the diversity, discrimination, affirmative action, accommodations and other key issues faced by faculty and staff in this arena.

The registration link to sign up for the session can be found here: [Spring 2017 Diversity Training Registration Form.](#)

Thank you,

Nick

Nicholas D'Agostino
Associate
Office of Diversity and Equity
Central Connecticut State University
Davidson Hall, Room 102
1615 Stanley Street, New Britain CT 06050
860-832-1653
Nicholas.Dagostino@ccsu.edu

*CONN. GEN. STAT § 46a-54 (16). - To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees.

AA plan 2017

D'Agostino, Nicholas (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Monday, January 30, 2017 5:24 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: President Toro's Message Regarding the Executive Order on Immigration and Travel

Dear Students and Colleagues,

While we look with growing concern at the impact of President Trump's executive order regarding immigration, I am glad that I can report that none of our students or faculty who are currently traveling or studying abroad are likely to be directly affected--they are not citizens of the seven countries proscribed by the order.

But I am concerned for those students, faculty, and staff among us whose travels abroad--for personal or professional reasons--will be impacted by the presidential order. I invite those of you who might be affected by the travel ban to contact my office (860-832-3000 or President@ccsu.edu). We will continue to monitor the situation so that we can work directly with you to address your concerns as best we can and to offer our support.

Finally, because, as many have pointed out, this executive order impacts mainly Muslims, I want to say on behalf of the University that we stand in compassionate solidarity with our Muslim students and colleagues.

Sincerely,

Zulma Toro
President

AA Plan

D'Agostino, Nicholas (Diversity and Equity)

From: D'Agostino, Nicholas (Diversity and Equity)
Sent: Thursday, March 30, 2017 10:52 AM
To: D'Agostino, Nicholas (Diversity and Equity); Rodriguez, Rosa (Diversity and Equity); Robin McHaelen
Subject: Registration Confirmation - Diversity Training April 3, 2017 - Memorial Hall's Constitution Room

This email is to confirm your registration to participate in Diversity Training on Monday, April 3, 2017. This session will start promptly at 9 AM and end at Noon. We will provide light food and coffee.

The training is taking place in Memorial Hall's Constitution Room (Located on the second floor).

Nick

Nicholas D'Agostino
Associate
Office of Diversity and Equity, Davidson Hall 102
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
860-832-1653
Nicholas.dagostino@ccsu.edu

I

D'Agostino, Nicholas (Diversity and Equity)

From: D'Agostino, Nicholas (Diversity and Equity)
Sent: Wednesday, February 08, 2017 4:34 PM
To: [REDACTED]
Subject: Do Not Delete: You Still Need to Complete CCSU/State Mandated Diversity Training

[REDACTED]

Our records indicate that you have not completed the State of Connecticut Mandated Diversity Training*. As part of our employment here at CCSU, we are required to complete several trainings organized by the Office of Diversity and Equity. The required trainings include Diversity Training (one time), Sexual Harassment Training for Supervisors (one time) and Title IX Training (annually).

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The registration link to sign up for the session can be found here: [Spring 2017 Diversity Training Registration Form](#).

Thank you,
Nick

Nicholas D'Agostino
Associate
Office of Diversity and Equity
Central Connecticut State University
Davidson Hall, Room 102
1615 Stanley Street, New Britain CT 06050
860-832-1653
Nicholas.Dagostino@ccsu.edu

*CONN. GEN. STAT § 46a-54 (16). - To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees.



Central Connecticut State University

Title IX Training Program
November 29, 2016; 1:00 pm – 4:00 pm
Clock Tower Room, Student Center

- Introduction Rosa Rodríguez, Chief Diversity Officer & Title IX Officer
- Board of Regents Policies and University Procedures Sarah Dodd, Sexual Assault and Violence Prevention Specialist
- Sexual Assault, Intimate Partner Violence & Stalking Awareness and Prevention Sarah Dodd, Sexual Assault and Violence Prevention Specialist
Office of Victim Advocacy
- Question/Answer All

Material Provided:

- Presentation
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- CONNSACS statistical fact sheets
- CONNSACS 2015 Connecticut Legislative Sessions Update
- Business cards (Title IX Officer, Sarah Dodd, & On- and Off-Campus Resources)

Equal Opportunity Employer and Educator



Central Connecticut State University

Title IX Training Program
February 14, 2017
Camp Room, Student Center

- Introduction Rosa Rodríguez, Chief Diversity Officer & Title IX Officer
- Board of Regents Policies and University Procedures Sarah Dodd, Sexual Assault and Violence Prevention Specialist
- Sexual Assault, Intimate Partner Violence & Stalking Awareness and Prevention Sarah Dodd, Sexual Assault and Violence Prevention Specialist
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Equal Opportunity Employer and Educator



Central Connecticut State University

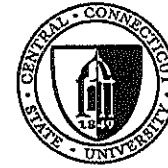
Diversity Training Program
November 18, 2016; 9:00 am – Noon
HB 118

- Introduction Rosa Rodríguez
Chief Diversity Officer & Title IX Officer
- ODE policies, procedures and relevant laws and case scenarios Nicholas D'Agostino
Associate in Diversity and Equity
- Diversity – LGBTQ Community Robin McHaelen
Executive Director, True Colors Inc.
- Question/Answer All

Material Provided:

- Presentations
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- CCSU preferred name procedure
- CONNSACS statistical fact sheets
- Business cards (Title IX Officer, Sarah Dodd, & On- and Off-Campus Resources)

Equal Opportunity Employer and Educator



Central Connecticut State University

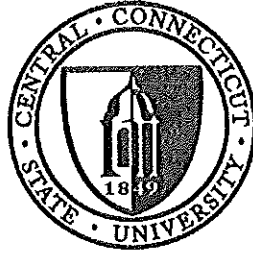
Diversity & Title IX Training Program
April 3, 2017; 9:00 am – Noon
Memorial Hall – Connecticut Room

1. Welcome & Introductions Nicholas D'Agostino, Associate in Diversity and Equity
2. CCSU/BOR Policies and Procedures Nicholas D'Agostino, Associate in Diversity and Equity
3. Meeting the Needs of LGBTQ Students Robin McHaelen, Executive Director of True Colors
4. Question and follow-up All

Material Provided:

- Presentations
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- CCSU preferred name procedure
- Business cards (Title IX Officer, Sarah Dodd, & On- and Off-Campus Resources)

Equal Opportunity Employer and Educator



Central Connecticut State University

Diversity & Title IX Training Program
August 25, 2016; 9:00 am – 2:00 pm
Mid-Campus Residence Hall

- | | |
|---|---|
| 1. Welcome & Introductions | Rosa Rodriguez, Chief Diversity and Title IX Officer |
| 2. CCSU/BOR Policies and Procedures | Nicholas D'Agostino, Associate in Diversity and Equity |
| 3. Sexual and Interpersonal Violence (including sexual harassment) Prevention and Awareness | Sarah Dodd, CCSU Victim Advocate and Violence Prevention Specialist |
| 4. Student Disability Services | Dr. Carolyn Fallahi, Professor and Faculty Liaison to Student Disability Services |
| 5. Race, Oppression and Courageous Conversations | Nicholas D'Agostino, Associate in Diversity and Equity
Derek Hall, Activist and Program Director of the Discovery Center |
| 6. Question and follow-up | All |

Material Provided:

- Presentations
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- CCSU preferred name procedure
- CONNSACS statistical fact sheets
- Business cards (Title IX Officer, Sarah Dodd, & On- and Off-Campus Resources)

Student Disability Services at Central Connecticut State University

CAROLYN R. FALLAHI, PH. D.
FACULTY LIAISON TO SDS

Why Accommodations?

- Provide "equal access through accommodations" (U. of Washington, n. d.).
- They have the ability to succeed.
- But, services are underutilized.

Laws

IDEA: Individuals with Disabilities Education Act (IDEA)

- National federal special education law.
- Provides Individualized Education Programs to students who are eligible.
- Requires states to state regulations and **MUST** include all of the provisions within IDEA.
- There may be additional laws pertaining to individual states.

www.idea.org

IDEA 2004

Revisions for students attending postsecondary school.

- New definitions of Transition Services.
- Schools must help students transition to post-school activities.
- Focus on outcomes – meaning that they want to make sure that the student is able to be successful.

Americans w/Disabilities Act (ADA) of 1990

College and Universities

- IDEA only applies from elementary through high school aged students.
- ADA Applies to all public and private colleges and universities (not religious).
- Purpose: to prevent discrimination against individuals with disabilities the "right to participate in or benefit from services, programs, or activities that they provide."

www.honoluc.org

The Rehabilitation Act of 1973

College and Universities

- Applies to all colleges and universities that accept any type of federal financial assistance for any program or service.
- Purpose: to prevent discrimination against individuals with disabilities.

Section 504 - Rehabilitation Act
Colleges and Universities

- You cannot deny services or discriminate against an otherwise qualified person who has a disability.
- Colleges/universities must demonstrate compliance if receiving aid from the government.

How do these laws impact us?
College and Universities

- We **MUST** remove any barriers to learning for the student.
- Or Provide reasonable modifications to rules, policies, or practices.

College vs. High School
Differences

- We are **NOT** mandated to seek out those students who **MIGHT** have a disability and test them.
- Students must **ASK** for what accommodations they feel they need and then provide the appropriate paperwork.
- Students **MUST** advocate for themselves.
- These accommodations **MUST** be renewed and reviewed each semester.

Definition "disability"
For colleges and Universities

- **Person who:**
 - Has a physical or mental impairment.
 - Substantially limits 1 or more major life activities.
 - Has a record of the impairment.
 - Or is regarded as having an impairment.
 - Is qualified to be admitted to the program either with or without the accommodation.
 - Has a disability that **SUBSTANTIALLY** limits a major life activity.
 - The program would not have to endure substantial changes, adjustments, or modifications.

ADA's Rules of Construction

- Substantial limitation – compared to most people.
- Presumptive Disabilities – no disabilities are automatically included, but there are a number that few would argue about.
- How are the Major Life Activities performed?
- Mitigating measures.

The LIST!

- Deaf
- Blind
- Intellectual Disability
- Missing limbs
- Wheelchair
- Autism
- Cancer
- Cerebral Palsy
- Diabetes
- Epilepsy
- Multiple Sclerosis
- HIV
- Major Depressive Disorder
- Bipolar Disorder
- PTSD
- Traumatic Brain Injury
- Obsessive Compulsive Disorder
- Schizophrenia

Responsibility on our end
What must colleges and universities do?

- Once the student has sufficiently documented a disability:
 - We must provide reasonable accommodations or modifications.
 - They should not given unfair advantage.
 - Require significant alteration to the program.
 - Result in the lowering of academic or technical standards.
 - Cause the college to incur financial hardship.
 - The accommodations must be provided in a timely manner.

What can I do to help?
Universal Design

- Disability Statement.
- Where are campus resources?
- Define course requirements thoroughly.
- Provided printed materials early.
- Provide important information in both oral and written formats.
- Read aloud.
- Provide students copies of your outlines/ppts.

U. Of Washington

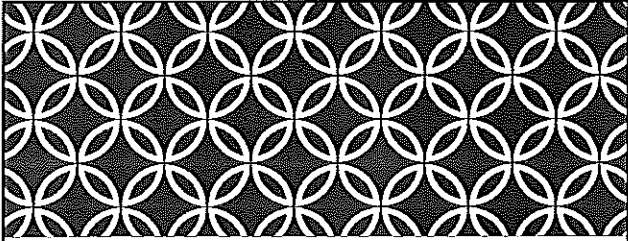
What can I do?
Continued

- Keep instructions brief and uncomplicated. Repeat.
- Allow time for questions.
- Captioned videos
- Study guides/review sheets.
- Multiple methods for course assessment.
- Stress ideas rather than mechanics.


Problems
What if I don't know how to comply with the accommodations or I don't agree with them?

- Contact us.


Carolyn R. Fallahi, Ph. D.
Faculty Liaison: Student Disability Services
fallahic@ccsu.edu
860-832-3114



**SEXUAL MISCONDUCT AND RELATIONSHIP ABUSE –
ADVOCACY AND PREVENTION AT CCSU**



Office of Victim Advocacy
prevention@ccsu.edu




Office of Victim Advocacy
prevention@ccsu.edu



Professional advocacy services
for students and employees

Collaborates with other
departments on prevention
and awareness initiatives

Leads evaluation efforts



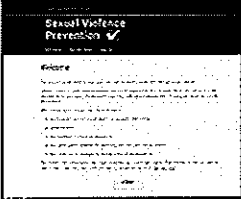
Sarah Dodd, MSW
Office of Victim Advocacy
Carroll Hall, 248
1-860-832-3795
sarahdodd@ccsu.edu

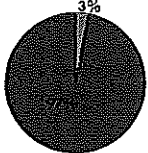
**CONSENT IS
EVERYTHING**

WWW.CCSU.EDU/SVPP

- On-line training for all incoming students
- Family members, parents, guardians can check out the curriculum for free
- Companion curriculum to an alcohol awareness (e-chug) program



**MYTH OR FACT—
ONLY WOMEN ARE SEXUALLY ASSAULTED**

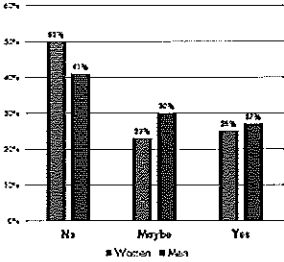


97% Fact 3% Myth

■ Fact ■ Myth

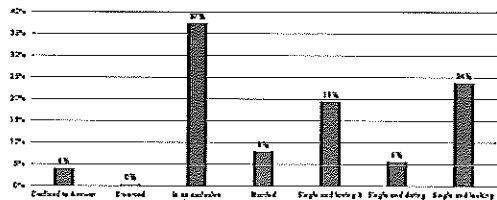
SCENARIO

You've been dating someone new for a few months. Your partner says they can't wait to get you into bed. Do you have consent?



Response	Women	Men
No	47%	41%
Maybe	22%	30%
Yes	28%	27%

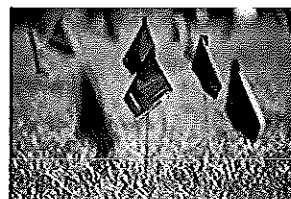
RELATIONSHIP STATUS OF INCOMING TRANSFER — SUMMER 2016



RED FLAG CAMPAIGN



- Healthy Relationship Seminars
- Keynote speakers
- Classroom presentations



SIGNS OF A HEALTHY RELATIONSHIP

When with partner...

- Communication:** shares thoughts and ideas
- Trust:** is honest and accountable to his/her partner
- Connection:** Feels there are other people to rely on besides partner
- Balance:** Has equal decision-making power
- Safety:** is peaceful, is emotionally supportive
- Boundaries:** Respects someone's personal limits and privacy, recognizes a person's right to end a relationship



ABUSIVE RELATIONSHIP — RED FLAGS

- Are you frightened by your partner's temper?
- Are you afraid to disagree?
- Are you constantly apologizing for your partner's behavior, especially when he or she has treated you badly?
- Do you have to justify everything you do, everywhere you go, and everyone you see just to avoid your partner's anger?
- Does your partner put you down, but then tell you that he or she loves you?
- Have you ever been hit, kicked, shoved or had things thrown at you?
- Do you not see friends or family because of your partner's jealousy?
- Have you ever been forced to have sex?
- Are you afraid to break up because your partner has threatened to hurt you or himself or hers?
- Has your partner ever threatened your life or the life of someone close to you?



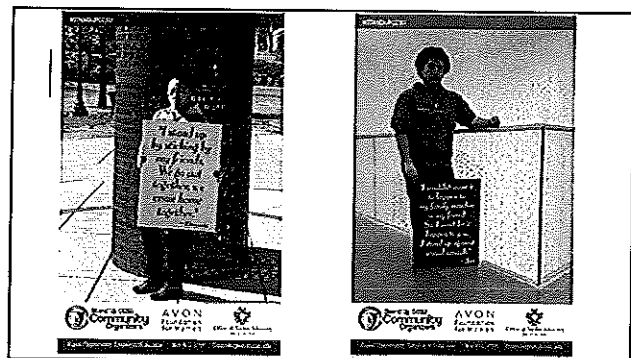
HOW CAN WE HELP?

- Say something. Lend a listening ear.
- Guide your friend to services.
- Focus on his/her strengths.
- Become informed.



CCSU: A COMMUNITY THAT STANDS UP





WHAT ARE YOUR NEXT STEPS?

- Parents and students: Talk to each other
- Students: Complete the on-line training
- Students: Ask someone you respect and trust, any questions you might have



Please don't hesitate to reach out to me to speak further at sorahdodd@seawade.com or 860-859-3725
- Sorah Dodd, MSW

STUDENT ATHLETE SUPPORT SEMINARS (SASS)

Stand Up CCSU: Healthy Relationships Seminar
Sunday, August 14, 2016

Nice to meet you!



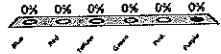
How would you describe yourself as a group?

How do you think other students would describe you as a group?

- Healthy Relationships
- Abusive Relationships
- How to support a friend
- Bystander Intervention

What is your favorite color?

- A. Blue
- B. Red
- C. Yellow
- D. Green
- E. Pink
- F. Purple



Are you currently in a relationship?

- A. Yes
- B. No
- C. It's complicated



My friends and I talk about relationships...

- A. Never
- B. Rarely
- C. Sometimes
- D. Often
- E. All the time



I know someone who has been in an abusive relationship.

- A. Yes
- B. No



Group Activity

In small groups please make two lists:

- What is really important to you in a relationship?
- What are relationship "deal breakers" for you?

Signs of a healthy relationship

Signs of a healthy relationship

- Communication: shares thoughts and ideas
- Trust: is honest and accountable to his/her partner
- Connection: Feels there are other people to rely on besides partner
- Balance: Has equal decision-making power
- Safety: is peaceful, is emotionally supportive
- Boundaries: Respects someone's personal limits and privacy, recognizes a person's right to end a relationship

What percentage of college relationships are abusive?

- A. 10%
- B. 60%
- C. 20%
- D. 2%
- E. 32%



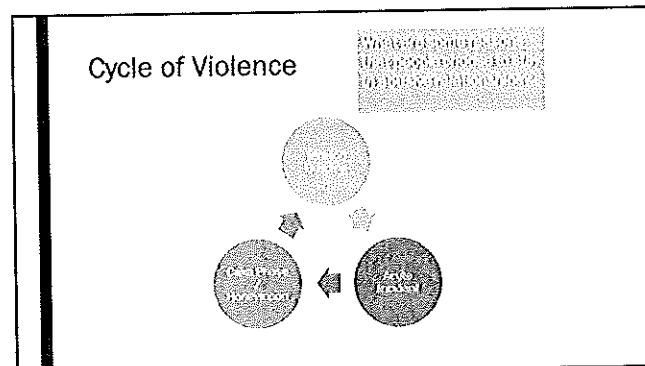
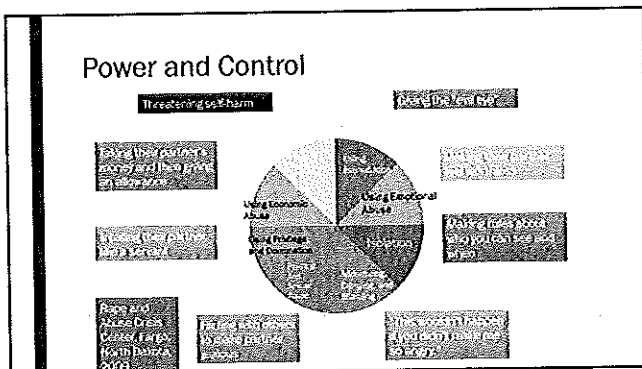
Only men can be abusers.

- A. True
- B. False



Relationship Abuse

A pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

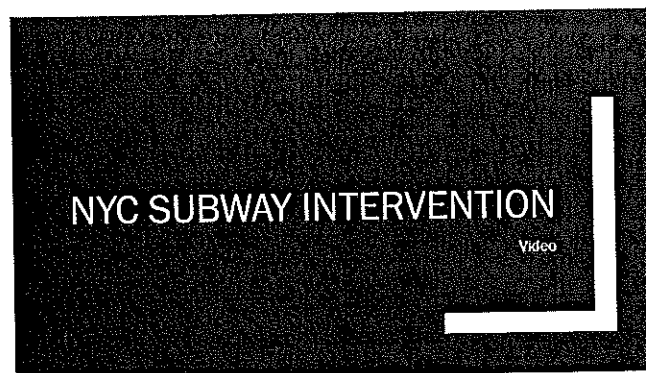


If you observed abusive behavior in a friend or teammates relationship....

Why might a person choose to not say something or do something about the behavior?

Why might a person choose to say something or do something about the behavior?

- ### How Can We Support a Friend?
- Say something. Lend a listening ear.
 - Guide your friend to services.
 - Focus on his/her strengths.
 - Become informed.



Scenario 1

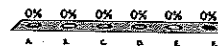
You are at a party. You see a couple you know arguing, then you see the guy push and slap his girlfriend. The guy isn't a close friend of yours, and neither is the woman but you do hang around with the same group of people. Nobody else is doing anything.

Train of thought:

This is an ugly situation...this guy is being really rough with this woman...I wonder what's going on...should I say something?...but if nobody else is stepping in why should I...if I say something he might come after me...what if he has a weapon...Besides, if he treats her like that and she stays with him, who am I to get involved...is it any of my business...But if I don't do something, I'm saying it's okay for someone to be abused... what should I do...?

Options

- A. Nothing. It's none of my business.
- B. Say something to the guy like "Hey, what are you doing?" and stick around to make sure the situation has cooled down.
- C. Get a group of people to contain the boyfriend while others try to get the woman away from him.
- D. Talk to the woman - at some point - and let her know that I saw what was going on and am willing to help her.
- E. When he calms down, either on the scene or later, talk to him and tell him that what I witnessed was not ok, and he needs to get some help.
- F. At the earliest possible opportunity, discuss this situation with some of his other friends and together, decide on a course of action.



Scenario 2

As you enter a residence hall on evening, you see a couple who appear to be very drunk stumbling down the hallway. A few minutes later you hear a struggle and the woman screaming "Somebody help me."

Train of thought:

Are they just a couple of drunks being loud and obnoxious...Could this be a potentially criminal situation...many rapes involve a cohort...these people look trashed...also, how would I feel if this was my sister? Wouldn't I want someone to step in...I'm in a position to respond immediately...but if I intervene, the guy might freak and attack me...should I take the chance...what chance does she have if I don't...what should I do?

Options

- A. Ignore the commotion. I don't know for sure what's happening, and it's really none of my business.
- B. Contact dorm security, a resident advisor and/or the resident director. Inform them of the situation, and urge them to do something.
- C. Know on the door where I heard the screams and ask if the woman is okay.
- D. Recruit another person, then go to the door or window where the screaming came from and shout "What's going on in there?"
- E. Call the campus police?



Tips for Intervening

- Approach everyone as a friend
- Do not be antagonistic
- Do not use violence
- Be honest and direct when possible
- Recruit help if necessary
- Keep yourself safe
- If things get out of hand or become too serious, contact the police

Final Request!

On the card provided please provide the following:

1. Describe this training in ONE WORD.
2. What is one thing you will take away from this session?

Title IX Refresher Training

ACADEMIC YEAR 2016 - 2017
 FACILITATOR: SARAH DEODI, J.D.M.
 VIOLENCE PREVENTION AND VICTIM RESPONSE COORDINATOR
 CRUISE CONNECTIONS STATE UNIVERSITY

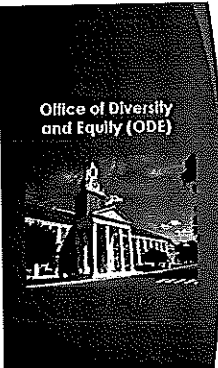
Office of Victim Advocacy



- Professional advocacy for students and employees
- Collaborates with other departments on prevention activities
- Coordinates research and evaluation

Office of Victim Advocacy, Professional and Student Staff

Office of Diversity and Equity (ODE)



ODE Responsibilities

- ▶ Nondiscrimination in Education and Employment Policy
- ▶ Title IX compliance
- ▶ BOR\CCSU Sexual Misconduct Reporting, Support Services and Processes Policy
- ▶ ADA compliance
- ▶ Equal Employment Opportunity and Affirmative Action

CCSU Title IX Training - Refresher

- ▶ CCSU Employee Responsibilities
- ▶ Climate Study
- ▶ Film Clip - Discussion
- ▶ Case Study
- ▶ Title IX Topics
 - ▶ Pregnant and Parenting Students
 - ▶ Gender Identity
- ▶ Questions

CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on the following:

Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (intellectual, learning, mental and physical disability)	Genetic Information
Sex (pregnancy and sexual harassment or misconduct)	Sexual Orientation
Gender Identity or Expression	

Workplace/Educational Environment Includes:

Any place a student/employee must be as part of their education/employment:

- buildings
- training
- study abroad
- transportation
- off-campus meetings
- conferences
- residence halls
- events/athletic
- classrooms

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and at "company" parties (picnics, retirement and holiday parties, etc.)

CCSU Employee Responsibilities

FEDERAL, STATE, BOARD OF REGENTS AND CAMPUS POLICY REQUIREMENTS

Mandatory Reporting – BOR Sexual Misconduct Policy

- ▶ All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.*
- ▶ Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.

***Title IX Officer - Rosa Rodríguez**
rosa.rodriguez@ccsu.edu
 860-832-0178.

Mandatory Reporting – BOR Policy Reporting Suspected Abuse or Neglect of a Child

Any university employee deemed a "mandatory reporter" who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

DCF Coreline Number
1-800-842-2288 & TDD: 1-800-624-5518

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

Mandatory Reporting

Any university employee deemed a mandatory reporter is required to report such incidents to their immediate supervisor in addition to DCF.

For more information on this policy contact:

Anna Suski-Lenczewski
 CCSU's Chief Human Resources Officer
lenczewskia@ccsu.edu or 860-832-1757

Rights of Alleged Victim & Accused:

- ▶ To be treated fairly and with respect
- ▶ The right to have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
 - ▶ As long as this person's involvement doesn't delay any meeting related to this conduct and does not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct.
- ▶ To receive notice at the same time of the outcome
- ▶ The right to request a review of any decision regarding the sexual misconduct matter in which they are involved

Complaint Procedures and Options

- ▶ Internal Process: 90 day timeframe
 - ▶ Complaint Procedure – See packet
- ▶ External Process:
 - ▶ CHRO (180 day timeframe)
 - ▶ EEOC (180 day timeframe*)
 - ▶ OCR Process: 180 day timeframe

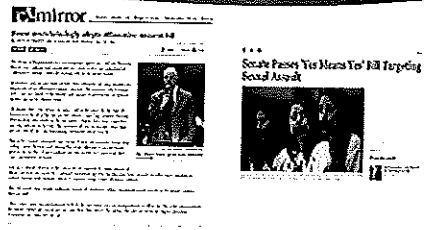
*The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

Investigation Standards

- ▶ Reasonable person
 - ▶ Behavior that a reasonable person would consider offensive
 - ▶ in the eye of the beholder. Impact - not intent!
- ▶ Preponderance of the evidence
 - ▶ More likely than not



Affirmative Consent Bill Passed



The EK Training 2016 - 2017

Campus Climate Survey: Sexual Assault and Interpersonal Violence at CCSU

PRELIMINARY DATA

Prevalence at CCSU

Approximately 11% of undergraduate women experienced attempted or completed sexual assault.

Approximately 3% of undergraduate men experienced attempted or completed sexual assault.

Approximately 6% of graduate student women experienced attempted or completed sexual assault.

The majority of incidents occurred off-campus

90% of victims/survivors knew the person that harmed them

Approximately 3% of victims/survivors notified law enforcement

40% of victims/survivors told a close friend

Resources and Referrals



On-campus Resources To report an incident:

Office of Diversity and Equity (All complaints)
**Chief Diversity Officer/
 Title IX Coordinator**
 Rosa Rodriguez
 860-832-1652
 Davidson Hall, Room 102

Office of Student Conduct (Complaints against students)
 Christopher Dukes
 860-832-1657
 Carroll Hall, Room 202

CCSU Police (Criminal complaints)
 Emergency: 911
 Routine - Police Dispatch
 860-832-2375

On Campus Resources Someone to talk to:

CCSU Victim Services
 Sarah Dodd
 860-832-3795
 Carroll Hall, Room 248

CCSU Women's Center
 Jacqueline Cobbina-Bolvin
 860-832-1655
 Student Center, Room 215

Residence Life
 860-832-1660
 Mid Campus, Room 118

**Student Wellness Services
 (Confidential)**
 Health Services:
 860-832-1925
 Counseling Services:
 860-832-1945

Office of Student Affairs
 860-832-1601
 Davidson Hall, Room 103

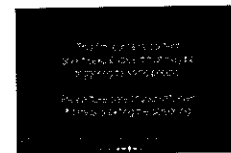
Any university administrator

Off-campus Resources

- ▶ **YWCA Sexual Assault Crisis Service**
 24 Hour Hotline: 860-223-1787
 24 Hour Spanish Hotline: 888-568-8332
- ▶ **Prudence Crandall Center for Domestic Violence**
 24 Hour Hotline: 888-774-2900
- ▶ **Suicide Prevention Lifeline**
 24 Hour Hotline: 800-273-8255
- ▶ **Hospital of Central Connecticut**
 100 Grand Street
 New Britain, CT 06050
 860-224-5011

Film Clip and Discussion

It wasn't bad sex.
 It wasn't a mistake.
 It wasn't my fault.
It was rape.



Discussion Questions

1. What caught your attention during this clip?
2. What concerned you while watching the clip?
3. What questions did the clip raise for you?



Case Study Activity

Directions: In groups of 3–5 please read your Case Study card and discuss the questions below. Prepare to report back to the larger group.

1. How would you respond, in the moment, to the student/colleague who has approached you? (i.e. what are concrete things you can say or do)
2. What are things you would not want to say or do in response to the student?
3. What is your responsibility as a CCSU employee?
4. What questions does that raise for you?

Disclosure of SA, DV and/or stalking to non-confidential CCSU employee

Office of Diversity and Equity (all complaints)
Office of Student Conduct (complaints against all students)

Refer.

Report.

Follow-Up (if appropriate)

Confidential
YWCA
Peggy Grantell
Center
Counseling Services
Not Confidential
Office of Victim
Advocacy
Women's Center
Residence Life

Title IX Topics

Pregnant and Parenting Students

City University of New York - 2013

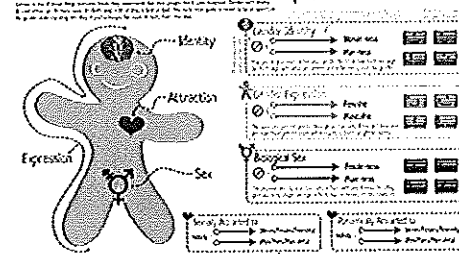
- ▶ The National Women's Law Center filed a pregnancy discrimination complaint on behalf of a 27 year old student.
- ▶ The complaint alleges that professors told the student that she would not be allowed to make up tests or assignments resulting from any pregnancy related absences, including labor and delivery.
- ▶ Also, that administrators recommended that she drop the class since she was due before the end of the semester.

Pregnant and Parenting Students

- ▶ Absences due to pregnancy or a related condition must be excused for as long as their doctor says it is necessary.
 - ▶ Students can not be penalized for pregnancy or related conditions.
 - ▶ Students must be allowed to make up work missed while they were absent due to pregnancy or related conditions.
 - ▶ Schools can not terminate or reduce athletic, merit or needs based scholarships based on pregnancy.
- Students at CCSU can work through Disability Services when requesting accommodations due to pregnancy or a related condition.

Gender Identity or Expression

The Genderbread Person



Gender Identity and Expression

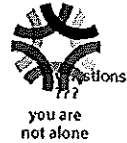
May 13, 2016 Dear Colleague Letter

- ▶ Schools must treat students consistent with the student's gender identity
- ▶ Students must be allowed to participate in sex-segregated activities and access sex-segregated facilities consistent with their gender identity
- ▶ Schools must take reasonable steps to protect students' privacy related to their transgender status.




Thank You.

Sarah Dodd
Victim Advocacy and Violence Prevention
Specialist
sarahdodd@ccsu.edu
860-832-3795
Corro? Hall Room 248



Would you like a presentation in your classroom?
Please contact me directly to coordinate!

Title IX Training




Office of Victim Advocacy
p.w.v.a.t.d@uc

Professional advocacy services for students and employees

Collaborates with other departments on prevention and awareness initiatives

Leads evaluation efforts




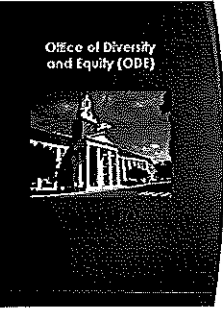
Professional and Student Staff -
Office of Victim Advocacy

What is your favorite color?

- A. Blue
- B. Red
- C. Green
- D. Yellow
- E. Purple
- F. Pink

0% 0% 0% 0% 0% 0%





Office of Diversity and Equity (ODE)

ODE Responsibilities

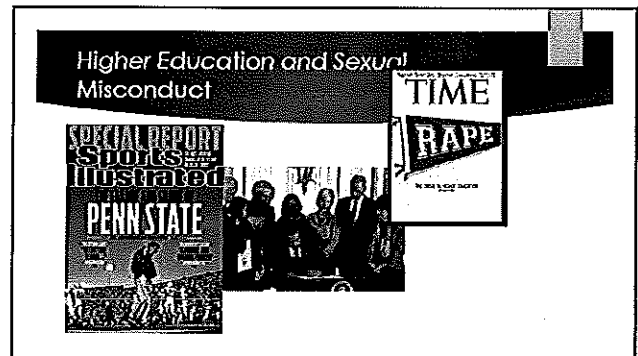
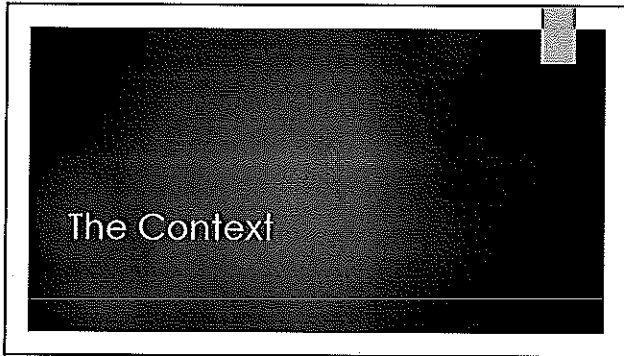
- ▶ Non-Discrimination in Education and Employment Policy
- ▶ Title IX compliance
- ▶ BOR/CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ▶ ADA compliance
- ▶ Equal Employment Opportunity and Affirmative Action

Title IX is a...

- ▶ Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- ▶ Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence

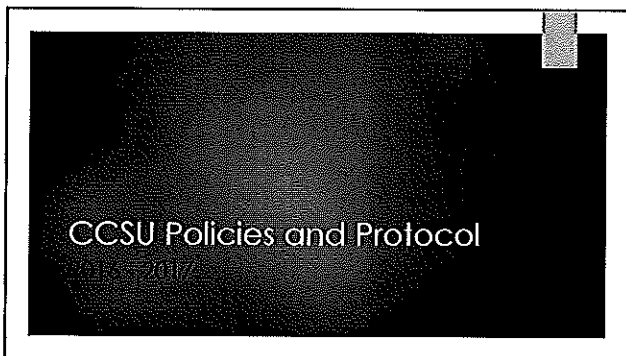
Title IX Training Agenda

- ▶ Title IX Overview
- ▶ ODE Sexual Misconduct Policy
- ▶ Discipline
- ▶ Student Support
- ▶ Title IX Reporting
- ▶ Reporting to ODE/CSCU/UCOP
- ▶ Understanding the Role of Title IX in Higher Education and Policy
- ▶ Q&A



I feel very comfortable discussing topics related to sexual Misconduct

- A. Strongly Agree
- B. Agree
- C. Somewhat Agree
- D. Neutral
- E. Somewhat Disagree
- F. Disagree
- G. Strongly Disagree



CCSU Nondiscrimination Policy

Discrimination and harassment are prohibited based on the following:

Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (intellectual, learning, mental and physical disability)	Genetic Information
Sex (pregnancy and sexual harassment or misconduct)	Sexual Orientation
Gender Identity or Expression	

Discrimination Differential/Disparate Treatment

- ▶ Treat someone differently
- ▶ Based on individual's protected class status (e.g. sex, gender)
- ▶ Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities or privileges provided by the University
- ▶ Otherwise adversely affect the person's employment or educational experience and/or creating a hostile learning or working environment

Workplace/Educational Environment Includes:

Any place a student/employee must be as part of their education/employment

- buildings
- training
- study abroad
- transportation
- off-campus meetings
- conferences
- residence halls
- events/athletic
- classrooms

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and of "company" parties (picnics, retirement and holiday parties, etc.)

Reporting Discrimination & Harassment

- Encourage reporting as soon as possible
- Administrators and supervisors **must** report incidents of discrimination/ harassment
- Students and non-supervisory employees are strongly encouraged to report incidents of discrimination and/or harassment (different standard for Title IX)
- All employees must report incidents of sexual misconduct, stalking or intimate partner violence and/or gender discrimination to the Title IX Officer

Mandatory Reporting – BOR Sexual Misconduct Policy

- ▶ All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.*
- ▶ Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.

*Title IX Officer - Rosa Rodriguez
rosa.rodriguez@ccsu.edu
860-832-0178.

Mandatory Reporting – BOR Policy Reporting Suspected Abuse or Neglect of a Child

Any university employee deemed a "mandatory reporter"* who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

Mandatory Reporting

Any university employee deemed a mandatory reporter is required to report such incidents to their immediate supervisor in addition to DCF.

For more information on this policy contact:

Anna Suski-Lenczewski
CCSU's Chief Human Resources Officer
lenczewskia@ccsu.edu or 860-832-1757

Rights of Those Who Report

- ▶ To be treated seriously and with dignity
- ▶ Provided support services materials that include: on- and off- campus resources; information regarding reporting options (including campus police); information regarding their rights
- ▶ Provided with options for changing academic, housing, transportation and working arrangements
- ▶ Prompt handling of their concerns

Rights of Complainant & Accused:

- ▶ To be treated fairly and with respect
- ▶ To have a support person during any meeting or proceeding related to the allegation of sexual misconduct.
 - ▶ As long as this person's involvement doesn't delay any meeting related to this conduct and does not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct.
- ▶ To receive notice at the same time of the outcome
- ▶ To request a review of any decision regarding the sexual misconduct matter in which they are involved

Complaint Procedures and Options

- ▶ Internal Process: 90 day time frame
 - ▶ Complaint Procedure – See packet
- ▶ External Process:
 - ▶ CHRO (180 day timeframe)
 - ▶ EEOC (180 day timeframe*)
- ▶ OCR Process: 180 day time frame

*The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

Investigation Standards

- ▶ **Reasonable Person**
 - ▶ Behavior that a reasonable person would consider offensive
 - ▶ In the eye of the beholder. Impact - not intent!
- ▶ **Preponderance of the evidence standard**
 - ▶ More likely than not


Retaliation

No retaliation, reprisal or intimidation in conjunction with a complaint of discrimination/harassment shall be tolerated by the University.

University Perspective Harassment & Discrimination

- ▶ It's illegal—Title VII of the Civil Rights Act, state law and Title IX of the Education Enhancement Act.
- ▶ It won't be tolerated.
- ▶ It creates personal financial liability, loss of reputation, possible loss of employment and possibly criminal charges.

Resources and Referrals



On-campus Resources To report an incident:

Office of Diversity and Equity (All complaints)
 Chief Diversity Officer/
 Title IX Coordinator
 Rosa Rodriguez
 860-832-1632
 Davidson Hall, Room 102

Office of Student Conduct (Complaints against students)
 Christopher Dukas
 860-832-1667
 Carroll Hall, Room 202

CCSU Police (Confidential complaints)
 Emergency: 911
 Routine - Police Dispatch
 860-832-2373

On Campus Resources Someone to talk to:

<p>CCSU Victim Services Sarah Dodd 860-832-3795 Carroll Hall, Room 248</p> <p>CCSU Women's Center Jacqueline Cobbina-Boivin 860-832-1655 Student Center, Room 215</p> <p>Residence Life 860-832-1660 Mid Campus, Room 118</p>	<p>Student Wellness Services (Confidential) Health Services: 860-832-1925 Counseling Services: 860-832-1945</p> <p>Office of Student Affairs 860-832-1601 Davidson Hall, Room 103</p> <p><i>Any university administrator</i></p>
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Off-campus Confidential Resources

- ▶ **YWCA Sexual Assault Crisis Service**
 24 Hour Hotline: 860-223-1787
 24 Hour Spanish Hotline: 860-568-8332
- ▶ **Prudence Crandall Center for Domestic Violence**
 24 Hour Hotline: 860-774-2950
- ▶ **Suicide Prevention Lifeline**
 24 Hour Hotline: 800-273-8255
- ▶ **Hospital of Central Connecticut**
 100 Grand Street
 New Britain, CT 06550
 860-224-5011

Sexual Misconduct

Sexual Misconduct: Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.

Quid Pro Quo: "This For That"

- o Subjected to **unwelcome** requests for sexual favors or conduct
- o Submission to the conduct is a condition of employment, education, benefit, etc.
- o The harasser generally has some type of supervisory or power relationship over the person being harassed

Hostile Environment

- ▶ Unwelcome verbal or physical conduct directed at another
- ▶ Because of that individual's protected class (e.g., gender/sex)
- ▶ That unreasonably interferes with the person's work or academic performance
- ▶ Sufficiently severe, pervasive or persistent
- ▶ Purpose or of creating a hostile work or educational environment

Forms of Harassment

- ▶ Language/posters with of a prejudicial nature
- ▶ Offensive graphic jokes
- ▶ Taunting
- ▶ Name calling
- ▶ Use of offensive words
- ▶ Threatening
- ▶ Unlawful or inappropriate Internet use
- ▶ "Accidental" collisions or brushing up against
- ▶ Physical Assault

Sexual Misconduct: Sexual Exploitation

Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses.

Sexual Assault

Sexual Misconduct: Sexual Assault

Sexual assault may include a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

The Mythology

- ▶ "Classic" rape myths.
 - ▶ Offenders attack strangers, wear ski masks, hide in ambush, inflict injuries
- ▶ The adoption of new language: "date rape"
- ▶ New myths:
 - ▶ Viewed as less harmful and less serious offenses
 - ▶ Seen as a miscommunication between two people

What other myths are there about sexual violence?

Isak, David, (2008) Understanding the Evolving Nature of Sexual Violence.

What percentage of College Women experience attempted or completed sexual assault while in college?

A. 8%
 B. 20%
 C. 25%
 D. 60%

Statistics

Approximately 20% of college women will experience attempted or completed sexual assault while attending college.

Approximately 6% of college men will experience attempted or completed sexual assault while attending college.

Christopher P. Krebs et al. The Campus Sexual Assault Study: Final Report, National Criminal Justice Reference Service, October 2007.

Prevalence of CCSU

Approximately 11% of undergraduate women experienced attempted or completed sexual assault.

Approximately 3% of undergraduate men experienced attempted or completed sexual assault.

Approximately 6% of graduate student women experienced attempted or completed sexual assault.

- The majority of incidents occurred off-campus
- 90% of victims/survivors knew the person that harmed them
- Approximately 3% of victims/survivors notified law enforcement
- 40% of victims/survivors told a close friend

Consent (and tea)

Film Clip and Discussion

It wasn't bad sex. It wasn't a mistake. It wasn't my fault.


It was rape.

The film explores the fact that rape is not just a crime, but a violation of someone's body. Please take care of yourself when it comes to watching the screening.

Discussion Questions

1. What caught your attention during this clip?
2. What concerned you while watching the clip?
3. What questions did the clip raise for you?

TeVeé Activists



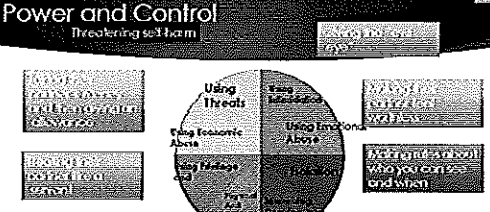
Wagner Barakat
 A group of activists gathered for a meeting to discuss the impact of the film on their community. They are looking at a document and talking to each other.

Intimate Partner Violence

Intimate Partner Violence

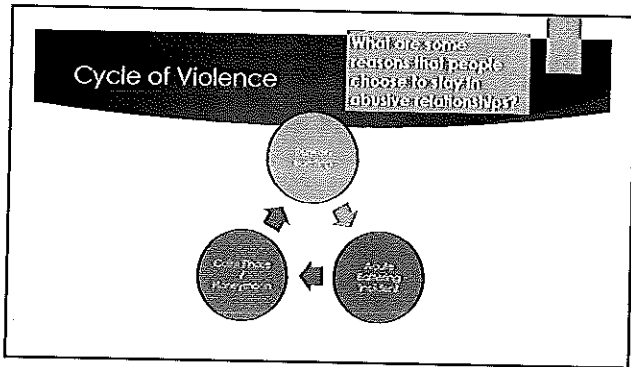
A pattern of abusive behavior in any relationship that is used by one partner to **gain or maintain power and control** over another intimate partner. It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

Power and Control
 Threatening self harm



Using Threats
 Using Intimidation
 Using Economic Abuse
 Using Intimidation

Rape and Abuse
 Control and Abuse
 Threatening self harm



Stalking

One person's repetitive and willful following or lying in wait behavior towards another person that causes that other person to reasonably fear for his or her physical safety.

- Bohm, K., Goldberg, S., and Barak, A. (2017) Stalking Victims in the United States. Bureau of Justice Statistics Special Report, US Department of Justice.
- 78% of victims reported that they had been stalked in the past 12 months.
 - 3 in 4 of all victims knew their offender in some capacity.
 - 1 in 4 stalking victims reported some form of cyberstalking was used.
 - The most common method used was not knowing what would happen next.

Most Stalkers Target Celebrities.

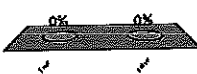
A. True
B. False

All Stalkers have mental health issues.

A. True
B. False

If a person ignores stalking behavior it will go away.

A. True
B. False



Behavior of Stalkers

- Follow you and show up wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Drive by or hang out of your home, school, or work.
- Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.

Individual Response

Why do students disclose to faculty/staff?

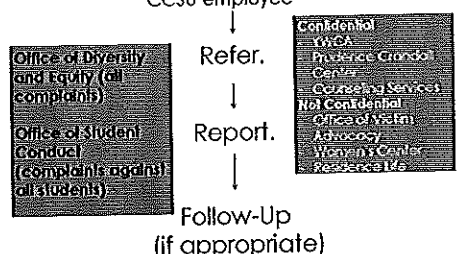
- ▶ They believe that they will be believed.
- ▶ They feel close to the staff member and want comfort.
- ▶ They are having difficulty with classes or with other aspects of their life and really need assistance.
- ▶ They feel like they need to explain a behavior.
- ▶ To warn a staff member about another student.
 - ▶ They are suddenly triggered.

Case Study Activity

Directions: In groups of 3 - 5 please read your Case Study card and discuss the questions below. Prepare to report back to the larger group.

1. How would you respond, in the moment, to the student/colleague who has approached you? (ie what are concrete things you can say or do)
2. What are things you would not want to say or do in response to the student?
3. What is your responsibility as a CCSU employee?
4. What questions does that raise for you?

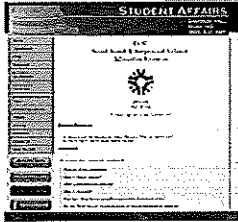
Disclosure of SA, DV and/or stalking to non-confidential CCSU employee



```

    graph TD
      A[Disclosure of SA, DV and/or stalking to non-confidential CCSU employee] --> B[Refer.]
      B --> C[Report.]
      C --> D[Follow-Up (if appropriate)]
      B --> E[Confidential WCA, Residence Counselor Center, Counseling Services, Non-Confidential Office of Student Advocacy, Women's Center, Resource K&C]
      C --> E
      E --> D
      B --> F[Office of Diversity and Equity (all complaints)]
      C --> F
      F --> D
      B --> G[Office of Student Conduct (complaints against all students)]
      C --> G
      G --> D
  
```

You have support.




You are not alone in supporting a student or colleague who has experienced unwanted behaviors.

Sexual Misconduct
Can Be Prevented


The majority of men and women in our community do not perpetrate violence.

The majority of us are non-violent people who do not want violence to happen to our peers.



What is prevention?

- ▶ **Primary Prevention:**
Focus is on stopping violence before it occurs.
 - Social norm change
 - Bystander intervention
- ▶ **Risk Reduction:**
Focus is on the potential victim. It typically focuses on "in the moment" strategies:
 - Self Defense
 - Blue Lights




Norms that Shape Environment

- ▶ **Women:** Objectification
- ▶ **Power:** Value placed on claiming and maintaining
- ▶ **Violence:** Tolerance of aggression and victim blame
- ▶ **Masculinity:** "the man box"
- ▶ **Privacy:** Notions of individual and family privacy

© National Sexual Violence Resource Center. Sexual Violence and the Spectrum of Intervention, 2014

Kitty Genovese



The stream no one answered

Apathy at Stabbing of Queens Woman Shocks Inspector

By MARY ANN STANB

For more than half an hour 38 respectable, well-dressed citizens in Queens watched a fellow citizen and wife of a woman in three separate attacks in New York City.

They for the sound of their voices

Discussion:

Why do people choose not to intervene in a given situation?

Why do people choose to intervene in a given situation?

Have you ever intervened in a situation that could have led to harm for another person?

Bystander Intervention Scenario

It is Thursday night and you stayed late at work finishing a project. As you walk to your car you pass one of the residence halls. You see a group of students walking together in front of you. One of the students spots a woman walking alone. He makes some loud comments about her body and starts to hassle her.

Question:

1. What did you see or hear that concerns you?
2. How does the situation affect you?
3. How does the situation affect others?
4. What can you do?
5. What can you encourage others to do?

Title IX Quiz

Title IX prohibits discrimination against Only women on college campuses?

A. True
B. False

OK OK
No No

Title IX is a...

- ▶ Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- ▶ Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence

Who is the Title IX Coordinator?

A. Rosa Rodríguez
B. President Miller
C. Chief of CCSU Police
D. Sarah Dodd
E. I don't know

OK OK OK OK OK
No No No No No

**Title IX Coordinator—
Rosa Rodriguez**



Davidson Hall, 102
860-832-1652
Rosa.Rodriguez@ccsu.edu

Possible accommodations for a Person who reports that they experienced Sexual Misconduct are (click all that apply):

- A. Change in parking
- B. Change in on-campus housing
- C. Academic assistance
- D. No-contact order in place

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0% 0% 0% 0%

Examples of sexual assault prevention activities are:

- A. Self defense classes
- B. Bystander Intervention programming
- C. Passing out whistles to students
- D. Campus Climate Surveys

0% 0% 0% 0%

0% 0% 0% 0%


At CCSU you are A/AN: (Mark All that apply)

- A. Responsible Employee
- B. Confidential Resource
- C. Mandatory Reporter
- D. Active bystander

0% 0% 0% 0%

0% 0% 0% 0%

Thank You.



you are not alone

Sarah Dodd
Victim Advocacy and Violence Prevention Specialist
sarahdodd@ccsu.edu
860-832-3795
Carroll Hall 248
9:00 am – 5:00 pm, M-F

Would you like a presentation in your classroom?
Please contact me directly to coordinate!

**#Blacklivesmatter versus #alllivesmatter:
Diversity, Equal Opportunity and
Affirmative Action Matter Today
A Conversation on Race and Oppression**

Presented By:
Derek Hall
Nicholas D'Agostino

Objectives

Participants will:

- Gain a clearer understanding of race, racism, sexism and privilege
- Engage in self-reflective, interpersonal and group activities to enhance proficiency of discussing race and gender in the workplace
- Gain an understanding of the roles they play in perpetrating and/or ending racism and sexism in their workplace
- While focusing on race, participants will gain a greater understanding of oppression and the systems that oppress people based on various identities e.g., gender, disability, race, sexual orientation

Ground rules

- Take 100% responsibility for your learning
- Engage in both/ & thinking
- Lean into discomfort
- Critique the good
- Own your reactions
- No blame/shame (others or yourself)
- Step up/step back
- Be honest & authentic

What is race?

Is a **social construct** created to separate human beings based on physical differences such as skin color, facial features, hair texture etc. as well as ancestral points of origin.

Racial identity

Black/African American: A person having origins in any of the Black racial groups of Africa

White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa

Native American, Alaskan Native: A person having origins in any of the original peoples of North & South America (including Central America) & who maintains tribal affiliation or community attachment

Racial identity

Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent

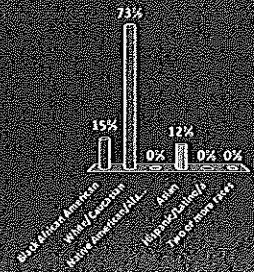
***Hispanic/Latino/a:** people who identify their origin as Hispanic, Latino may be of any race although Latino/Hispanic is a racialized identity in the US

My Identity - My Race Activity

1. My racial identity is _____
2. One thing that makes me proud to be a part of this racial identity is _____
3. One thing that has been difficult for me due to my racial identity is _____
4. What are some assumptions you think people outside of your racial identity have about your racial identity? _____

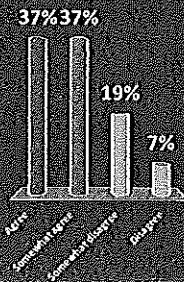
My racial identity is...

1. Black African American
2. White/Caucasian
3. Native American/Alaskan Native
4. Asian
5. Hispanic/Latino/a
6. Two or more races



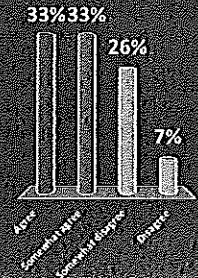
I am comfortable talking about race with people who share my racial identity

1. Agree
2. Somewhat agree
3. Somewhat disagree
4. Disagree



I am comfortable talking about race with people who DO NOT share my racial identity

1. Agree
2. Somewhat agree
3. Somewhat disagree
4. Disagree

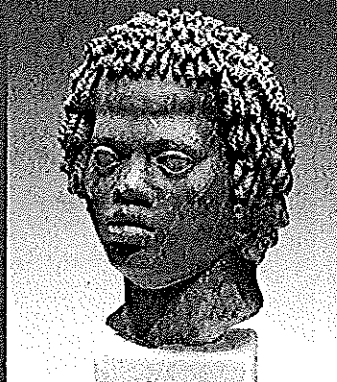


What would you do?

While teaching a section on African Art you display the following image and ask students what they think of the image. A student states that the image "looks like a monkey." Some students in the class laugh at the response and some Black students look upset.

What are your thoughts about this comment?

How might you respond to this situation?



What is racism?

Commonly defined as "prejudice + power," racism is prejudice or discrimination against someone based on their race. Underlying is the belief that certain racial groups are superior to others. Racism can be manifested through beliefs, attitudes, and actions. Racism comes in several forms, including:

1. Individual or internalized racism
2. Interpersonal racism
3. Institutional racism
4. Structural racism

Adapted from the YWCA

Individual or internalized racism

This is racism that exists within individuals. It is when one holds negative ideas about his/her own culture, even if unknowingly. Xenophobic feelings or one's internalized sense of oppression/privilege are two examples of individual or internalized racism.

Interpersonal racism

This is the racism that occurs between individuals. It is the holding of negative attitudes towards a different race or culture. Interpersonal racism often follows a victim/perpetrator model.

Institutional racism

Recognizing that racism need not be individualist or intentional, institutional racism refers to institutional and cultural practices that perpetuate racial inequality. Benefits are structured to advantage powerful groups at the expense of others. Jim Crow laws and redlining practices are two examples of institutional racism.

Structural racism

Structural racism refers to the ways in which the joint operation of institutions (i.e. inter-institutional arrangements and interactions) produce racialized outcomes, even in the absence of racist intent. Indicators of structural racism include power inequalities, unequal access to opportunities, and differing policy outcomes by race. Because these effects are reinforced across multiple institutions, the root causes of structural racism are difficult to isolate. Structural racism is cumulative, pervasive, and durable.

Race in the United States

US Population (Census 2014)

White - 62.1%
Black/African American - 13.2%
Hispanic - 17.4%
Asian, Hawaiian, American Indian, Alaskan Native - 6.8 %
Two or more races - 2.5 %

Race in Employment

People of Color in the US workforce

11.6% Black/African American
4% of Fortune 500 CEOs are African American, Hispanic or Asian - Fortune
Less than 1% of Fortune 500 companies have Black CEOs - Diversityinc.com

National Unemployment rate 8.1% US DOL

White (7.5%)
Black/African american (13.8%)
Hispanic (10.3%)
Native American (12.3 %)

Other groups often targeted by oppression:

- Women
- Persons with disabilities e.g., psychiatric disabilities
- LGBT persons
- People of varying religions e.g., Jewish, Muslim, Sikh, Atheist
- Migrant workers
- Foreign born persons

Everyday Racism - Microaggressions

micro-ag-gres-sion.

NOUN

1. a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority:

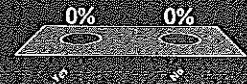
• indirect, subtle, or unintentional discrimination against members of a marginalized group:

Oxford Dictionary

Everyday Microaggressions

I have experienced microaggressions based on my race?

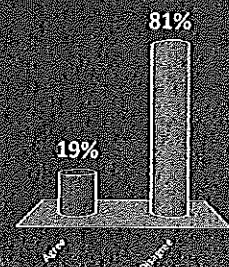
1. Yes
2. No



Courageous Conversations

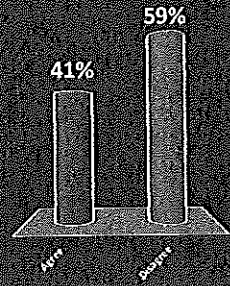
The USA should not continue to accept Islamic refugees.

1. Agree
2. Disagree



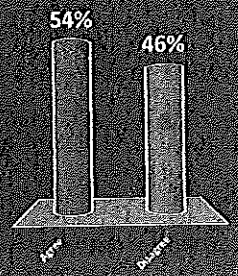
Undocumented students should be eligible to receive federal financial aid.

- 1. Agree
- 2. Disagree



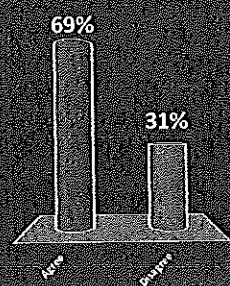
If you work hard enough, anyone, regardless of race, can achieve their goals (academic, professional and personal)

- 1. Agree
- 2. Disagree



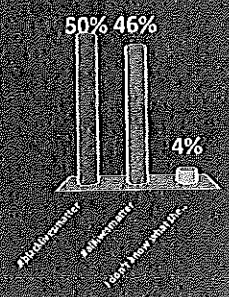
Affirmative action is a proactive means of ensuring equal opportunity and remains necessary today.

- 1. Agree
- 2. Disagree



I prefer the following:

- 1. #blacklivesmatter
- 2. #alllivesmatter
- 3. I don't know what these are



Forced choice & I hear you Activity



Helpful tips for cross-cultural dialogues

- 1. Practice the real work
- 2. Recognize that you will likely make mistakes
 - a. Own those mistakes and apologize
- 3. Come from a place that shows that it is not always about you
- 4. Seek first to understand and then to be understood
- 5. Recognize what identities you bring into a space
- 6. Name it
 - a. the way you feel
 - b. the way you're perceiving them to be feeling

Helpful tips for cross-cultural dialogues

7. Ask the right questions
 - a. How can I be more helpful?
 - b. What can we do together?
8. Listen without defending
9. An immediate solution is not always needed
10. Listen as opposed to minimizing, challenging and/or devaluing

Scenario

Jane works who works in your department shares with you that she finds the "off color" jokes told by other co-workers offensive. She has recently overheard them telling racial jokes which included referring to Mexicans as "wetbacks" and the use of the N-word. She mentioned it to your chair but was told to ignore the behavior saying "they don't mean anything by it."

What would you do?

Role Play 1

Person A: Hey (insert name), have you noticed that Nick seems to ignore me during meetings? I get the sense that he doesn't like me. I'm starting to wonder if it's because I'm (insert your own identity)

Person B: Provide a response to person A

Person A: Explain how that response made you feel

Discuss your experience

Role Play 2

A group of you are having a conversation about recent incidents involving police brutality and the killing of African American men.

Person A: This has nothing to do with race, police have to make judgment calls; plus white people are shot by police too, but we never hear about that.

Person B: Provide a response?

Discuss: What can you do during this conversation to to be an ally?

Maintaining your bottom line

What impact do racial and gender biases and micro-aggressions have on you and your organization's employees and customers?

How about on productivity and delivery of services?

What do you do when you see these things happening in your workplace? What is your role in these instances?

Whose responsibility is it to address bias and micro-aggressions in the workplace?

Things to consider...

1. Who makes decisions at your company? Are people/voices missing?
2. Who conducts recruitment and selection at your company?
3. What do your policies, procedures and practices say about your organization in terms of race, gender and other groups/identities?
4. How do I contribute to the marginalization of others?

Conclusion

1. Parking lot review
2. Questions?

Thank you.

Central Connecticut State University

Diversity Training Office of Diversity and Equity

Rosa Rodríguez
Chief Diversity Officer and Title IX Coordinator
Nicholas D'Agostino
ODE Associate and Investigator

Davidson Hall, 102
860-832-1652
<http://web.ccsu.edu/diversity/>

*"Respect for yourself,
Respect for others and
Responsibility for your actions."*
Dalai Lama

CCSU Diversity Training

- CCSU Nondiscrimination Policy
- Brief Overview of Title IX and the BOR Sexual Misconduct Policy
- Key Definitions
- Reporting Requirements

ODE Responsibilities

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR\CSCU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA Compliance
- Equal Employment Opportunity and Affirmative Action

CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on:

Age	Marital Status
Ancestry	National Origin
Color	Race
Criminal Record (state employment)	Religious Creed
Disability (Intellectual, learning, mental and physical disability)	Sex (pregnancy and sexual harassment or misconduct)
Genetic Information	Sexual Orientation
Gender Identity or Expression	

Title IX is a...

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence

Discrimination Differential/Disparate Treatment

- Treat someone differently
- Based on individual's protected class status
- Interferes with or limits the ability of a person to participate in, or benefit from, the services, activities or privileges provided by the University
- Otherwise adversely affect the person's employment or educational experience and/or creating a hostile learning or working environment

Hostile Environment

- Unwelcome verbal or physical conduct directed at another
- Because of that individual's protected class (e.g. gender/sex)
- That unreasonably interferes with the person's work or academic performance
- Sufficiently severe, pervasive or persistent
- Purpose of or creating a hostile work or educational environment

• Accredited Institution Internationally

Examples of Harassing Behavior

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Taunting
- Name calling
- Use of offensive words
- Threatening
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Physical assault including sexual assault

Discrimination Disparate Impact

- A process, procedure or action that results in adverse impact towards members of a protected class.
- An action may not appear to be discriminatory on its face, but rather is one of discrimination based on its application or effect.

Disparate Impact – Case Law

Griggs v. Duke Power Company

- Issue: Using a high school diploma as a requirement for some clerical or blue collar work
- Data: 32% White men versus 12% Black men with HS diploma (disparate impact)
- Employer (defendant) was unable to defend link between the position and educational requirement.

Standards Utilized

Reasonable Person Standard

- Behavior that a reasonable person would consider offensive
- In the eye of the beholder. Impact - not intent!

Preponderance of the Evidence

Scenario:

Chao and Mai, Vietnamese refugees who resettled in the local area, have been employed at the University as maintenance workers for several years. About a month ago, shortly after a new supervisor took over the department, Chao and Mai were told that they should no longer speak their native language to each other at work, even while on break. Since that time Chao and Mai have been reprimanded for returning late from lunch and their supervisor has been watching them throughout their shift.

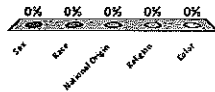
Is this a policy violation?

1. Yes
2. No
3. Unsure



What is the protected class status?

1. Sex
2. Race
3. National Origin
4. Religion
5. Color



Can an employer require employees to only speak English?

1. Yes
2. No
3. Depends



Scenario:

- o While teaching a section on African Art you display the following image and ask students what they think of the image. A student states that the image "looks like a monkey." Some students in the class laugh at the response and some Black students look upset.
- o What are your thoughts about this comment?
- o How might you respond to this situation?



Hate Crimes

Intimidation based on bigotry when a person, with specific intent, intimidates or harasses another person based on real or perceived race, religion, ethnicity, disability, orientation, or gender identity. Covered under this is physical contact, damages or defacing of property, threats by word or act, or there is a reasonable cause to believe that such an act will occur.

Workplace/Educational Environment Includes:

Any place a student/employee must be as part of their education/employment:

- buildings
- training
- study abroad
- transportation
- off-campus meetings
- conferences
- residence halls
- events/athletic
- classrooms

Misconduct can also be investigated when it occurs during unpaid breaks (lunch), University sponsored social events and at "company" parties (picnics, retirement and holiday parties, etc.)

Retaliation

No retaliation, reprisal or intimidation in conjunction with a complaint of discrimination/harassment shall be tolerated by the University.

Reporting Discrimination & Harassment

- Encourage reporting as soon as possible
- Administrators and supervisors must report incidents of discrimination/harassment
- Students and non-supervisory employees are strongly encouraged to report incidents of discrimination and/or harassment (different standard for Title IX)
- New as 2014. All employees must report incidents of sexual misconduct, stalking or intimate partner violence and/or gender discrimination to the Title IX Officer

Mandatory Reporting – BOR Sexual Misconduct Policy

- New Change—All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.*
- Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.

*Title IX Officer - Rosa Rodriguez
rosa.rodriguez@ccsu.edu
860-832-0178.

Rights of Those Who Report

- To be treated seriously and with dignity
- Provided support services materials that include: on- and off-campus resources; information regarding reporting options (including campus police); information regarding their rights
- Provided with options for changing academic, housing, transportation and working arrangements
- Prompt handling of such matters

Rights of Alleged Victim & Accused:

- To be treated fairly and with respect
- To have a support person during any meeting or proceeding related to the allegation of sexual misconduct
 - As long as this person's involvement doesn't delay any meeting related to this conduct and does not directly address the Hearing Body, question witnesses or otherwise actively participate in the hearing process or other meeting pertaining to a report of sexual misconduct.
- To receive notice at the same time of the outcome
- To request a review of any decision regarding the sexual misconduct matter in which they are involved

What you can do

If you are the target of unwanted sexual attention or behavior:

- Respond to the problem
- Document—times, places, specifics of each incident and names of witnesses
- Report
- Don't remain silent

What you can do

If you are a bystander...

- Help the victim make his/her feelings known
- Follow the University policy and procedure
- Support your co-workers or classmates—encourage reporting!

University Perspective Harassment & Discrimination

- It's illegal—Title VII of the Civil Rights Act, state law and Title IX of the Education Enhancement Act.
- It won't be tolerated.
- It creates personal financial liability, loss of reputation, possible loss of employment and possibly criminal charges.

Complaint Procedures and Options*

- Internal Process: 90 day time frame
 - Complaint Procedure – See packet
- External Process:
 - CHRO (180 day timeframe)
 - EEOC (180** day timeframe)
- OCR Process: 180 day time frame

* ODE procedures and timetables included in packets
**The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. EEOC.gov

On-campus Resources To report an incident:

Office of Diversity and Equity
(All complaints)
Chief Diversity Officer/
Title IX Officer
Rosa Rodriguez
860-832-1652
Davidson Hall, Room 102

CCSU Police
(Criminal complaints)
Emergency: 911
Routine - Police Dispatch
860-832-2375

Any administrator

Office of Student Conduct
(Complaints against students)
Christopher Dukes
860-832-1667
Willard Hall, Room 107

On-campus Resources Someone to talk to:

CCSU Victim Services
Sarah Dodd
860-832-3795
DiLoreto 207

Women's Center
Jacqueline Cobbina-Bolvin
860-832-1655
Student Center, Room 215
Residence Life
860-832-1660
Barrows Hall, Room 120

Student Wellness Services*
(Confidential)
Health Services:
860-832-1925
Counseling Services:
860-832-1945
Office of Student Affairs
860-832-1601
Davidson Hall, Room 103

*This office is the only office at CCSU staffed with confidential counselors



Off-campus Confidential Resources

- **YWCA Sexual Assault Crisis Service**
24 Hour Hotline: 860-223-1787
24 Hour Spanish Hotline: 860-568-8332
- **Prudence Crandall Center for Domestic Violence**
24 Hour Hotline: 888-774-2900
- **Suicide Prevention Lifeline**
24 Hour Hotline: 860-273-8255
- **Hospital of Central Connecticut**
100 Grand Street
New Britain, CT 06050
860-224-5011

Orientation and Gender

True Colors, Inc.
 30 Arbor Street, Suite 201A
 Hartford, CT 06106
 860-232-0050
www.ourTrueColors.org

1

Goals & Agreements

- › Ensure that CCSU is safe and welcoming to all students, faculty and staff
- › Increase understanding and knowledge
- › Identity opportunities for supportive interventions
- › Respect
- › Ouch/Oops
- › ELMO
- › WAIT
- › Others?

Goals

Agreements

2

The Impact of Silence

- 1) Name the 3 most important people or relationships in your life
- 2) Name 3 places that have special meaning or significance to you
- 3) List 3 life events or topics of conversation that you usually talk with your friends about
- 4) List 3 things you do when you are not sleeping or working

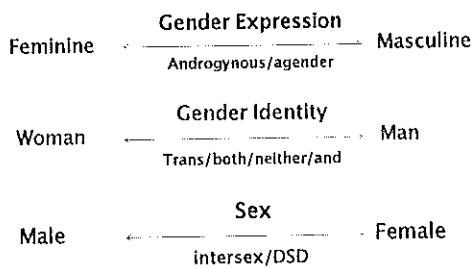
3

The Impact of Being Silenced

- Social Isolation
- Depression, anxiety, suicidality & other mental health risks
- Secrecy, concealment strategies can lead to unending stress
- Increased abuse of Substances
- Significantly higher rates of cigarette smoking
- Homelessness
- Sexual acting out, higher STD and HIV/AIDS transmission

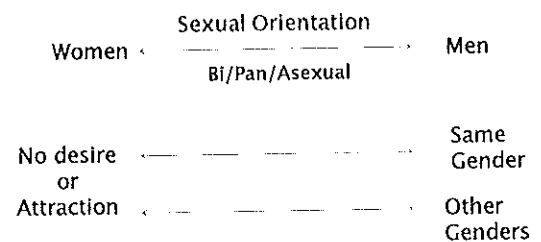
4

Gender Exists on a Continuum



5

Orientation exists on a continuum



6

The Basics*

The Genderbread Person v2.0

Identity
Attraction
Expression
Sex

Genderbread Person v2.0

Genderbread Person v2.0 is a diagram of a gingerbread man with various parts labeled: Identity, Attraction, Expression, and Sex. To the right is a list of gender-related terms and icons.

Views, Values & Responsibilities

Personal Views and Values

Professional Responsibilities

Your Family of Origin's Views (past)

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

0% 0% 0%

Positive Neutral Negative

Racial, Ethnic, Cultural Views & Values

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

0% 0% 0%

Positive Neutral Negative

Views and values within your Community of Faith

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

0% 0% 0%

Positive Neutral Negative

Your personal views (currently)

1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

0% 0% 0%

Positive Neutral Negative

College/University Stressors

- › Developmental Tasks of Young Adulthood
- › Anti-LGBT Sentiments and Harassment
- › Residences, Roommates, Rejection oh my

10

Prevention & Best Practices

- › Academic Life:
 - Inclusive Curriculum
 - Classroom Environment
- › Inclusive Policies
- › Institutional Commitment
- › Counseling and Health
- › Student Life
- › Campus Safety
- › LGBT recruitment and retention

11

Sex (Body)

- SEX refers to the body
- Chromosomes, internal and external reproductive organs
- Much diversity exists even at this level (Intersex)
 - Chromosomal (XX, XY, XXY, XYY, XO)
 - Reproductive differences

12

Gender Identity (Mind)

- One's Inner Psychological Sense of Being a Man or a Woman
- May (or May Not) Be in Concert with One's Sexed Body
- Exists as continuum of thoughts, feelings, and (socially constructed) behavior, clothing, mannerisms
- Non-traditional Gender Expression or Gender Variance is Often (Mistakenly) Assumed to Be a Result of Same Sex Orientation

13

Transgender

- A global term that encompasses a wide continuum of people who do not fit neatly in traditional gender boxes
- Includes:
 - Gender Variance in role, dress (expression), behavior
 - Cross-dressing
 - Androgynous Gender Expression
 - Gender Queer
 - Transsexuality

14

Sexual Orientation

- › Is defined as one's emotional, romantic and erotic **attractions**, toward another for the most part **AND** over a period of time
 - It is about Feelings rather than behavior
 - May Be Fluid Over Time
- › Exists on a Continuum
- › Crosses all dimensions of diversity (race, ethnicity, religion, class, ability, etc.)

15

True Colors, Inc

True Colors works to create a world where youth of all sexual orientations and gender identities are valued and affirmed. We challenge all forms of oppression through education, training, advocacy, youth leadership development, mentoring, and direct services to youth and those responsible for their well-being. We can be reached at 855-350-3551 or on the web at www.truecolors.org

Our Programs Include:

- **Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) Youth Mentoring:** True Colors provides CT's only mentoring program for sexual and gender minority youth.
- **Professional Consultation and Training:** True Colors provides values clarification and skill building training for more than 2,400 youth serving professionals annually.
- **Foster parent recruitment (especially for teenagers):** We recruit potential foster parents specifically to support the needs of teenagers in care.
- **The Safe Harbor Project:** This very active joint True Colors and DCF program focuses on policy and procedures for LGBTI youth in out-of-home care.
- **Youth Leadership Development:** These programs include high school and college Gay/Straight Alliance (GSA) summits and forums and other leadership opportunities for youth. In addition, we provide direct advocacy for youth dealing with harassment in school.
- **Annual LGBTIA Youth Issues Conference:** Every March, True Colors organizes and produces the largest and most comprehensive LGBTI and ally conference in the country bringing thousands of youth and youth serving professionals from across the country together for cutting-edge workshops, training, entertainment and activities.

Challenging Bias: A Workshop on Immediate Interventions

Presented by: Nick D'Agostino, Associate In Diversity and Equity
Nghii Thoi, Assistant Professor of Psychological Science

Objectives

- To gain a foundational understanding of the impacts comments of a biased or prejudicial nature have in the classroom environment
- To discuss strategies on how to intervene when bias, prejudice or microaggressions happen in the classroom environment
- To gain an understanding of our role in interrupting biased incidents and the impact interruption or failure to interrupt has on the class cfmate
- To gain practical experience in addressing biased comments in the moment

Ground Rules and Expectations

- Take 100% responsibility for your learning
- Engage in both/ & thinking
- Lean into discomfort
- Critique the good
- Own your reactions
- No blame/shame (others or yourself)
- Step up/step back
- Be honest & authentic

What happens when an off-color or offensive comment is made in a class?

- What is our responsibility?
- What happens to the class climate?
- Why does this matter?

I am comfortable addressing biased comments and microaggressions in the classroom.

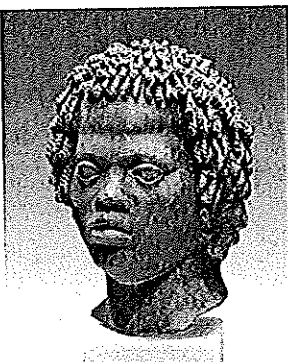
1. Agree
2. Somewhat agree
3. Somewhat disagree
4. Disagree

I have successfully addressed biased comments and microaggressions in the classroom.

1. Agree
2. Somewhat agree
3. Somewhat disagree
4. Disagree

What would you do?

- ▶ While teaching a section on African Art, you display the following image and ask students what they think of the image. A student states that the image "looks like a monkey." Some students in the class laugh at the response and some black students look upset.
- ▶ What are your thoughts about this comment?
- ▶ How might you respond to this situation?



What would you do?

- ▶ During a class focusing on whiteness and white racial identity, students were asked to think about what being white means to them. Then they had to share those statements with the class as a whole. Afterwards a few students expressed feeling uncomfortable with the activity. One student said "I don't understand why I am paying money to feel bad about myself" and another said "the statements used for whites are all negative".
- ▶ What are your thoughts about this comment?
- ▶ How would you respond to this?

Strategies in the Moment

- ▶ Ask questions? Ask for clarification
 - ▶ What do you mean by that? Can you tell me more about why you made that comment?
 - ▶ Can someone explain to me what is so funny?
- ▶ Use your identified expression
 - ▶ Ouch
 - ▶ I think we are better than that here at CCSU.
 - ▶ That statement didn't settle right for me.
- ▶ Educate the class
 - ▶ I find expressions like that to be offensive and they do not have a place in this class. To me that word/expression means this... is that what you meant to say?

Deer in the Headlights

An interactive, in-the-moment activity to assist us in developing our responses to these situations that may arise.

What to do if a student says you've engaged in biased comments/behaviors?

Helpful tips for cross-cultural dialogues

1. Practice the real work
2. Recognize that you will likely make mistakes
 - a. Own those mistakes and apologize
3. Come from a place that shows that it is not always about you
4. Seek first to understand and then to be understood
5. Recognize what identifies you bring into a space

Helpful tips for cross-cultural dialogues

6. Name it
 - a. The way you feel
 - b. The way you're perceiving them to be feeling
7. Ask the right questions
 - a. How can I be more helpful?
 - b. What can we do together?
8. Listen without defending
9. An immediate solution is not always needed
10. Listen as opposed to minimizing, challenging, and/or devaluing

Strategies to Establish Class Culture

- ▀ Set the tone:
 - ▀ Have a class climate/culture statement in your syllabus that you discuss the first day
 - ▀ Create an environment that students feel empowered to speak up towards one another
- ▀ Lead by example:
 - ▀ Don't engage in comments that disparage students or groups of people

Strategies to Establish Class Culture

- ▀ Practice what you preach:
 - ▀ Address microaggressions, verbal slights, and other comments that fall outside the scope of the course content immediately
- ▀ Incorporate inclusive curriculum into the classroom:
 - ▀ Consider and carefully integrate examples, books, and research that highlight the rich diversity of your field

Any Questions?

Central Connecticut State University

Nondiscrimination & Anti-Harassment Policies, Complaint Procedures and On-campus and Community Resources

Office of Diversity and Equity

1615 Stanley Street
Davidson Hall, 102
New Britain, CT 06050

Important Phone Numbers

Reporting an Incident

University Police (Criminal Complaints)
860-832-2375
Office of Diversity & Equity (Title IX Officer) All complaints
860-832-1652
Office of Student Conduct (OSC) Complaints against students
860-832-1667

Medical Attention

Student Wellness Services, Health (Confidential)
860-832-1925
Hospital of Central Connecticut*(HCC)
860-224-5011
Emergencies
911

Someone to talk to

Office of Victim Advocacy
860-832-3795
Women's Center
860-832-1655
Student Wellness Services, Counseling (Confidential)
860-832-1945
Sexual Assault & Crisis Services*(Confidential)
860-225-4681; English Hotline 1-860-223-1787
Prudence Crandall Center for Domestic Violence* (Confidential)
888-774-2900 (24-hour hotline)
*Off-Campus

President's Message



Dear University Community Members:

As the newly appointed President at Central Connecticut State University (CCSU), I want you to know that I am committed to creating a safe and supportive community. A key component in our efforts is to provide policies that clearly spell out our response to reported incidents affecting our students, faculty, staff, and visitors.



These policies provide information for those whose rights have been violated and present guidance for the campus community on the expectations we have for communication, responsibility, and respect. The established procedures ensure that any CCSU community member who is subjected to discrimination or harassment is treated with care and provided accurate and complete information. I encourage all to read the policies and procedures so that we can all support those who may need our help.

Acts of harassment and discrimination threaten personal safety and violate the standards of conduct expected of community members. To help ensure that the University remains welcoming and safe for all, we will continue to offer education and awareness programs for the campus community, and we will pursue all criminal and administrative remedies for complaints of discrimination, harassment, and violence.

At CCSU, we must continue to work to be a place of support and compassion.

Sincerely,

Zulma R. Toro
President

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Office of Diversity and Equity (ODE)

Mission Statement

- Provide leadership for the University in its commitment to a campus environment that fosters respect for the dignity, rights and aspirations of each member of the University community.
- Coordinate the University's efforts to promote, develop and support a culturally diverse community.
- Guide the University community in the implementation of Affirmative Action and diversity strategies.

The ODE is located in Davidson Hall, RM 102. The office reports directly to the President and is responsible for promoting diversity and fairness. Responsibilities include the administration of:

1. Policies and Procedures
 - Nondiscrimination In Education and Employment Policy
 - Sexual Misconduct Policy
 - Procedures for filing related complaints
2. Federal and State Laws
 - Affirmative action and equal employment opportunity laws
 - Section 504 of the 1973 Rehabilitation Act and Americans with Disabilities Act
 - Civil Rights laws including, Title IX, Title VII

Other responsibilities include the administration/implementation of the University's:

3. Investigation of internally filed complaints
4. Monitoring of the employment process (including recruitment, hiring, promotion and training)
5. Development and implementation of the annual Affirmative Action Plan
6. Provision of the ADA reasonable accommodations for employees
7. Conduct training on Title IX including the prevention of sexual harassment for staff and students and Diversity. Coordinate CCSU's violence awareness campaigns

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State law requires that all employees participate in diversity training and that all those employees with supervisory responsibility participate in the sexual harassment prevention training. Based on state law, the university requires that all employees complete Title IX training on an annual basis. Contact the ODE for the training opportunities.

ADA Accommodations

Employees: The Office of Diversity and Equity handles employees' requests for reasonable accommodations.

Contact Information: Rosa Rodríguez, Chief Diversity Officer/Title IX Coordinator at 860-832-1652 or at rosa.rodriguez@ccsu.edu

Students: Requests for reasonable accommodations from students are handled by the Office of Student Disability Services. The office is located in Carroll Hall.

Contact Information: Office of Student Disability Services at 860-832-1952

Ruthe Boyea Women's Center

The Ruthe Boyea Women's Center provides resources, to advocate, inform, and support personal development. The Center offers a variety of services for and about women. It also sponsors educational and cultural programs designed to promote gender equity, knowledge of women's rights issues, leadership and independence, and encourages understanding and cooperation among women of varied socio-economic groups, cultures, ethnic backgrounds, races and sexual orientations. The Women's Center welcomes all women and men.

The Center is located in the Student Center, RM 215.

Contact Information: Jacqueline Cobbina-Bolvin, Women Center Coordinator at 860-832-1655 or cobbina-bolvin@ccsu.edu.

Office of Victim Advocacy

The Office of Victim Advocacy provides services to assist and support individuals affiliated with CCSU who have been impacted by sexual assault, relationship violence, and/or stalking.

The office is located in Carroll Hall, RM 248 and is staffed by a professional staff member.

Office Hours:

Mon. 9 AM - 12:30 PM, Tues. 9 AM - 5 PM, Wed. 1 - 4:30 PM, Fri. 9 AM - 5 PM

Contact Information: Sarah Dodd, Victim Advocacy and Violence Prevention Specialist at 860-832-3795 or sarahdodd@ccsu.edu



WOMEN IN COLLEGE will be sexually assaulted.

The Campus Sexual Assault Study
National Institute of Justice, 2007

We're working together to change this statistic.

ODE Staff Responsibilities

OFFICER	RESPONSIBILITIES
<p>Rosa Rodríguez Office of Diversity and Equity Chief Diversity Officer (CDO) & Title IX Officer Davidson Hall, RM 102 860-832-0178 rosa.rodriguez@ccsu.edu</p>	<ul style="list-style-type: none"> Leads/manages CCSU's programs that promote equity, diversity and equal opportunity including oversight of the affirmative action and non-discrimination policies and procedures and Title IX Develops and coordinate training programs as they related to nondiscrimination, diversity, equity including Title IX Oversees the hiring process Investigates complaints Serves as the ADA coordinator Develops and coordinates cultural and educational programming activities Provides advocacy and referral services
<p>Nicholas D'Agostino ODE Associate to CDO Davidson Hall, RM 102 860-832-1653 nicholas.dagostino@ccsu.edu</p>	<ul style="list-style-type: none"> Investigates complaints Assists with the development and implementation of the AA plan Serves as the lead person in the data collections as it relates to the affirmative action Conducts training on issues related to diversity and Title IX Oversees the classified search process Provides advocacy and referrals Leads awareness campaigns Provides advocacy and referral services

OFFICER	RESPONSIBILITIES
<p>Sarah Dodd, Victim Advocacy and Violence Prevention Specialist Office of Victim Advocacy Carroll Hall, RM 248</p> <p>Mon. 9 AM-12:30 PM Tues. 9 AM - 5:00 PM Wed. 1 - 4:30 PM Fri. 9 AM - 5:00 PM Other times available upon request 860-832-3795 sarahdodd@ccsu.edu</p>	<ul style="list-style-type: none"> Provides professional advocacy services for students, faculty and staff who have been impacted by sexual assault, relationship violence, and/or stalking Provides information on different options available to address safety and other concerns and assist in the navigation of different reporting systems Provides referrals to campus or community entities depending on individual needs Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact
<p>Jacqueline Cobbina-Bolvin Women Center Coordinator Student Center, RM 215 (Mid-August to Mid-June) 860-832-1655 cobbina-bolvin@ccsu.edu</p>	<ul style="list-style-type: none"> Offers services for and about women Provides resources, to advocate, inform, and support personal development Sponsors educational and cultural programs designed to promote gender equity, leadership, and independence Provides advocacy and referral services

Did you know?

Harassment based on gender stereotypes is a form of sex discrimination and is unlawful.

Other University Cultural Programs and Services

Center for Africana Studies

The Center emphasizes the study and the cultures of African peoples both in the Continent of Africa and throughout the world. Further, the Center offers various programs including lectures, conferences, student activities etc. that create a better understanding of African peoples in the wider social, economic, and political systems.

The Center is located in the Marcus White Hall, RM 008.

Contact Information: Dr. Evelyn Phillips, Ph.D., Co-Director at PhillipsE@ccsu.edu or 860-832-2617, or Sherinatu Fafunwa-Ndibe, Co-Director at fafunwas@ccsu.edu or 860-832-2646

East Asian Center

The East Asian Center is devoted to serving the interests and needs of Asian and Asian American students and helping to create a supportive environment for living and studying. In this regard, EAC provides a range of support services, advising and mentoring services, as well as cultural, social and co-curricular programs. <http://www.ccsu.edu/eastasiancenter>

The Center is located in Barnard Hall, RM 209.

Contact Information: Dr. Helen Abadiano, Director at 860-832-2180 or EAC@ccsu.edu. She is available to address academic or personal concerns.

Did you know?

In the U.S. in 2010, Chinese-Americans, except Taiwanese (3.8 M) were the largest Asian group, followed by Filipinos (3.4 M), Asian Indians (3.2 M), Vietnamese (1.7 M), Koreans (1.7 M) and Japanese (1.3 M).

Source: U.S. Census Bureau, 2010 Census

Latin American, Latino and Caribbean Center

The Center for Caribbean and Latin American Studies promotes the understanding and appreciation of the historical, social and cultural lives of Latin American and Caribbean societies, and of Latino in the U.S. through education, community events, study abroad, international exchange, community outreach and research. Because of the importance of the Latino community as one of the largest minority groups in the U.S., the Center as part of the University's mission of fostering diversity and global awareness plays an important role in providing educational opportunities to Latino students and promoting Latino cultures. The Center organizes educational and cultural activities that aim to increase the recruitment and retention of Latino students.

The Center is located in Carroll Hall.

Contact Information: Dr. José Carlos del Ama, PH.D., Director at 860-832-3211 or delama@ccsu.edu.

Did you know?

National origin discrimination includes discrimination because a person (or his or her ancestors) comes from a particular place. The place is usually a country or a former country, for example, Colombia or Serbia. In some cases, the place has never been a country, but is closely associated with a group of people who share a common language, culture, ancestry, and/or other similar social characteristics, for example, Kurdistan.

Source: <http://www.eeoc.gov/policy/docs/national-origin.html#1>

MOSAIC Center

The MOSAIC Center is located on the second floor in the Student Center. The purpose of the center is to create a welcoming area for multicultural affairs. The center is a support system for all the cultural and religious groups. MOSAIC provides many resources for student organizations to take advantage of to help program events, discussions, and forums for the year. The MOSAIC Center also participates in co-sponsorship with other clubs and organizations to help foster unity among the campus community.

The Center is located on the second floor in the Student Center.

Contact Information: 860-832-1892

Did you know?

Three Largest Connecticut Race/Ethnic Groups

- The Connecticut White population is 2,546,262 persons or 71.2%.
- The Connecticut Hispanic population is 479,087 persons or 13.4%.
- The Connecticut Black population is 335,119 persons or 9.4%.

Source: <http://www.connecticut-demographics.com/>

Lesbian, Gay, Bisexual, Transgender Center (LGBT)

The LGBT Center provides a safe space that focuses on resources for the campus Lesbian, Gay, Bisexual, Transgender, Queer and Ally community. The Safe Zone Concept has been adopted by CCSU. The Center offers Safe Zone training. This program promotes awareness and non-judgmental treatment of sexual minorities. Safe Zone provides safe spaces that are highly visible and easily identifiable to lesbian, gay, bisexual and transgender persons, where support and understanding are key and where discrimination is not tolerated.

The Center is located in the Student Center, RM 305.

Contact Information: Crystal Nieves at 860-832-2091 or cnieves@ccsu.edu.

The LGBT Center Advisory Board provides input, advice and vision regarding strategic plans for the Center and campus life for LGBTQ students, staff and faculty. For additional information contact Nicholas D'Agostino, Associate in the Office of Diversity and Equity at 860-832-1653 or Nicholas.dagostino@ccsu.edu

Did you know?

Some Central Connecticut State University students are known by a first name that is different from their legal first name. In an effort to accommodate these students the University has created a preferred first name option for student information as it appears in select locations. For information go to the CCSU website for policy and procedure:

<http://web.ccsu.edu/registrar/policies/preferredFirstNameProcedure.asp>

Student Clubs and Organizations

Africana Students Organization (ASO)

The purpose of the Africana Students Organization (ASO) shall be to promote a sense of awareness of African culture on the CCSU campus through events, empowerment discussions, and support systems; to further educate the people of CCSU on the different cultures that constitute the continent of Africa and the issues that concern us; and, to encourage positive conceptions of African cultural background and the African Diaspora.

The Chinese Students Association

The Chinese Student Association is an undergraduate student-run campus club. Our goal is to expand the communication between Chinese students and local friends and to experience some of the rich aspects Chinese culture as well as to introduce and integrate cultures of other origins.

Hillel Jewish Student Organization

Hillel Jewish Student Organization is dedicated to the development of a continued process of learning, awareness raising and strength building, as well as embracing being Jewish today. Hillel Jewish Student Organization meets regularly on campus. Students develop activities through their planning board.

Latin American Student Organization (LASO)

LASO is a volunteer student organization comprised of various members representing different communities and backgrounds.

Muslim Student Association

MSA's mission is to create friendly relations between the Muslim and non-Muslim students on campus and to present Islam to the people of other faiths and cultures. Club membership is certainly not limited to the Muslims on campus. EVERYONE is encouraged to join!

NAACP

To inform youth of the problems affecting African Americans and other racial and ethnic minorities; to advance the economic, education, social and political status of African Americans and other racial and ethnic minorities and their harmonious cooperation with other peoples; to stimulate an appreciation of the African Diaspora and other people of color's contribution to civilization; and to develop an intelligent, militant effective youth leadership while promoting racial tolerance and unity.

PRIDE

PRIDE supports LGBT students on campus and provides educational and awareness programs for the entire campus community. PRIDE meets on a weekly basis in the Student Center. All are welcome!

South Asian Students Association (SASA)

The purpose of the South Asian Students Association (SASA) is to promote international friendship by improving intercultural relations and creating a stronger bond of unity between Eastern and Western cultures; to further the acknowledgment of South Asian countries (India, Pakistan, Bangladesh) their culture, traditions, customs, norms, languages and religious belief; and, to encourage South Asian students to spread their culture by arranging activities such as field trips, cultural shows, intercollegiate events, and other cultural events.

United Caribbean Club

Come join the festivities of the United Caribbean Club where we promote the unity of the political, cultural, and educational ideals of the Caribbean student. Calling all West Indians!

For additional information on student organizations go to <https://ccsu.collegiatelink.net/Organizations>.

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

Definitions

Discrimination

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

Discriminatory Harassment

Discriminatory harassment is defined as verbal or physical conduct that is directed at an individual because of his or her protected class, and is sufficiently severe, persistent, or pervasive so as to have the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive work or educational environment.

Retaliation

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

Responsibility

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

Revised October 25, 2011; June 13, 2014—changed mental disorder to mental disability

Nondiscrimination in Education and Employment Policy

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

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

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

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

BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy

Central Connecticut State University Statement

Central Connecticut State University (CCSU) will not tolerate sexual misconduct against students, staff, faculty, or visitors, whether it comes in the form of intimate partner violence, sexual assault, sexual exploitation or sexual harassment, as defined in the BOR policy. In an ongoing effort to prevent sexual misconduct and intimate partner violence on the CCSU campus, the University provides education and prevention programs for the CCSU community and pursues all criminal and administrative remedies for complaints of sexual misconduct.

CCSU is a community dependent upon trust and respect for its constituent members: students, faculty, staff and those visiting or under temporary contract. As noted in CCSU's Violence Free Campus Policy, members of the University community have the right to a safe and welcoming campus environment. Acts of sexual misconduct and intimate partner violence threaten personal safety and violate the standards of conduct expected of community members.

Individuals and Entities Affected by this Policy

This policy applies to anyone on the property of Central Connecticut State University, as well as anyone present at CCSU-sponsored programs or events. This policy extends to off-campus violations of both students and employees in limited circumstances as noted below:

- Students: "Off-campus misconduct may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized student organization; or (ii) a student engages in prohibited conduct under such circumstances that

reasonable grounds exist for believing that the accused student poses a threat to the life, health or safety of any member of the University community or to the property of the University.¹

- **Employees:** The decision of whether to investigate and discipline employees for off-campus misconduct will be made by the appropriate university administrator on a case-by-case basis in accordance with collective bargaining agreements, CSU/university policies, and state regulations.

Did you know?

Sexually explicit calendars, cartoons, and jokes of a sexual nature are all examples of items that may create a hostile work or learning environment.

Statement of Policy

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

The BOR strongly encourages victims to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate

¹ CSCU Student Code of Conduct, Part B

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

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

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

Terms, Usage and Standards

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

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

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

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

Sexual misconduct includes engaging in any of the following behaviors:

(a) **Sexual harassment**, which can include any unwelcome sexual advance or request for sexual favors, or any conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment; submission to or rejection of such conduct by an individual is used as a basis for academic or employment decisions affecting the individual; or such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or employment environment. Examples of conduct which may constitute sexual harassment include but are not limited to:

- Sexual flirtation, touching, advances or propositions
- Verbal abuse of a sexual nature
- Pressure to engage in sexual activity
- Graphic or suggestive comments about an individual's dress or appearance
- Use of sexually degrading words to describe an individual
- Display of sexually suggestive objects, pictures or photographs
- Sexual jokes
- Stereotypic comments based upon gender
- Threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made

a complaint under this policy or assisted or participated in any manner in an investigation.

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

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

(c) **Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses. Examples of behavior that could rise to the level of sexual exploitation include:

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

threatening to hurt one's family members or pets and humiliating another person.

- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a "dating relationship" existed is to be based upon the following factors: the reporting victim's statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

(e) **Stalking**, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

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

Confidentiality

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

- Possessing, distributing, viewing or forcing others to view illegal pornography.

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

(d) **Intimate partner, domestic and/or dating violence** means any physical or sexual harm against an individual by a current or former spouse of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault (2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

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

- Physical abuse includes, but is not limited to, slapping, pulling hair or punching.
- Threat of abuse includes but is not limited to, threatening to hit, harm or use a weapon on another (whether victim or acquaintance, friend or family member of the victim) or other forms of verbal threat.
- Emotional abuse includes but is not limited to, damage to one's property, driving recklessly to scare someone, name calling,

Confidential resources are defined as follows: For the Universities, entities with statutory privilege, which include campus based counseling center, health center and pastoral counseling staff members whose official responsibilities include providing mental health counseling to members of the University community as well as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. For the Colleges, confidential resources are limited to entities with statutory privilege, such as off campus counseling and psychological services, health services providers, member(s) of the clergy, and the local Sexual Assault Crisis Center and Domestic Violence Center. The personnel of these centers and agencies are bound by state statutes and professional ethics from disclosing information about reports without written releases.

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

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

Mandated Reporting by College and University Employees

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

Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic and other accommodations and to provide a referral for support and other services.

Further, in accordance with Connecticut State law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer who, in the ordinary course of their employment, has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required by law and Board policy to report the incident within twelve hours to their immediate supervisor and to the Department of Children and Families.

Rights of Those Who Report

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

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.

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

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for

and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All CSU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

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

Employee Conduct Procedures

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

Student Conduct Procedures

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

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and

timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

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

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

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

accused student are entitled to be simultaneously provided written notice of any change in the results of any disciplinary proceeding prior to the time when the results become final as well as to be notified when such results become final.

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

Dissemination of this Policy

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

12/5/2014 – BOR Academic & Student Affairs Committee; 1/15/2015 – BOR, 6/16/2016 BOR

Did you know?

The University Health Services are trained for victims of sexual assault. The office is staffed by a physician, two APRNs and an RN. All are ready to listen and provide medical care and support. The collection of medical evidence is offered at New Britain's Hospital of Central Connecticut.

On-campus: Marcus White Annex; 860-832-1925

If you want to speak with someone at CCSU

Office of Victim Advocacy
Sarah Dodd, Victim Advocacy and Violence Prevention Specialist
860-832-3795
sarahdodd@ccsu.edu

Women's Center
Jacqueline Cobbina-Boivin
860-832-1655
cobbina-boivin@ccsu.edu

Counseling and Wellness Center (Confidential)
860-832-1945

If you want to speak with a community partner

Sexual Assault Crisis Services (Confidential)

860-223-1787 (English)
888-568-8332 (Español)

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

Did you know?

Most sexual assaults are committed by someone the victim knows. Studies show that approximately 80% of women reporting sexual assaults knew their assailant.

Sexual offenders come from all educational, occupational, racial and cultural backgrounds. They are "ordinary" and "normal" individuals who sexually assault victims to assert power and control over them and inflict violence, humiliation and degradation.

Source: <http://www.connsacs.org/learn/index.htm>

To report an incident at Central Connecticut State University

Office of Diversity and Equity (All complaints)

Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator
Central Connecticut State University
1615 Stanley St.
New Britain, CT 06053
Davidson Hall, Rm. 102
860-832-1653
rosa.rodriguez@ccsu.edu or
TitleIXReport@ccsu.edu

Office of Student Conduct (Complaints against students)

Christopher Dukes, Director
Carroll Hall, Rm. 202
860-832-1667
DukesC@ccsu.edu

University Police (All criminal complaints except sexual harassment)

860-832-2375

Human Resources (Complaints against employees)

Anna E. Suski-Lenczewski, Chief Human Resources Officer
Davidson Hall, Rm. 101
860-832-1756
lenczewskia@mail.ccsu.edu

Office of Student Affairs (Complaints against students)

Dr. Laura Tordenti, Vice President for Student Affairs
Davidson Hall, Rm. 103
860-832-1605
TordentiL@ccsu.edu

Procedures and Timetables for Processing of Complaints

In accordance with Section 46a-68-46 of the Affirmative Action Regulations of Connecticut State Agencies, the following procedures provide an internal process for the handling of complaints involving claims of discrimination or harassment, including sexual misconduct/violence.

This procedure is designed to further implement Central Connecticut State University (CCSU) policies relating to Nondiscrimination in Education and Employment, Sexual Harassment and Sexual Misconduct by providing a process through which individuals alleging violation of these policies may pursue a complaint. This includes allegations of retaliation, discrimination, harassment based on age, ancestry, color, disability, gender identity or expression, genetics, national origin, marital status, race, sex (including pregnancy, transgender status, sexual harassment and misconduct), religious creed, sexual orientation, prior criminal conviction and any other status protected by federal or state laws.

When responding to an internal complaint, disclosure of information relating to the internal complaint and the identity of the complainant will be handled with appropriate sensitivity and in accordance with applicable laws.

A. Process for Filing Internal Complaints of Alleged Discrimination or Sexual Harassment and Misconduct

1. Who may file:

Any employee, applicant for employment, student, applicant for admission or any other person, including visitors.

2. When to file:

Complainant(s) are encouraged to file as soon as possible but must file no later than ninety (90) calendar days following the complainant's first knowledge of the alleged discriminatory act.

Once filed, the internal complaint must be resolved within ninety (90) calendar days.

3. Where to File:

The Office of Diversity and Equity handles Internal complaints alleging violations of the Nondiscrimination Opportunity In Education and Employment, Sexual Harassment and/or BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence policies. The Chief Diversity Officer (CDO) or his/her designee reviews and, if necessary, conducts an investigation into each complaint that, if proven, would constitute a violation of CCSU policies. Complaints against students are file with the Office of Student Conduct. See CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

All Complaints	Complaints against Students
Rosa Rodriguez Chief Diversity Officer and Title IX Officer Office of Diversity and Equity Davidson Hall, Rm. 102 860-832-0178	Christopher Dukes Director Office of Student Conduct Carroll Hall, Rm. 202 860-832-1667

Complaints against students may be referred to the Office of Student Conduct. The OSC Director serves as a Title IX designee.

Reports against the President, Chief Diversity Officer or Office of Diversity and Equity Employees

If a discrimination complaint is made against the President, Chief Diversity Officer or an Office of Diversity and Equity employee alleging that these employees directly or personally engaged in discriminatory, the complaint shall be referred to the Commission on Human Rights and Opportunities (CHRO) for review and, if appropriate, investigation by the Department of Administrative Services, except if any such complaint has been filed with the Equal Employment Opportunity Commission or the Commission on Human

Rights and Opportunities, the CHRO or Department of Administrative Services may rely upon the process of the applicable commission in lieu of such investigation.

4. Process for filing complaints

At the time an individual makes his/her complaint, the CDO or designee will provide the individual with the University's respective policies on non-discrimination, sexual harassment and/or BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy and the procedures and timetables for processing internal complaints.

No Basis to Proceed.

At any point during the processing of the complaint, the CDO or designee may determine that there is no basis to proceed under the Nondiscrimination in Education and Employment Policy, Sexual Harassment Policy and/or Sexual Misconduct Policy. The CDO or designee shall refer the complaint as appropriate. The CDO or designee shall notify the complainant and, if necessary, the respondent of the outcome as appropriate, in accordance with applicable state and federal laws.

Investigatory Process

The Office of Diversity and Equity shall provide the respondent with a written summary of the complaint, including a description of the alleged discriminatory acts, within ten (10) business days of the filing of the complaint. If the complaint is in writing, the Office of Diversity and Equity shall provide the respondent with a copy of the written complaint or summary of the complaint. Disclosure of information shall be in accordance with applicable state and federal laws.

The CDO or designee shall weigh all evidence pertaining to the internal complaint, make findings of fact, recommendations and, with the consent of the parties and appropriate executive officer, propose settlements to the University President. Without investigation, the CDO or designee may also mediate issues between

parties where the allegations, if proven, would not constitute a violation of CCSU policies.

The complainant and the respondent (person accused) will be allowed to have one non-participating support person present for the interview(s). For represented employees, this support person could be a union representative; however, if the support person is not a union representative, the employee who is the respondent will be asked to sign a union waiver. For more information, see the Right to Union Representation section.

Timeline

Internal complaints shall be investigated and resolved within ninety (90) calendar days of the receipt of the complaint, including the written notification to the complainant(s) and respondent(s) regarding the results of the investigation. Whenever possible, complaints should be resolved in accordance with relevant University policies at the supervisory, Dean or Director's level with the concurrence of the CDO.

Right to Union Representation

In accordance with federal law and applicable collective bargaining agreements, represented employees may have the right to request and receive union representation during an investigatory meeting.

Nothing in this procedure is intended to expand, diminish or alter in any manner whatsoever any right or remedy available under a collective bargaining agreement, personnel policy or law.

Determination

Upon the conclusion of its investigation, the CDO or designee will determine whether or not discrimination or harassment in violation of CCSU policy occurred. A preponderance of the evidence standard is used to make this determination. A copy of the investigatory report will be provided to the University President.

1. **Unsupportable Complaints.** If the CDO or designee determines that the evidence is insufficient to support the allegation, he or she shall dismiss the complaint.
2. **Supportable Complaints.** If the CDO concludes that the allegations are supported by the evidence, he or she will report his or her findings and recommendations to the appropriate administrator.

5. Disciplinary Action

If the CDO or designee believes that disciplinary action against the respondent may be warranted at this or a subsequent stage, a recommendation will be made to the Chief Human Resource Office (for employees) or the Office of Student Conduct (for students).

B. Process for Filing an Appeal

Within fifteen (15) calendar days of the issuance of the Chief Diversity Officer's determination, the complainant or respondent may file an appeal of the determination. The appeal and all supporting documentation shall be submitted in writing to the University President, with copies to the CDO and other parties to the complaint.

The President or designee shall review the investigation and determine whether to affirm or modify the decision. The President or designee may receive additional information if the President or designee believes such information would aid in the consideration of the appeal.

If an appeal of the CDO's determination is filed, the University President or designee shall conduct a review of said appeal and issue a written decision within thirty (30) calendar days of the appeal. The University President shall notify all parties in writing of his/her decision.

AAUP members have the option of appealing the decision using a review panel as outlined in the AAUP Complaint Procedure.

The decision on appeal exhausts the complainant's and the respondent's administrative remedies under this procedure except as provided herein.

Appeal Process for AAUP Members

The complaint will be processed according to an agreed-upon procedure consistent with the CSU-AAUP Collective Bargaining Agreement, Appendix F. See AAUP Complaint Review Procedure.

C. Records Maintenance

The CDO shall create and maintain a file of each internal complaint received under these procedures. All information, including records and correspondence pertaining to said internal complaint will be kept in this file. Access to the file will be in accordance with applicable State and Federal statutes and collective bargaining agreements. The CDO will secure these files.

All records of internal complaints and dispositions shall be reviewed on a regular basis by the Office of Diversity and Equity to discern any pattern in the nature of the internal complaints.

Related policies and procedures:

- Nondiscrimination in Education and Employment Policy
- BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy
- Consensual Relationship Policy
- Student Code of Conduct and Statement of Disciplinary Procedures

Revised October 25, 2011; Revised June 6, 2014; Revised June 15, 2016; Revised June 12, 2017.

Did you know?

The counselors in the Student Wellness Center are considered confidential employees and cannot release any information without your authorization unless permitted by State or Federal laws, e.g., suspicions of child or vulnerable adult abuse and neglect.

from any disciplinary action unless the report is determined to have been maliciously made. An employee who fails to report, but is later determined to have had previous knowledge of the abuse, may be subject to discipline.

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

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

Reasonable steps will be taken to preserve privacy while promptly investigating and responding to the report. While the institution will strive to maintain the confidentiality of the information reported, which information may be subject to privacy requirements of the Family Education

Rights Privacy Act (FERPA), the institution also must fulfill its duty to protect the CSCU community and to assure that the appropriate disciplinary processes are implemented.

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

To file a report or for additional information contact:

All Abuse and Neglect Incidents

Anna Suski-Lenczewski
Chief Human Resources Officer
Davidson Hall, RM 101
New Britain, CT 06050-4010
860-832-1751
lenczewskia@mail.ccsu.edu

All Suspected Incidents of Sexual Abuse

Rosa Rodríguez, Chief Diversity Officer
and Title IX Coordinator
Davidson Hall, RM 102
New Britain, CT 06053
860-832-1653
rosa.rodriguez@ccsu.edu

Policy Regarding Reporting Suspected Abuse or Neglect of a Child

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

Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer, collectively referred to as "mandatory reporters" who in the ordinary course of their employment has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to cause a report to be made to the Department of Children and Families (DCF) within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

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

If the director or vice president reasonably believes that a reportable incident has occurred, and, if the suspected perpetrator is a BOR or CSCU employee, he/she will immediately contact their Chief Human Resources Officer who shall assign an objective person to investigate the report. An employee under investigation may be placed on administrative leave pending the results of the investigation. Employees who report suspicions of abuse or neglect are protected

Consensual Relationship Policy

Central Connecticut State University (CCSU) stands for excellence in teaching and learning in an environment of inclusion, trust, and respect among all members of the university community. All employees with managerial, supervisory, or evaluative responsibilities for students or other employees carry a special responsibility to adhere to the highest ethical and professional standards and to avoid any actions that may appear to undermine this atmosphere of trust and respect and thereby hinder the University's educational mission.

Because of the inherent imbalance of power and need for trust, all employees with evaluative or supervisory authority over students and employees should be aware that dating or sexual relationships that might be appropriate in other circumstances have inherent dangers when they occur between employees, or between an employee and a student.

Consensual relationships can create real conflicts of interest and appearances of impropriety that can impair the integrity of academic and employment decisions. There are also special risks in any sexual or romantic relationships between individuals in inherently unequal positions of power, such as students and teachers or supervisors and employees. In addition, although these relationships may begin and remain consensual, they may easily be later characterized as non-consensual given the inherent power differential between the parties, and such relationships could potentially lead to sexual harassment charges.

Prohibited

Between employee and student: Consensual romantic, dating, or sexual relationships between any employee and any student over whom that employee exercises direct or otherwise significant academic, supervisory, or evaluative authority or influence are prohibited at Central Connecticut State University. The evaluative relationship can take a variety of forms, such as teacher to student,

advisor to advise, coach to athlete, supervisor to student employee, or similar relationship.

Strongly Discouraged

Between employee and student:

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

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

Between employee and employee:

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

In the event of a sexual harassment charge

Anyone who enters into a romantic, dating or sexual relationship where a professional power differential exists must realize that if a charge of sexual harassment is subsequently filed, it may be difficult to defend the charge by claiming that there was mutual consent. Employees could be held personally liable in a criminal or civil lawsuit.

Sanctions

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

Policy approved April 2012

To file a report contact or for additional information contact:

Anna Suski-Lenczewski
Chief Human Resources Officer
Davidson Hall, RM 101
1615 Stanley Street
New Britain, CT 06050-4010
860-832-0031

Did You Know?

The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f))* is the landmark federal law, originally known as the Campus Security Act, that requires colleges and universities across the United States to disclose information about crime on and around their campuses. The law is tied to an institution's participation in federal student financial aid programs and it applies to most institutions of higher education both public and private. The Act is enforced by the United States Department of Education.

Source: Clery Center

Discrimination Complaint Agencies

An individual has the right to file a complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously file a complaint utilizing the University's internal discrimination complaint procedure.

The Connecticut Commission on Human Rights & Opportunities:

Capitol Region

999 Asylum Ave.
Hartford, CT 06105
Tel: (860) 566-7710

Eastern Region

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

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

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

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

The Equal Employment Opportunities Commission

John F. Kennedy Federal Office Building
Government Center, RM 475
Boston, MA 02203
Tel: (617) 565-3200

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

Alternatively:

Connecticut Permanent Commission on the Status of Women

18-20 Trinity Street
Hartford, CT 06106
Tel: (860) 240-8300

State of Connecticut: Employee Grievance Procedure

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

Regulation of Wages Division, Connecticut Labor Department

200 Folly Brook Boulevard
Wethersfield, CT 06109
Tel: (860) 263-6000

Wage and Hour and Public Contracts Division

United States Labor Department
135 High Street
Hartford, CT 06103
Tel: (860) 240-4277

U.S. Department of Education, Office for Civil Rights

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

We have talked long enough in this country about equal rights. It is time now to write the next chapter—and to write in the books of law.

80 Lyndon B. Johnson

Other Important Information and Resources

Affirmative Action Plan: Copies of the plan are available at the library, the Office of Diversity and Equity and the CCSU website: <http://www.ccsu.edu/diversity/affirmativeAction.html>

Code of Conduct: The Office of Student Conduct is responsible for developing ways to respond effectively to incidents or issues that threaten to disrupt the learning environment. The goals of the office of Student Conduct include resolving discipline cases in a developmentally sound manner consistent with University policy and applicable state and federal laws; encouraging the teaching and development of life-skills, such as healthy decision making, civility, and accountability; and maintaining integrity in regards to the health, safety, and security of all members of the CCSU community. For copy of code go to: <http://web.ccsu.edu/studentconduct/>

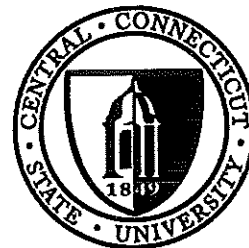
Crime Report: In compliance with the Clery Act (Campus Crime Statistics Act), all employees of the University (excluding "Privileged Contacts") notified of a sexual assault are required to inform the CCSU Police of non-personally identifiable information for inclusion in campus crime statistics unless the matter has already been reported to the police. To access the report go to: <http://www.ccsu.edu/police/cleryReport.html>

Helping Victims/Survivors of Sexual Misconduct Protocol: A copy of the protocol is available at: <http://www.ccsu.edu/diversity/files/SexualMisconductProtocol14-15.pdf>

Did you know?

Electronic harassment can include text messages, posts to social media sites such as Facebook, email and other electronic methods used to harass someone.

Notes



This document is available in alternate format by contacting the Office of Diversity and Equity at 860-832-1652.

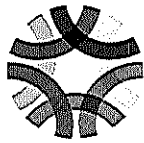
This booklet is provided to employees, students and applicants for their general information and guidance only. It does not constitute a contract either express or implied, and is subject to revision at the University's discretion.

**Take a Stand.
Say Something!**

Central Connecticut State University is an
equal opportunity educator and employer.

June/2017

Office of Diversity & Equity
This publication is available in alternative formats.

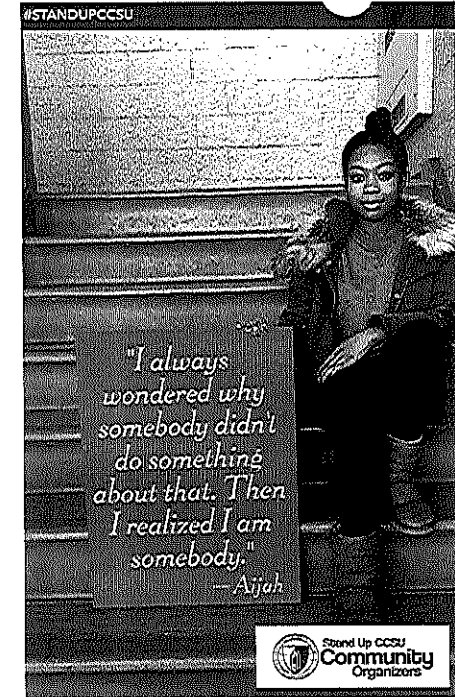


you are
not alone

How to Help in case of sexual or interpersonal violence

Central Connecticut State University

Definitions	4
Reporting an incident	11
Office of Diversity & Equity/Title IX Officer	860 832 1652
Office of Student Conduct	860 832 1667
CCSU Police	860 832 2375
Medical attention	16
SWS, Medical Services (Confidential)	860 832 1925
Hospital of Central Connecticut*	860 224 5011
Someone to talk to	19
Office of Victim Advocacy	860 832 3795
Women's Center	860 832 1655
LGBT Center	860 832 2091
Residence Life	860 832 1660
SWS, Counseling Services (Confidential)	860 832 1945
Sexual Assault & Domestic Violence Crisis Services*	24
YWCA (SACS) - 860 225 4681/860 225 1787 (Hotline)	
Prudence Crandall - 888 774 2900	
Helpful Tips	28
How Can I Help Stop Violence?	29
Student Rights	31
Your Rights	
*Off-campus and confidential services	



What is Sexual Assault?

Sexual assault is a crime and it will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the Board of Regent's Sexual Misconduct Policy) of the other person or when that person is not capable of giving such consent. Any person can be a victim or a perpetrator.

Examples: rape, attempted rape, and/or intentional touching a person's body for sexual gratification without their consent.

What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity every time. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past. Consent is ...

- » agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- » not valid if forced, intimidated or coerced.
- » not valid when judgment is impaired by the use of alcohol/drugs or if the person is sleeping or unconscious.

State law is very clear that having sexual intercourse with someone who cannot consent is RAPE.

If someone tells you about a sexual assault... Remember

- 1 Listen and don't form opinions
- 2 Don't judge the severity of the situation based on their response to it
- 3 Empower them to make their own decisions
- 4 Trust their word and help them
- 5 Tell them you believe them
- 6 Let them know they are not alone

What is Intimate Partner, Domestic and/or Dating Violence?

Intimate partner, domestic and/or dating violence includes acts of violence or threats of violence that occur between individuals who are family or household members, or persons in a current or former dating or cohabitating relationship. Intimate partner violence may include physical abuse, emotional abuse and threats of abuse.

Examples: assaults, rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, electronic communications that contain serious threats of physical violence, and violation of a protective or restraining order issued by a court.

What is Stalking?

Stalking is defined as obsessive or unwanted contact of another person. This contact may cause reasonable apprehension of imminent physical harm or affect one's ability to perform daily life functions. It is when someone repeatedly contacts you, follows you, talks to you when you do not want them to, or threatens you.

Examples: unwanted communication (email, texting, instant messaging and other electronic forms), damaging personal property, showing up places you go, or sending unwanted gifts.

If it doesn't feel right or safe, it probably isn't.



Office of Student Conduct (OSC)

The OSC promotes social responsibility and resolves discipline cases on campus in a sound and fair manner. The staff are available to answer any questions or concerns about University behavioral standards and the CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

- » Investigates allegations involving students
- » Resolves discipline cases
- » Provides referrals to CCSU and community programs

On-campus
Carroll Hall, Rm. 202
MON-FRI, 8:00AM-5:00PM
860 832 1667
www.ccsu.edu/studentconduct

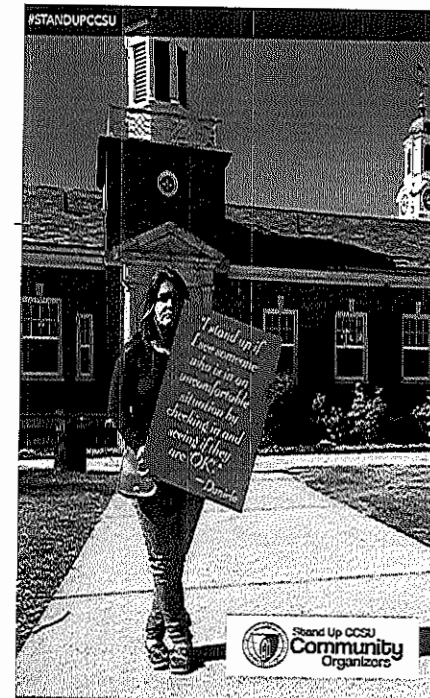
CCSU Police

The CCSU Police Department will give its full assistance in response to a report of sexual assault. The police department will:

- » Obtain medical assistance
- » Conduct a criminal investigation
- » Establish a safety plan
- » Obtain a court order to protect the victim/survivor
- » Connect the victim/survivor with support services

If the incident occurred off-campus, CCSU police can assist in contacting the police department of the town in which it took place.

On-campus
Dispatch Center, 24-hours:
860 832 2375
Detective Division
MON-FRI, 9:00AM-5:00PM
860 832 2363
www.ccsu.edu/police



To report an incident

Office of Diversity & Equity (Title IX Officer)

All complaints
860 832 1652

Office of Student Conduct

Complaints against students
860 832 1667

CCSU Police

All criminal complaints
860 832 2375

Emergency Medical Attention

911 for immediate assistance

CCSU faculty, staff, or administrators who are made aware of a sexual assault involving a member of the CCSU community is required to report it to the Title IX Officer at 860-832-0178 or via email at TitleIXreport@ccsu.edu.

Office of Diversity & Equity (ODE)

If you believe you or someone you know has been sexually assaulted, you can contact the ODE, which will investigate complaints of discrimination and sexual harassment including sexual violence. Complaints against students are handled by the Office of Student Conduct. (See page 12)

ODE is committed to fostering a positive learning, working and living environment. The Chief Diversity Officer serves as the Title IX Officer. The ODE also:

- » Conducts training on the prevention of sexual harassment
- » Assists faculty, staff and students who believe they have been harassed or treated unfairly because they are a member of a protected class
- » Provides referrals to on-campus or off-campus services including, but not limited to, medical and counseling providers, and victim services

Rosa Rodriguez
Chief Diversity Officer/Title IX Officer
On-campus
Davidson Hall, Rm. 102
MON-FRI, 8:00AM-5:00PM*
860 832 1652
www.ccsu.edu/diversity
*Other times available by appointment

Options for Medical Attention

911 Emergency

For immediate assistance

Student Wellness Services, (SWS) Medical Services (Confidential)

On-campus evaluation or advice
860 832 1925

Hospital of Central Connecticut

Off-campus evaluation or advice when SWS is closed and for the collection of medical evidence
860 224 5011 / 860 225 6244

SWS, Medical Services*

The SWS staff are trained in caring for victims of sexual assault. The office is staffed by a physician, two APRNs, and an RN. All are ready to listen and provide medical care and support. The collection of medical evidence is offered at New Britain's Hospital of Central Connecticut. SWS staff provide:

- » Medical evaluation and treatment
- » Referral to medical specialists and counseling
- » Coordination with the CCSU Office of Victim Advocacy or YWCA Sexual Assault Crisis Services
- » Medical evidence collection facilitation
- » Emergency contraception
- » Screening for STD/infections
- » Medication to prevent any STD/Infection

On-campus
Marcus White Annex
MON-FRI, 8:00AM-5:00PM
860 832 1925
fax: 860 832 2579
www.ccsu.edu/health

*Confidential

Hospital of Central Connecticut (HCC)

Part of the Gail Burns-Smith Sexual Assault Forensic Examiner (SAFE) program, HCC has specially trained staff (SAFEs) who can collect the necessary evidence to aid criminal conviction. Procedures are carried out with compassionate care to help the survivor feel at ease.

These services are on-call 24/7 to improve the chances of gathering successful evidence, as it is best within 72 hours. SAFEs are specifically trained to safely guide survivors through the entire medical-legal process after a sexual assault incident.

- » Closest location for free state-funded rape analysis
- » 24/7 sexual assault examinations and counseling
- » Forensic evidence collection
- » Collaboration with law enforcement and justice personnel

Off-campus
New Britain General Campus
100 Grand St.
New Britain, CT 06050
24-hour SAFE program
860 224 5011
860 225 6244
860 224 5671 (For emergencies)

If you want to speak with someone

Office of Victim Advocacy

On-campus services and support

Women's Center

On-campus support and referral

LGBT Center

On-campus resources for LGBT and gender non-conforming population

Residence Life

On-campus referral for resident students

SWS, Counseling Services*

On-campus crisis intervention and counseling services

Sexual Assault Crisis Services*

Prudence Crandall Center for Domestic Violence*

*Confidential

Office of Victim Advocacy

The Office of Victim Advocacy provides services to assist and support individuals affiliated with CCSU who have been impacted by sexual assault, relationship violence, and/or stalking.

- » Professional advocacy services for students, faculty and staff
- » Provides information on different options available to address safety and other concerns
- » Assists in the navigation of different reporting systems
- » Provides referrals to campus or community entities depending on individual needs
- » Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact

On-campus
Corroll Hall, Rm. 248
MON, 9:00AM-12:30PM
TUES, 9:00AM-5:00PM
WED, 1:00-4:30PM
FRI, 9:00AM-5:00PM
860 832 3795
sarahdodd@ccsu.edu
Additional times available upon request

The Ruthie Boyea

Women's Center

The Women's Center Coordinator is available to listen, provide support, guidance, and referrals for victims, survivors, family members, friends, and partners of those who have been affected by violence. The coordinator will explain your options ranging from reporting a sexual assault to seeking on-campus housing changes.

- » Advocates for women of the campus community
- » Provides support services and hosts peer support groups
- » Provides referrals to on- and off-campus resources
- » Conducts training on the prevention of sexual assault

On-campus
Student Center, Rm. 215
MON-FRI, 9:00AM-5:00PM
(SEPT-EMBR - JUNE)
860 832 1655
fax: 860 832 1677
www.ccsu.edu/womenctr

LGBT Center

The LGBT Center offers community building, education, resources, individual support, and advocacy for lesbian, gay, bisexual, transgender, queer, questioning, and gender non-conforming population.

The center provides an LGBT/Queer friendly place for victims of sexual assault, harassment, or interpersonal violence to find support, resources, and referrals.

- » Refers to on- and off-campus LGBT-friendly victim support services
- » Provides information and resources regarding sexual assault, harassment, or interpersonal violence within LGBT communities and relationships

During the hours referred to below, the Center is generally staffed by a professional. Please check online or call for coordinator's availability. Their hours may be subject to change each semester.

On-campus
Student Center, Rm. 304-305
MON & FRI, 8:30AM-4:30PM
WED, 9:00AM-NOON
860 832 2091
www.ccsu.edu/lgbtcenter

Residence Life

Residence Life staff are often the first line of contact for resident students and they are a good connection during times of crisis because they are in the residence halls and are available 24/7.

Please check the on-duty schedule posted in the main office of each building to contact the Residence Life staff member on duty.

- » Refers to on- and off-campus resources
- » Conducts training on violence prevention

On-campus
Mid-Campus, Rm. 111
MON-FRI, 8:30AM-5:00PM
860 832 1660
fax: 860 832 1659
www.ccsu.edu/reslife

SWS, Counseling Services*

The SWS offers crisis counseling to students. To ensure swift admittance, when calling, be sure to indicate that it is a crisis situation, and he/she will be seen immediately.

The initial intake assessment is made during the first appointment from which a counseling referral to other resources will be given.

- » Immediate counseling appointments for crisis situations
- » Free, confidential counseling
- » Group/individual counseling for students

*Confidential

On-campus
Marcus White Hall, Rm. 205
MON-FRI, 8:00AM-5:00PM
860 832 1945
www.ccsu.edu/counseling

Off-campus Services*

Sexual Assault Crisis Services (SACS)

SACS offers assistance to survivors which help them regain feelings of independence, optimism and hope. Hotlines are staffed with trained, certified counselors who maintain confidentiality. SACS also offers accompaniment through medical, police, and court procedures.

- » Short-term individual crisis counseling
- » Support groups
- » Information, referrals and campus advocacy
- » Education programs
- » Confidential services

Off-campus
YWCA (SACS)
22 Glen St.
New Britain, CT
24-hour Hotlines (24/7)
English - 860 223 1787
Español - 860 560 8232

*Confidential

Off-campus Services*

Prudence Crandall Center

Prudence Crandall Center is dedicated to helping individuals achieve lives free of domestic violence by providing care, advocacy, support, and education in a confidential setting.

- » Information & service referrals
- » Emergency shelter
- » Individual and group counseling for adults and children
- » Advocacy during court proceedings
- » Domestic violence education and in-service training

Off-campus
Prudence Crandall
P.O. Box 895
New Britain, CT 06050
860 225 0357 (Hotline)
860 374 2500 (Toll Free)
prudencrandall.org

*Confidential

How Can I Help Stop Sexual Assault/Violence?

Sexual assault and interpersonal violence are complex and very real issues on college campuses today. In order to address this reality, all members of the campus community and relevant outside agencies must work together. Public safety is everyone's responsibility. Consider the following ways you can work to stop sexual violence and interpersonal violence.

- » Speak up. Take a stand in situations that could escalate.
- » Talk openly with your friends about these issues.
- » Encourage student leaders, coaches, professors, and others to provide information about sexual assault to students.
- » Use the resources listed in this brochure to inform yourself and help plan activities and programs for campus clubs and organizations.
- » Don't be afraid to get involved.
- » Take care of yourself and your friends.

Student Rights

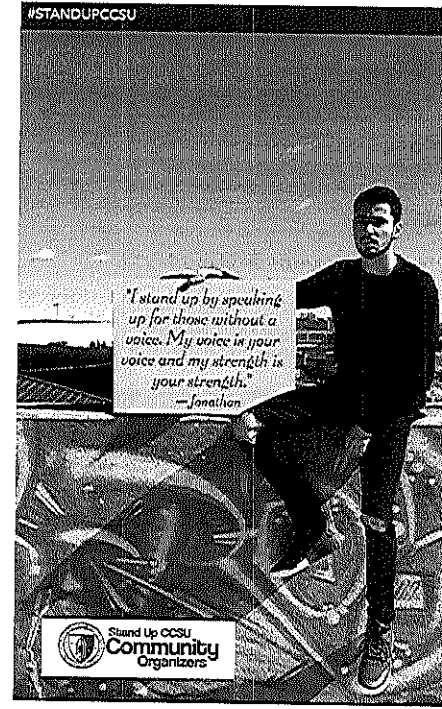
CCSU has protocols and procedures in place to respond to reports of sexual violence. When a report involves students (as the accuser or the accused), all involved have equal rights throughout the disciplinary process, including the right to:

- » select an advisor or support person of their choosing and to bring that person to any meetings or proceedings that they choose.
- » present a statement, evidence and witnesses on their behalf.
- » review information, in a timely manner, that will be used at the hearing by other parties.
- » have a pre-hearing meeting.
- » be informed, in writing, of the outcome of the disciplinary proceedings and any sanctions imposed.
- » appeal the outcome of the disciplinary proceedings.

These rights were established by University policies and state and federal legislation that prohibit sex discrimination. For information on Title IX see www.knowyourix.org.

Info on the rights of sexual violence survivors:
Chris Gutierrez
Veterans Affairs Coordinator and
Student Conduct Support Advisor
gutierrez@ccsu.edu
860 832 2838
Carroll Hall, Rm. 0350000

Info on the rights of students who file a report:
Sarah Dodd
Victim Advocacy & Violence
Prevention Specialist
sarahdodds@ccsu.edu
860 832 3795
Carroll Hall, Rm. 240



Helpful Tips

If you are the victim of sexual or interpersonal violence:

- » Go to a safe place
- » Preserve evidence
- » Call someone you trust such as the Office of Victim Advocacy (860-832-3795), a staff or faculty member, your hall director, resident assistant (RA), or a campus advocate at the local Sexual Assault Crisis Service
- » Call CCSU Police at 860-832-2375 or dial 911
- » Seek medical care and/or counseling

Your Rights

- » Be treated with respect and dignity.
- » Not be judged based on your race, color, age, class, religion, disability status, national origin, gender, sexual orientation, or the offender's relationship to you.
- » You can refuse to answer any questions about the sexual assault, your sexual orientation, and your sexual, medical (including HIV status), and mental health histories.
- » Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- » Decide if you want to make a police report.
- » Have an advocate accompany you to medical, law enforcement and legal proceedings.
- » Request that someone you are comfortable with stay with you in the examination room.
- » Ask questions and get answers regarding any tests, examinations, medications, treatments or police reports.



Central Connecticut State University is an
equal opportunity educator and employer.

This document is available in alternate format by contacting
Student Disability Services at 860 832 1957

This information is provided by CCSU's Sexual Assault and
Interpersonal Violence Response Team.

May 2016

Are you a Victim/Survivor of Sexual or Interpersonal Violence?

You Have Options: The Choice is Yours.

- Go to a safe place.
- Consider calling someone you trust—The CCSU Office of Victim Advocacy or a confidential off-campus provider are there for you.
- Seek medical care and/or counseling on campus, or through local resources.
- Preserve evidence.
- Call CCSU Police at 860-832-2375 or 911 (24 hours/7 days).

CCSU is committed to ending sexual assault, interpersonal violence and stalking. These acts may be a violation of the law and the CCSU Student Code of Conduct. It is essential that when they are reported to CCSU officials, they are treated seriously and consistent with campus policies and procedures, and State laws.

We believe that everyone has the right to an environment free of violence and fear. Our goal is to strengthen and improve the delivery of services, encourage the reporting of offenses, and to hold responsible persons accountable while protecting the rights of all involved parties.

A publication of the CCSU's Sexual Assault and Interpersonal Violence Resource Team (SART)

To obtain this publication in alternate formats, call Student Disability Services at 860-832-1957.

Equal Opportunity Employer and Educator

CCSU Resources

Available 24 hours/7 days a week

*Emergency - Police and/or Medical call 911
CCSU Police Department
860-832-2375

Monday - Friday, 8 AM - 5 PM

*Office of Diversity and Equity
860-832-1652

*Office of Student Conduct
860-832-1667

*Office of the Vice President for Student Affairs
860-832-1601

CCSU's Office of Victim Advocacy
860-832-3795 (Sarah Dodd)

The Ruthe Boyea Women's Center
860-832-1655

Student Wellness Services (Confidential)
860-832-1925 (health)
860-832-1945 (counseling)

Residence Life
860-832-1660

LGBT Center
860-832-2091

Off-Campus Confidential Resources

Available 24 hours/7 days a week

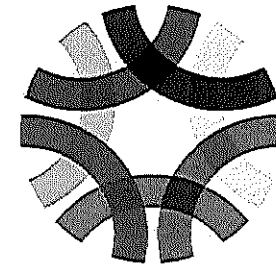
YWCA Sexual Assault Crisis Service
1-860-223-1787 English

Hospital of Central Connecticut
860-224-5671

Prudence Crandall Center for Domestic Violence
24 hour hotline: 1-888-774-2900

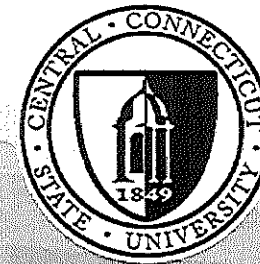
Suicide Prevention Lifeline
1-888-273-8255

*To report an incident at CCSU



you are
not alone

Information and Resources on Sexual Assault & Interpersonal Violence



What is Sexual Assault?

Sexual assault is a crime and it will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the CT State Colleges and Universities Board of Regent's Sexual Misconduct Policy) of that person or when the person is not capable of giving such consent. Any person can be a victim or a perpetrator.

Examples: rape, attempted rape, and/or touching a person's body for sexual gratification without their consent.

What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity every time. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past. Consent is ...

- agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- not valid if forced, intimidated or coerced.
- not valid when judgment is impaired by the use of alcohol/drugs or if the person is sleeping or unconscious.

State law is clear that having sexual intercourse with someone who cannot consent is **RAPE**.

What is Intimate Partner, Domestic and/or Dating Violence?

Intimate partner, domestic and/or dating violence includes acts of violence or threats of violence that occur between individuals who are family or household members, or persons in a current or former dating relationship. Intimate partner violence may include physical abuse, emotional abuse and threats of abuse.

Examples: assaults, rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, electronic communications that contain serious threats of physical violence, and violation of a protective or restraining order issued by a court.

**If it doesn't feel right or safe,
it probably isn't.**

What is Stalking?

Stalking is defined as obsessive or unwanted contact of another person. This contact may cause reasonable apprehension of imminent physical harm or affect one's ability to perform daily life functions. It is when someone repeatedly contacts you, follows you, talks to you when you don't want them to, or threatens you.

Examples: unwanted communication (email, texting, instant messaging, and other electronic forms), damaging personal property, showing up at places you go, and/or sending unwanted gifts.

Rights of Victims/Survivors

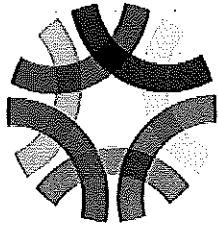
- Be treated with respect and dignity.
- Not be judged based on your race, age, class, gender, sexual orientation, the offender's relationship to you and any other protected class.
- You can refuse to answer questions about the sexual assault, your sexual orientation, and your sexual, medical (including HIV status), and mental health histories.
- Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- Decide if you want to make a police report.
- Have an advocate accompany you to medical, law enforcement and legal proceedings.
- Request that someone you are comfortable with stay with you in the examination room.
- Ask questions and get answers regarding any tests, examinations, medications, treatments or police reports.

How Can We Help Stop Violence?

The campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and accepting our ability to make a difference at CCSU, we can begin to reduce the risk. Consider the following ways to stop violence:

- Don't be afraid to get involved.
- Take care of yourself and your friends.
- Talk openly with friends about these issues.
- Speak up. Take a stand in situations that could escalate to abuse and violence.

**To obtain information on resources and/or to file a report, contact
TitleIXReport@ccsu.edu or call 860-832-1652.**



Office of Victim Advocacy

you are not alone

Resources and Options

For survivors of sexual assault,
intimate partner violence
and stalking.

You have options. If you or someone you know has experienced interpersonal violence, please know that there are people at CCSU and in the local community who are here to help. We can answer your questions about where to start.

CCSU has a professional advocate dedicated to assisting survivors/victims.

Sarah Dodd – CCSU's Office of Victim Advocacy

860-832-3795

sarahdodd@ccsu.edu

DiLoreto Hall, Room 207*

M-F, 9 AM – 5 PM from mid-August thru mid-June

Sarah is here to assist and support you.

*Office will be moved beginning fall 2016. Call for new location.

**Remember,
no matter what,
this was
not your fault.**

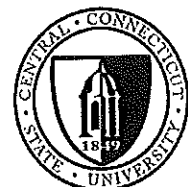
Medical and Emotional Care

- You may need basic medical treatment for current injuries or those injuries that you are not aware of at this time. **Call 911 for immediate assistance.**
- Contact the CCSU Student Wellness Services (SWS) for on-campus evaluation and advice at 860-832-1925. For more information go to www.ccsu.edu/healthservices.
- For off-campus evaluation, advice and the collection of medical evidence go to the Hospital of Central Connecticut at 100 Grand St., New Britain or call 860-224-501.
- **Please seek emotional support.** It is important not to neglect your emotions. This may mean reaching out to a trusted friend, family member or a confidential professional counselor. **The CCSU SWS, Counseling Services is the only on-campus confidential resource.** There *are* options for confidential counseling both on- and off-campus.

SWS, Counseling Services
CCSU
Marcus White Hall, Room 205
860-832-1945
Free. Confidential.

YWCA
Sexual Assault Crisis Services
22 Glen St. New Britain CT
860-223-1787 (24/7)
ywcanewbritain.org/sacs/
Free. Confidential.

Prudence Crandall Center
(for Domestic Violence)
888-774-2900 (24/7)
prudencecrandall.org/
Free. Confidential.



Filing a Report - It's up to you.

It is important to note that the ODE/OSC and police processes are separate. You have the right to file reports with both, one or neither systems. CCSU's Office of Victim Advocacy (860-832-3795) can provide information on options and can assist you with making reports.

All Complaints

Office of Diversity and Equity (ODE)

Rosa Rodriguez, Title IX Officer

860-832-1652

TitleIXReport@ccsu.edu

Davidson Hall, Room 102

Complaints against Students

Office of Student Conduct (OSC)

Christopher Dukes, Director

860-832-1667

DukesC@ccsu.edu

Willard Hall, Room 107

Filing a Criminal Complaint and Orders for Protection

You may choose to file a report with the police within the jurisdiction where the incident occurred. For on-campus incidents call the CCSU Police at 860-832-2375 or 911 (24/7). If you don't know which law enforcement agency to contact, CCSU can assist you.

You have the right to obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order against the perpetrator. If the perpetrator is not affiliated with CCSU, at your request, CCSU can still take actions for your protection and comfort on campus. The CCSU Police or the Office of Victim Advocacy can provide guidance on the process of requesting one of these orders.

You have the right to be on the CCSU campus. Regardless of whether or not you choose to file a formal complaint, CCSU's Office of Victim Advocacy can assist in requesting reasonable accommodations including changing academic, living, campus transportation or working situations. Each person's situation may be different. We will support you in determining what is best for you.

You may want to talk to someone where you feel most comfortable. **These offices are not confidential.** Consider asking about their limits of their confidentiality before you sit down to talk.

Office of Victim Advocacy
860-832-3795

Women's Center
860-832-1655

LGBT Center
860-832-2090

Residence Life
860-832-1660

Other Helpful Information

- www.knowyourix.org
Provides information on Title IX and student rights. Created by and for students.
- www.ccsu.edu/diversity/
Links to CCSU Title IX policies and procedures and staff contact information
- www.ccsu.edu/studentconduct/resources.asp
Links to the CCSU Student Code of Conduct

you are not alone.

There are people available to help.

Resource Library

- LGBT Books | Films | Magazines
- Informational Brochures & Pamphlets
- On/Off Campus Resource Lists



During our staffed hours, the center's library items can be signed out and borrowed by the CCSU community. Visit our website and browse our catalog online!

Giving to our Collection

We accept your donations of LGBT related books & media. Contact us for more info.

LGBT Alumni

CCSU graduates go on to do amazing things in life. It is our goal to build a robust LGBT Alumni Club for CCSU graduates and provide them with an opportunity to network, reconnect with CCSU, and act as influential role models for our current community.



Interested in joining this affiliation? Please contact us at LGBT@ccsu.edu

Giving to LGBT Life

Parents and alumni are always welcome to help support LGBT Life initiatives at CCSU.

Your gifts will go toward helping us provide programming and improve the LGBT center's services for this community.

*To make a gift please visit the CCSU Annual Giving webpage.
www.ccsu.edu/giving*

Click the "other box" for gift designation and type in "LGBT life".



CCSU LGBT CENTER

Need someone to talk to?

The LGBT Center Administrator or student volunteers staff our office Mon-Fri and are available to talk and assist you with resources.

Our Counseling Center staff provide affirming counseling and mental health care for the LGBT community.

Our Health Center staff is also an affirming safe place to openly discuss LGBT related health concerns.

Looking for support about your faith & sexuality or gender? There are campus Allies from our CCSU faith communities that are here to help you celebrate who you are holistically.

Need to report a bias incident, possible hate crime, or discrimination? Our office of Diversity & Equity, Student Conduct, and Campus Police are here for you too.

Men and LGBT people are sometimes also victims of sexual assault and domestic violence. Our campus response networks at CCSU and our community partners offer LGBT friendly services.

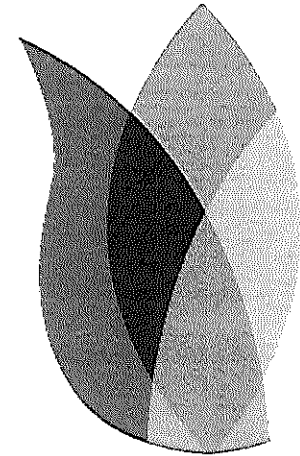
At CCSU your network of Allies are never far away. We're in the LGBT Center, in your residence halls, on the fields, and in your classrooms.

Find us on the Safe Zone member lists online!

Visit us @
web.ccsu.edu/lgbtcenter



Find us on
Facebook!



CCSU
**LGBT
CENTER**

Come Visit Us!
Student Center, 3rd Floor
Rms. 304-305

Address:
1615 Stanley St.
New Britain, CT 06050-4010

Email : LGBT@ccsu.edu
Phone: (860) 832- 2090
Fax: (860) 832-0441

Mail To:
LGBT Center/ SALD
P. O. Box 4010
New Britain, CT
06050-4010

Est. Fall 2009

About Us

The LGBT Center @ CCSU is a cultural center that provides community building, campus education, student support services, advocacy, and leadership development opportunities for the LGBT community at CCSU.

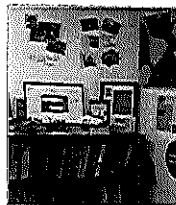


We offer a welcoming and consistently staffed safe space for information, resources and support services for the LGBT & ally community. Our efforts include campus programming around LGBT issues; LGBT community & leadership development; individual support & referral services; and maintaining a queer literary and periodical library. The Center also facilitates campus trainings on the topic of LGBT inclusion & services unique to this community, and advocates for institutional improvements to LGBT life & equity at the university.

The LGBT center opened in the fall of 2009 thanks to the hard work of the One-in-Ten Committee, students, faculty and staff of CCSU.

Hours

It is our goal to be open from 9am-5pm Monday-Friday each semester. Due to limited staffing, please call or check our website for the most current center hours.



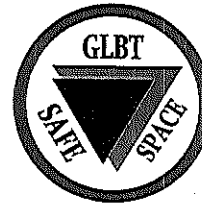
During these hours an administrator, student worker or volunteer can help you find and utilize on-campus, campus or community resources; provide information about LGBT campus initiatives; and talk about LGBT issues.

The LGBT Center distributes Queer inclusive safe-sex information, condoms, dental dams, non-latex F/C condoms, and lubricants. Do you have questions? Come get answers!

CCSU LGBT Programs

CCSU Safe Zone Program:

An ally training program run by the LGBT Center to educate campus members on LGBT issues and resources. The SZ programs acts as a campus visibility campaign.



Inside – OUT: A drop in weekly LGBTQIA peer support group that is facilitated by the Counseling & Wellness Center. Meets every week @ the LGBT Center.

QPOCC: Queer People of Color Caucus

QPOCC is a discussion group that provides a space for community and conversation for queer students of color and their allies. QPOCC meets Bi-weekly @ the LGBT Center.



Queer & Trans* Students Building Power:

QT*SBP is a weekly Queer & Trans student social advocacy and political action group. Meets every week in the Camp Room.

PRIDE: CCSU's LGBT/Ally student club organization.

Pride plans and executes LGBT related student activities, campaigns, and social events. Find them on facebook, visit the pride office in the Student Center, or email them at ccsupride@gmail.com for info.

Poly || Non-Monogamy Group:

A weekly student peer discussion group on the many ways to love and build meaningful relationships.

Lavender Graduation: An annual celebration of the achievements and contributions of CCSU's LGBTQIA undergraduate and graduate degree candidates.

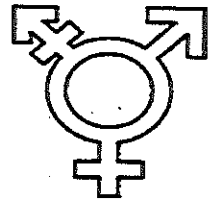
Women, Gender & Sexuality Minor: An interdisciplinary course of academic study that allows students to explore issues of gender, gender identity, and sexual orientation in society.

Gender Neutral Services:

CCSU offers several Gender Neutral Bathrooms for individuals in need of a private facility. These can be especially useful to our Trans and GenderQueer students, staff and faculty.

Gender Neutral Housing options are also available at CCSU. Please inquire within the Res life offices.

Contact: Reslife@ccsu.edu



Gender Neutral Bathrooms on Campus

Copernicus:	Davidson Hall:	Library:
233 3030100 4030100 5030100	Single stall bathroom across from Admissions Office	4th Floor near Admin Offices
Marcus White Annex	Marcus White Hall	Maria Sanford:
1st Floor in Stud. Computer Center Lobby	1st Floor 126 Atrium Lobby	1st Floor 2nd Floor
Social Sciences :	Welte Hall:	Willard Hall:
2 on 1st Floor Near coffee/snack shop	1st Fl. 110 & 111 2nd Fl. 208 & 207	1st Fl. by SW Stairs 1st Fl. by SE Stairs

* Updated listing available online

Using a Preferred 1st Name on Campus:

CCSU now offers a preferred 1st name option for student information. This option can help Transgender & gender non-conforming students navigate academic and campus life prior to or without initiating a legal name change process.

Once fully activated, a preferred name will replace your legal name as is appears on course rosters, banner advising transcripts, Blackboard, the CollegiateLink, your CCSU ID card, and the CCSU email directory display name, and email address. Activating the P/N option is easy and private! Submit a webform online on the Registrar's office webpage. Contact LGBT@ccsu.edu

to learn more info.

DAgostino, Nicholas (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, January 17, 2017 8:26 AM
To: Academic Departments; Administrative Departments
Subject: Welcome Back from President Toro

Dear Colleagues:

I am pleased and honored to welcome you back to campus as we begin this new era in our University's distinctive history.

I look forward to meeting many of you this Thursday during the reception at 3:00 pm in Alumni Hall.

I also hope to have the opportunity to speak with you during the semester to learn more about you, your teaching, your creative and scholarly work, and about what you believe we can do to make a CCSU education one of the finest in the state, region, and nation. I truly believe this is a transformational moment in the life of this great University, and I am excited to begin our work together.

Sincerely yours,

Zulma Toro
President

D'Agostino, Nicholas (Diversity and Equity)

From: D'Agostino, Nicholas (Diversity and Equity)
Sent: Thursday, November 10, 2016 10:47 AM
To: Farhat, Joseph (Finance Academic); DiPlacido, Joanne (Psychological Science); Liard-Muriente, Carlos (Economics); Phillips, Evelyn (Anthropology); Sanders, Delia (Social Work); Al-Masoud, Nidal (Engineering); LeePartridge, Jooeng (MIS); Hall, Lawrence (Admissions); Ansarra, Michael (Athletics); Simcik, Christopher (InfoTechServ); Alfano, Michael P. (School of Ed and Professional Studies); Cavanaughc@ccsu.edu; Cintorino, Salvatore (Admin Affairs); Cifuentes, Alberto (Library); Rodriguez, Rosa (Diversity and Equity); D'Agostino, Nicholas (Diversity and Equity)
Subject: Reminder - ODE Affirmative Action Employee Advisory Committee - Meetings tomorrow 11/11/2016

Dear ODE AA Employee Advisory Committee (AAEAC):

Thank you for your willingness to participate in this committee. We have scheduled our first two meetings for this semester.

Friday, November 11, 2016

Presidents Dining Room

9:30 AM to 11 AM

Topic: CT Affirmative Action Regulations – Affirmative Action Goal Setting and the Role of the Affirmative Action Plan

Friday, December 9, 2016

Presidents Dining Room

9:30 AM to 11 AM

Topic: Tentative- Implicit Bias and the Recruitment, Selection and Retention of Employees of Color

I will put both of these dates into outlook. We hope you will be able to join us for these sessions,
Nick

Nicholas D'Agostino

Associate

Office of Diversity and Equity

Central Connecticut State University

Davidson Hall, Room 102

1615 Stanley Street, New Britain CT 06050

860-832-1653

Nicholas.Dagostino@ccsu.edu

Rodriguez, Rosa (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Monday, September 12, 2016 4:05 PM
To: Palmer, Janice (Marketing Communications); Rodriguez, Rosa (Diversity and Equity)
Subject: Have you seen the red flags on campus? A message from Rosa Rodriguez, Chief Diversity and Title IX Officer

Please send this to all employees on Wednesday, September 14, 2016 on behalf of the Chief Diversity Officer.

Dear Colleagues:

All across our campus you will find clusters of small, red flags which are symbolic to CCSU's **Red Flag Campaign** aimed at stopping dating and interpersonal violence on our campus. This Campaign helps students identify "**red flags**" for dating violence in their friends' relationships and encourages them to intervene. College students are at extremely high risk of either acting as perpetrator or being a victim of dating physical or sexual violence during their college years. Who is likely to witness this type of abuse? The answer is their friends.

The **Red Flag Campaign** features a series of eight posters that illustrate "**red flags**" that might be present in a relationship in which dating violence is occurring. The purpose is to encourage students to speak up when they see red flags for dating violence in their friends' relationships. Friends and family members are the most likely group of people to seek resources and information to help victims of dating/domestic violence. For college students surrounded by their peer group, this may be the most important intervention they have.

There are many **red flags** that indicate dating violence is occurring in relationships. Name-calling, excessive jealousy, blaming, isolation, stalking, and physical and/or sexual abuse are all indicators of violence. Many times these behaviors are subtle and/or kept hidden away from friends or family. But over time, these behaviors become increasingly dangerous and noticeable. What if we all took ownership of our community and got enough momentum going that one less person had to go through this?

We are reaching out to highlight ways you can support the campaign:

1. Talk about the campaign. The more we are comfortable talking about dating violence the better we are prepared to address it when we see it.
2. Encourage your classes (and consider giving extra credit) to attend the keynote presentations and other scheduled events:
 - a. Wednesday, September 21, 2016 at 4:30 PM in Alumni Hall – Leslie Morgan Steiner – Crazy Love
 - b. Monday, October 3, 2016 at 1:40 PM in Alumni Hall – Impact of Domestic - A Professional Panel Discussion
3. Invite a representative from the Office of Diversity and Equity or Red Flag Campaign team to your classroom or student group for a 15 minute presentation (E-mail Sarah Dodd at sarahdodd@ccsu.edu to schedule a presentation).
4. Request a poster (Email Nicholas D'Agostino at nicholas.dagostino@ccsu.edu).

Special thanks to all of those who made this campaign happen: Diversity and Equity, The Office of Victim Advocacy, Administrative Affairs, Residence Life, Student Affairs, Student Wellness Services Athletics, Psychology Department, Criminology and Criminal Justice Department, Committee on the Concerns of Women, Student Government Association, Women's Center, Student Activities and Leadership Development, Marketing and Communication, Greek Life, CCSU Sexual Assault Resource Team.

For more information on the campaign visit www.ccsu.edu/diversity/redflag

Rosa Rodríguez

Subject: Stand Up CCSU

Dear Colleagues:

The Office of Diversity and Equity is a proud supporter of the **2016 Stand Up CCSU Campaign** – a sexual assault prevention initiative developed by CCSU students, with feedback from CCSU faculty, to bring awareness to the issue of sexual assault on our campus and to engage their peers in a dialogue around bystander intervention.

There are a variety of ways for you to get involved in the campaign.

Classroom or Student Group Presentations:

A 10 – 15 minute classroom presentation co-facilitated by a trained student Community Organizer and Sarah Dodd, Victim Advocacy and Violence Prevention Specialist. The presentation focuses on campus resources, myths and facts about sexual assault, and a brief discussion on bystander intervention. Contact Sarah Dodd at sarahdodd@ccsu.edu to schedule.

Provide Extra-Credit/Incentive to attend an event:

Stand Up CCSU is sponsoring four major events. You are encouraged to provide incentives to students to attend the events below. For more information or for assistance in signing in students at events please contact sarahdodd@ccsu.edu

The Hunting Ground: Film and Discussion

March 9, 2016; 6:00 pm; Memorial Hall Constitution Room,

At this event we will screen a documentary that focuses on the response of college campuses to reports of sexual assault. A Q & A with Rosa Rodriguez, CCSU's Title IX Coordinator, will follow.

The Mask You Live In: Film and Discussion with Dr. Jason Sikorski

March 11, 2016; 2:30 pm; Philbrick Room (Student Center)

At this event we will screen The Mask You Live In, a documentary that follows boys and young men as they struggle to stay true to themselves while negotiating America's narrow definition of masculinity. A discussion facilitated by Dr. Jason Sikorski will follow.

Stand Up Day: March 31st

12:00 pm – 4:00 pm; on-going outside of Student Center

Throughout the afternoon on March 31st trained community organizers will have information on bystander intervention and activities available for students who would like to practice their intervention skills.

Stand Up CCSU PSA Screening

April 13th, 5:30 pm; Memorial Hall Constitution Room

Throughout the fall 2015 and spring 2016 semester students in the Communication Department have been developing PSA's for the Stand Up campaign. Join us as we screen the final products.

Hang a Stand Up CCSU poster in your Office

CCSU students have developed their own poster campaign. Volunteer to hang a Stand Up CCSU poster in your office or work station by contacting sarahdodd@ccsu.edu.

Thank you all for your continued efforts in sexual assault prevention on our campus.

Best wishes,

Rosa Rodriguez

Central Connecticut State University

The Red Flag Campaign – Fall Semester 2016

Final Report

Description:

The Red Flag Campaign (RFC) uses an evidence-based, bystander intervention strategy to address sexual assault, dating violence and stalking on college campuses. At CCSU the campaign includes the distribution of red flags on campus, a poster series, classroom presentations and several key note speakers.

Red Flag Committee

A campus wide committee worked together to implement the campaign. Chaired by Nicholas D'Agostino (Office of Diversity and Equity) and Kathy Bantley (Criminology and Criminal Justice) the committee was comprised of students, faculty and staff from Student Government, Residence Life, Health Services, Women's Center, University Police, Office of Diversity and Equity, Psychological Sciences, Criminology and Criminal Justice and the YWCA of New Britain.

Goals

The goals of the RFC included:

- To build bystander intervention skills in the student population
- To improve student understanding of the different forms dating violence can take
- To bring awareness to the issue of dating violence in the college community

Initiatives

Classroom Presentations

- Facilitated presentations in over 23 classrooms across various disciplines reaching approximately 800 students (a slight decrease (5%) from previous campaign).

Posters & Banners

- Posters – Layering of three different CCSU created posters to add effect and visibility of intimate partner violence. Traditional RFC posters also utilized.

Tabling

- Student Center Tabling (once or twice a week during campaign (approximately 200 students received educational information)
- Hillside Cafeteria (approximately 75 students received education information)
- Meet the Greek Event (approximately 75 students received educational information)
- Presentation to Athletic Department (approximately 50 people received information)
- Homecoming football game (approximately 200 students received educational information)
- Tabling – Volleyball game
-

Keynote Speakers

Leslie Morgan Steiner, "Crazy Love" 500 (approx.) students in attendance including NCAA athletes

Other Campaign Activities:

- Criminal Justice Panel; Legal Consequences of Domestic Violence (75 attended)
- Student Center
 - Dressed statue of Kaiser in Red Flag outfit
 - Banner in Devil's Den, television screens, and memorial hall (new red lights for evening on memorial hall)
- Door tags in Residence Halls
- E-mail to campus from Rosa Rodríguez, Title IX Coordinator
- Promotion at Title IX Training on October 11, 2017
- Scavenger Hunt – While only 4 people participated, the hunt itself was a success and can be replicated for future campaigns.
- Product Drive for Prudence Crandall – donations brought in over 300 items for this product drive to support our local shelter.
- Gave away approximately 500 red flag campaign t-shirts to students, faculty, staff and family visitors

Total Direct Contact (Training/Events): Approximately 1,700 (10% increase from 2014)

RFC Survey

Description: Student workers from the Office of Victim Advocacy randomly asked students in the CCSU Student Center to fill out a brief survey.

Total # of participants: 78

Results:

- 85% of students who did see physical red flags on campus reviewed a Red Flag poster
- 76% of students stated that the Red Flag Campaign increased their knowledge about relationship violence
- 86% of students stated that if a friend was affected by relationship violence they would say something

Overall Outcomes

- Maintained student contact. The RFC 2016 expanded education efforts and directly reached more students and staff with educational content than past campaigns
- Events lead to learning. Students report learning about bystander intervention, social norm change and different aspects of abusive behavior through educational events
- New faculty allies. Faculty from atypical disciplines such as computer science and geography engaged in the campaign, allowing RFC to reach students who might not otherwise focus in the classroom on issues like interpersonal violence.

Red Flag Campaign – CCSU Student Survey, fall 2016
 Location: Student Center; Number of participants: 78

Question 1: Did you see the physical red flags on campus during the month of September?

Yes	67 / 78	85%
No	11 / 78	14%

Question 2: Did you see the Red Flag Campaign posters around campus?

Yes	75 / 78	96%
No	3 / 78	3%

Question 3: Did you previously see or stop by the Red Flag Campaign table in the Student Center?

Yes	52 / 78	66%
No	26 / 78	33%

Question 4: Did you wear or see anyone wearing a Red Flag Campaign t-shirt?

Yes	51 / 78	65%
No	27 / 78	34%

Question 5: The Red Flag Campaign has increased my knowledge about relationship violence.

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
23/78	37/78	11/78	7/78	0
29%	47%	14%	8%	0%

Question 6: If a friend of mine was affected by relationship violence I would say something to him or her.

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
31/78	37/78	8/78	2/78	0
39%	47%	10%	2%	0%

Question 7: I know the resources on campus for students affected by relationship violence.

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
44/78	26/78	6/78	2/78	0
56%	33%	7%	2%	0%

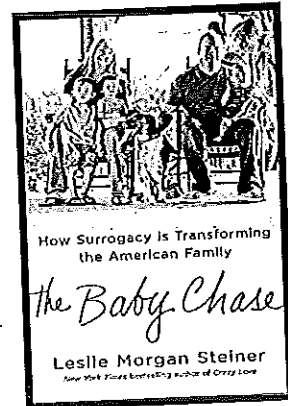
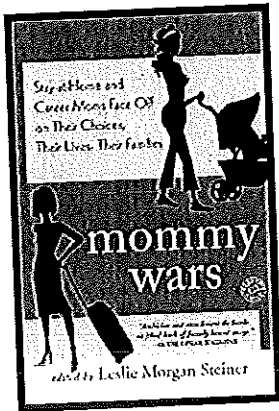
Question 8: What campus or off-campus resources would you recommend to a friend?

Did not know: 16/78 (20%)

Only off-campus resources listed: 4/78 (5%)

1 or more on-campus resource: 58/78 (74%)

LESLIE MORGAN STEINER



At 22, Leslie Morgan Steiner seemed to have it all: a Harvard diploma, a glamorous job at Seventeen magazine, a funky New York City apartment. Plus a handsome, funny, street-smart boyfriend who adored her. But behind a façade of success, this golden girl hid a dark secret. She'd made a mistake shared by millions: she fell in love with the wrong person.

At first Leslie and Conor seemed as perfect together as their fairytale wedding. Then came the fights she tried to ignore: he pushed her down the stairs of the house they bought together, poured coffee grinds over her hair as she dressed for a critical job interview, choked her during an argument, and threatened her with a gun. Several times, he came close to making good on his promise to kill her. With each attack, Leslie lost another piece of herself.

Gripping and utterly compelling, New York Times bestseller *Crazy Love* takes you inside the violent, devastating world of abusive love. Why did Leslie stay? She thought she loved him. Find out for yourself if she had fallen truly in love – or into a psychological trap.

Today, Leslie Morgan Steiner is an expert on violence against women and other women's issues. Her TED Talk about surviving domestic violence, titled "From the Ivy League to a Gun at My Head," has been viewed by over three million people. She serves as a celebrity board member for the One Love Foundation, in honor of slain University of Virginia senior Yeardley Love; the National Domestic Violence Hotline; Liz Claiborne's MADE council; and a former spokeswoman for The Harriet Tubman Center in Minneapolis, the country's oldest shelter for abused women and children.

She is a regular national television and radio guest, appearing on National Public Radio, NBC's Today Show, The Diane Rehm Show, MSNBC, Fox News, and other programs. She holds a BA in English from Harvard College. Her first job was as an editor at Seventeen Magazine; she financed her MBA in Marketing from Wharton by writing for Seventeen, Mademoiselle, New England Monthly and Money Magazine. She is a member of The UC Hastings School of Law "Wise Women" council.

She is also the editor of the anthology *Mommy Wars* and a former columnist for *washingtonpost.com*. She currently writes the Two Cents on Modern Motherhood column for ModernMom.com. The ethics of global surrogacy is the subject of her November 2013 book, *The Baby Chase*, as well as a September 2014 TEDTalk.

She lives with her three children in Washington, DC.

3024 Q STREET NW DC 20007-3080 | 202.281.9378 | LESLIE@LESLIEMORGANSTEINER.COM

Stand UP CCSU – Spring Semester 2017

Stand Up CCSU is a student-led bystander intervention campaign that focuses on the prevention of sexual assault, intimate partner violence and stalking.

Summary of Initiatives

Peer Education Program

Stand Up CCSU is primarily led by students. In the fall of 2016 recruitment began for the **Stand Up CCSU Community Organizer** program. After an application and interview process, twelve students were ultimately selected to be a part of the program. These students were provided a full day of training on sexual and interpersonal violence and prevention strategies. They then facilitated classroom presentations, developed a poster campaign and planned outreach events.

Twenty-Four (24) Bystander Intervention Classroom Presentations

At the beginning of the spring 2017 semester a sub-committee of community organizers developed a twenty minute presentation for classrooms with assistance from their advisor. They then reached out to faculty across campus. The community organizers co-facilitated presentations in 24 classrooms, directly reaching approximately 800 students. Their presentation focused on sexual assault myths, bystander intervention and resources on campus. They reached students from a variety of disciplines including math, English, business, manufacturing, criminal justice, sociology, psychology and geology.

Outreach Events

The Hunting Ground: Film Screening and Guided Discussion

Description: Viewing of the award winning film, *The Hunting Ground* followed by a guided discussion facilitated by the Stand Up Community Organizers.

Number of Participants: 25

Courage through Controversy: Standing up to Rape Culture

Kamilah Willingham

Description: This keynote address explored rape myths that cloud our understanding of sexual violence, the importance of compassion for others and ourselves as we challenge rape culture and the future of the movement to end gender-based violence.

Number of participants: 350 (approx.)

Stand Up Day

Description: At this outdoors event, the Stand Up Community Organizers provided interactive activities for CCSU students to practice and think deeper about bystander intervention.

Number of participants: 400 (approx..)

Free Zumba Class and Clothing Drive for the YWCA Sexual Assault Crisis Services (SACS)

Description: Participants at this event were able to attend a free Zumba class if they brought a donation item for the YWCA of New Britain SACS. Prior to the class, representatives of the YWCA SACS gave a brief presentation on their services.

Number of participants: 30

Poster Campaign

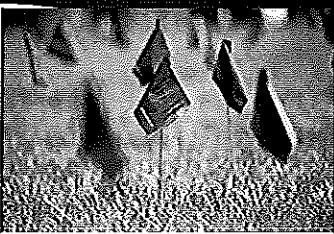
The community organizers began developing the poster campaign during their initial training. After much reflection they developed a campaign that featured each of the community organizers in a poster with a message that either challenged a rape myth or sent a message of support to survivors. As a group they designed the concept, took the photographs and created an implementation plan. Additionally, the organizers invited the President of the university to be featured in a poster. Thirteen unique posters were developed and distributed throughout campus.

Social Media

Photos, events, poster campaign promotion and links were shared on an on-going basis on Facebook, Twitter and Instagram.


Red Flag Campaign

Content from this presentation comes from the Red Flag Campaign, a project of the Virginia Sexual and Domestic Violence Action Alliance (Action Alliance)
www.theredflagcampaign.org



The Red Flag Campaign is designed to address dating violence and promote the prevention of dating violence on college campuses.

Dating Violence occurs in 1 out of every 5 college relationships.



C. Seley and M. Bromberg, "College Dating Relationships," Journal of Contemporary Criminal Justice (2011)

Dating violence is a pattern of abusive behavior in a relationship that is used by one partner to gain or maintain power and control over another. It may be physical, emotional, sexual, psychological, or economic.

What are some examples of Red Flags that might indicate an abusive relationship?

When a person....

- * Jealousy:
 - Gets angry when his/her partner spends time with other people
 - Calls his/her partner over and over
- * Emotional abuse and victim blame
 - Uses derogatory language to describe partner
 - Constantly finds fault with his/her partner
 - Makes partner feel bad about himself/herself
- * Isolation
 - Makes all the decisions in the relationship
 - Makes her/his partner "pay" for spending time with other people
 - Persuades his/her partner to give up activities he/she enjoys

When a person....

- * Coercion
 - Ignores her/his partners wishes or needs
 - Manipulates or forces partner to do something against his/her will
- * Physical and sexual abuse
 - Grabs or pushes partner
 - Throws or breaks objects
 - Forces his/her partner to have sex or do sexual things
- * Stalking
 - Harasses someone to the point of fear
 - Repeatedly follows someone
 - Sends frequent unwanted messages to someone directly or through friends

Why might a person choose to **not** say something or do something about the behavior?

Why might a person choose to **say** something or do something about the behavior?

You're sitting in the Student Center with Joe and Emily who have been dating on and off for about a year. Joe excuses himself to get some coffee. You then notice Emily open Joe's backpack and take out his phone. She tells you that she has to check his texts, emails and social media to make sure he's not cheating on her. She admits to doing this often because she's worried about Joe talking with other girls. She then asks that you don't tell Joe.

- * What could you do if Joe was your friend?
- * What could you do if Emily was your friend?

You're walking back from class with your friend Kayla whose cell phone is incessantly ringing. You ask her if everything is alright and she states that her ex-boyfriend John has been texting and calling her all day. Her phone continues to go off and she appears to be frustrated. Kayla tells you that John needs to know everything she's doing all the time and it's getting annoying especially since she ended the relationship three weeks ago. She also tells you that he comes to campus every day and begs her to talk about things but she refuses.

How do you respond to Kayla's concerns about Joe's behavior?

What are some important components of healthy relationships?

When each person...

- * **Communication:** shares thoughts and ideas
- * **Trust:** is honest and accountable to his/her partner
- * **Connection:** Feels there are other people to rely on besides partner
- * **Balance:** Has equal decision-making power
- * **Safety:** Is peaceful, is emotionally supportive
- * **Boundaries:** Respects someone's personal limits and privacy, recognizes a person's right to end a relationship

On-Campus	Off-Campus - Confidential
CCSU Office of Victim Advocacy 860-832-3795 Carroll Hall, 248	YWCA Sexual Assault Crisis Service 24 Hour Hotline: 860-223-1987 24 Hour Spanish Hotline: 888-568-8332
Women's Center Women's Center Coordinator 860-832-1655 Student Center Room 215	Prudence Crandall Center for Domestic Violence 24 Hour Hotline: 888-774-2900 Suicide Prevention Lifeline 24 Hour Hotline: 860-273-8255
Residence Life 860-832-1660 MSU Campus Hall	Hospital of Central Connecticut 100 Grand Street New Britain, CT 06050 860-224-5011
Student Wellness Services (Confidential) Health Services: 860-832-1925 Counseling Services: 860-832-1945	

Office of Diversity and Equity
Title IX Compliance Officer
Rosa Rodriguez
860-832-1652
Davidson Hall, Room 102
Office of Student Conduct
Christopher DiVies
860-832-5567
Willard Hall, Room 107
University Police
Emergency (Police, Fire, Medical) 911
Routine Police Service Requests Dispatch
860-832-2373

Detailed information on
resources and reporting
can be found in your
packets.



* Kathy Bantley, Red Flag Campaign Co-Chair
bantleyk@ccsu.edu
860-832-3142

* Nick D'Agostino, Red Flag Campaign Co-Chair
nicholas.dagostino@ccsu.edu
860-832-1653

Please email Kathy or Nick if you are interested in getting involved in the campaign. We have many volunteer opportunities!



Central Connecticut State University
Human Studies Council
 -Institutional Review Board-

Internal office use only:
HSC#

NEW PROTOCOL SUBMISSION FORM

SECTION I: GENERAL INFORMATION

- Study Title: Harassment and Discrimination at CCSU: Employee Survey
- Today's Date: January 09, 2017
- Proposed start date of data collection: March 1, 2017
- Do you expect data collection to continue longer than one calendar year? Yes No
- Nature of Study (please check one):
 - Faculty Research
 - Dissertation
 - Master's Thesis/Project
 - Undergraduate Course/Project (please specify course) _____
 - Graduate Course/Project (please specify course) _____
- Investigator Information *(If there are multiple student investigators, please add extra rows to the table to include this information. Other co-investigators can be listed under #8. If the PI does not provide a complete and valid mailing address, only an electronic copy of the approval/exemption letter will be sent.)*

Principal Investigator:	Sarah Dodd
Institutional Affiliation:	Administrative Faculty
Department:	Office of Diversity and Equity
PI Mailing Address: (For approval hard copy)	Office of Victim Advocacy, Carroll Hall, Rm 248 1615 Stanley St., PO Box 4010 New Britain, CT 06050

Email:	Sarahdodd@ccsu.edu	
Phone:	1-860-832-3795	
CCSU ID# (If student):		Graduate/Undergraduate (please mark one)

7. Faculty Advisor Information *(If you are a student, please complete the following information about your faculty advisor. Faculty advisors are to review and forward submissions, as well as any subsequent revisions, to HSC on their advisee's behalf.)*

Faculty Advisor:	
Department:	
FA Mailing Address: (For approval hard copy)	
Email:	
Phone:	

8. Co-investigator(s) name(s) and department(s): *(if applicable)*

Dr. Susan Koski, (Department of Criminology and Criminal Justice), Dr. Matthew Heinly (Department of Psychological Sciences)

SECTION II: RESEARCH OVERVIEW

1. Please provide a 250 - 500 word summary of your research project. Be sure to include your hypothesis and/or research question, the goals of the proposed study, and the overall study design. Please describe the sequence and timing of all study procedures, especially those that involve human participants and/or data obtained from human participants.

In the last five years, institutions of higher education have increased their focus on sexual harassment, particularly as it pertains to students. New required trainings, protocols and reporting mechanism have been implemented. However, there is less information available regarding sexual harassment and employees in higher education. The goal of this study is to better understand the experience of CCSU employees, both as targets of and witness to sexual harassment, so as to strengthen policy, protocol and prevention initiatives that are currently in place. Several different research questions have been identified:

- Are particular sub-groups of CCSU employees experiencing and/or witnessing different levels of sexual harassment in the workplace?
- What factors impact whether or not an employee reports sexual harassment to CCSU?

Data will be collected through both on an on-line survey and, specifically for employees who do not have regular access to a computer, a paper survey. The timeline of the study procedures is as follows:

- March 2017 – On-line survey is activated and available. Faculty and staff receive first outreach e-mail inviting them to participate in the on-line survey. PI reaches out to Administrative Affairs to schedule opportunities for police, custodians, maintenance and any other employees without regular access to computers to participate with a paper survey.
- April 2017 – On-line survey remains active. A reminder e-mail is sent to employees that they can access the on-line survey. Paper surveys are administered at scheduled times.
- May 2017 – A final reminder e-mail is sent to employees that they can take the on-line survey. The on-line survey is deactivated. Data analysis begins.

2. Does your study involve analysis of existing samples or records? Yes No

If yes, whether or not these samples or records are publicly available, please explain how you are authorized to use these records and how you will protect the identities of the people who are described in these records. If the records are publicly available, please include this information in your explanation.

3. Describe the data collection materials you intend to use for this study. Be sure to include what these materials intend to measure.

Please attach as an appendix a copy of all measures, survey instruments, interview guides/questions, and questionnaires you plan to use for your study.

The survey instrument is attached. It will be administered in both an on-line and hard copy, paper format. Part one of the survey includes a variety of demographic questions. Part two asks questions about the participant's experience as a target of general harassment and their perception of inclusion and diversity at CCSU. Part three asks questions about the participant's potential experience as a target of sexual harassment and as a witness to sexual harassment in the workplace.

This instrument is intended to measure the prevalence of sexual harassment at CCSU. The survey will also provide initial, exploratory information regarding harassment and discrimination. This information will be used to guide the direction of future studies.

4. **If you think your study may be exempt, please answer the following question. Otherwise, you may leave this question blank.*

Please consult the listing of exemption categories found online at www.ccsu.edu/hsc. Into which of these exemption categories do you believe your project falls? _____ (Insert the specific exemption category number here.)

SECTION III: SPONSORS, AFFILIATES, AND COLLABORATORS

1. Is this research funded (through a grant award or other method)? Yes No

If yes, please name funding source:

2. Do you plan to obtain data from or recruit through an agency or institution within CCSU such as the CCSU Registrar, Office of Institutional Research and Assessment, Banner, and/or any other CCSU office, program, club, or course? Yes No

If yes, please name the collaborating organization and your official contact:

3. Do you plan to obtain data from or recruit through an agency, school, organization, or institution other than CCSU, including websites managed by private and non-profit organizations? Yes No

If yes, please answer the following questions and be sure to include a gatekeeper letter from your collaborating agency as a part of your HSC proposal. Please see www.ccsu.edu/hsc for sample gatekeeper letters.

3a. Please name the agency, organization, or institution with which you plan to collaborate:

3b. Please list the name and title of your official contact:

3c. Are any of the researchers affiliated with or employed by this collaborating agency, organization, or institution? If so, what is the position held by the researcher(s)? *And, if yes, please explain the work relationship between the researchers and the potential participants, and how any potential conflicts of interest will be addressed in your study.*

3d. Does the agency, organization, or institution with which you are collaborating have an Institutional Review Board? Yes No

If yes, and you have already received external IRB approval, please attach a copy of this approval to your HSC Form. If yes, and you have not received external IRB approval, please note if/when you expect to receive this approval:

SECTION IV: HUMAN PARTICIPANTS

1. Please describe your sample, including the expected number of human participants, and the anticipated demographics of your sample (e.g. gender, ethnicity, age range, income, education level, and language spoken):

The anticipated number of participants is 400. Participants will all be current employees at CCSU who are at least 18 years old. The sample will include both men and women and a range of ethnicities, age ranges and incomes.

2. Please describe your recruitment procedure, including who will recruit participants, when and where recruitment will take place, and how potential participants will be identified:

Potential participants will be identified due to their status as a CCSU employee. To recruit participants the Principal Investigator will e-mail all employees an invitation to participate and a link to the on-line survey. Participants will be informed in the body of the e-mail and in the informed consent page of the survey that it is their choice whether or not they participate. Two reminder e-mails will be sent during the recruitment period.

Additionally, accommodations in recruitment will be made for employees who do not have regular access to computers on site. The Principal Investigator will work with the Chief Administrative Officer at CCSU to schedule several sessions where staff in units that do not have regular computer access (i.e. police, custodians, maintenance) can participate with a paper survey. Supervisors in these units will provide their staff a post card with information on the survey and times that they may attend a session.

Please attach as an appendix to this HSC form copies of all recruitment materials including oral scripts, email notices, web postings, flyers, etc. that you plan to use to advertise your study. If you are recruiting at off-campus sites, written permission from the collaborating institution may be required. Flyers posted at CCSU must display your HSC approval code (which will be given to you upon HSC approval).

2a. Do you plan to recruit participants online?

Yes No

If yes, please list the sites from which you plan to recruit participants and please indicate if these sites are public forums or not public forums. Please note that some websites require webmaster approval of all posted survey links. Be sure to note the specific posting requirements for each site.

3. Do you plan to recruit CCSU students through a class that you or one of your faculty collaborators instruct?

Yes No

If yes, please explain why this population is necessary to the study and indicate what precautions will be taken to minimize potential undue influence or coercion:

If no, what specifically is the PI's relationship to the participants? For example, is the PI a supervisor, peer, teacher, or has no relationship to the participants? If there is a supervisory relationship, please explain why this population is necessary to the study and indicate what precautions will be taken to minimize potential undue influence or coercion:

4. Please check all categories that apply in the table below regarding participants from special populations who you anticipate may be selected for participation in your study:

Minors	Developmentally/Psychologically/Physically Impaired
Prisoners/Parolees	Economically/Educationally Disadvantaged
Pregnant Women/Neonates	Members or Veterans of the Armed Forces
Individuals Living with AIDS/HIV	Other (explain):

5. Please check all potential risks and inconveniences your human participants may experience as a result of their participation in your research.

Minimal Risks	Psychological or physical trauma or pain
Deception	Embarrassment, disappointment, other disagreeable emotion
<input checked="" type="checkbox"/> Stress or emotional arousal	Alteration of self-concept (e.g. via knowledge of test scores)
Loss of privacy	Personal material (interviews, opinions, test scores)
Threat to employability	Loss of legal rights
Other (explain):	

5a. Explain all potential risks checked above and indicate what steps will be taken to minimize these risks (such as procedures to minimize changes in self-concept, having M.D. or other appropriately trained individual in attendance, post-deception debriefing, etc.):

The subject of discrimination and sexual harassment may be emotionally upsetting for some individuals. This study does ask questions about a participant's own experience with sexual harassment and other types of harassment which could cause stress or elicit strong emotions. The following steps will be taken to minimize this risk:

For On-Line Participants

- The body of the e-mail invitation will clearly state that the study asks questions about participant's experience with sexual harassment. This will help participants determine whether they are emotionally able to take the survey at that time, before even opening the survey.
- In the informed consent form and after taking the survey, participants will be directed to a link for the CCSU Employee Assistance Program and encouraged to contact this resource if they feel distressed during or after taking the survey.

For Hard Copy / Paper Participants

- Employees who choose to participate in the survey will have reviewed a post card with information on the survey, including that the survey asks questions about a participant's experience with sexual harassment, prior to attending a session. Employees who do not feel able to take the survey, for any reason, will be able to opt out.
- All participants will be required to use a privacy partition so as to minimize any potential stress regarding whether or not other participants can see their survey answers. Privacy partitions will be provided by the Principal Investigator.
- All employees that attend a session, whether they complete a survey or not, will be provided brochures for CCSU's confidential Employee Assistance Program. Employees will be encouraged to contact the Employee Assistance Program if they feel distressed during or after completing the survey.
- When participants of the study have completed the study, or if they change their mind at any point during the study, they will be able to leave the room.

6. Can the information you plan to collect be linked to participants directly or indirectly by potentially identifying content? Yes No

If yes, please detail what steps you will take to minimize any possible risks to participant confidentiality or anonymity, and what steps you will take to maintain and/or destroy information/data after study completion:

7. Please describe the anticipated benefits of your study to individual participants and to society. If your individual participants may directly or indirectly benefit from your study, please state so here.

The individuals themselves may not receive direct benefit from participating in the survey. However, some participants may feel personal satisfaction in assisting the university in improving the prevention of and response to sexual harassment. The campus community as a whole will benefit from the study. Data collected from the survey will help administrators and practitioners who develop policy, protocol and prevention programs to improve these efforts at scale.

8. Will any compensation or incentive be offered to participants to engage in this study? Yes No
If so, please describe:

8a. If course credit is being offered, you MUST offer an alternative way for students to earn credit that does not require research participation. Please describe this alternative:

SECTION V: INFORMED CONSENT

As the designated investigator, you are responsible for taking reasonable steps to ensure that the participants in this study are fully informed about and understand the study. Please keep in mind the population included in your study, and consider developmental level and/or abilities to comprehend the information you provide to enable participants to make an informed decision to consent.

1. **Capacity to consent:** Do you anticipate enrolling any non-English speakers, minors or participants with decisional impairment*? Yes No

*Decisional impairment refers to a limitation or incapacity that is not part of normal growth and development such as a cognitive or emotional disorder.

2. **Parent/Guardian Permission and Assent:** (If enrolling children and proposed activities fall outside of normal classroom practice, state how parents/guardians will provide permission, whether the child's assent will be obtained, and if assent will be written or oral. Provide a copy of the script to be used if oral assent will be obtained.

Studies that involve only normal classroom activity do not need to obtain parent/guardian permission nor students' assent, however, you may wish to send an information letter to parents/guardians about your proposed study.)

3. Please classify your proposed consenting process: (Please attach as an appendix to the HSC form a copy of each consent form or script you plan to use.) For sample consent forms, please consult our website at www.ccsu.edu/hsc.

Participants will be given a traditional consent form to read, sign and return to the researcher(s).

Participants will be given an information sheet to read.

Participants will be briefed orally by a research associate and given an information sheet.

Participants will be briefed orally only.

Participants will be given an online survey consent statement to read and acknowledge.

None: The proposed interventions involve normal classroom activity.

SECTION VI: INVESTIGATOR CERTIFICATIONS

1. **Federally Required Ethics Education:** I certify that I have completed a generally accepted research ethics education program. Please include a copy of your certificate of completion with your submission.

I have completed the NIH Human Subjects Tutorial. Date of completion: March 16, 2015

I have met this requirement through other means. Date of completion: _____

2. **Drug-Free Certification:** As a condition of approval of this research, I certify that I will not engage in unlawful manufacturing, distribution, dispensing, possession or use of a controlled substance in conducting any activity associated with this research. (45 CFR 620, subpart F, Appendix C)

Investigator check here to certify Add date and type initials here: SJD, 12/23/16

3. **Scientific Misconduct Statement:** I certify that I am aware that Central Connecticut State University does not tolerate scientific misconduct. The following PHS definition (NPRM) is accepted by the University: "Misconduct" or "misconduct in science" as used herein is defined as (1) plagiarism, deception or other practices that seriously deviate from those that are commonly accepted within the scientific community for proposing, conducting or reporting research; or (2) material failure to comply with federal requirements that uniquely relate to the conduct of research."

Investigator check here to certify Add date and type initials here: SJD, 12/23/16

**Campus Climate Survey:
Sexual Assault and Intimate Partner Violence at CCSU**

Principal Investigator: Sarah Dodd, MSW
Special Advisor: Sarah Dodd, CCSU Department of Mathematics
and Psychology and Board of Criminal Justice

Methodology

- Random selection of classes from each college within CCSU
- Faculty all permitted the survey gave students one week to complete
- Paper survey distributed in classrooms
 - Fall 2015: 501 classrooms
 - Spring 2016: 223 classrooms
- Survey was administered at the end of class - students could leave
- Participants were required to use a privacy screen
- All students (participants or not) were provided with a tri-fold resource booklet

Total Completed Surveys = 1,011
Response rate: 94%

Demographics

Demographics

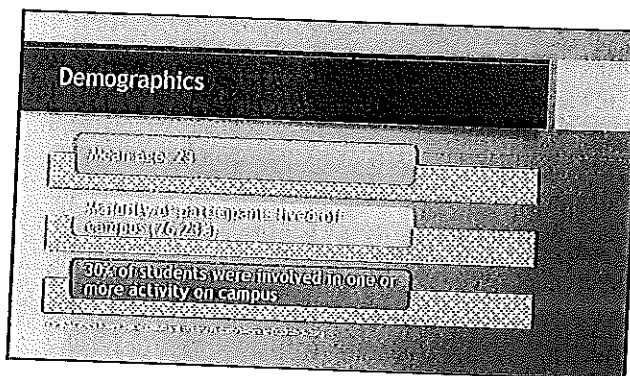
Gender Identity	Sex	Ethnicity
Female: 53.51%	Female: 43.81%	Hispanic or Latino: 13.71%
Male: 45.99%	Male: 46.19%	Not Hispanic or Latino: 86.29%
Identified with another identity: .05%		

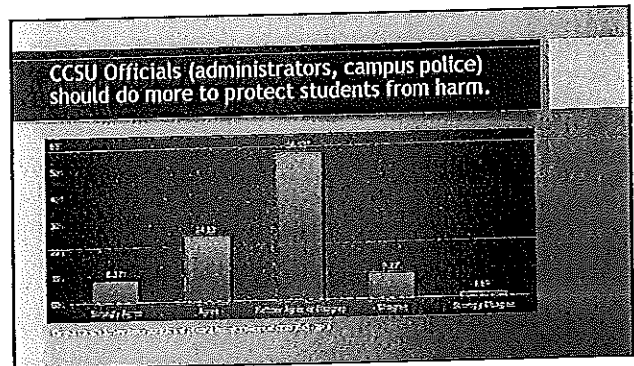
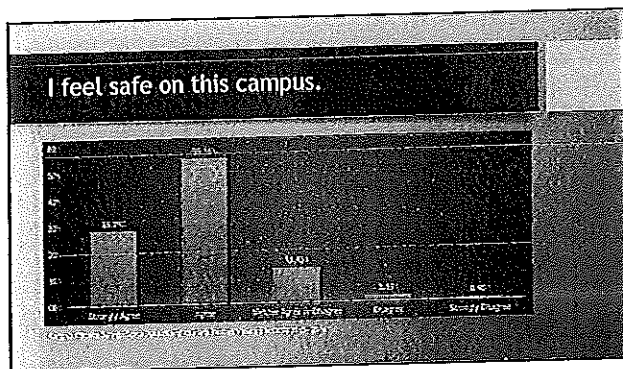
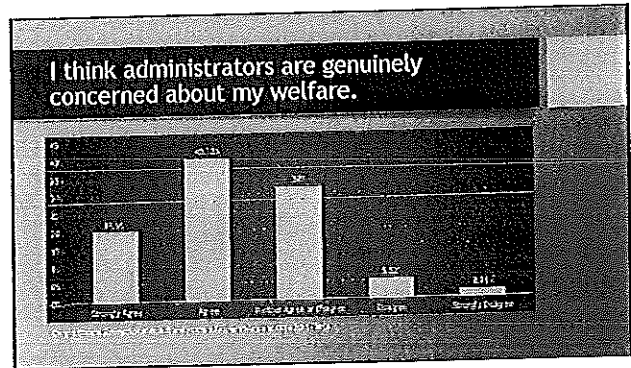
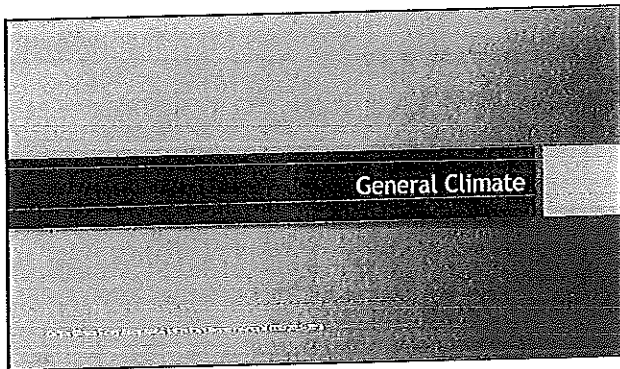
Demographics

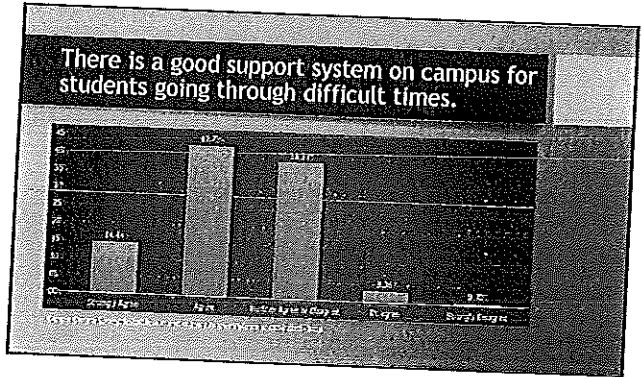
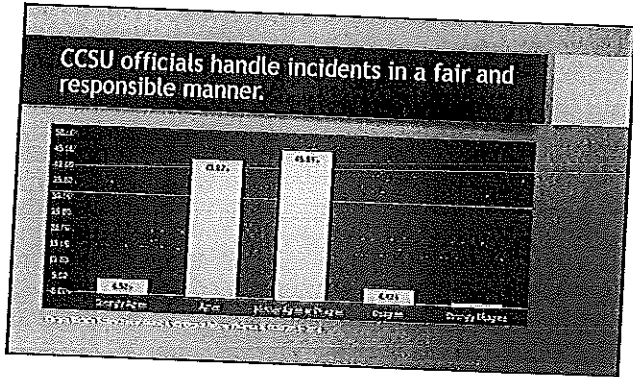
- Race:
 - American Indian or Alaska Native: .81%
 - Asian: 4.76%
 - Black or African American: 11.25%
 - Native Hawaiian or Other Pacific Islander: .41%
 - White: 75.93%
 - Two or more races: 2.58%
 - Identified with another race: 5.07%

Demographics

- Sexual Orientation
 - Bisexual: 3.02%
 - Gay: 2.02%
 - Heterosexual: 91.63%
 - Lesbian: 1.51%
 - Questioning: .91%
 - Identified with another sexual identity: .91%
- Student Status
 - First Year: 18.30%
 - Second Year: 17.16%
 - Third Year: 21.76%
 - Fourth Year: 22.05%
 - Fifth Year: 2.18%
 - Graduate: 20.97%





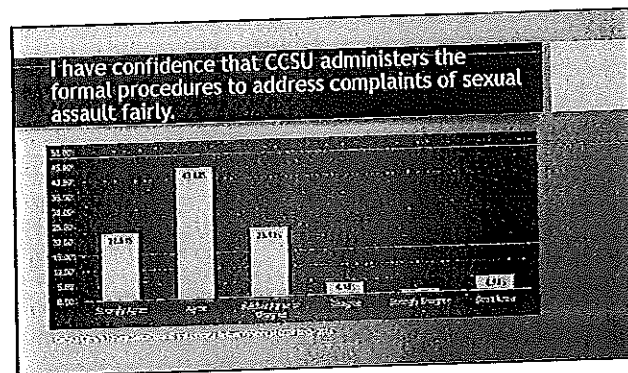
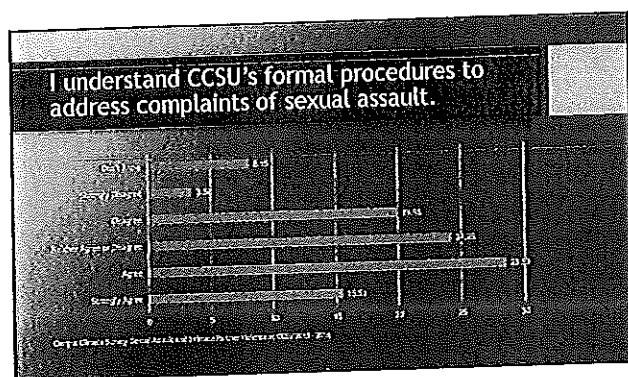
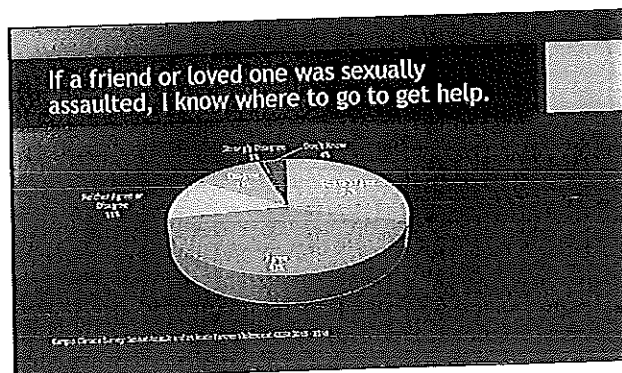
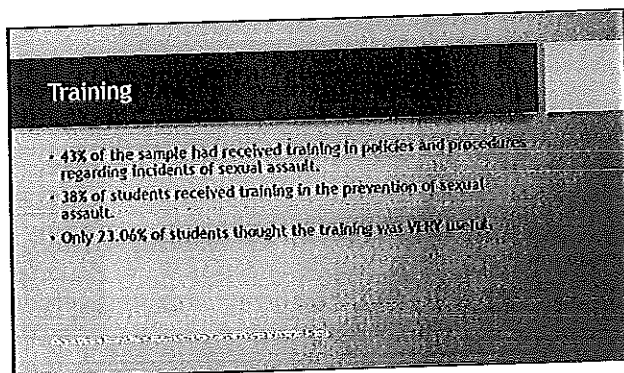


If someone were to report a sexual assault to a campus authority...

- 93% of students believe it is very likely or moderately likely that CCSU would take the report seriously.
- 89% of students believe it is very likely or moderately likely that CCSU would support the person making the report.
- 88% of students believe it is very likely or moderately likely that CCSU would take corrective action against the offender.

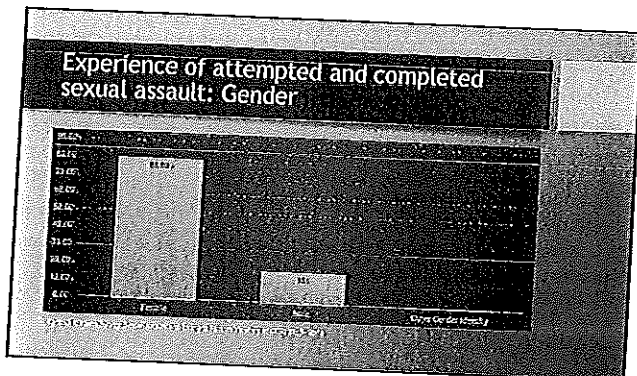
If someone were to report a sexual assault to a campus authority...

- 77% of students believe that it is very likely or moderately likely that students would support the person making the report.
- 42% of students believe that it is very likely or moderately likely that the alleged offender(s) or their associates would retaliate against the person making the report.

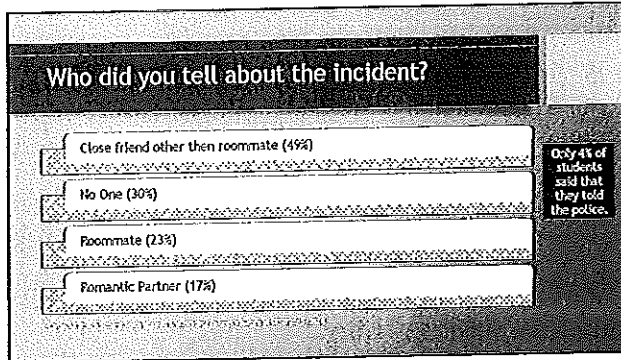
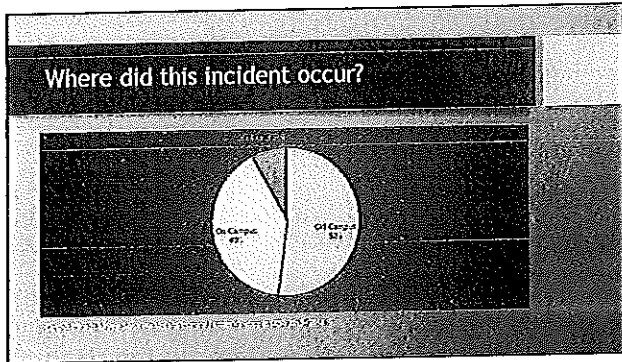
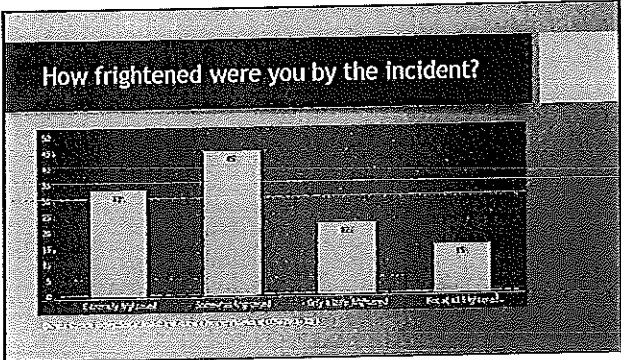
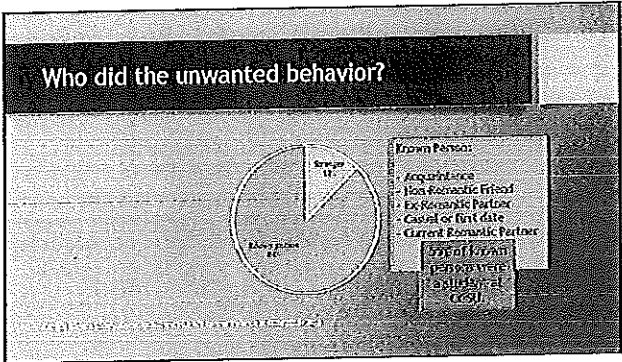


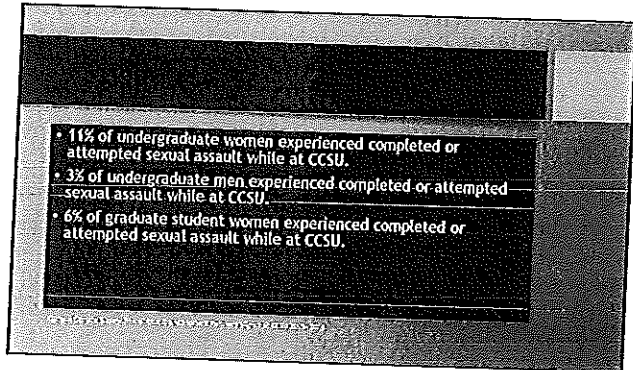
Prevalence of Sexual Assault

- ### Prevalence
- Approximately 7% of students experienced attempted or completed sexual assault.
 - Of the participants that experienced sexual violence, 41% answered "yes" to more than one type of unwanted sexual contact.



Experience of attempted and completed sexual assault	Percentage of students
Sexual contact by using physical force or threatening to physically harm you	3%
Attempted by not succeeded in having sexual contact with you by using or threatening to use physical force against you	3.41%
Sexual contact when you were unable to provide consent or stop what was happening	3.39%
Suspected someone has had sexual contact with you when you were unable to provide consent or stop what was happening	1.13%





4. **Veracity Statement:** I certify that everything I have reported on this form is accurate and true to the best of my knowledge. I understand that deception on this form may result in the rejection of my application and/or the revocation of HSC approval for this project.

Investigator check here to certify

Add date and type initials here:

For all student research, the *faculty advisor* must check here to certify: I certify that everything reported on this form is accurate and true to the best of my knowledge. I understand that deception on this form may result in the rejection of this application and/or the revocation of HSC approval for this project.

The *faculty advisor* must add the date and type his or her initials here: _____

SECTION VII – SUBMISSION INSTRUCTIONS AND CHECKLIST

Please facilitate the HSC review process by submitting this form together with all supplemental materials as a **SINGLE Word or .pdf document**. For clarity, please use pagination and page titles atop each separate document to make clear the separate components of the addenda (e.g., written recruitment communication, questionnaires, surveys, interview questions/guides, consent document(s) and/or verbal text, gatekeeper and/or external IRB letter).

Faculty investigators and advisors are to forward submissions to HSC@ccsu.edu.

FACULTY ADVISORS PLEASE NOTE: The HSC requires faculty advisors to forward student submissions directly to the HSC to ensure student submissions are complete and free of typographical errors. Direct submission by the advisor provides confirmation of proposal review and support, which is required to begin the HSC review process. Submissions received by students will be returned for re-routing through their advisor.

SUBMISSION CHECKLIST:

- I have completed all relevant sections of the entire HSC New Protocol Submission Form.
- I have attached all required gatekeeper letters and/or external IRB information and documentation for all planned external collaborations. *(If no external collaborations are planned, please leave this box blank.)*
- I have attached as an appendix a copy of all measures, survey instruments, interview guides/questions, and questionnaires I plan to use for my study.
- I have attached copies of all recruitment materials including oral scripts, email notices, web postings, flyers, etc. that I plan to use to advertise my study.
- I have attached a copy of each consent form and/or oral script I plan to use to obtain informed consent from participants.
- I have attached NIH ethics certificates (or other ethics training completion certifications) for the primary investigator and each additional researcher involved in this study.

DAgostino, Nicholas (Diversity and Equity)

From: Matterazzo, Susan (Academic Affairs)
Sent: Thursday, August 04, 2016 4:05 PM
To: DAgostino, Nicholas (Diversity and Equity)
Subject: FW: New Faculty Orientation - Tuesday, August 23rd
Attachments: 2016 NFO Orientation Packet - Full-time Faculty.pdf

FYI

From: Matterazzo, Susan (Academic Affairs)
Sent: Monday, August 01, 2016 12:09 PM
To: Allan, Adam A. (Math) <aa2518@ccsu.edu>; Bekaroglu, Can (Economics) <cbekaroglu@ccsu.edu>; Bullions, Linda (Biomolecular Sciences) <bullionslic@ccsu.edu>; Burrello, Jotham M. (English) <burrello@ccsu.edu>; Campasano, Vincent (Finance Academic) <campasano@ccsu.edu>; Corbera Lopez, Silvia (Psychological Science) <silviac@ccsu.edu>; Cubellis, Michelle A. (Criminology and Criminal Justice) <macubellis@ccsu.edu>; Forsythe-Pribanic, Cassandra E. (Physical Education Human Performance) <cassandraf@ccsu.edu>; Ghiloni-Wage, Beth (Marketing) <bethghiloniwage@ccsu.edu>; Holt, Reginald W. (Counselor Education & Family Therapy) <rwholt@ccsu.edu>; Hoyt, Christopher R. (Theatre) <choyt@ccsu.edu>; Hughes, Heidi (Management and Organization) <h.hughes@ccsu.edu>; Johnson, Steven C. (Engineering) <scjohnson@ccsu.edu>; Johnston, James (Lit El Ed Chld Ed) <johnstonjam@ccsu.edu>; Kahirdeh, Ali (Engineering) <kahirdeh@ccsu.edu>; Keazer, Lindsay M. (Math) <keazer@ccsu.edu>; Kim, Yeojin (Communication) <yk6172@ccsu.edu>; Kulesza, Marie G. (Accounting Academic) <kulesza_mag@ccsu.edu>; Kusaila, Michelle M. (Accounting Academic) <mkusaila@ccsu.edu>; Liu, Yan (Ed Lead Policy Inst Tech) <yl1435@ccsu.edu>; Luchkina, Tatiana (English) <tl4891@ccsu.edu>; McGrath, Matthew (Finance Academic) <mcgrathmac@ccsu.edu>; McKelvey, Michele M. (Nursing) <mmckelvey@ccsu.edu>; North, Michael (Communication) <north@ccsu.edu>; Pana, Elisabeta (Finance Academic) <epana@ccsu.edu>; Patino, Gary (Accounting Academic) <patinog@ccsu.edu>; Patterson, Yvonne O. (Social Work) <yp6948@ccsu.edu>; Pitkin, Howard F. (Finance Academic) <howardpitkin@ccsu.edu>; Puleo, Thomas (Journalism) <tpuleo@ccsu.edu>; Rachler, Rachel A. (Biology) <macroberts_raa@ccsu.edu>; Ruhs, Theodora (Journalism) <tr0524@ccsu.edu>; Ryniewicz, Douglas (Counselor Education & Family Therapy) <ryniewiczdoa@ccsu.edu>; Schenck, Samantha M. (Economics) <sschenck@ccsu.edu>; Singhal, Rahul (Physics and Engineering Physics) <singhal@ccsu.edu>; Torres, Jose A. (Geography) <j.torres@ccsu.edu>; Visone, Jeremy D. (Ed Lead Policy Inst Tech) <visone@ccsu.edu>; Weise, Patricia (Art) <WeiseP@ccsu.edu>
Subject: New Faculty Orientation - Tuesday, August 23rd

Good Afternoon,

An original copy of the attached information has also been mailed to your current address on file.

Best regards,
Susan

Susan Matterazzo, Office of the Provost
Central Connecticut State University
Davidson Hall, Room 111
1615 Stanley Street
New Britain, CT 06050
☎ 860.832.2228 | 📠 860.832.2224 | ✉ matterazzo@ccsu.edu

DAgostino, Nicholas (Diversity and Equity)

From: Matterazzo, Susan (Academic Affairs)
Sent: Tuesday, August 16, 2016 11:05 AM
To: Garcia-Lozada, Antonio (Modern Languages); Taddei, Janelle (Student Affairs); Waterman, Roderick (Grants and Funded Research); DAgostino, Nicholas (Diversity and Equity); Klinger, Steven (CPPSR and CI); Chancey, Denise (Office of University Counsel); Suski-Lenczewski, Anna E. (Human Resources); Fitzgerald, Glynis (Dean Graduate Studies); Cayer, Cynthia (Alumni Development); Ndiaye, Momar (CIE); Kelly, Brendan (Event Management); Mantel, Ellen (Human Resources)
Subject: RE: Information for the New Faculty Orientation Packet

Just a reminder!

From: Matterazzo, Susan (Academic Affairs)
Sent: Friday, July 29, 2016 4:46 PM
To: Garcia-Lozada, Antonio (Modern Languages) <garciaa@ccsu.edu>; Taddei, Janelle (Student Affairs) <taddejaa@ccsu.edu>; Waterman, Roderick (Grants and Funded Research) <waterman@ccsu.edu>; DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>; Klinger, Steven (CPPSR and CI) <KlingerS@ccsu.edu>; Chancey, Denise (Office of University Counsel) <chanceyden@ccsu.edu>; Suski-Lenczewski, Anna E. (Human Resources) <lenczewskia@ccsu.edu>; Fitzgerald, Glynis (Dean Graduate Studies) <FitzgeraldG@ccsu.edu>; Cayer, Cynthia (Alumni Development) <CayerC@ccsu.edu>; Ndiaye, Momar (CIE) <mndiaye@ccsu.edu>; 'KellyB@mail.ccsu.edu' <KellyB@mail.ccsu.edu>; Mantel, Ellen (Human Resources) <mantele@ccsu.edu>
Subject: Information for the New Faculty Orientation Packet

Good Afternoon,

Please let me know if you have any informational materials (or items) you would like me to include in the packets that will be handed out to new faculty at the New Faculty Orientation on August 23rd. I am using 65 as my baseline count right now.

I'd like to have all the information by August 19th if possible. I can send a student to your office for pickup when ready.

Thanks,
Susan

65 ODE Booklet
85 ODE Packet

DAgostino, Nicholas (Diversity and Equity)

To: McLaughlin, Mark (InstiAdv)
Cc: Rodriguez, Rosa (Diversity and Equity); Dodd, Sarah J. (Diversity and Equity)
Subject: ODE training - Website Update Request

Hi Mark:

We would like to add content regarding our mandatory training programs on the ODE website, with the link or forms to submit. I've pasted and drafted a lot of content regarding each training. Any and all ideas to make this content user friendly and accessible would be great in terms of the web content design.

The Office of Diversity and Equity assists CCSU with its mandated training compliance. ODE offers multiple sessions to complete state mandated Diversity Training, Sexual Harassment Prevention Training and Title IX Training.

Diversity Training (Required one-time during your career with the CCSU)

The Office of Diversity and Equity offers 3-hour State Mandated Diversity Training* Sessions annually for CCSU staff, faculty and students. The training consists of two components. The first segment focuses on ODE responsibilities, policies, and procedures. The second component will focus on a particular identity (i.e. race, religion, sex, sexual orientation etc.) as it relates to college students, campus life and/or classroom environments.

CCSU is committed to creating a campus culture where all members of our community are valued and affirmed. These sessions do not only support this initiative but enhances our sense of community. Please check the time and date that works best for you.

*CONN. GEN. STAT § 46a-54 (16). - To require each state agency that employs one or more employees to (A) provide a minimum of three hours of diversity training and education (i) to all supervisory and nonsupervisory employees, not later than July 1, 2002, with priority for such training to supervisory employees, and (ii) to all newly hired supervisory and nonsupervisory employees, not later than six months after their assumption of a position with a state agency, with priority for such training to supervisory employees.

The ODE is offering the following sessions:

Diversity Training Fall 2016 - To register for one of the below sessions use the following link: [Fall 2016 Diversity Training Registration](#)

- Thursday, August 25, 2016; 9 AM to 2 PM (Mid-Campus Residence Hall) (this session will fulfill the initial Title IX and Diversity Requirement)

Title IX Training (including Sexual Harassment Prevention and Sexual Assault, Interpersonal Violence and Stalking Awareness)

Given the recent legislative changes regarding Title IX, Sexual Assault and Interpersonal Violence on college campus, the Office of Diversity and Equity is providing several training sessions on the topics. Currently all employees at the university are expected to take either the online or in person training regarding Sexual Assault and Interpersonal Violence Prevention.

Both federal and state laws clearly prohibit sexual harassment, sexual assault and interpersonal violence in the workplace and education settings – and yet it happens. On campuses large and small, women and men find themselves the unwilling target of unwelcomed sexual conduct that creates a hostile environment. It is critical that all students, employees, including managers, understand both the full range of behaviors that define sexual harassment, sexual assault and interpersonal violence and the pro-active steps they can take to prevent it.

As part of its mandate to eliminate discrimination, the Office of Diversity and Equity provides training for CCSU faculty, staff and students.

This session will help you:

- Understand Title IX and other laws that prohibit sexual harassment and gender-based violence
- Define sexual harassment, sexual assault, interpersonal violence & stalking
- Recognize specific behaviors that constitute sexual harassment, sexual assault, interpersonal violence & stalking
- Deal with a case in your office, area or department
- Recognize and handle retaliation
- Apply CCSU's policy to sexual harassment and Title IX cases
- Understand and fulfill your responsibilities
- Use remedies and procedures available through the University

The ODE is offering the following sessions:

Full Title IX Trainings Fall 2016 - To register for one of the below sessions use the following link: [Fall 2016 Full Title IX Training Registration](#)

- Wednesday, September 14th; 1:30 – 4:30 (Camp Room)
- Monday, September 26th, 9:00 am – 12:00 pm (Camp Room)
- Tuesday, October 11th, 9:00 am – 12:00 pm (Clock Tower Room)
- Tuesday, October 25th, 1:00 pm – 4:00 pm (1849 Room)
- Monday, November 7th; 9:00 am – 12:00 pm (Clock Tower Room)
- Tuesday, October 29th, 1:00 pm – 12:00 pm (Clock Tower Room)
- Friday, December 9th, 9:00 am – 12:00 pm (Sprague Carlton)

Annual Title IX Refresher Training (including Sexual Harassment Prevention and Sexual Assault, Interpersonal Violence and Stalking Awareness):

The Title IX Refresher sessions are 45 minutes in length and can be completed either by in-person sessions or via an online module. The primary purpose of the refresher is to remind all of us of the various laws, policies and procedures related to sexual violence, sexual harassment, interpersonal violence and stalking. Each year there are updates, changes and announcements from the various entities that lead us in the prevention of sexual violence on our campus. Each year the refresher will provide updates on the BOR policies and procedures as well as best practices for college campuses that often come from the Office of Civil Rights for the U.S. Department of Education. These sessions will provide real life examples and allow participants to work through case examples and scenarios.

This session will help you:

- Understand Title IX updates and best practices
- Better understand Title IX and other laws that prohibit sexual harassment and gender-based violence
- Define sexual harassment, sexual assault, interpersonal violence & stalking
- Recognize specific behaviors that constitute sexual harassment, sexual assault, interpersonal violence & stalking
- Deal with a case in your office, area or department
- Recognize and handle retaliation
- Apply CCSU's policy to sexual harassment and Title IX cases
- Understand and fulfill your responsibilities
- Use remedies and procedures available through the University

Title IX Refresher Trainings Fall 2016 – Dates to Be Determined

From: Dodd, Sarah J. (Diversity and Equity)
Sent: Tuesday, July 26, 2016 1:11 PM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Subject: FW: Title IX Training (Full)

Hi Nick:

Below are the full Title IX training dates.

Sarah

From: Dodd, Sarah J. (Diversity and Equity)
Sent: Tuesday, May 17, 2016 11:43 AM
To: Rodriguez, Rosa (Diversity and Equity) <rosa.rodriguez@ccsu.edu>
Subject: Title IX Training (Full)

Hi Rosa:

I have booked the Full Title IX Trainings for the fall semester in the Student Center. The dates are below.

I also spoke with Jean about possibly holding the weekly refreshers in Mid-Campus. I would be able to book directly through her. Does that location sound okay to you?

Thanks!

Sarah

Full Title IX Trainings

- Wednesday, September 14th; 1:30 – 4:30 (Camp Room)
- Monday, September 26th, 9:00 am – 12:00 pm (Camp Room)
- Tuesday, October 11th, 9:00 am – 12:00 pm (Clock Tower Room)
- Tuesday, October 25th, 1:00 pm – 4:00 pm (1849 Room)
- Monday, November 7th; 9:00 am – 12:00 pm (Clock Tower Room)
- Tuesday, October 29th, 1:00 pm – 12:00 pm (Clock Tower Room)
- Friday, December 9th, 9:00 am – 12:00 pm (Sprague Carlton)

Sarah Dodd
Victim Advocacy and Violence Prevention Specialist
Office of Victim Advocacy
Central Connecticut State University
207 Diloreto Hall
9:00 am – 5:00 pm
860-832-3795
sarahdodd@ccsu.edu

D'Agostino, Nicholas (Diversity and Equity)

From: Moffo Simpson, Tiffany (StudentCtr)
Sent: Thursday, August 04, 2016 4:41 PM
To: D'Agostino, Nicholas (Diversity and Equity)
Cc: Ayotte, Kate E. (Student Affairs)
Subject: Non-Discrimination and Anti-Harassment Policies Complaint Procedures & On-Campus & Community Resources

Hi Nick,

Kate shared with me that you have some non-discrimination and Anti-Harassment Policies, Complaint Procedures & On-Campus & Community Resources booklets that highlight policies & procedures that are on the CCSU website.

Because it sounds as if some of the policies (particularly consensual relationships policies) are more up to date in the booklet than on the CCSU website, I want to request 60 copies for my student employees.

Is it possible that the booklets can be dropped off tomorrow when your staff member drops off the Report an Incident of Sexual Harassment or Misconduct at CCSU on Friday, Aug. 4?

Please advise. Thank you.

Tiffany

*Tiffany Moffo Simpson, Assistant Director, M.S.
Central Connecticut State University
Student Center
1615 Stanley Street
New Britain, CT 06050
Phone: (860) 832-1972
Fax: (860) 832-1967
Email: moffot@ccsu.edu
Check it out... our Student Center ranked # 25 of 30 in the U.S.! on BestCollegeValues.org*

DAgostino, Nicholas (Diversity and Equity)

From: Michaud, Lisa (Lit El Ed Chld Ed)
Sent: Wednesday, August 24, 2016 4:09 PM
To: DAgostino, Nicholas (Diversity and Equity)
Cc: Rodriguez, Rosa (Diversity and Equity); Dodd, Sarah J. (Diversity and Equity)
Subject: RE: Updated Syllabi Statements

Thank you so much. This is what I will send to our faculty for their syllabi.

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Wednesday, August 24, 2016 3:12 PM
To: Michaud, Lisa (Lit El Ed Chld Ed) <lisa.michaud@ccsu.edu>
Cc: Rodriguez, Rosa (Diversity and Equity) <rosa.rodriguez@ccsu.edu>; Dodd, Sarah J. (Diversity and Equity) <sarahdodd@ccsu.edu>
Subject: Updated Syllabi Statements

Hi Lisa:

I copy and pasted our most current syllabi statement into the document you sent. I did my best to keep the formatting. Please let us know if you have any questions.

Thank you,
Nick

1

DAgostino, Nicholas (Diversity and Equity)

From: Dodd, Sarah J. (Diversity and Equity)
Sent: Wednesday, November 30, 2016 11:12 AM
Subject: Reminder: Title IX Training, 12/5/16 @ 11:00 am in Bellin A (Student Center)

Dear Colleagues:

This is a friendly reminder that you are registered for a Title IX Refresher training on Monday, December 5th from 11:00 am – 11:45 am in Bellin A (Student Center). I look forward to seeing each of you then.

Best wishes,

Sarah

Sarah Dodd
Victim Advocacy and Violence Prevention Specialist
Office of Victim Advocacy - Central Connecticut State University
248 Carroll Hall
860-832-3795
sarahdodd@ccsu.edu

Hours:

Monday: 9:00 am – 12:30 pm

Tuesday: 9:00 am – 5:00 pm

Wednesday: 1:00 pm – 4:30 pm

Friday: 9:00 am – 5:00 pm

D'Agostino, Nicholas (Diversity and Equity)

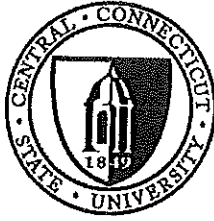
From: D'Agostino, Nicholas (Diversity and Equity)
Sent: Monday, December 05, 2016 11:59 AM
To: Alfano, Michael P. (School of Ed and Professional Studies); Al-Masoud, Nidal (Engineering); Ansarra, Michael (Athletics); Cavanaugh, Mary Narciso (Human Resources); Cifuentes, Alberto (Library); Cintorino, Salvatore (Admin Affairs); D'Agostino, Nicholas (Diversity and Equity); DiPlacido, Joanne (Psychological Science); Farhat, Joseph (Finance Academic); Hall, Lawrence (Admissions); LeePartridge, Joeng (MIS); Liard-Muriente, Carlos (Economics); Phillips, Evelyn (Anthropology); Rodriguez, Rosa (Diversity and Equity); Sanders, Delia (Social Work); Simcik, Christopher (InfoTechServ)
Subject: Meeting Reminder - Friday, December 9, 2016 - 9:30 to 11:00 AM
Attachments: Employee Advisory Committee Meeting 11.11.2016 minutes.docx; Employee Advisory Committee Meeting 12.9.2016 Agenda.docx

Dear Employee Advisory Committee:

This email is a reminder for this **Friday's meeting taking place in the President's Dining Room starting at 9:30 AM**. After a short business agenda (see attached) and welcomes, we will have a guest speaker to discuss implicit bias. The speaker will be Karen Demeola, Assistant Dean of Enrollment and Students at the UConn School of Law. Please review the attached agenda to learn more about our guest speaker and implicit bias.

We look forward to seeing you on Friday,

Nicholas D'Agostino
Associate
Office of Diversity and Equity, Davidson Hall 102
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
860-832-1653
Nicholas.dagostino@ccsu.edu



**Central Connecticut State University
Office of Diversity and Equity
Affirmative Action Employee Advisory Committee
Meeting Minutes
November 11, 2016**

Present: Nidal Al-Masoud, Michael Ansarra, Alberto Cifuentes, Jr., Salvador Cintorino, Nicholas D'Agostino, Joseph Farhat, Sharon Gaddy, Delia Gonzalez-Sanders, Joo Eng Lee-Partridge, Carlos Liard-Muriente, Evelyn Phillips, Rosa Rodríguez

Not Present: Michael Alfano, Mary Cavanaugh, Joanne DiPlacido, Larry Hall, Chris Simcik

1. Welcome and Introductions

2. Presentation – Affirmative Action Plans

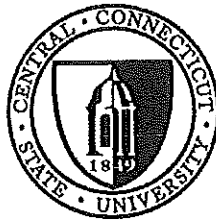
Presentation conducted by ODE staff on the elements of an affirmative action plan. Discussions ensued regarding the various sections and the university's ability to not just recruit employees of color, but also to retain employees of color.

Review of provided binder and associated documents related to the following: affirmative action plans (including numerical analysis), CCSU search process and procedures, and the CCSU hiring manual.

3. Update on the 2016 AA Plan

Rosa Rodríguez provided an update on our current AA Plan and the expectation that we will provide details after submission to the CHRO and a copy of the executive summary.

Next Meeting: Friday, December 9, 2016



**Central Connecticut State University
Office of Diversity and Equity
Affirmative Action Employee Advisory Committee
Meeting Agenda
President's Dining Room
December 9, 2016**

1. Welcome and Introductions
2. CCSU Affirmative Action Plan Executive Summary
3. Request for data/information
4. Guest Speaker – Karen Demeola – Implicit Bias

Karen Demeola:

Karen is the assistant dean of enrollment and students at UConn School of Law. She received her undergraduate degree in psychology from UConn and her J.D. from UConn Law. After graduation from law school, Karen was a civil rights litigator whose practice focused primarily on employment discrimination, police brutality and housing discrimination. Karen is admitted to practice in Connecticut and the Federal District Court, District of Connecticut. Karen has presented on numerous panels, conferences and symposia on diversifying law school populations; intersectionality; affirmative action and admissions; the Defense of Marriage Act; implicit bias; use of the narrative to increase cultural competency; and law student and attorney wellness. Karen served as an adjunct professor teaching Critical Identity Theory and is currently the President-Elect of the Connecticut Bar Association.

Defining Implicit Bias (Kirwaninstitute.ose.edu/research/understanding-implicit-bias/)

“Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

A Few Key Characteristics of Implicit Biases

- Implicit biases are pervasive. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are related but distinct mental constructs. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold do not necessarily align with our declared beliefs or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that favor our own ingroup, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are malleable. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques."

DAgostino, Nicholas (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Wednesday, September 14, 2016 2:31 PM
To: Academic Departments; Administrative Departments
Subject: Red Flag Campaign

Dear Colleagues:

All across our campus you will find clusters of small, red flags which are symbolic to CCSU's **Red Flag Campaign** aimed at stopping dating and interpersonal violence on our campus. This Campaign helps students identify "**red flags**" for dating violence in their friends' relationships and encourages them to intervene. College students are at extremely high risk of either acting as perpetrator or being a victim of dating physical or sexual violence during their college years. Who is likely to witness this type of abuse? The answer is their friends.

The **Red Flag Campaign** features a series of eight posters that illustrate "**red flags**" that might be present in a relationship in which dating violence is occurring. The purpose is to encourage students to speak up when they see red flags for dating violence in their friends' relationships. Friends and family members are the most likely group of people to seek resources and information to help victims of dating/domestic violence. For college students surrounded by their peer group, this may be the most important intervention they have.

There are many **red flags** that indicate dating violence is occurring in relationships. Name-calling, excessive jealousy, blaming, isolation, stalking, and physical and/or sexual abuse are all indicators of violence. Many times these behaviors are subtle and/or kept hidden away from friends or family. But over time, these behaviors become increasingly dangerous and noticeable. What if we all took ownership of our community and got enough momentum going that one less person had to go through this?

We are reaching out to highlight ways you can support the campaign:

1. Talk about the campaign. The more we are comfortable talking about dating violence the better we are prepared to address it when we see it.
2. Encourage your classes (and consider giving extra credit) to attend the keynote presentations and other scheduled events:
 - a. **Wednesday, September 21, 2016 at 4:30 PM in Alumni Hall – Leslie Morgan Steiner – Crazy Love**
 - b. **Monday, October 3, 2016 at 1:40 PM in Alumni Hall – Impact of Domestic - A Professional Panel Discussion**
3. Invite a representative from the Office of Diversity and Equity or Red Flag Campaign team to your classroom or student group for a 15 minute presentation (E-mail Sarah Dodd at sarahdodd@ccsu.edu to schedule a presentation).
4. Request a poster (Email Nicholas D'Agostino at nicholas.dagostino@ccsu.edu).

Special thanks to all of those who made this campaign happen: Diversity and Equity, The Office of Victim Advocacy, Administrative Affairs, Residence Life, Student Affairs, Student Wellness Services Athletics, Psychology Department, Criminology and Criminal Justice Department, Committee on the Concerns of Women, Student Government Association, Women's Center, Student Activities and Leadership Development, Marketing and Communication, Greek Life, CCSU Sexual Assault Resource Team.

For more information on the campaign visit www.ccsu.edu/diversity/redflag

Rosa Rodríguez
Chief Diversity and Title IX Officer

Sent on behalf of the Office of Diversity & Equity

Mark Warren McLaughlin, PhD

Associate Vice President

Marketing & Communications

860-832-0065

For Web Update Requests Please Use www.ccsu.edu/webrequest

DAgostino, Nicholas (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Monday, August 22, 2016 5:25 PM
To: DAgostino, Nicholas (Diversity and Equity); Dodd, Sarah J. (Diversity and Equity)
Subject: Final Reminder - CCSU Diversity and Title IX Training August 25, 2016 - Registration Form

Dear Colleague:

This is a friendly reminder of your opportunity to fulfill your Diversity and Title IX training requirements at the start of the academic year. This session will provide you with key information regarding the CCSU and BOR policies and procedures, your roles and responsibilities and begin to engage us in courageous conversations. To register, please go to <https://form.jotform.com/62146346204146>. The below email contains the full details regarding the session. Also, we will provide food at the beginning of the session and during lunch. Just remember these are required.

See you then,
Nick

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Wednesday, August 17, 2016 3:38 PM
To: Rodriguez, Rosa (Diversity and Equity) <rosa.rodriguez@ccsu.edu>; Dodd, Sarah J. (Diversity and Equity) <sarahdodd@ccsu.edu>
Cc: Fallahi, Carolyn (Psychological Science) <FallahiC@ccsu.edu>
Subject: CCSU Diversity and Title IX Training August 25, 2016 - Registration Form

Dear Colleague:

As part of our employment at CCSU, we are required to complete several mandated training programs. The Office of Diversity and Equity is responsible for ensuring employees complete Diversity (once while at CCSU) and Title IX (annually) trainings.

Just a reminder that on August 25, 2016 CCSU is offering Diversity and Title IX training from 9 a.m. to 2 p.m. in the Mid-Campus residence hall. **Please be aware that we have changed the location** <http://www.ccsu.edu/reslife/halls/midcampus.html>. We will be providing light breakfast and also lunch as part of this training session.

This training will provide you an opportunity to meet new and returning faculty and staff, engage in dialogue around issues affecting college campuses around the country, and learn key information about the various resources and services provided on- and off- campus. To register, go to <https://form.jotform.com/62146346204146>. While you may have already submitted your registration via email, please consider filling out this form to better assist us in ensuring registration accuracy.

Program Agenda:

1. Welcome & Introductions	Rosa Rodriguez, Chief Diversity and Title IX Officer
2. CCSU/BOR Policies and Procedures	Nicholas D'Agostino, Associate in Diversity and Equity

3. Sexual and Interpersonal Violence (including sexual harassment) Prevention and Awareness	Sarah Dodd, CCSU Victim Advocate and Violence Prevention Specialist
4. Student Disability Services	Dr. Carolyn Fallahi, Professor and Faculty Liaison to Student Disability Services
5. Race, Oppression and Courageous Conversations	Nicholas D'Agostino & Derek Hall, Activist and Program Director of the Discovery Center
6. Question and follow-up	All

Looking forward to seeing you next Thursday,
Nick

Nicholas D'Agostino
Associate
Office of Diversity and Equity
Central Connecticut State University
Davidson Hall, Room 102
1615 Stanley Street, New Britain CT 06050
860-832-1653
Nicholas.Dagostino@ccsu.edu

D'Agostino, Nicholas (Diversity and Equity)

From: D'Agostino, Nicholas (Diversity and Equity)
Sent: Friday, August 26, 2016 1:48 PM
To: Heinly, Matthew (Psychological Science)
Subject: Opportunity for Your Class: CCSU Presents Leslie Morgan Steiner - Wednesday, September 21, 2016 at 4:30 PM

[REDACTED]

CCSU is proud to announce that the fall 2016 **Red Flag Campaign** will be taking place starting September 12, 2016 through October 16, 2016. Professor Kathleen Bantley from the Criminology and Criminal Justice Department and I have been appointed chairs for the **Red Flag** campaign. We want to inform you that Leslie Morgan Steiner, author of *Crazy Love*, will be speaking at CCSU as the keynote address on September 21, 2016 starting at 4:30 PM.

This event takes place during your Biopsychology course. If this event fits into your course's agenda and subject matter, please consider joining us in this conversation as we continue to raise awareness on interpersonal and dating violence. Here is a link to Leslie's TED Talk [Leslie Morgan Steiner Ted Talk](#). We believe Morgan Steiner will contribute greatly to the campaign and our campus's work towards raising awareness about intimate partner violence. I've included her bio below.

If interested in having your class attend, please use the following link to register for the event: <https://form.jotform.com/62366938625164>. If you wish for us to coordinate student attendance, please indicate this on the group registration form.

Nick

Nicholas D'Agostino

Associate in Diversity and Equity

Fall 2016 Red Flag Campaign Co-Chair

Central Connecticut State University

Davidson Hall, Room 102

1615 Stanley Street, New Britain CT 06050

860-832-1653

Nicholas.Dagostino@ccsu.edu

Leslie Morgan Steiner

At 22, Leslie Morgan Steiner seemed to have it all: a Harvard diploma, a glamorous job at Seventeen magazine, a funky New York City apartment. Plus a handsome, funny, street-smart boyfriend who adored her. But behind a façade of success, this golden girl hid a dark secret. She'd made a mistake shared by millions: she fell in love with the wrong person.

At first Leslie and Conor seemed as perfect together as their fairytale wedding. Then came the fights she tried to ignore: he pushed her down the stairs of the house they bought together, poured coffee grinds over her hair as she dressed for a

critical job interview, choked her during an argument, and threatened her with a gun. Several times, he came close to making good on his promise to kill her. With each attack, Leslie lost another piece of herself.

Gripping and utterly compelling, New York Times bestseller Crazy Love takes you inside the violent, devastating world of abusive love. Why did Leslie stay? She thought she loved him. Find out for yourself if she had fallen truly in love – or into a psychological trap.

Today, Leslie Morgan Steiner is an expert on violence against women and other women's issues. Her TED Talk about surviving domestic violence, titled "From the Ivy League to a Gun at My Head," has been viewed by over three million people. She serves as a celebrity board member for the One Love Foundation, in honor of slain University of Virginia senior Yeardley Love; the National Domestic Violence Hotline; Liz Claiborne's MADE council; and a former spokeswoman for The Harriet Tubman Center in Minneapolis, the country's oldest shelter for abused women and children.

She is a regular national television and radio guest, appearing on National Public Radio, NBC's Today Show, The Diane Rehm Show, MSNBC, Fox News, and other programs. She holds a BA in English from Harvard College. Her first job was as an editor at Seventeen Magazine; she financed her MBA in Marketing from Wharton by writing for Seventeen, Mademoiselle, New England Monthly and Money Magazine. She is a member of The UC Hastings School of Law "Wise Women" council.

She is also the editor of the anthology Mommy Wars and a former columnist for washingtonpost.com. She currently writes the Two Cents on Modern Motherhood column for ModernMom.com. The ethics of global surrogacy is the subject of her November 2013 book, The Baby Chase, as well as a September 2014 TEDTalk. She lives with her three children in Washington, DC.

D'Agostino, Nicholas (Diversity and Equity)

From: Matterazzo, Susan (Academic Affairs)
Sent: Friday, August 19, 2016 11:25 AM
To: Karpuk, Paul (English); Wood, Rebecca M.(Psychological Science); Hikel, Jane (English); Tordenti, Laura (Student Affairs); D'Agostino, Nicholas (Diversity and Equity); Dodd, Sarah J. (Diversity and Equity); Suski-Lenczewski, Anna E. (Human Resources); Magnan, Carolyn (University Counsel); Bachoo, Richard (Admin Affairs); Thai, Nghi (Psychological Science); Resetarits, Paul (MfgConstMgt); Kullgren, Amy (InfoTechServ); Rivera, Tina-Marie (InfoTechServ); Collins, Mary (English); Clapp, Sharon B. (Library)
Cc: McDavid, Courtney (PresOffice); Greatorex, Caryl (AAUP); Malinowski, Michelle (AAUP); Mahony, Mary Ann (History); Cohen, Stephen (English); Robbins, Theresa (Admin Affairs); Chancey, Denise (Office of University Counsel); Richards-Meade, Claudia E. (Human Resources); Rodriguez, Rosa (Diversity and Equity); Taddei, Janelle (Student Affairs)
Subject: REVISED New Faculty Orientation Agenda .
Attachments: 2016 NFO Agenda (003).doc

Good Morning,

Attached is a revised agenda for Tuesday's New Faculty Orientation. Please be sure to arrive at least 15 minutes before your scheduled speaking time.

I will be out of the office the remainder of today, however I will be here bright and early Monday morning in the event you have any questions.

Have a great weekend,
Susan

Susan Matterazzo, Office of the Provost
Central Connecticut State University
Davidson Hall, Room 111
1615 Stanley Street
New Britain, CT 06050
☎ 860.832.2228 | ☎ 860.832.2224 | ✉ matterazzo@ccsu.edu

DAgostino, Nicholas (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Wednesday, August 17, 2016 3:38 PM
To: Rodriguez, Rosa (Diversity and Equity); Dodd, Sarah J. (Diversity and Equity)
Cc: Fallahi, Carolyn (Psychological Science)
Subject: CCSU Diversity and Title IX Training August 25, 2016 - Registration Form

Dear Colleague:

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3. Sexual and Interpersonal Violence (including sexual harassment) Prevention and Awareness	Sarah Dodd, CCSU Victim Advocate and Violence Prevention Specialist
4. Student Disability Services	Dr. Carolyn Fallahi, Professor and Faculty Liaison to Student Disability Services
5. Race, Oppression and Courageous Conversations	Nicholas D'Agostino & Derek Hall, Activist and Program Director of the Discovery Center
6. Question and follow-up	All

Looking forward to seeing you next Thursday,
Nick

Nicholas D'Agostino
Associate
Office of Diversity and Equity
Central Connecticut State University
Davidson Hall, Room 102

DAgostino, Nicholas (Diversity and Equity)

From: Moffo Simpson, Tiffany (StudentCtr)
Sent: Tuesday, August 09, 2016 4:18 PM
To: DAgostino, Nicholas (Diversity and Equity)
Subject: RE: Non-Discrimination and Anti-Harassment Policies Complaint Procedures & On-Campus & Community Resources

Hi Nick,

I need about 20 more of the Non-Discrimination and Anti-Harassment Policies Complaint Procedures & On-Campus & Community Resources. Is this possible? Please advise. Thank you!

Tiffany

Tiffany Moffo Simpson, Assistant Director, M.S.

Central Connecticut State University

Student Center

1615 Stanley Street

New Britain, CT 06050

Phone: (860) 832-1972

Fax: (860) 832-1967

Email: moffot@ccsu.edu

Check it out... our Student Center ranked # 25 of 30 in the U.S.! on BestCollegeValues.org

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Friday, August 05, 2016 8:45 AM
To: Moffo Simpson, Tiffany (StudentCtr) <MoffoT@ccsu.edu>
Cc: Ayotte, Kate E. (Student Affairs) <st_ka8436@ccsu.edu>; Francois, Jemi M. (Diversity and Equity) <st_jf5761@ccsu.edu>
Subject: RE: Non-Discrimination and Anti-Harassment Policies Complaint Procedures & On-Campus & Community Resources

Absolutely. I will have them brought down this am.

Nick

From: Moffo Simpson, Tiffany (StudentCtr)
Sent: Thursday, August 04, 2016 4:41 PM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Cc: Ayotte, Kate E. (Student Affairs) <st_ka8436@ccsu.edu>
Subject: Non-Discrimination and Anti-Harassment Policies Complaint Procedures & On-Campus & Community Resources

Hi Nick,

Kate shared with me that you have some non-discrimination and Anti-Harassment Policies, Complaint Procedures & On-Campus & Community Resources booklets that highlight policies & procedures that are on the CCSU website.

Because it sounds as if some of the policies (particularly consensual relationships policies) are more up to date in the booklet than on the CCSU website, I want to request 60 copies for my student employees.

Is it possible that the booklets can be dropped off tomorrow when your staff member drops off the Report an Incident of Sexual Harassment or Misconduct at CCSU on Friday, Aug. 4?

Please advise. Thank you.

Tiffany

Tiffany Moffo Simpson, Assistant Director, M.S.

Central Connecticut State University

Student Center

1615 Stanley Street

New Britain, CT 06050

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Rodriguez, Rosa (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Thursday, September 22, 2016 4:38 PM
To: Aponte, Marisol (Student Wellness); [REDACTED] (Student); Bantley, Kathleen (Criminology and Criminal Justice); Cobbina-Boivin, Jacqueline (WomensCtr); DAgostino, Nicholas (Diversity and Equity); [REDACTED] (Student); DiPlacido, Joanne (Psychological Science); Dodd, Sarah J. (Diversity and Equity); [REDACTED] (Student); [REDACTED] (Student); Koski, Susan (Criminology and Criminal Justice); [REDACTED] (Student); [REDACTED] (Student); Matthews, Sandra (ResLife); McCarthy, Molly (Athletics); [REDACTED] (Student); [REDACTED] (Student); [REDACTED] (Student); [REDACTED] (Student); [REDACTED] (Student); Ruffolo, Lyndsay D. (Criminology and Criminal Justice); [REDACTED] (Student); [REDACTED] (Student); [REDACTED] (Student); [REDACTED] (Diversity and Equity)
Cc: Rodriguez, Rosa (Diversity and Equity); Tordenti, Laura (Student Affairs); Bachoo, Richard (Admin Affairs); Pease, Susan (Interim President CCSU)
Subject: Thank you - We are an Incredible Team

Dear Colleagues:

First, I want to acknowledge an incredibly successful Red Flag keynote address last night by Leslie Morgan Steiner. We exceeded all expectations for this event and you all should be proud of the work we are able to accomplish as a team. Not only were we able to collaborate with many faculty who brought students or provided extra credit, athletics, residence life and other student organizations also brought participants to the event – the turnout was spectacular. One of the most telling signs that the event was successful was that participants stayed actively engaged through the end of the presentation. Their engagement with Leslie and thoughtful questions demonstrated that her presentation was captivating and we believe it's message was heard.

I want to extend my sincere appreciation to those of you who were able to help out yesterday before, during and after the event. We couldn't have done this event without your dedication. The room and stage looked great and the way we delivered t-shirts to nearly 80 students through trivia all enhanced the outcome of the event. Our student organizers added to last night's success.

Rosa Rodriguez CCSU's Chief Diversity and Title IX Officer wrote Kathy and I the following: "I want to commend you and the Red Flag Committee for all your hard work especially the outstanding event last night. It is always a challenge to get students to attend this type of events and last night's attendance surpassed my expectations. Thank you for your work and commitment to making CCSU a safe and welcoming place to learn and work."

Second, I want to extend my appreciation to be able to serve as a co-chair for this amazing campaign, but more so with all of you on this incredible project. Your dedication and energy around ending dating violence continues to make a difference on this campus and please know your efforts are recognized.

I am humbled to share in this work with you,
Nick

Nicholas D'Agostino
Associate
Office of Diversity and Equity
Central Connecticut State University

D'Agostino, Nicholas (Diversity and Equity)

From: Dodd, Sarah J. (Diversity and Equity)
Sent: Wednesday, October 26, 2016 12:46 PM
Subject: Annual Title IX Training

Dear Colleagues:

Thank you for completing Title IX training during the last academic year. As part of our compliance measures, we are all required to complete Title IX training on an annual basis (July 1 through June 30). As part of this effort we will be offering 45 minute Title IX Refresher sessions on the following dates and times:

Wednesday, November 2, 2016, 1:00 – 1:45 (Philbrick, Student Center)
Thursday, November 3, 2016, 11:00 – 11:45 (Philbrick, Student Center)
Tuesday, November 8, 3:30 – 4:15 (Philbrick, Student Center)
Tuesday, November 15, 1:00 – 1:45 (Philbrick, Student Center)
Friday, November 18, 9:30 – 10:15 (Philbrick, Student Center)
Tuesday, November 22, 2:00 – 2:45 (Philbrick, Student Center)
Monday, November 28, 9:30 – 10:15 (Philbrick, Student Center)
Friday, December 2, 3:00 – 3:45 (Philbrick, Student Center)
Monday, December 5, 11:00 – 11:45 (Bellin A, Student Center)

These sessions will focus on the following areas: policy review, legal/policy updates, definitions and case studies. The sessions will be led by the Office of Diversity and Equity and the Office of Victim Advocacy.

To register please use the following link: [Title IX Refresher Registration Link](#)

Please note, an on-line option for the Title IX Refresher is forthcoming. Information on the on-line option will be e-mailed once available.

Best wishes,

Sarah

Sarah Dodd
Victim Advocacy and Violence Prevention Specialist
Office of Victim Advocacy - Central Connecticut State University
248 Carroll Hall
860-832-3795
sarahdodd@ccsu.edu

Hours:

Monday: 9:00 am – 12:30 pm
Tuesday: 9:00 am – 5:00 pm
Wednesday: 1:00 pm – 4:30 pm
Friday: 9:00 am – 5:00 pm

DAgostino, Nicholas (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, March 17, 2017 11:47 AM
To: Academic Departments; Administrative Departments
Subject: 2017 Stand Up CCSU Campaign

Dear Colleagues:

I am pleased to announce that the **2017 Stand Up CCSU Campaign** will commence in the coming weeks and encourage you to engage with the campaign as you are able. This initiative, developed by CCSU students, with feedback from CCSU faculty, brings awareness to the issue of sexual assault on our campus and engages students in a dialogue around bystander intervention.

There are a variety of ways for you to get involved.

Classroom or Student Group Presentations:

A 10 – 15 minute classroom presentation co-facilitated by a trained student Community Organizer and Sarah Dodd, Victim Advocacy and Violence Prevention Specialist. The presentation focuses on campus resources, myths and facts about sexual assault, and a brief discussion on bystander intervention. Contact [Sarah Dodd](#) to schedule.

Provide Extra-Credit/Incentive to attend an event:

Stand Up CCSU is sponsoring four major events. You are encouraged to provide incentives to students to attend the events below. If you plan to incorporate an event in to any of your classes please contact [Sarah Dodd](#).

Stand Up and Talk About It***The Hunting Ground: Film Screening and Guided Discussion***

Tuesday, March 28

7:30 – 9:00 pm

Marcus White Living Room, 2nd Floor, Marcus White Hall

Join us for a viewing of the award winning film, *The Hunting Ground*, and for an open discussion facilitated by the Stand Up community organizers.

Stand Up and Listen***Courage through Controversy: Standing up to Rape Culture***

Kamilah Willingham

Wednesday, April 5

4:30 – 6:00 pm

Alumni Hall, Student Center

This keynote address will explore rape myths that cloud our understanding of sexual violence, the importance of compassion for others and ourselves as we challenge rape culture, and the future of the movement to end gender-based violence.

Stand Up and Take Action***Stand Up Day***

Monday, April 10
11:00 – 2:00 pm
Student Center Circle

The Stand Up Community Organizers welcome everyone to stop by, participate in an interactive activity and learn about how you can stand up against sexual violence.

Stand Up and Dance

Free Zumba Class and Clothing Drive for the YWCA Sexual Assault Crisis Services

Wednesday, April 19
7:30 – 9:00 pm
Kaiser Gym, CCSU Campus

Join the Stand Up CCSU Community Organizers for a FREE Zumba class. Participants are encouraged to bring a donation item for the YWCA of New Britain SACS. Currently, the YWCA needs comfortable clothes (such as sweatpants and t-shirts) for the hospital bags they provide to survivors. Join us in support of survivors and of the YWCA!

Hang a Stand Up CCSU poster in your Office

CCSU students have developed their own poster campaign. Volunteer to hang a Stand Up CCSU poster in your office or work station by contacting [Sarah Dodd](#).

Thank you all for your continued efforts in sexual assault prevention on our campus.
Best wishes,

Rosa

Rosa Rodríguez
Chief Diversity Officer and Title IX Officer
Office of Diversity & Equity
Central Connecticut State University
1615 Stanley Street
Davidson Hall, Room 102
New Britain, CT 06050
860-832-0178
860-832-1652

AN Plan

Gaddy, Sharon Y. (Diversity and Equity)

From: DAgostino, Nicholas (Diversity and Equity) on behalf of Rodriguez, Rosa (Diversity and Equity)
Sent: Monday, March 27, 2017 3:52 PM
To: Rodriguez, Rosa (Diversity and Equity); DAgostino, Nicholas (Diversity and Equity)
Subject: Training Opportunity - Friday, March 31, 2017 - One Hour Session on Implicit Bias

Dear Colleagues:

On Friday, March 31, 2017, the Office of Diversity and Equity through the Affirmative Action Employee Advisory Committee, will be hosting Karen DeMeola, Esq. to present on *implicit bias*. This session will go from 10 to 11 AM and will take place in the Connecticut Room.

We are writing to invite you or a designee from your area to attend this important training. Please confirm your ability to attend by Wednesday, March 29, 2017 with Nicholas D'Agostino at Nicholas.dagostino@ccsu.edu.

Thankyou,

Rosa
Rosa Rodríguez
Nicholas D'Agostino
Associate
Office of Diversity and Equity, Davidson Hall 102
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
860-832-1653
Nicholas.dagostino@ccsu.edu

Karen DeMeola, Esq.

Karen is the assistant dean of enrollment and students at UConn School of Law. She received her undergraduate degree in psychology from UConn and her J.D. from UConn Law. After graduation from law school, Karen was a civil rights litigator whose practice focused primarily on employment discrimination, police brutality and housing discrimination. Karen is admitted to practice in Connecticut and the Federal District Court, District of Connecticut. Karen has presented on numerous panels, conferences and symposia on diversifying law school populations; intersectionality; affirmative action and admissions; the Defense of Marriage Act; implicit bias; use of the narrative to increase cultural competency; and law student and attorney wellness. Karen served as an adjunct professor teaching Critical Identity Theory and is currently the President-Elect of the Connecticut Bar Association.

Defining Implicit Bias (kirwaninstitute.ose.edu/research/understanding-implicit-bias/)

"Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a

lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

A Few Key Characteristics of Implicit Biases

- Implicit biases are pervasive. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are related but distinct mental constructs. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold do not necessarily align with our declared beliefs or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that favor our own ingroup, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are malleable. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques."

Rodriguez, Rosa (Diversity and Equity)

From: Schlickmann, Paul (Athletics)
Sent: Thursday, November 03, 2016 2:34 PM
To: Sikorski, Jason (Psychological Science)
Cc: McCarthy, Molly (Athletics); Dodd, Sarah J. (Diversity and Equity); Rodriguez, Rosa (Diversity and Equity)
Subject: RE: Connecticut Alliance to End Sexual Violence Men's Advisory Council

Jason,

Listed below are the educational activities with which we have engaged our student-athletes and Staff.

Best, Paul

*Red Flag Campaign: 120 student athletes attended the Leslie Morgan Steiner talk on relationship violence in September

*Healthy Relationships one hour session with Sarah Dodd: the following teams have completed sessions thus far.

- Football
- Men's Soccer
- Men's Golf
- Men's Basketball
- Men's Track
- Men's Cross Country
- Women's Track
- Women's Cross Country
- Swimming
- Cheer
- Dance
- Women's Basketball

The remaining 3 teams (baseball, lacrosse and women's golf will complete by the end of the semester)

*David Rivera from the Interval House will present in February/March to all new students more information on dating violence and warning signs as well as resources for help.

CAPA: Central Athletes Peer Ambassadors, comprised of 8-10 student athletes who underwent two years of training with Rosemary Padin of the Interval House to be peer educators and active bystanders to help fellow CCSU students and the community.

Title IX training for all of our staff with Sarah Dodd at our October department meeting.

Paul C. Schlickmann
Director of Athletics
Central Connecticut State University
Phone: 860-832-3035
Fax: 860-832-3087
Twitter: @PaulSchlickmann
#ItsTime
www.CCSUBlueDevils.com



GO BLUE DEVILS!

Rodriguez, Rosa (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, November 11, 2016 12:51 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: Message from the CCSU Presidential Committee on Compassion

Dear Members of the CCSU Community,

The last few days have been very emotional for many members of our campus community, and many of us have seen students and colleagues who are feeling deep uncertainty and fear for the future. I can think of no better time for us all to reaffirm our commitment made last year to be a Campus of Compassion. I know I speak for all the members of our Presidential Committee on Compassion when I say that we stand ready to support, protect, and embrace all members of our community, come what may. I invite everyone to read and take to heart the Charter for Compassion, posted below. We intend to do whatever we can to support the person-to-person practice of compassion on our campus in the months to come.

“The principle of compassion lies at the heart of all religious, ethical and spiritual traditions, calling us always to treat all others as we wish to be treated ourselves. Compassion impels us to work tirelessly to alleviate the suffering of our fellow creatures, to dethrone ourselves from the center of our world and put another there, and to honor the inviolable sanctity of every single human being, treating everybody, without exception, with absolute justice, equity and respect.

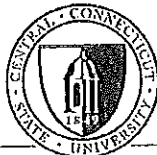
It is also necessary in both public and private life to refrain consistently and empathically from inflicting pain. To act or speak violently out of spite, chauvinism, or self-interest, to impoverish, exploit or deny basic rights to anybody, and to incite hatred by denigrating others—even our enemies—is a denial of our common humanity. We acknowledge that we have failed to live compassionately and that some have even increased the sum of human misery in the name of religion.

We therefore call upon all men and women to restore compassion to the center of morality and religion -- to return to the ancient principle that any interpretation of scripture that breeds violence, hatred or disdain is illegitimate -- to ensure that youth are given accurate and respectful information about other traditions, religions and cultures -- to encourage a positive appreciation of cultural and religious diversity -- to cultivate an informed empathy with the suffering of all human beings—even those regarded as enemies.

We urgently need to make compassion a clear, luminous and dynamic force in our polarized world. Rooted in a principled determination to transcend selfishness, compassion can break down political, dogmatic, ideological and religious boundaries. Born of our deep interdependence, compassion is essential to human relationships and to a fulfilled humanity. It is the path to enlightenment, and indispensable to the creation of a just economy and a peaceful global community.”

In Solidarity and Compassion,
 Paul Petterson, Co-Chair CCSU Presidential Committee on Compassion

Sent on behalf of the CCSU Presidential Committee on Compassion
Mark Warren McLaughlin, PhD
Associate Vice President
Marketing & Communications



Central Connecticut State University

H

TO: CCSU Classified Employees

FROM: Mary Cavanaugh, University Human Resources Administrator *M. Cavanaugh*
Human Resources Department

DATE: December 7, 2016

RE: Classified Employee and/or Dependent Child Scholarship Awards for Spring 2017

The University Scholarship Distribution Committee announces the Classified Employee Scholarship Awards, available to classified employees as well as dependent children of classified employees, for the 2016-2017 academic year. The amount of funding for this academic year is \$15,000.

Full-time classified employees with four (4) or more years of continuous employment with Central Connecticut State University are eligible to apply for this scholarship. First time applicants must provide a copy of their acceptance letter to Central Connecticut State University.

The following conditions apply to this scholarship program:

- Awards are for courses taken at CCSU only.
- Eligibility for the employee awards is limited to part-time matriculated (undergraduate or graduate) students.
- Eligibility for the dependent awards is limited to full-time and part-time matriculated (undergraduate or graduate) students.
- The award does not cover registration fees.
- Maximum age for a dependent child eligible for this award is twenty-four (24) years of age.

Applications are available in the Human Resources Department. **A current school transcript is required with every Classified Employee Scholarship application. There are no exceptions. Failure to submit the appropriate school transcript will result in ineligibility for the scholarship award.** Completed application packages are to be submitted to Mary Cavanaugh of the Human Resources Department and must be received by the application deadline. **The deadline for submitting applications is Wednesday, December 28, 2016 (close of business).** Please contact Human Resources at X21756 if you have any questions regarding this and/or need further information.

c: Interim President Pease
Members of the Executive Committee
Classified Employee Scholarship File

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CCSU Center for Africana Studies Monthly Meeting
March 8, 2017
Agenda

1. Minutes

2. Announcements

- Happy Hour scheduled for March 3 was cancelled
- OIC Awards Gala, May 12

3 Annual Conference recap

4. Events

- Ebenezer D. Bassett Awards, Monday, April 3
- Dinner for Dr. Toro: Wednesday, April 5
 - Location changed to Constitution Room
- Student Awards: Monday, May 1

5. Office of Diversity and Equity:

- Campus Survey
- Affirmative Action Executive Summary

6. Sojourner Truth Newsletter

7. Other Business

CCSU Center for Africana Studies Monthly Meeting
February 1, 2017

In attendance: Alphonse Wright, Pat Gardner, Peter LeMaire, Richard Bachoo, Shelly Jones, Michael Wilson, Evelyn Phillips, Warren Perry, Evadne Ngazimbi, Brittany Golding, Janet Woodruff.

1. Minutes: The minutes of the previous meeting (December 2016) were reviewed and accepted.

2. Announcements: The Ebenezer D. Bassett Dinner and Lecture is tonight, 6:00 to 8:00 pm in the Connecticut Room. The speaker is Ms. Kamora Harrington.

The Juneteenth celebration is scheduled for June 10, 2017, at the New Britain Museum of American Art. The event will be held during the day instead of the evening to promote family participation. The photographic exhibit from the New Britain African American Oral History Project will be part of the celebration.

Dr. Shelly Jones is publishing an activity book on African American Women in Mathematics. The projects are geared toward students in grades 3 to 8. The book will launch in June and advance copies will be made available ahead of time. The *Sojourner Truth Newsletter* will highlight the publication.

3. Annual Conference: Dr. Ngazimbi & Dr. Odesina are the co-chairs for the 2017 conference. Dr. Toro has been invited to give opening remarks. The speakers are finalizing their presentations for the program. Posters are in development & should be ready next week. Publicity must begin soon, particularly off-campus, through flyers and social media. The conference can be promoted to New Britain and Hartford schools & announced on local radio, museum newsletter, the library, Trinity-on-Main, and churches.

4. Sojourner Truth Newsletter: The next issue is expected to publish in time for the conference. Volunteers are sought to proofread and edit the issue.

5. Black History Month events: This year's Amistad lecture features Sir Hilary Beckles of the University of the West Indies, Jamaica. The lecture is followed by a dinner, and the public is invited. The Center has provided financial support but is not involved in event planning. Dr. Sogunro and Dr. Emeagwall of the Amistad Committee may wish to host a luncheon or dinner for Sir Hilary Beckles. The Africana Center will reach out to the Amistad Committee to incorporate the community.

Flyers were circulated for the Center's Leadership Interns' event entitled *Embracing my Melanin*. The program will feature arts and cultural, showcasing talented performers from CCSU and the community.

6. Other Business: Representatives from the Africana Center, Latin American Center, Committee on the Concerns of Women, and Women's Center met with Dr. Toro on Monday. She was open to their expressed concerns and needs. The Center directors presented her with an info packet highlighting the Center's work and emphasized the need for a full-time Coordinator and UA(s). Dr. Toro wants to make CCSU a model for universities supporting diverse student populations.

Leadership Intern Ms. Rosemarie Ayala-Soto was awarded a faculty-student research grant & national URCAP.

Four new Leadership Interns have been hired for the spring semester.

The Center needs new computers. Lyn Bonesio can be contacted for a refresh.

The Center has been receiving more maintenance attention, following mention of the issue last semester.

Mr. William Fothergill is applying to the state legislature to recognize and honor Ebenezer D. Bassett. Mr. Alphonse Wright has presented the request. The CCSU community, especially Dr. Toro, can support the nomination by writing to legislators, particularly the Senate Majority Leader and Speaker of the House.

The Center is hosting a dinner for Dr. Toro on April 5 in the Nutmeg Room. The room will seat 95 people. Volunteers will be sought to promote the event on campus and community.

The annual Happy Hour will be held on Friday, March 3, at 50 Elm in Hartford.

Funding was delayed for the New Britain NAACP Bassett Academy for middle-school youth, so the program will start in September. Mentor applications are being accepted.

The Conference Committee will meet Friday 02/03/17 at noon.

Respectfully submitted by Janet Woodruff

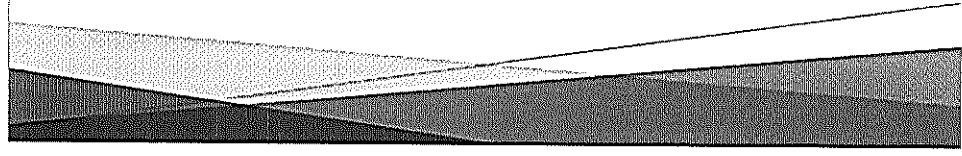
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Executive Committee Agenda
Tuesday, August 9, 2016
9:30 a.m.

- | | |
|---|-----------|
| 1. Enrollment Update | C. Lovitt |
| 2. Kaiser Parking Lot | R. Bachoo |
| 3. Tuition Policy Proposal | J. Miller |
| 4. Recommended Follow-up Study of the Gender and Race Equity Report | J. Miller |
| a. Employees Identified as Confidential (C. Magnan) | |
| b. Climate Survey for Faculty and Staff | |

Executive Committee Agenda
Tuesday, November 29, 2016
9:30 a.m.
PRESIDENT'S CONFERENCE ROOM

- | | |
|--|-------------------------|
| 1. CMHA Purchase of Mitch's Place | C. Lovitt |
| 2. Budget Update | C. Casamento |
| 3. PCI | C. Casamento/L. Bonesio |
| 4. Facility Use Agreements Collection Efforts | C. Casamento |
| 5. Enrollment, Recruitment, and Retention Meeting Update | S. Pease |
| 6. Affirmative Action Plan | R. Rodriguez |
| 7. As May Arise | |



EXECUTIVE SUMMARY

The Office of Diversity and Equity has completed the University's Affirmative Action Plan (AAP) per the Connecticut General Statutes 46a-68. The AAP is a comprehensive, result-oriented set of procedures and programs that details the University's strategy to eliminate discrimination, set forth a good faith effort to attain hiring, promotional and programmatic goals and to achieve equal opportunity.

The plan is submitted annually for review and approval by the Commission on Human Rights and Opportunities (CHRO). The CHRO reviews and evaluates the plan within 90 days to ensure that it contains all required elements and it is in compliance. The 2015 Plan was approved by the CHRO, based on CHRO Reviewer Neva Vigezzi's recommendation. No weaknesses were identified in this plan.

CCSU Full-time Workforce Statistics Table

CATEGORY OR CLASS	TOTAL		WHITE		BLACK		HISPANIC		ASIAN/AMNP*	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Executive Management	20	16	14	14	5	0	1	2	0	0
Faculty	462	273	189	204	149	20	13	14	10	35
Professional	59.1%	40.9%	44.2%	32.3%	4.3%	2.8%	3.0%	2.2%	7.6%	3.7%
Non-Faculty	54	129	75	99	8	12	9	14	2	4
Classical (Secretarial)	97	10	87	3	60	3	16	3	10	1
Technical Para	10.3%	89.7%	3.1%	61.9%	9.1%	16.5%	3.1%	10.3%	1.0%	1.0%
Professional	7	10	4	5	0	2	3	1	0	2
Technical	41.2%	58.8%	23.5%	29.4%	0.0%	11.8%	17.6%	5.9%	0.0%	11.8%
Skilled Crafts	12	11	1	11	0	0	0	0	0	0
Service	91.7%	8.3%	91.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Maintenance	72	60	12	47	8	5	8	4	0	0
Protective Services	20	18	2	9	1	4	1	5	0	0
TOTALS	939	493	446	357	337	45	44	43	41	38
	100.0%	52.5%	47.5%	39.1%	35.9%	4.8%	4.7%	4.6%	4.4%	2.6%

Faculty special appointments, University Assistants and Emergency hires and graduate interns are not included in the full-time workforce. With the exception of the Workforce Table the coaching category is analyzed separately.

CCSU is an Affirmative Action and Equal Opportunity Employer and Educator.

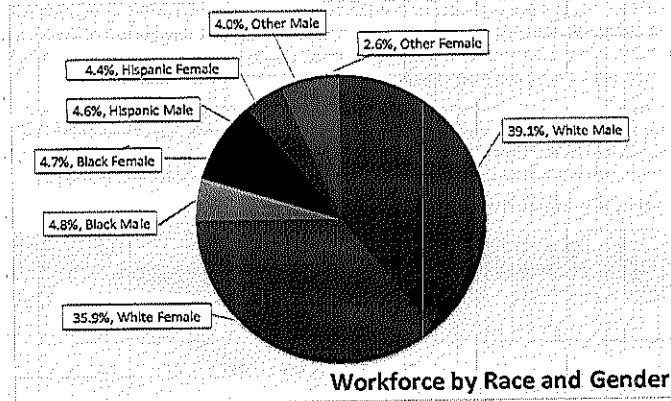
Office of Diversity and Equity

Abstract
 The Affirmative Action Plan (AAP) is a comprehensive, result-oriented set of procedures and programs that details the University's strategy to eliminate discrimination, set forth a good faith effort to attain hiring, promotional, and programmatic goals and to achieve equal opportunity.

Executive Summary

AFFIRMATIVE ACTION PLAN CCSU

Workforce by Race and Gender Chart



ANALYSIS OF GOALS FOR 2015-2016

Hiring Goals

For this reporting period, CCSU established eighty-four (84) hiring goals and experienced sixty-eight (68) hires. Hiring occurred in the occupational categories of Executive Administrative, Associate Professor, and Assistant Professor, Coaching, Professional Non-Faculty, Clerical all titles, Administrative Assistant, Secretary 2, Service Maintenance All Titles (excluding custodians), and Custodians.

Since goal achievement cannot take place in categories where hiring did not occur, seventeen (17) goals attributable to the categories of Professor [one (1) goal], Technical Paraprofessional [Six (6) goals], Skilled Crafts [three (3) goals]; and, Protective Services [seven (7) goals] could not be achieved.

Therefore, only sixty-seven (67) of the eighty-four (84) established goals were identified as achievable goals. Of the sixty-eight (68) hires that occurred during this reporting period, nineteen (19) or twenty-eight percent (28%) of all hires, met established reachable hiring goals.

Hires Table

This table includes only categories where hiring occurred; excludes Professor, Technical Paraprofessional, Skilled Crafts, Custodians and Protective Services.

EEO Category	Hires	Goals	Goals Achieved	Percent of Goal Achievement
Executive Administrative	1	6	1	17%
Faculty	26	19	8	42%
Coaching	8	6	2	33%
Professional Non-Faculty	15	15	5	33%
Other Staff (Classified)	18	21	3	14%
Total	68	67	19	28%

Additionally, in its commitment to diversity the University hired twenty-six (26) members of underrepresented groups* that did not meet established goals:

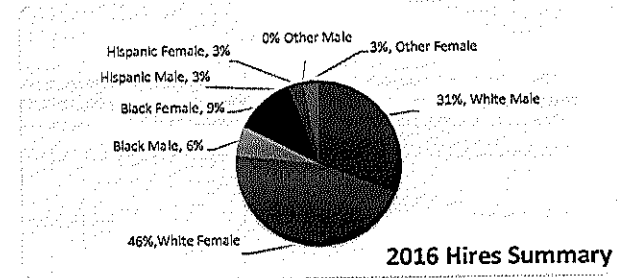
- Six (5) diverse hires in the Associate Professor category: Five (5) White females.
- Five (5) hires in the Assistant Professor category: Three (3) White females; One (1) Black female, and One (1) Other female.
- Three (3) diverse hires in the Coaching category: Two (2) White females and One (1) Black male.
- Nine (9) diverse hires in the Professional/Non-faculty category: Seven (7) White females; and, Two (2) Hispanic males.
- Two (2) diverse hires in the Secretarial All Titles category: Two (2) Black females.
- Two (2) diverse hires in the Secretary 2 category: One (1) Black female and One (1) Hispanic female.

*White Female hires in the categories of Clerical, all titles; Administrative Assistant; and Secretary 2 were not identified as diverse candidates as they are overly represented in these categories.

In all, forty-five (45) out of the sixty-eight (68), or sixty-six (66%), were either goal candidates or candidates from historically underrepresented groups including White females in non-clerical positions. The table and chart below gives an overview of hires by race and gender.

EEO Category	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Other Male	Other Female	Total
Executive	0	1	0	0	0	0	0	0	1
Assistant Professor	7	10	0	1	0	0	0	0	20
Associate Professor	1	5	0	0	0	0	0	0	6
Coaching	3	2	3	0	0	0	0	0	8
Prof. Non-faculty	6	7	0	0	2	0	0	0	15
Secretarial All	0	2	0	3	0	0	0	0	5
Admin. Assistant	0	0	0	1	0	0	0	0	1
Secretary 2	0	4	0	1	0	2	0	0	7
Service Maintenance	3	0	1	0	0	0	0	0	4
Custodians	1	0	0	0	0	0	0	0	1
Total	21	31	4	6	2	2	0	2	68
Percentage	31%	46%	6%	9%	3%	3%	0%	3%	

Hires Summary Chart



Promotional Goals

For this reporting period, the university established twenty-three (23) promotional goals.

During the reporting period, the University promoted forty-seven (47) employees between EEO categories. In all, twenty-four (24) out of the forty-seven (47) of these promotions, or fifty-one (51%) percent, were either goal candidates or candidates from historically underrepresented groups, including White females in non-clerical positions.

Summary of Promotions

Promotions in the faculty category are self-directed; therefore, goal achievement can be measured against those who apply for promotion.

Promotions to Executive Managerial

The University achieved the One (1) White female goal with the promotion of the Chief Information Officer.

Promotions to Professor

There were fourteen (14) faculty members who applied for promotions to Professor: Six (6) White males; Four (4) White females; One (1) Hispanic male; Two (2) Other males; and One (1) Other female.

Eleven (11) applicants were recommended for promotions to Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: Five (5) White males; Four (4) White females; One (1) Hispanic male; and One (1) Other female. Of the Eleven (11) promotions that occurred in this category, the University achieved four (4) White female established promotional goals.

- One (1) White male non-goal candidate and Two (2) Other male goal candidates, were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the six (6) applicants who were goal candidates, the University achieved four (4) goals: Four (4) White females.

Of the eleven (11) promotions that occurred in the professor category, the university achieved four (4) established goals or thirty-six percent (36%). **Of these promotions, six (6) promotions or fifty-five percent (55%) were either goal or diverse candidates including White females.**

Promotions to Associate Professors

There were nine (9) faculty members who applied for promotions to Associate Professor: Four (4) White males; Three (3) White females; One (1) Black male; and One (1) Other female. Five (5) applicants were recommended for promotions to Associate Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: Two (2) White males; One (1) White female; One (1) Black male; and One (1) Other female. Of the Five (5) promotions that occurred in this category, the University achieved one (1) Black male and one (1) Other female established promotional goals.

- Two (2) White males and Two (2) White females non-goal candidates were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the two (2) applicants who were goal candidates, the University achieved two (2) goals: One (1) Black male and One (1) Other female.

Of the five promotions that occurred in the associate professor category, the university achieved two (2) established goals or forty percent (40%). **Of these promotions, three (3) or sixty percent (60%) were either goal or diverse candidates.**

Hiring and Promotional Goals for 2016-2017

It has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A "goal" is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated as short term (one year or less) or long term (more than a year, but not more than five).

The University has set its goals to be meaningful, measurable and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights and union contracts relating to transfers from other agencies are in effect and the University must consider those candidates, if they qualify, for specific vacancies.

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/AffAction/>.

However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

Historical Updates

- After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (coaching) and a separate analysis was conducted in all numerical sections of the plan.
- When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013, the Instructor category has been consolidated into the Assistant Professor category.
- In the 2013 AA Plan review, this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, utilization analysis, the category of Protective Services has been modified solely based on EEO category designation and not numerical analysis. The category of Protective Services has been taken out of the EEO 7 category and separated into its own category.
- In the 2016 submission, ODE, in consultation with CHRO, consolidated the Administrative Assistant category analysis into the clerical all titles category. For the past four submissions there have been fewer than 25 administrative assistant positions. In the 2016 submission, there were less than 20. It is unlikely this rank will reach the 25 titles or more to warrant a separate analysis.

HIRING AND PROMOTION GOALS

Based on the Section 46a-68-40, Utilization Analysis, the University has established the following hiring and promotion goals for the period of August 1, 2016 through July 31, 2017.

EXECUTIVE/ADMINISTRATIVE

Hiring	Promotional
1 White Female	None
2 Black Females	
1 AAIANHNPI Male	
1 Other Female	

FACULTY

PROFESSOR

Hiring	Promotional
1 White Female	12 White Females
	7 AAIANHNPI Males

ASSOCIATE PROFESSOR

Hiring	Promotional
1 Black Male	2 Black Females
3 Black Females	1 Hispanic Female
2 Hispanic Females	1 AAIANHNPI Female
1 AAIANHNPI Female	

ASSISTANT PROFESSOR

Hiring	Promotional
1 White Male	None
3 White Females	
2 Hispanic Males	
1 AAIANHNPI Female	

COACHING

Hiring	Promotional
2 Black Females	None
1 Hispanic Male	
1 Hispanic Female	
1 AAIANHNPI Male	

PROFESSIONAL/NON-FACULTY

Hiring	Promotional
3 White Males	None
2 Black Females	
4 AAIANHNPI Males	
3 AAIANHNPI Females	

SECRETARIAL CLERICAL (Excluding SECRETARY 2)

Hiring	Promotional
5 White Males	1 Hispanic Female
1 AAIANHNPI Female	

SECRETARIAL CLERICAL/SECRETARY 2

Hiring	Promotional
1 White Female	None
1 Black Male	

TECHNICAL/PARAPROFESSIONAL

Hiring	Promotional
3 White Females	None
1 Black Male	
1 Hispanic Female	

PROTECTIVE SERVICES

Hiring	Promotional
4 White Males	None
1 White Female	
1 Hispanic Female	

SKILLED CRAFTS

Hiring	Promotional
1 Black Male	None
1 Hispanic Male	

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)

Hiring	Promotional
1 White Female	1 White Female

Hiring	Promotional
1 Hispanic Male	1 Hispanic Male
2 Hispanic Females	
1 AAIANHNPI Male	

SERVICE MAINTENANCE/CUSTODIANS

Hiring	Promotional
3 Black Males	None
2 Black Females	
1 Hispanic Male	
1 AAIANHNPI Male	

Program Goals

The University has established program goals pursuant to analyses conducted in Section 46a-68-87, **Identification of Problem Areas** in order to remove any disparity or adverse impact on the race/sex group members in the respective occupational categories.

The University's programs will be meaningful, measurable and reasonable attainable and consistent with Section 46a-68-92—Good Faith Efforts.

While the University did not identify any significant employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons, it did identify areas that need to be further explored in the recruitment of service maintenance and skilled craft. If disparities occur, the University will initiate a goal to remove such impact.

Recruitment and Equitable Search Process

In the Professional Non-faculty category, ODE will consult with hiring managers to determine when an affirmative action search should be utilized to fill a vacancy. This is not an official goal; however, will be a standing practice for all SUOAF bargaining positions.

In the Service Maintenance, when the position does not require State of Connecticut examinations, the University will expand and identify new advertising and recruitment sources. Additionally, the custodian and skilled craft are also areas that need improvement in their diversification of applicants.

The University has considered alternatives in addition to those already outlined above to eliminate any problem areas identified in the **Identification of Problem Areas** section.

Other Program Goals

The University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons. The University will, however, continue to take a critical look at its employment processes and if disparities occur, the University will initiate a goal to remove such impact and improve the processes.

As Program Goals for the plan year 2015-2016, in order to foster a campus climate of tolerance and diversity, to ensure equal rights for all the various groups that make up the University community and to educate our students toward appreciation for diversity, the University will:

1. Recruitment & Equitable Search Process Continued

- **Re-established:** Develop a process to collect demographic applicant data on the internal search process for SUOAF positions in the Professional Non-Faculty Category, as outlined in the SUOAF-AFSCME Collective Bargaining Agreement. The Office of Human Resources will update the search and hiring manual to reflect this new process. While ODE has been successful in obtaining the demographic information as well as posting information on these internal searches; the manual has not been updated to reflect this process. During this reporting period, ODE will work with Human Resources and the SUOAF Union to establish protocols to ensure this internal process meets the requirements of the AA regulations.
- ODE will conduct a formal review of the diversity of applicants for positions filled through the SUOAF internal search process to determine if any barriers exist for applicants of color, women or the disabled.

Completion Date: July 2016

Responsible Person: Chief Diversity Officer and Chief Human Resources Officer

2. Promotion of Equal Opportunity and Harassment-free Workplace

a. Training

- ODE will conduct two training sessions specifically targeting hiring managers, search committee chairs and search committee members. This training will focus on implicit bias and equitable hiring/recruitment standards.
- **Re-established:** To meet Clery Act requirements, identify campus security authorities (CSA), provide training and develop online Clery reporting form. While CSA's have been identified the training was rolled out in fall 2016. During this period, we intend to ensure all identified parties have completed the online module on Clery reporting requirements. ODE, in collaboration with the Chief Administrative Officer will continually review staff to determine if additional staff need to be added to the university's CSA listing.
- ODE will coordinate a structured training program for the members of the newly established employee advisory committee. The fall 2016 training will focus on the AA regulations and the establishment of hiring and promotional goals and also implicit bias.

Completion Date: July 2016

Responsible Person: Chief Diversity Officer; Associate in Diversity and Equity, Chief Human Resources Officer; Provost; Victim Advocate; Vice President of Student Affairs, Chief Administrative Officer

b. Employee Climate Survey

- ODE in partnership with the Office of Victim Advocacy and Human Resources will lead a staff wide climate survey to address gender based discrimination (including sexual harassment).

Completion Date: July 2016

Responsible Person: Chief Diversity Officer; Chief Human Resources Officer; Provost; Victim Advocate; Vice President of Student Affairs

c. Complaint Database

- ODE has contracted with a cloud-based complaint management database. During the reporting period ODE will complete the implementation. This will assist ODE in ensuring timely compliance with all protected class investigations, as well as, with Title IX reporting procedures. This system will increase ODE's potential for analyzing complaint data. Lastly, this database will

improve ODE's case management and timely notations to files as we will be able to track on an on-going basis every point of contact made for a case record.

Completion Date: July 2016

Responsible Person: Chief Diversity Officer; CCSU Victim Advocate; Associate in Diversity and Equity

Cooperation with Other Agencies

When the cooperation of another agency is essential to the implementation of a program goal, CCSU will maintain a record of each instance of contact with the agency and the outcome of the request.

Executive Committee Meeting
February 15, 2017
Action Items

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- R. Rodriguez will begin meeting with multicultural employee groups to identify a representative to sit on a Climate Survey Committee. The goal is for all groups to be represented and for one Climate Survey to be administered.

Executive Committee Agenda
Tuesday, April 11, 2017
8:30 am
Memorial Hall, President's Dining Room

1. Stand Up CCSU Campaign S. Dodd

2. Final Recommendation for Next Year's Spending Plan Z. Toro

3. Transfer Study (Top Three Recommendations) Z. Toro

4. Main Issues Affecting Graduation and Retention Rates Z. Toro

Executive Committee Notes of Tuesday, April 11, 2017

Present: R. Bachoo, L. Bonesio-Peterson, C. Galligan, C. Magnan, C. McDavid, S. Pease, A. Suski-Lenczewski, Z. Toro

Guests: S. Dodd, A. Mendoza, J. Perez,

Excused: C. Casamento (Attended Via Telephone), R. Rodriguez

StandUpCCSU Campaign (S. Dodd)

S. Dodd provided a brief overview of the StandUpCCSU Campaign. StandUpCCSU is a bystander awareness campaign that encourages the campus community to stand up and take action against violence. S. Dodd introduced A. Mendoza and J. Perez, two student volunteers who are working on the campaign. There is a total of twelve student volunteers. S. Dodd wanted to be sure to recognize that this is a student developed campaign. A. Mendoza, a senior graduating in May with a B.A. in Psychology, completed several drawings used for the posters. One of the drawings was a self-portrait. Each drawing took 6-8 hours to complete. J. Perez, a graduate student majoring in Criminology, is looking forward to working on the Campaign again next year. Z. Toro asked what can Executive Committee do to support the Campaign. The following suggestions were made:

- Display posters campus-wide.
- Provide funding for more events.
- Make training mandatory.

Executive Committee Agenda
Wednesday, May 10, 2017
10:00 am
President's Office, Conference Room

1. CCSU Honors College: A Recruitment Tool Z. Toro
2. Strategies to Increase CCSU's Housing Occupancy Z. Toro
3. December Commencement Z. Toro
4. Enrollment Update Z. Toro
5. Design Thinking Documents Z. Toro
6. Annual Report Request for UPBC Z. Toro
7. Art Gallery Z. Toro
8. Here4U@CCSU Comments/Suggestions Z. Toro
9. Student Panel on Racism Comments Z. Toro

Executive Committee Agenda
Tuesday, May 23, 2017
10:30 am
President's Office, Conference Room

1. Annual Report Request for UPBC & End of the Year Report Z. Toro

2. Art Gallery Z. Toro

3. Here4U@CCSU Comments/Suggestions Z. Toro

4. Student Panel on Racism Comments Z. Toro

5. Proactive Measures to Address Administrative Vacancies A. Suski-Lenczewski

6. Patriotic Teacher of the Year Award S. Pease

Executive Committee Agenda
Tuesday, July 11, 2017
8:30 am
President's Office, Conference Room

1. Office of Student Disability Services (Valerie Hamilton-Brodie)

2. BOR's Use of a Preferred First Name and Execution Changes to Legal Name by Student Policy (Z. Toro)

3. 2017 Latin Festival Sponsorship Package (Z. Toro)

4. Purchase of CCSU Bus (Z. Toro)

5. Consideration/Approval of Proposals and Projects (Z. Toro)

6. Enrollment Report (Z. Toro)

7. Taskforce: Food Service Models (Z. Toro)

8. Options to Increase Occupancy in Residence Halls (Z. Toro)

LGBT Advisory Committee Meeting
October 24, 2016
Student Center – Blue & White Room
12:15-1:30pm

Present: Ryan Baumann (Residence Life), Alberto Cifuentes, Jr., (Library), Nick D'Agostino (Diversity and Equity), Scott Hazan (Student Activities and Leadership Development), William Mann (History), Gladys Moreno-Fuentes (Counseling and Wellness), Crystal Nieves (LGBT Center), Nghi Thai (Psychological Science)

Not Present: Jacqueline Cobbina-Boivin (Women's Center), Lila Coddington (Counseling and Family Therapy), Joanne DiPlacido (Psychological Science), Collan Fuller (Student), Jessica Greenebaum (Sociology), Caitlin Lucevich (Student), Jaclyn Martin (Student), Nichol McCarter (Student), Rosa Rodriguez (Diversity and Equity), Marco Taverner (Student), Jeffrey Thomas (Geological Sciences), Laura Tordenti (Student Affairs)

Agenda:

1. **Welcome and Introductions**
2. **Identify a Note-taker – Alberto volunteered**
3. **Ice Breaker – Introductions**
4. **Review Minutes from May 2016 Meeting – Minutes approved online**
5. **LGBT Center Updates and Pride Updates**
 - a. Pride has been very visible since the beginning of the semester, especially with their pronoun campaign.
 - b. Pride held a great bisexuality awareness program with speaker and activist Robin Ochs. They are hoping to coordinate some type of bisexuality program for R.A.s and a discussion about relationship orientation.
 - c. Pending available funds, Crystal will be going with 4-5 students to the annual Creating Change Conference Jan. 18-22 in Philadelphia. Nick suggested speaking with Dr. Tordenti to request additional necessary funds for students attending conference.
 - d. Crystal stated that Campus Police has been effective at helping transgender students and more prepared to deal with bathroom issues. Moreover, all of the bathroom signs on campus have been changed to "Single-Use Restroom." Title IX Trainings now have a transgender component.
 - e. Writer and activist Larry Kramer will be speaking with Bill Mann on Wednesday, Nov. 16, 3-4pm, in Torp Theatre, Davidson Hall. This will be followed by a screening of *The Normal Heart* from 4:30-7pm. These two events are free and open to the public.
 - f. "Feminizing the Masculine Man," a one-day exhibition, will be showing on Thursday, Nov. 17, at 5pm in the Connecticut Room, Memorial Hall. Free and open to the public.
 - g. "Being LGBT in CT" panelists have been secured. The event will take place on Tuesday, Feb. 14, 4:30pm, in the Constitution Room, Memorial Hall.
6. **New Business: Brainstorming Activity – Goals and Objectives for Fall/Spring**
 - a. **Roommate Issues:** This was brought up by Gladys. LGBTQ students deal with very particular and time-sensitive issues with roommates. How can roommate conflicts be addressed more expediently? Ryan stated that any conflict that is reported and R.A.s try to mediate is documented; mediation is conducted with the facilitation of the R.A. and R.D. before considering to remove a student from a room or dorm. The separation of roommates can be expedited if necessary, and student perpetrators will usually go through the Office of Conduct to determine repercussions, including but not limited to housing removal. Scott stressed the importance of documenting any occurrences of harassment, and stated that tracking occurrences

- and accumulating statistical data is a very important component of addressing these types of issues, especially for the incoming CCSU President.
- b. **Gender-Inclusive Housing:** This is a project that needs to be completed since there are still some unhappy students. Nghi underscored the importance of using the correct pronouns and the gender-inclusive language in classrooms (i.e. using "transgender" instead of "transgendered"). It was also suggested that a gender-inclusive box be included in all housing forms, including Banner. The housing form already uses a student's preferred name, but the student cannot choose a roommate beyond the sex of that roommate.
 - c. **Presence at Faculty/Staff Meetings:** We should increase our presence and voice at other faculty/staff meetings since our issues often intersect with issues raised in other committees and departments, especially any related to harassment, violence, and housing.
 - d. **Faculty-Staff Training:** Crystal stated that the training expectations for faculty/staff when it comes to LGBTQ issues are not being met. More specifically, many faculty/staff are not using Banner to extract student data correctly or using records that do not protect a student's privacy. There is a need to get these types of policies (i.e. restrooms, pronouns (vs. misgendering), preferred name) into regular practice with faculty/staff. It was shared that these policies are part of Title IX training, which is mandated, and Safe Zone training, which is voluntary. Moreover, Bill mentioned that these types of issues regarding misgendering, not using the student's preferred name, and/or extracting the wrong data about a student can occur often with adjunct faculty. Even though they are mandated to go through Title IX training, any adjunct faculty who intentionally engage in any activity that violates these policies should be reported to the Office of Diversity and Equity.
 - e. **Strategic Planning:** Scott recommended that we develop a strategic plan covering a span of 5 to 10 years that specifies and explains the goals and outcomes of the committee for the new CCSU President. Scott volunteered to help draft this strategic plan. Part of the plan include the mission statement, goals and objectives, steps to accomplish the goals and objectives, and methods for assessing the outcomes. The committee will have a mini-retreat in December to draft the plan, and Nick will book the space.
7. **Old Business: Bylaw Review**
- a. The review of the mission statement, membership, and purpose will be done during the strategic planning retreat in December.

Next Meetings (12:15-1:30pm):

- Thursday, Nov. 17, 2016 (Student Center – 1849 Room)
- Monday, Feb. 27, 2017 (Student Center – Blue & White Room)
- Monday, Mar. 27, 2017 (Student Center – Blue & White Room)
- Monday, Apr. 24, 2017 (Student Center – Blue & White Room)

Meeting Adjourned at 1:30pm

Submitted Respectfully,
Alberto Cifuentes, Jr.

**LGBT Advisory Committee Meeting
November 17, 2016
Student Center – 1849 Room
12:15-1:30pm**

Present: Alberto Cifuentes, Jr., (Library), Jacqueline Cobbina-Boivin (Women's Center), Nick D'Agostino (Diversity and Equity), Scott Hazan (Student Activities and Leadership Development), Jeffrey Thomas (Geological Sciences)

Not Present: Ryan Baumann (Residence Life), Lila Coddington (Counseling and Family Therapy), Joanne DiPlacido (Psychological Science), Collan Fuller (Student), Jessica Greenebaum (Sociology), Caitlin Lucewicz (Student), William Mann (History), Jaelyn Martin (Student), Nichol McCarter (Student), Gladys Moreno-Fuentes (Counseling and Wellness), Crystal Nieves (LGBT Center), Rosa Rodriguez (Diversity and Equity), Marco Taverner (Student), Nghi Thai (Psychological Science), Laura Tordenti (Student Affairs)

Agenda:

1. **Welcome and Introductions**
2. **Identify a Note-taker** – Alberto volunteered
3. **Review Minutes from October 2016 Meeting** – Agreed to table approval of minutes until we have a quorum
4. **LGBT Center Updates and Pride Updates** – Agreed to table since Crystal not present
5. **Strategic Planning Committee**
 - a. Identify Members – Scott Hazan, Alberto Cifuentes, Jr.
 - b. Establish Timeframe – Scott suggested a flexible 5-year plan; proposal to be submitted by end of Spring 2017 semester.
 - c. The different parts of the proposal include (1) Mission Statement, (2) Vision Statement, (3) Goals/Learning Outcomes, and (4) Assessment of Outcomes
 - d. Suggested that we meet with LGBT Center and Pride to get full campus perspective.
 - e. Since new CCSU President, Dr. Toro, starts January 3, 2017, it was agreed that we should determine a mission and vision statement before this date to present to her. Scott and Alberto will work on drafting these two statements.
6. **Develop Sub-Committee to Review Current By-Laws and Propose Changes to Dr. Tordenti**
 - a. Identify Members – Alberto Cifuentes, Jr.
 - b. Establish Timeframe – Tabled
7. **New Business**
 - a. Appointment of Secretary – Nick D'Agostino nominated Alberto Cifuentes, Jr.; Scott Hazan seconded; and Jacqueline Cobbina-Boivin provided a third vote. After no abstentions or discussion, Alberto officially approved as Recording Secretary. Nick stated that this addition of a new position on the committee may need to be changed in the by-laws.
 - b. Recent Meeting with Student Affairs, Registrar, and IT
 - i. Rosa Rodriguez and her office is drafting a "Dear Colleague" Letter on the Preferred Frist Name (PFN). The draft of the letter was presented to the committee, and the committee suggested several changes. Nick stated he would also run the letter by Crystal Nieves for her feedback.

- ii. Some of the committee suggestions included emphasizing culture of inclusiveness and respect, adding a statement about additional resources for international students, tying letter directly with university mission, and inserting transgender first when specifying affected groups so transgender students not minimized by or "couched" with other groups.

8. Old Business

- a. By-law review – Tabled

Upcoming Events:

- "Feminizing the Masculine Man" – Thursday, Nov. 17, 2016, at 5pm in the Connecticut Room, Memorial Hall
- "Being LGBTQ in CT" Panel – Tuesday, Feb. 14, 2017, at 4:30pm in Constitution Room, Memorial Hall
- "Being Muslim in CT" Panel – April 2017 (more details TBA)

Next Meetings (12:15-1:30pm):

- Monday, Feb. 27, 2017 (Student Center – Blue & White Room)
- Monday, Mar. 27, 2017 (Student Center – Blue & White Room)
- Monday, Apr. 24, 2017 (Student Center – Blue & White Room)

Meeting Adjourned at 1:15pm

Submitted Respectfully,
Alberto Cifuentes, Jr.

LGBT Advisory Committee Meeting
March 6, 2017
Student Center – 1849 Room
12:15 to 1:30 PM
Draft Agenda

Present:

Not Present:

Agenda:

1. Welcome and Introductions
2. Note taker (Alberto Cifuentes, Jr. – Recording Secretary)
3. Review minutes from October and November 2016 meetings
4. LGBT Center updates & Pride Updates
5. Strategic Planning Committee
 - a. Review current bylaws and identify 3-5 key areas of focus for plan
 - b. Identify members (Scott Hazan, Alberto Cifuentes, Jr.)
 - c. Establish timeframe
6. Develop Sub-Committee to review current bylaws and propose changes to Dr. Tordenti
 - a. Identify members (Nicholas D'Agostino, Alberto Cifuentes, Jr.)
 - b. Establish timeframe (May 2017)
7. New Business
8. Old Business:
 - a. Old Business: Bylaw review

Upcoming Events:

Next meetings:

Monday, March 17, 2017 (Student Center – Blue & White Room)

LGBT Advisory Committee Meeting
April 24, 2017
Blue and White Room
12:15 to 1:30 PM
Agenda

Present:

Not Present:

Agenda:

1. Welcome and Introductions
2. Note taker (Alberto Cifuentes, Jr. – Recording Secretary)
3. LGBT Center updates & Pride Updates
4. Strategic Planning Committee
 - a. Identify 3-5 key areas of focus for plan
 - b. Identify members (Scott Hazan, Alberto Cifuentes, Jr.)
 - c. Establish timeframe
5. Develop Sub-Committee to review current bylaws and propose changes to Dr. Tordenti
 - a. Identify members (Nicholas D'Agostino, Alberto Cifuentes, Jr.)
 - b. Establish timeframe (May 2017)
6. New Business
7. Old Business:
 - a. Old Business: Bylaw review

Upcoming Events:

Next meetings:

May 1, 2017 - (Student Center – Blue & White Room)

LGBT Advisory Committee Meeting
April 24, 2017
Student Center – Blue & White Room
12:15-1:30pm
MINUTES

Present: Alberto Cifuentes, Jr., (Library), Nick D'Agostino (Diversity and Equity), Scott Hazan (Student Activities and Leadership Development), Gladys Moreno-Fuentes (Counseling and Wellness), Crystal Nieves (LGBT Center)

Not Present: Ryan Baumann (Residence Life), Jacqueline Cobbina-Boivin (Women's Center), Lila Coddington (Counseling and Family Therapy), Joanne DiPlacido (Psychological Science), Colian Fuller (Student), Jessica Greenebaum (Sociology), Caitlin Lucewicz (Student), William Mann (History), Jaclyn Martin (Student), Nichol McCarter (Student), Rosa Rodriguez (Diversity and Equity), Jeffrey Thomas (Geological Sciences), Nghi Thai (Psychological Science), Laura Tordenti (Student Affairs)

Agenda:

1. **Welcome and Introductions**
2. **Note-taker (Alberto Cifuentes, Jr. – Recording Secretary)**
3. **Approve Minutes from March 6th Meeting** – Tabled; Nick will submit minutes from this meeting
4. **LGBT Center Updates and Pride Updates**
 - a. Lavender Graduation: Sunday, May 7, 1-3pm, Founders Hall in Davidson. Open to all CCSU and CT Community College graduating seniors. Register at www.ccsu.edu/LGBT. There are 13-14 CCSU graduates participating but no community college graduates. Alberto let Crystal know he was available to volunteer if needed.
 - b. The event featuring a queer deaf speaker last month went very well and received a lot of positive feedback. It was the first time the center sponsored an event on the intersection of LGBTQ identity and disability.
 - c. The Drag Ball sponsored by CCSU Pride on Apr. 20 went very well and raised money for their charity, True Colors, Inc.
5. **Strategic Planning Committee**
 - a. Identify Members: Alberto Cifuentes, Jr., Nick D'Agostino, Scott Hazan, Gladys Moreno-Fuentes, Crystal Nieves
 - b. Sections of Proposal
 - i. Mission Statement
 - ii. Vision Statement
 - iii. Goals/Learning Outcomes
 - iv. Timeline/Timeframe
 - v. Assessment of Outcomes
 - c. Key Areas of Focus:

- i. Inclusivity/Campus Climate – Preferred name option, gender-inclusive housing, gender-neutral restrooms
- ii. Campus-wide Education – Orientation (student and faculty/staff), curriculum, personal connections with students, safety of LGBT staff
- iii. Accessibility/Equitability – Bathrooms, housing, sports/athletics (connect with Dr. Bachoo about adding gender-neutral restrooms to new buildings *before* they're built or updated).
- iv. Recruitment/Retention – New and transfer students.
- v. New Buildings/Facilities – Speak with Dr. Bachoo about developing some form of consistent and mutually agreed upon standards and practices regarding the equitability of housing, restrooms, and other campus spaces for LGBTQ students, faculty, and staff.
- vi. Space for Community Building/Accessibility to Resources – Demand for more programming, more resources, and more funds for LGBT Center and LGBTQ community on campus. Also a need for center full-time staff and a discussion of general spatial needs (i.e. possibly moving center to another building).

6. Develop Sub-Committee to Review Current By-Laws and Propose Changes to Dr. Tordenti – Tabled

7. **New Business**
 - a. Possible New Committee Member: Elijah (student). Crystal will invite him to May 11th meeting.
8. **Old Business**
 - a. By-law Review: Tabled

Upcoming Events:

- Besides Lavender Graduation, nothing else to report.

Next Meeting:

- Thursday, May 11th, 12:30-2:30pm, Location TBA
- Focus will be on strategic planning

Meeting Adjourned at 1:15pm

Submitted Respectfully,
 Alberto Cifuentes, Jr.

**LGBT Advisory Committee Meeting
May 11, 2017 MINUTES
Student Center – Blue & White Room
12:30-2:30pm**

Present: Ryan Baumann (Residence Life), Alberto Cifuentes, Jr., (Library), Nick D'Agostino (Diversity and Equity), Scott Hazan (Student Activities and Leadership Development), Gladys Moreno-Fuentes (Counseling and Wellness)

Not Present: Jacqueline Cobbina-Boivin (Women's Center), Lila Coddington (Counseling and Family Therapy), Joanne DiPlacido (Psychological Science), Collan Fuller (Student), Jessica Greenebaum (Sociology), Caitlin Lucewicz (Student), William Mann (History), Jaclyn Martin (Student), Nichol McCarter (Student), Crystal Nieves (LGBT Center), Rosa Rodriguez (Diversity and Equity), Jeffrey Thomas (Geological Sciences), Nghi Thai (Psychological Science), Laura Tordenti (Student Affairs)

Agenda:

1. Welcome and Introductions
2. Notetaker (Alberto Cifuentes, Jr. – Recording Secretary)
3. LGBT Center Updates and Pride Updates – Nothing to Report
4. Strategic Planning Committee
 - a. Please refer to last two pages for changes made to LGBT Advisory Board mission, vision, goals/objectives, and by-laws
 - b. Sections of Proposal
 - i. Mission Statement
 - ii. Vision Statement
 - iii. Goals/Learning Outcomes
 - iv. Timeline/Timeframe
 - v. Assessment of Outcomes
 - c. Key Areas of Focus (and Corresponding Goal/Objective):
 - i. Inclusivity/Campus Climate – Preferred name option, gender-inclusive housing, gender-neutral restrooms (#1, #4)
 - ii. Campus-wide Education – Orientation (student and faculty/staff), curriculum, personal connections with students, safety of LGBT staff (#2, #4)
 - iii. Accessibility/Equitability (Buildings/Facilities) – Bathrooms, housing, sports/athletics. Connect with Chief Administrative Officer (CAO) about adding gender-neutral restrooms to new buildings before they are built or updated. Also speak with CAO about developing some form of consistent and mutually agreed upon standards and practices regarding the equitability of housing, restrooms, and other campus spaces for LGBTQ students, faculty, and staff. (#4) *This traditionally has not been a focus for our committee.*
 - iv. Recruitment/Retention – New and transfer students. (#1, #2, #3)
 - v. Space for Center-Specific Community Building/Accessibility to Resources – Demand for more programming, more resources, and more funds for LGBT Center and LGBTQ

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community on campus. Also a need for center full-time staff and a discussion of general spatial needs (i.e. possibly moving center to another building). (#1, #2)

- d. Discussion of Goals/Objectives:
 - i. The Board needs data on LGBTQ student enrollment, but no data is available yet through the Common Application.
 - ii. The Gender-Neutral Housing Proposal has been approved, but Ryan needs the new language for new housing options before implementation.
 - iii. Do we have a queer community that is residence-specific (i.e. learning community)? For any themed-residence community, at least 40 students would need to participate and occupy the residence floor. This could help with recruitment and retention of LGBTQ students.
 - iv. Are there any opportunities during the summer student orientation (June-Aug.) for community-building? We could facilitate an optional Fall 2018 workshop.
 - v. Nick will speak with CAO Dr. Bachoo about accessibility of building and facilities. Can we create language and standards for new construction of buildings? Should the LGBT Center stay in the Student Center or move to Willard/DiLoreto after renovations?
 - vi. We agreed that we should partner with outside organizations like GLSEN Connecticut and True Colors, Inc., to help market the university to LGBTQ students and recruit via a Gay-Straight Alliance (GSA) Summit. We can help offset the costs of these events. We should also collaborate with community colleges and expand Lavender Graduation.
 - vii. How can the LGBT Center become more operationalized? How might it benefit from a full-time staff person? Given the budget challenges, we need impact data on the Center and our projections for impact of a full-time staff member.
5. **Develop Sub-Committee to Review Current By-Laws and Propose Changes to Dr. Tordenti**
 - a. Identify members (Nick D'Agostino, Alberto Cifuentes, Jr.)
 - b. Develop annual notice for membership (Tabled- need to formalize)
 - c. Formalize membership cycles (Tabled- we have never had a board of 20 members)
 - d. Establish timeframe (will be revisited in Fall 2017)
6. **New Business** – Nothing to Report
7. **Old Business**
 - a. By-law Review: Please refer to last two pages for changes made.

Upcoming Events – Nothing to Report

Next Meeting:

- TBD
- Focus will be on addressing how we will strategically approach our goals outlined in revised Mission & Bylaws on last two pages

Meeting Adjourned at 2:30pm

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Central Connecticut State University
Office of Diversity and Equity
Affirmative Action Employee Advisory Committee
Meeting Minutes
November 11, 2016

Present: Nidal Al-Masoud, Michael Ansarra, Alberto Cifuentes, Jr., Salvador Cintonino, Nicholas D'Agostino, Joseph Farhat, Sharon Gaddy, Delia Gonzalez-Sanders, Joo Eng Lee-Partridge, Carlos Liard-Muriente, Evelyn Phillips, Rosa Rodríguez

Not Present: Michael Alfano, Mary Cavanaugh, Joanne DiPlacido, Larry Hall, Chris Simcik

1. Welcome and Introductions

2. Presentation – Affirmative Action Plans

Presentation conducted by ODE staff on the elements of an affirmative action plan. Discussions ensued regarding the various sections and the university's ability to not just recruit employees of color, but also to retain employees of color.

Review of provided binder and associated documents related to the following: affirmative action plans (including numerical analysis), CCSU search process and procedures, and the CCSU hiring manual.

3. Update on the 2016 AA Plan

Rosa Rodríguez provided an update on our current AA Plan and the expectation that we will provide details after submission to the CHRO and a copy of the executive summary.

Next Meeting: Friday, December 9, 2016



Central Connecticut State University
Office of Diversity and Equity
Affirmative Action Employee Advisory Committee

Meeting Agenda

November 11, 2016

1. Welcome and Introductions

2. Presentation – Affirmative Action Plans

3. Update on the 2016 AA Plan



Central Connecticut State University
Office of Diversity and Equity
Affirmative Action Employee Advisory Committee
Meeting Minutes
President's Dining Room
March 3, 2017

1. Welcome and Introductions

2. Review of data for last four hiring cycles

Discussion ensued regarding the data. Discussion regarding need for a more diverse workforce based on data presented. In depth conversation on the impacts of special appointments and PT faculty. Committee also discussed the issue of the time for posting searches later in the academic search cycle which impacts our ability to secure the best candidates.

Discussion regarding the higher pay of Associate Professors. It was noted some of this is due to keeping up with the market – hiring at the Associate level due to the high salary needed to obtain the hires applicants. Per Rosa, if we hire Assistant Professors, we will have a broader pool, however, the salary is not there for certain types of positions in some of the Schools, e.g., School of Business. It was noted that CCSU can only do 5 market adjustments, these go toward Schools that have a need for this, such as Engineering and Technology.

It was requested that numbers be provided regarding declined offers for AAUP. Discussion regarding who makes position offers – some cases the Deans, while in other cases the Chairs.

Discussion on developing a strategic plan to bring new faculty into the institution beyond the traditional hiring process, e.g., post doctorate fellowships.

3. Brief update on hiring hold (Memo from System Office provided)

Some positions will be filled. Positions with soft money (e.g., grant funded) and residential life will be filled. Other positions need to go through the process for re-approval. Dr. Toro has a commitment to filling the faculty positions.

4. Climate Survey gender equity/harassment (Shared and reviewed by several members)

Members provide input into some of the questions which will be valuable to the final draft.

5. Comprehensive Climate Study Representation



Central Connecticut State University
Office of Diversity and Equity
Affirmative Action Employee Advisory Committee
Meeting Agenda
President's Dining Room
December 9, 2016

1. Welcome and Introductions
2. CCSU Affirmative Action Plan Executive Summary
3. Request for data/information
4. New Business



Office of Diversity and Equity - Affirmative Action Employee Advisory Committee
April 24, 2017 - Meeting Minutes
SEST Dean's Conference Room - Copernicus 20401

1. Welcome and introductions

Present: Michael Alfano, Nidal Al-Masoud, Michael Ansarra, Mary Cavanaugh, Alberto Clifuentes, Jr., Sal Cintonino, Nicholas D'Agostino, Joanne DiPlacido, Joseph Farhat, Larry Hall, Joo Eng Lee-Partridge, Carlos Liard-Muriente, Evelyn Phillips, Rosa Rodríguez, Delia Sanders, Chris Simcik.

2. Brief update on searches

- The following was discussed:
 - Conversation focused on the diversity of department chairs, specifically chairs of color.
 - Discussion on the hiring process within each school and how the decision is made on the decision of an internal versus an external search.
 - Discussion on the importance of staff/faculty of color to participation on search committees. It was also discussed if these employees will not be a strong voice, it may be best for them to decline from participation. It isn't simply a matter of having a person of color on each search committee, there needs to be a voice that advocates for diversity.
- Discussion focused on the lack of process of hiring part time employees. For example, we currently have a formalized search process for part time coaches. This has allowed us to diversify and move these positions from part-time to full-time without a search.
- Discussion of diversification of adjuncts and the challenges on the selection on them. I was recommended to have a more formal process for recruitment and selection.
- Discussion about the retention of employees. ODE was asked if we have exit surveys; Rosa will receive this data going forward.

3. Meeting with Dr. Toro

Discussion on current searches and the hiring freeze. Rosa reported that there is an emphasis on filling teaching faculty positions. Update on current open positions, e.g., Geography, and upcoming postings, e.g., admissions (graduate and undergraduate). Other positions likely to move forward are grant funded positions and residence life positions.

The diversity of hires during this recruitment cycle has not been too good; however, we hope to be able to achieve diversity in the residence life searches.

Brief discussion by President Toro and the need for applicant pools to reflect our campus community. How do we measure experience? When we ask for two years of teaching, we can eliminate recent PHD graduates who may have some teaching experience.

Rosa indicated that we will be conducting a broader climate study that may go to students and/or faculty and staff. The proposed mechanism will be drafted and finalized with the collaboration of the various identity centers and groups on campus.

Discussed lack of support for faculty of color in various departments. It is important that as we develop the mechanism that we meet with various groups on campus.

Committee members who want to participate on the committee to develop the survey: Michael Ansarra, Joanne DiPlacido, Evelyn Phillips.

6. Meeting with Dr. Toro

- Consistency of offers: Joanne DiPlacido
- Issue of Special Appointments
- Advertisement of positions: Carlos Liard Muriente
- Climate issue – Lack of support in departments
- Discuss vision and mission of the EAC and what is our role within Dr. Toro's administration
- We will draft questions in advance of this meeting.

7. Other business

Discussion on student demographics and the desire to serve 15000 students. Mike Ansarra discussed a program that existed before that focused on the recruitment of students of color. This program lost funding.

The AA Plan was approved and the review highlighted key programs including but not limited to CONNCAS, CONNCAP, Girls in Stem and training and development.

8. Next meetings

March 31, 2017 with guest speaker

April 21, 2017 with Dr. Toro

CCSU. What can we do to assist in changing the climate, as it related to the treatment of faculty of color? – Evelyn Phillips

Dr. Toro indicated that his would be a role for this committee. She inquired about formal mentoring programs within faculty departments. Dr. Toro reported that research suggests that mentoring programs housed within individual departments is the least effective. Conversation on the focus of mentoring to be on PNT, DEC process. Additional conversation on the need for such a program campus wide with a focus on the first year which is a lot to take on for newly appointed faculty. Such a program could assist us with retaining faculty of color.

Dr. Toro recommended that we look to New Mexico State University who used to have a strong mentoring program.

Dr. Toro also added that part of the issue is the perception of students of faculty of color, faculty with accents. The world is a better place if we are able to embrace diversity. Evelyn stated that if faculty are addressing culturally related behaviors or comments (or subjects) the comments (on student opinion surveys) can be negative.

Dr. Toro also brought up the need to start working with students who are experiencing a national climate change and helping them process through some of the rhetoric.

Conversation on Climate

Ansarra brought up the discussion about implicit bias, equity versus equality and past issues (a historical perspective). Dr. Toro added this as another role for this committee. She reported going from department to department and recognizes that while progress has been made, we are not where we need to be. At times, we are not as welcoming and open as we would like to be and lack tolerance for cultures and racial groups – we have these issues here.

Dr. Toro challenged us to partner with her to change the climate.

- Brief discussion about the faculty senate diversity committee (a campus resource)
- D-designated courses (a way to expose students to different aspects of diversity)
- Recognizing that many of our students haven't left CT, having never been exposed to many people who are culturally/racially different than themselves.
- Diversity in faculty ranks can increase that exposure

Committee voted to become a partner with Dr. Toro in this endeavor. We need to decide what the program will look like, what the ideal university/workforce looks like and then decide how we are going to move forward.

E. Upward Mobility

Upward mobility (the advancement of non-professional staff to professional level positions) is a key element of the affirmative action plan. What can we do as an institution to support the educational endeavors of non-teaching faculty and classified staff at CCSU? How can we work to develop out support staff to promote into professional positions? – Alberto Cifuentes, Jr. and Nicholas D'Agostino

Tabled – Time ran out

F. EAC Role

As part of the CT Affirmative Action (AA) Plan regulations, agencies with over 100 employees can choose to have an Employee Advisory Committee to assist in pursuing the goals and objectives of affirmative action and equal opportunity. CCSU has established this new campus-wide committee that is charged with assisting the university in our implementation of the AA

A. Salary Offers:

As a committee, we have discussed the level of consistency with full-time tenure track position offers. We've discussed who makes an offer, e.g., dean, department chair, and how offers are negotiated, e.g., salary offers. – Joanne DiPlacido

Dr. Toro – discussion of offers being made beyond salary, e.g., start up packages, which should come from the Dean. Additional discussion by committee members on how the process may differ from department to department.

Dr. Toro reported that consistency protects the institution and suggested to the committee to draft a recommendation on the process and eventually send this reminder to Deans. It was also suggested that we consider a similar process for administrative faculty and that we can work with the Provost regarding salary ranges.

B. Special appointments

We discussed that within SUOAF and AAUP, hires as special appointments have a strong likelihood of being hired into full-time positions. The issue is that there isn't a formal process to recruit and select special appointments, and often these are filled at the last minute by people known to a department chair. Additionally, they tend to lack racial diversity. What can we do as an institution or committee to address this situation? – Joseph Farhat

Discussion on the need for limited procedures to be developed for special appointments. There is a need to not just pick and choose individuals; however, recognizing the limited timeframes and at times urgency to fill the vacancy. Dean Alfano asks to review the CV's of emergency appointments to verify why someone is being selected; however, when asked about diversification, there was not mechanism in place.

Dr. Toro recommended that we develop simple guidelines for special appointments that allow for a quick selection process and to be clear with people filling emergency vacancies that the positions are not a preamble to a permanent position.

Further discussion for when a search is set up to select a specific candidate. Delia Sanders, Social Work Chair said she hired a candidate from a previous search to fill a special appointment. She added that this was a better way of handling these as they went through a search process. She added that this resulted in diversity in gender, e.g., male.

Dr. Toro charged the committee of developing recommendations regarding this process.

C. Advertisement of positions

How do we ensure we are maximizing our recruitment efforts to recruit diverse and goal candidates? - Carlos Liard Muriente

Dr. Toro reported that there is a process being developed to identify programmatic changes and anticipated retirements. All positions will be hindered by budgetary restraints. This year we were fortunate to move forward with some searches; however, we may not know the outcome of next year's budget until July. Rosa added that if we are made aware of department needs and talent management concerns we can assist in pushing to fill vacancies. Rosa shared the example of an entire department consisting of faculty all at retirement age.

Dr. Toro indicated that chairs need to manage their talent and charged the group to develop strategies for talent management.

D. Faculty of Color Retention

As we discuss recruitment of faculty, we have also discussed the retention of faculty of color. There are some departments where people of color do not last long in their employment at

plan. What do you see as the role of a committee such as ours? – Joe Eng Lee-Partridge and Rosa Rodriguez

Tabled – Time ran out. However, many tasks were formulated during the meeting with Dr. Toro.

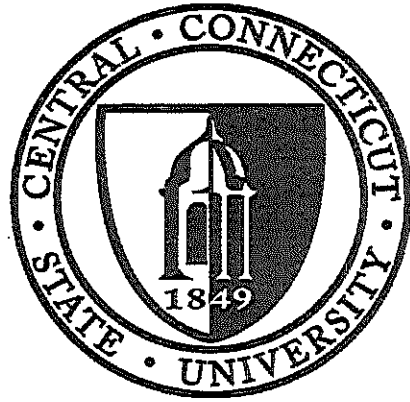
Additional Conversation:

Member of the committee feel energized around the work and tasks before us. Others shared honestly about their experiences of racism and recognized the work is very difficult.

4. Next meetings -June 2017.

AA 2017

Event Schedule



The Office of Academic Affairs and the
School of Graduate Studies Present:

19th University Research and Creative
Achievement Day

The fifth day of May
Two Thousand and Seventeen
Central CT State University
Student Center

12:00 p.m.

Lunch

Bellin Galleries

12:45 p.m.

Opening Remarks

Bellin Galleries

Introductions and Welcome

Dr. Aimee Pozorski, Professor of English

Opening Remarks

Glynis Fitzgerald, Ph.D.

Associate Vice President, Academic Affairs
and Dean, School of Graduate Studies

1:00 p.m. – 1:30 p.m.

Elihu Burritt Library Award

Bellin Galleries

1:30 p.m. – 3:00 p.m.

URCAD Prizes and Presentations

Bellin Galleries

3:00 p.m. – 5:00 p.m.

URCAD Oral Sessions

Sprague-Carleton Room

Camp Room

Clocktower Room

1849 Room

4:00 p.m. – 6:00 p.m.

Poster Session, Alumni Hall

URCAD Award Symposium
1:00 p.m. – 3:00 p.m.
Bellin Galleries, Student Center

ELIHU BURRITT LIBRARY RESEARCH AWARD WINNERS
Award Presentation: Susan Slaga-Metivier, Elihu Burritt Library

Amanda Mendoza, Undergraduate Award Winner
Preventing Sexual Assault Victimization on College Campuses

Kaitlyn Frakl, Graduate Award Winner
Effects of the Self-Regulated Strategy Development Model on the Argumentative Writing of Diverse High School Students

URCAD AWARD WINNERS

Award Presentation: Dr. Aimee Pozorski, Department of English;
Dr. Eric Leonidas, Department of English

Rosemarie Ayala Soto Dr. Evelyn Newman Phillips
“Pelo Malo” and “Pelo Bueno”: Hair and Identity Among Latina and African-American Women

Sarah E. Reilly Dr. Jessica Greenebaum
Reimagining Inclusivity: Transgender Experiences in Higher Education

Amanda Sudhoff Dr. Betsy Dobbs-McAuliffe
Ethanol Effects on Zebrafish and Thyroid Development

Taylor Zaniewski Dr. Sarah Maurer
Insights into Pre-Darwinian Evolution Through Competition and Survival Between Artificial Cells

Pamela McKeever Dr. Linda Clark
Delayed High School Start Times of 8:30 AM or Later and Impact on Graduation Completion and Attendance Rates

URCAD Oral Sessions
3:00 p.m. – 4:00 p.m.

Oral Session A- 1849 Room, Student Center “Literature and Society” (Chair, Dr. Aimee Pozorski)

A1. Corina Lopes (Dr. Aimee Pozorski) *Healing Theory: An Expression of 21st-Century American Literature*

A2. Jennifer Lavoie (Dr. Aimee Pozorski) *Different Approaches to Early and Contemporary AIDS Memoirs*

A3. Erin Sniffen (Dr. Daniel Broyld) *They Were There: Women in 1916*

Oral Session B- Clocktower Room, Student Center “Contemporary Findings in Mathematics and Science” (Chair: Dr. Nelson Castañeda)

B1. Michael Nimchek (Dr. Nelson Castañeda) *Classical Minimal Surfaces*

B2. James Chadic (Dr. Nelson Castañeda) *Weierstrass Representation For Minimal Surfaces*

B3. Malcolm Connor (Dr. Thomas King) *Is Endogenous Retroviral (ERV) Transposition the Molecular Basis of Two Recessive Hair Defects in C3H Mice?*

Oral Session C- Sprague-Carleton Room, Student Center “The Humanities and Our World” (Chair: Dr. Paul Petterson)

C1. Jonathan Whitin (Dr. Charles Menoche) *In the Vicinity of Asteroids 325, 326, 327, 328, 329, and 330: A Harp and Horn Piece for Apple Orange Pair*

C2. Kristen Citerella (Dr. William Price) *Sustainable Tourism in Venice, Italy*

C3. Kristina Carvalho (Dr. Paul Petterson) *LGBTQ+ Representation on American Television*

Oral Session D- Camp Room, Student Center “Local History” (Chair: Dr. Eric Leonidas)

D1. Anthony Vinci (Dr. Daniel Broyld) *Hartford Redlining: The Effects of Urban and Suburban Segregation*

D2. Joseph Guerrero (Dr. Leah Glaser) *Compassion and Neutra: The Story of the Red Cross in Litchfield*

URCAD Oral Sessions
4:00 p.m. – 5:00 p.m.

Oral Session A- 1849 Room, Student Center “Social Issues in Today’s Society” (Chair: Dr. Aimee Pozorski)

A1. Mallory Jones (Dr. Paul Petterson) *Modern Slavery: The Economics of Human Trafficking in Southeast Asia*

A2. Shanai Chambers (Dr. Yvonne Patterson) *Uncovering Black Intelligence: Factors that Hinder Black Students from Joining College Honors Programs*

A3. Annabelle Bass (Dr. Nghi Thai) “*Hammered, Buzzed, Lit*” – *Young Adults Who Drink Excessively & Possible Consequences*

Oral Session B- Clocktower Room, Student Center “Interdisciplinary Approaches to Planning and Productivity” (Chair: Dr. Stan Kurkovsky)

B1. Adam Hocutt (Dr. Kareem Shabana) *The Key Elements of Virtual Team Productivity*

B2. Elliot Giese, Hamad Khawaja (Dr. Stan Kurkovsky) *IoT Automatic Irrigation System*

Oral Session C- Sprague-Carleton Room, Student Center “Explorations in Science” (Chair: Dr. Michael Davis)

C1. Matthew Sagnelli (Dr. Michael Davis) *Characterization of Antimycobacterial Compounds from Natural Sources as Potential Antibiotics for Treatment of Tuberculosis*

C2. Mohammed Rabah and Matthew Sagnelli (Dr. James Mulrooney) *Vinculin Focal Adhesion Impede Cellular Migration with Increasing Concentrations of Extracellular Matrix*

Oral Session D- Camp Room, Student Center “Athletic Training on College Campuses” (Chair: Ms. Kathy Pirog)

D1. Maddison Smith (Dr. Diana Cohen) *DI Athletics Management: How the Differences Dictate Organization*

D2. Shyla Boutilier (Ms. Kathy Pirog) *Anterior Bankart Repair in a Male Collegiate Football Player*

URCAD Poster Session
4:00 p.m. – 6:00 p.m.
Alumni Hall, Student Center
(Refreshments Served to Attendees)

GRADUATE STUDENTS

Faculty Judges: Dr. Laura Bowman, Dr. Dan Chase, Dr. Glynis Fitzgerald, Dr. Thomas Rein, Dr. Mike Wizevich and Dr. Robert Wolff

1. Kerry Abramson (Dr. Maria Mitchell), *Elementary Math Intervention*

2. Marissa Benanti (Dr. Jason Sikorski), *Hypermasculine Tendencies and Emotional Intelligence*

3. Garrett Coady (Dr. Leah Glaser), *Facadism: Masking Our Past, Disregarding Our Future*

4. Kaitlyn Frakl (Dr. Sally Drew and Dr. Laura Jacobson), *Effects of the Self-Regulated Strategy Development Model on the Argumentative Writing of Diverse High School Students*

5. Rebecca McCarthy (Dr. Marianne Fallon), *Exploratory Analysis of an Original Mindset Measure*

6. Melissa McLain (Dr. Daniel Chase), *Measuring DOP-4 Receptor Effects in the ASH Neuron of C. Elegans*

7. Jeannine Minort-Kale (Dr. Maria Mitchell), *Supporting Geometric Development*

8. Joseph Patria (Dr. Martin Kapper), *Ribbed Mussels Use HSP70 as Part of Molecular Adaptation to Salt Stress*

9. Piotr Pawlowicz (Dr. Nelson Castañeda), *Optimizing CNC Machine Toolpath Geometry for Efficient Traversal at Target Feed Rate and Machining Time Reduction*

10. Georgina Rivera (Dr. Maria Mitchell), *Guided Math Model*

11. Christine Rourke (Dr. Michael Davis), *Bacteriophage Therapy for the Skin Disease Acne and Phage-Resistant Isolates of Propionibacterium Acnes*

12. Sylvia Tang (Dr. Daniel Chase), *CRISPR-Cas9 Mediated Genome Editing for Single-cell Knockdown in C. Elegans*

13. Jacob Werman (Dr. Sally Drew), *The Effect of Scientific Modeling on Student Engagement in a Science Classroom*

UNDERGRADUATE STUDENTS

1. Eyad Ahmad, Michelle Chaudery, Jottie Dusan, Etienne Brandon Lepore, Adam Tanguay (Dr. James Mulrooney) *Vinculin Focal Adhesion Impede Cellular Migration with Increasing Concentrations of Extracellular Matrix*
2. Jordyn Beschel (Dr. Marianne Fallon) *Sexual Orientation and Mother's Gender Role as Predictors of Feminist Attitudes in Women*
3. Nilay Bhatt (Dr. Chad Williams) *Diversified Recommendation Systems*
4. Gabriella Bierwirth (Dr. Ernest Pancsofar) *Educating the Educational System: How to Teach in the Modern Age*
5. Molly Breen (Dr. Richard Judd) *Opioid Abuse: The Escalation from Crisis to Epidemic*
6. Marisa Budlon, Elissa Coleman, Amber Gabbert, Emerly Gonzalez, Elizabeth Gwara, Jessica Sweeney (Dr. Michael Davis) *Investigation of Combination Therapies for the Skin Disease Acne*
7. Justin Butler, Kyle Christian, Hayley Gustafson, (Dr. Sylvia Halkin) *Do Eastern Gray Squirrels, Sciurus Carolinesis, Target Theft-Averting Responses to Recent Pilferers?*
8. Jalal Butt (Dr. Nimmi Sharma) *Amelioration of Thermally Induced Oscillations in Atmospheric Backscatter Lidar Data*
9. Sara Carey, Lindsey Collins, Marissa Hubele, Adam Matecki, Oscar Valera Rico, Bryan Szewczyk (Dr. Michael Davis) *Characterization of Gasoline-Catabolizing Bacteria and Development of Bacterial Bioremediation Methods*
10. Collen Card, Victoria Williams (Dr. Thomas Mione) *Nectar Concentration of Jaltomata quipuscoae*
11. Mary-Elise Carlson (Dr. Barbara Nicholson) *The Relationship Between Earthworm, Salamander, and Leaf Litter Abundance in Connecticut*
12. Sasha Caro, Victoria Czajkowski, Stessann Morrison, Michelle Seeds, Daniel Sigman (Dr. Sadie Marjani) *The Effect of In Vitro Culture on TRIM28 Expression in Bovine Blastocysts*
13. Jeffrey Cembruch (Dr. Jose Rubio) *Daytona Rising: A Financial Analysis of the International Speedway Corporation*
14. Ben Chagnot, Amanda Ross, Heather Bourgojn, Magdalena Gwozdz (Dr. Clayton Penniman) *Effects of Stormwater Runoff from the CCSU Campus on Water Quality in Sandy Brook*
15. Abbey Crouse, Emily Shepard, Kaitlyn Troy (Dr. Thomas Mione) *How Does Nectar Removal Affect Nectar Volume and Sugar Concentration*
16. Nicole Dean, Yvana Estrada, Sara Page, Savannah Pare, Amanda Berman, Caroline Ferreira (Dr. Sadie Marjani) *TRIM28 Expression in In Vivo and In Vitro Fertilized Bovine Embryos*
17. Sarah Driscoll (Dr. Matthew Heinly) *Optimism Does Not Mediate the Relationship Between Physical Activity and Depression*
18. Christopher Dudanowicz (Dr. Bruce Day) *University as Eco-Village: The Future of Sustainability within Higher Education*
19. Amanda Duenas (Dr. Heather Rodriguez) *An Analysis of Collective Behavior and Empowerment Strategies Present in Latina-Focused Service Agencies*
20. Ivo Evstatiev (Dr. Betsy Dobbs-McAuliffe) *Studying the Effects of Ethanol and Acetaminophen on Development of the Nervous System and Heart in Zebrafish Embryos*
21. Michael Gaffney (Dr. Jennifer Hedlund) *Criminal Activity and Persons with Disabilities*
22. Emily Gajda (Dr. Oluyinka Oyewumi) *Trace Element Analysis and Environmental Impacts of the Roxbury Quarry, Roxbury Connecticut*
23. Megan Gilstrap, Caitlyn LaSella, Hope Morris, Adam Schirduan (Dr. Michael Davis) *Host-Range Comparisons Among Bacteria (Propionibacterium Acnes) and Target-Specific Bacteriophage Isolated from Skin*
24. Rebecca Henn (Dr. Christopher Pudlinski) *"What's Up, Doc?": Applying the Patient-Centered Care Model to the Digitization of Doctor-Patient Relationships*
25. Katerina Hutchins (Dr. Thomas Mione) *Ultraviolet (UV) Photography Reveals What Bees See on the Flowers of Wild Tomatoes of Peru*
26. Jacob Jones (Dr. Sadie Marjani) *Effects of In Vitro Fertilization on SOD1 Expression in Early Bovine Embryos*
27. John Kobialka (Dr. Jason Sikorski), *Hypermasculinity and Humor*
28. Hannah Kressbach (Dr. Kathy Martin-Troy) *Effects on Posterior Regeneration in Planaria Treated with an Antagonist of Retinoic Acid Synthesis*

29. Brittany Levine (Dr. James Arena) *Kinetic Analysis of Acetylsalicylic Acid Degradation in High Temperature High-Performance Liquid Chromatography*
30. Heath Loder, Patrick Dzioba (Dr. Stan Kurkovsky) *Networked Smart Camera Using Raspberry Pi*
31. Morrissa Luddy (Dr. Oluyinka Oyewumi) *The Uptake of Trace Elements in Lab-Contaminated Soils from Lebanon, CT*
32. Deepankar Malhan and Austin Miller (Dr. Stan Kurkovsky) *Food Diary, an Internet-of-Things Health Application*
33. Alexander Manos (Dr. Clayton Penniman) *Water Quality Assessment of the Effects of a Water Pollution Control Facility in Vernon, Connecticut*
34. Valerie McGough (Dr. Paul Hapeman) *Successful Reintroductions: Strategies that are Instrumental in Increasing the Survival of Captive Bred Animals Released into the Wild*
35. Maxwell Meadows (Dr. Oluyinka Oyewumi) *Sources and Spatial Distribution of Heavy Metals in Agricultural Soils of Lebanon, CT*
36. Ryan Mecham (Dr. Haoyu Wang) *Tele-Operation of Industrial Robots for Space Operations Using Virtual Reality*
37. Luna Milne (Dr. Cara Mulcahy) *Parents Know Best, Right?: The Inquiry of Homeschooling*
38. Simmi Miranda (Dr. Marianne Fallon) *Effects of Acute Exercise on Perceived Stress in College Students*
39. Ian Murphy (Dr. Jennifer Piatek) *Morphologic Characteristics of the Best-Preserved Martian Craters: Thermophysical Mapping of Gasa and Istok*
40. Megan Ouellette (Dr. Mark Cistulli) *Millennials: Y the Bad Rap?*
41. Adam Romano (Ms. Kathy Pirog) *An Anterior Cruciate Ligament Injury in an Intercollegiate Female Lacrosse Athlete*
42. Matthew Sagnelli (Dr. Michael Davis) *The Search for Novel Natural Compounds Effective Against M. Tuberculosis in Soil Bacteria*
43. Albino Schifino (Prof. Chee-Hoi Leong) *6 Weeks of Eccentric Cycling Training Improves Walking Economy in Healthy Individuals*
44. Danielle Strzalkowski (Dr. Thomas Mione) *Tobacco Hornworm Developmental Variation in Two Genera, Solanum and Jaltamata*

45. Vanesa Emely Suárez (Dr. Diana Cohen) *The Birdcage of Oppression: Exploitation of Immigrant Workers in a Connecticut City*

46. Meagan Torello (Dr. Ghassan El-Eid) *The Threat of le Front National: How France's Extreme Right Affects Its Social and Political Landscape and Its Impact on the Syrian Refugee Crisis*

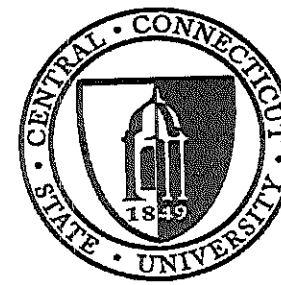
47. William Tuxbury (Dr. Nimmi Sharma) *Detection of Atmospheric Features Using In Situ and Optical Remote Sensing Measurements*

48. Nicholas Zygmunt (Dr. Mark Evans) *Fracture History of the Weir Mountains Syncline And Lehigh Anticline, Eastern Valley and Ridge Providence, Pennsylvania*

Acknowledgements

The University Research and Creative Achievement Program at CCSU celebrates the phenomenal work done by our students and their faculty mentors. For the past 19 years this event has highlighted the best parts of our university mission. This event would not be possible without the support of the School of Graduate Studies and the Office of Academic Affairs, which funds not only URCAD, but the Awardees' prizes and the undergraduates' trip to the National Conference for Undergraduate Research (NCUR), hosted this year by the University of Memphis in April. Dr. Jason Jones, Dr. Barry Westcott, and Dr. Guy Crundwell have all served as Faculty Coordinators of URCAD, and each has made his own mark on the program. Thank you, finally, to Dean Glynis Fitzgerald, my faculty colleagues Dr. Eric Leonidas and Dr. Sarah Maurer, Susan Matterazzo in the Office of Academic Affairs, and Rachael Merritt, who have all worked tirelessly on the logistics of this huge event.

Sincerely, Aimee Pozorski, Department of English



**CCSU Events
2016-2017**

Date	Department	Type	Name of Event	Description of Event
9/21/2016	The Office of Diversity & Equity	Lecture	Crazy Love: A True Story about Love, Abuse and Survival	Guest speaker: Leslie Morgan Steiner, author of Crazy Love.
9/22/2016	The Office of Diversity & Equity/ Faculty Senate Diversity Committee	Workshop	Academy for Excellence, Equity, and Learning (AEEL)	The members of the Faculty Senate Diversity Committee (FSDC), with support by the Center for Teaching and Faculty Development, have developed a year long intensive program for faculty and staff who wish to improve their teaching, knowledge, and/or skills around issues of diversity and equity.
9/23/2016	CCSU Confucius Institute	Talent Show & Cultural Performance	Confucius Institute Day & Mid-Autum Festival Celebration	
10/3/2017	The Office of Diversity & Equity / CCSU Red Flag Campaign	Panel Discussion	Interpersonal Violence	Panelist: Brenda W., a member of the community sharing her story of challenge and healing. Lyndsay Ruffolo, former domestic violence Program Director, lecturer in Criminology & Criminal Justice. Joeseph DiTunno, Deputy Director within Judicial Branch's Court Support Services Division, Family Relations Counselor.
10/5/2017	The Office of Diversity & Equity/ CCSU Police/ the LGBT Center/ Black Student Union/ Latin American Student Organization	Rally/Protest	Anti-Discrimination Rally	Stand together and show that people of all walks can be supported.
10/10/2016	Latin American Student Organization	Cultural Event	Latin Week: Latin Identity	
10/13/2016	Latin American Student Organization	Cultural Event	Latin Week Latinos & College	
10/14/2016	Latin American Student Organization	Cultural Event	Latin Week: One Place, One Community	

CCSU Events
2016-2017

10/16/2016	The Office of Diversity & Equity/ Healthyfellows/ Man Enough Support Initiative/ Office of Administrative Affairs/ Office of Institutional Advancement/ Office of Recruitment & Admissions/ Office of Associate Vice President for Academic Affairs/ the Ebenezer D. Bassett Memorial Committee and collaborative departments	Award Ceremony	4th Annual Ebenezer D. Bassett Day/ Humanitarian Award Ceremony	This date marks the 183rd birthday of Ebenezer Don Carlos Bassett, the first African American to serve as a United States Diplomat. Mr. Bassett also has the distinction of being the first African American student accepted (1852) and to graduate from (1853) the New Britain Normal School, the parent institution of Central Connecticut State University.
10/18/2016	The Office of Diversity & Equity/ CCSU Educational Opportunity Program/ LALCC/ The NASW CT Latina Social Network/ ConnCap	Panel Discussion	Real Stories: Being Puerto Rican in CT	The Real Stories, Real Conversations, Real Truth Forums began in Spring 2016. These forums bring together community leaders and experts to share their stories, experiences, and truths while discussing key issues affecting the diverse community in Connecticut.
10/20/2016		Film	Life Feels Good	Polish film shown with english subtitles.
10/21/2016	The Office of Diversity & Equity/ CCSU History Department/ CCSU Education Department/ CCSU Student Affairs	Reception & Discussion	Human Rights in Mexico Speaking Tour	This caravan, representing seven Mexican social movements, is an ambitious, non-partisan effort whose goal is to build bi-national solidarity and bring awareness to issues such as disappearances, assassinations, feminicides, political persecution and theft of community land and water.
10/22/2016	The Office of Diversity & Equity/ CCSU-AAUP Committee for Minority retention, the National Endowment for the Humanities, and American Library Association	Art Exhibit	Latina Identity Art Exhibit	The intention of the project is to reconstruct negative portrayals of Latinas in a matter that not only confronts stereotypes but redevelops Latina narratives to be more reflective and accurate of individual Latina lives.

CCSU Events
2016-2017

10/25/2016	The Office of Diversity & Equity/ CCSU Latino Studies/	Film	"No Mas Bebés"	The story of Mexican-American women fighting for justice after being sterilized against their will.
10/26/2016- 10/27/2016	The Office of Diversity & Equity /Office of Student Affairs/ CCSU Criminology Dept./ CCSU Athletics/ CCSU Student Government Association	Donation Drive	CCSU Donation Drive for Prudnce Crandall	Prudence Crandall is a domestic violence shelter in New Britain and a CCSU community partner. As part of the Red Flag Campaign this year, we are helping Prudence by collecting supplies for donation.
10/27/2016	Women, Gender and Sexuality Studies	Panel Discussion	Living Thinkers: An Autobiography of Black Women in the Ivory Tower	This discussion examines the intersection of race, class and gender for Black women professors and administrators working in U.S. colleges and universities today.
11/3/2016		Lecture	In-Between Ethics: Personal Biography and Polish-American Identity	Guest Speaker: John Bukowczyk
11/15/2016	The Office of Diversity & Equity/ The Women's Center	Lecture	Tatyana Fazlalizadeh: "Stop Telling Women to Smile"	Tatyana Fazlalizadeh is an activist, artist and freelance illustrator who is behind the "Stop Telling Women to Smile" street art project that addresses gender based street harassment.
11/16/2016	The Office of Diversity & Equity / Department of History/ Women, Gender, and Sexuality Studies	Lecture/Theatrical Presentation	Larry Kramer: In Conversation with Professor William Mann	Conversation and Q&A followed by book signing, <i>The American People</i> and a film screening of <i>The Normal Heart</i> .
11/17/2016	The Office of Diversity & Equity/ The Women's Center/ United Sisters Support Group	Talent Show & Open Mic	Love Jones	Poetic talent, mesmerizing lyrics, and sultry love, combined with an open mic experience.
11/17/2016	CCSU Department of Communication	Lecture	Feminizing the Masculine Man	A photography campaign to reduce and eliminate prejudice, hatred and stereotypes toward the LGBTQ community.
Spring 2017	The Office of Diversity & Equity/ Office of Victim Advocacy	Poster Campaign	I Stand With Victims of Sexual Assault	
1/19/2017	The Office of Diversity & Equity and other sponsors.	Reception	Welcome Reception for President Toro	
1/20/2017	The Women's Center	HIV & STD Testing	Spring 2017: HIV & STD Testing	
2/9/2017		Lecture	Black History Civil Rights Lecture	

CCSU Events
2016-2017

2/14/2017	The Office of Diversity & Equity	Pannel	Being LGBTQ in CT: A Conversation with CT Activists	The Real Stories, Real Conversations, Real Truth Forums began in Spring 2016. These forums bring together community leaders and experts to share their stories, experiences, and truths while discussing key issues affecting the diverse community in Connecticut.
2/15/2017	CCSU LGBT/ YWCA	Self-Care	Yoga for Self-Care & Survival: Tapping into our Inner Strength in Trying Times	Self-Care via Yoga with instructor Jacoby Ballard
2/21/2017	CCSU LGBT Center	Training	The CCSU Safe Zone Program	The Safe Zone program is a visible support network for the LGBT community on campus
2/28/2017	The Office of Diversity & Equity/ AMISTAD Committee, Center for Africana Studies, and Central Connecticut State University	Lecture	The Global Rearatory Justice Movement: 21st Century Enlightenment, and the Legacy of the Amistad	The 14th Annual Amistad Lecture
2/28/2017	The Office of Diversity & Equity/ The Women's Center	Luncheon	Women of Color Luncheon: Women of Color Conflict Resolution	Presenter: Ruthy Lina Centeno
3/1/2017	Latin American, Latino, and Caribbean Studies/ CCSU Communications Department/ CCSU Modern Languages Department	Panel Discussion	No Human Being is Illegal: Dreams at Stake	Informative Panel Discussion: Uncertainty around Immigration Law
3/2/2017	Center for Africana Studies	Conference	Africana Studies Annual Conference	The mission of this Annual Conference is to inform and inspire students, faculty, staff and community members about issues that affect African peoples throughout the world.
3/8/2017	The Women's Center/ Women, Gender & Sexuality Studies	Rally/Strike	International Women's Strike: Solidarity is Our Weapon	The Women's Center asks you to wear red for solidarity on Wednesday, March 8th, 2017.

CCSU Events
2016-2017

3/9/2017	The Office of Diversity & Equity/ CCW, WGSS/ The Women's Center/ LALCC, Charter Oak State College	Lecture	Women in Engineering	Keynote Speaker: CCSU . President Zulma Toro
3/29/2017	The Office of Diversity & Equity/ The Women's Center	Lecture	Addiction Awareness: The Affect of Addiction on Women's Health	Keynote Speaker: Charlene A. Snipes, MPW, LCWS
3/29/2017	The Office of Diversity & Equity/ WGSS, The Women's Center / CCW/ Sociology Department/ History Department/ CCSU Chapter of American Association of University Professors/ CCSU Chapter of State University Organization of Administrative Faculty	Lecture	Women and Work in the Age of Trump	Keynote Speaker: Dr. Stephanie Luce
3/30/2017	The Office of Diversity & Equity/ The Women's Center	Theatrical Presentation	Yo Soy Latina	Yo Soy Latina is a funny and very moving play that challenges a group of diverse Latina women to examine their identity and their connections in the contemporary American Landscape.
4/4/2017	The Office of Diversity & Equity/ The Office of Victim Advocacy/ Student Affairs/ Administrative Affairs/ Student Conduct/ CCSU Athletics	Lecture	Courage Through Controversy: Standing Up to Rape Culture	Kamilah Willingham is a feminist writer, speaker and activist dedicated to gender equality and civil rights.
4/5/2017	FBI Department of Justice/ DEA Department of Justice/ CCSU Police	Documentary Film	Chasing the Dragon, The Life of an Opiate Addict	45-minute documentary that examines the epidemic of prescription drug and opioid abuse.
4/10/2017	The Office of Diversity & Equity	Discussion	From Questions to Confidence: A Practical Approach to Facilitating Conversations around Biased Comments in the Classroom	Please join Nick D'Agostino, from the Office of Diversity and Equity, and Dr. Nghi Thai, Assistant Professor of Psychology, for a lively and timely conversation.

CCSU Events
2016-2017

4/11/2017	CCSU Polish Studies	Lecture	The Nowakowski Conversation: Have the old demons of hate been awakend?	Guest speaker: Adamn Michnick, polish historian, essayist, former dissident, public intellectual, and the editor-in-chief of the Polish newspaper Gazeta Wyborzca.
4/12/2017	The Office of Diversity & Equity/ The Women's Center		Take Back the Night	Take Back the Night is an international event and non-profit organization with the mission of ending sexual, relationship, and domestic violence in all forms. Hundreds of event are held in over 30 countries annually.
4/12/2017	The Women's Center/ Student Government Association	Lecture	Take Back the Night Speaker: Keyon Dooling	Dooling, formerly of the Boston Celtics, experienced a serious mental health breakdown due to PTSD suffered from keeping secret his childhood sexual abuse.
4/12/2017	The Women's Center	Poster Campaign	I Believe You	
4/13/2017	Central Faces of Advocacy Salons Team, School of Education and Professional Studies, Dean Dr. Michael Alfano	Discussion	Central Faces of Advocacy: Advocating for Children, Families, and Communities	Central Advocacy Salon events are truly community affairs: small gatherings where attendees can brainstorm, discuss, and connect in meaningful ways around various themes and topics.
4/17/2017	The Office of Diversity & Equity / Office of Student Affairs/ South Asian Student Association/ Muslim Student Association/ Center for Public and Social Research	Documentary Film	Being Muslim in CT	The Real Stories, Real Conversations, Real Truth Forums began in Spring 2016. These forums bring together community leaders and experts to share their stories, experiences, and truths while discussing key issues affecting the diverse community in Connecticut.
4/18/2017	The Office of Diversity & Equity/ Student Affairs/ WGSS/ CCW/ The Women's Center/ Charter Oak State College/ LALCC/ Sociology Department/ Hisory Department/ International Studies		Why Latina History Matters	Keynote Speaker: Dr. Vicky Ruiz
4/19/2017	The Office of Diversity & Equity/ The Women's Center	Information Session	Feminine Hygiene Care	Guest Speaker: Marisol Aponte

**CCSU Events
2016-2017**

4/25/2017		Lecture	Civil Rights Lecture	Keynote Speaker: Mr. William Bell, Mayor of the City of Birmingham, AL
4/26/2017	The Office of Diversity & Equity/ Central Connecticut State University, YWCA	Lecture/ Panel Discussion	Stand Against Racism	Stand Against Racism is a signature campaign of YWCA USA to build a community among those who work for racial justice and to raise awareness about the negative impact of institutional and structural racism in our communities.
4/27/2017	The Office of Diversity & Equity/ The Women's Center	Lecture	Telling Her Story: Dr. Jacqueline Harris	Jacqueline A Harris, M.D., MPA is the Director of Student Wellness Services at CCSU. A graduate of Uconn Medical School and advocate for The Institute of Living Adult Psychiatry Fellowship. Dr. Harris has over 35 years of experience working in the public mental health system.

Ebenezer D. Bassett



Biographical Sketch: Ebenezer Don Carlos Bassett was born on October 16, 1833, the son and grandson of renowned Black Governors of Derby, Connecticut. In 1852, he became the first African American student accepted to New Britain's State Normal School (the present institution of CCSU and the founding institution of the Connecticut State College & University System), and graduated with honors in September of 1853. Mr. Bassett was principal of Philadelphia's Institute for Colored Youth, which became Cheyney University, the nation's first Historically Black College. In 1869, President Grant appointed Mr. Bassett as Minister Resident to Haiti, making him the first African American United States Ambassador.

Upcoming Events

4th Annual Ebenezer D. Bassett Day Celebration
October 16, 2017

Ebenezer D. Bassett Humanitarian Award Ceremony
Constitution Room, Memorial Hall
October 16, 2017 (6:00 pm)

SPONSORS:

HEALTHYfellow's Man Enough Support Initiative, Office of Administrative Affairs, Office of Institutional Advancement, Office of Recruitment & Admissions, the Office of the Associate Vice President for Academic Affairs, the Ebenezer D. Bassett Memorial Committee, and Collaborative Departments (e.g., Department of Anthropology, Department of History, Student Wellness Services, and the Center for African Studies)

For more information about the HEALTHYfellow's Campaign: <http://healthyfellow.weebly.com> or www.ccsu.edu/manenough



CCSU is an Equal Opportunity Educator and Employer

CCSU Donation Drive for Prudence Crandall

CCSU's community partner on Domestic Violence
Now through the end of October.

Prudence Crandall is a domestic violence shelter in New Britain and a CCSU community partner. As part of the Red Flag Campaign this year, we are helping Prudence by collecting supplies.

They need supplies for women, e.g., lotion, toothpaste, deodorant, body wash, razors and shaving cream, feminine hygiene products, shampoo and conditioner.

We will have drop off locations in the following locations:

- Criminology Department - Vance 209
- Office of Student Affairs - Davidson Hall 103
- Athletics - Coaches Lounge
- Office of Diversity and Equity - Davidson Hall 102
- Student Government Association - Student Center (Second floor)

Events:

- Thursday, October 27, 2016 - Athletics Product Drive
- Wednesday, October 26, 2016 - Residence Life - Semesters @ 7:30 PM

Presenting A Panel and Film Screening on

"Living Thinkers: An Autobiography of Black Women Intellectuals" (2013)

Prof. Roxana Walker-Canton



Thursday, October 27, 2016
#106 Vance Academic Center
5:00 pm Panel discussion
7:00 pm Film Screening



Panelists: Roxana Walker-Canton, William D. Trotter, Jr., and others.

Discover more about the film and Prof. Roxana Walker-Canton at <http://www.womn.com/filmcatalog/makers/fm874.shtml>

For more information contact the Center for Black Studies
1000 Main Street, Room 1000, CCSU, 3685 Main Street
New Britain, CT 06110-3000

Latina Identifying Art Exhibit

October 27th at 11am

Location: Student Center

Playback Room

Time: 11am-3pm

The intention of the project and assignment is to reconstruct images and portrayals of Latinas in a manner that not only combats stereotypes but redevelops Latinas themselves to be more fulfilled and accurate of individual Latinas.

Join with us -
Create a better community for Latinos for everyone.

At Central Connecticut State University, we are committed to creating a better community for Latinos for everyone. We are looking for individuals who are passionate about the Latino community and want to make a difference. We offer a variety of opportunities for students, faculty, and staff to get involved.

Who you join us:

- Students
- Faculty
- Staff
- Community Members



What you join us:

- Leadership
- Networking
- Professional Development
- Community Service
- Collaboration

Latin Leadership: The Latino/a Political Identity

Multi-city: October 5, 2016

Central Connecticut State University

THE LATIN AMERICAN STUDENT ORGANIZATION PRESENTS

Latin Week

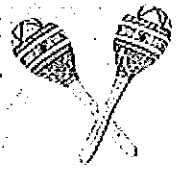

MONDAY
LATIN IDENTITY
 SPRAGUE ROOM 10/10 7PM

TUESDAY
TACOS & JEOPARDY
 PHILBRICK ROOM 10/11 6PM

WEDNESDAY
TASTE OF LASO
 STUDENT CENTER 10/12 12PM

THURSDAY
LATINOS & COLLEGE
 SPRAGUE ROOM, 10/13 3:30PM

FRIDAY
ONE PLACE, ONE COMMUNITY LUNCHEON
 GARROL HALL, 250, 10/14 @ 12PM





CENTRAL CONNECTICUT STATE UNIVERSITY PRESENTS


REAL STORIES CONVERSATIONS TRUTH

A Conversation with Connecticut Activists Being Puerto Rican in CT


Tuesday, October 18, 2016
 Constitution Room • 12:15 - 1:30 pm
 (Reception to Follow)




Moderator: Dr. Peter Bora
 Senior Program Officer
 Hartford Foundation for Public Choice
 Former CCSU Vice President for Student Affairs




Mr. Ernesto Melis
 Deputy Commissioner
 CT Department of Children & Families



Ms. Keyla Rosario
 Outreach Assistant for Sen. Christy Lee Murphy
 CCSU Alumni

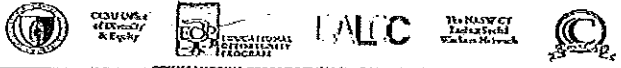


Dr. Agnes Quiñones
 Education Consultant
 CT State Department of Education



Ms. Norma Rodriguez
 President
 La Voz Hispanica de CT

Special thanks to our sponsors and community partners:




CCSU HAS AN EQUITY, DIVERSITY, INCLUSION AND EMPLOYMENT

SAVE THE DATE

SCREENING OF Award Winning Documentary "No Más Bebés"

Tuesday, October 25, 2016
12:15pm-1:30pm
 Connecticut Room, Memorial Hall



No Más Bebés

The story of Mexican American women fighting for justice after being sterilized against their will.

Latin Studies • Reproductive Rights • Civil Rights • American History • Medical Ethics • Race & Ethnicity
 For a complete schedule of events, visit www.ccsu.edu/latin

No Más Bebés is the story of Mexican immigrant mothers who sued doctors, the state, and the US government after they were sterilized while giving birth at Los Angeles County General Hospital during the 1950s. Alongside an unpaid, 26-year-old Chicana lawyer and armed with hospital records secretly gathered by a white-brother young doctor, these mothers stood up to powerful institutions in the name of justice. Their landmark 1976 civil rights lawsuit, *Madrigal v. Quiglan*, asserted that a woman's right to bear a child is guaranteed under the Supreme Court decision *Roe v. Wade*. This important film lays out the significant contribution of Chicana activists who sought to redress reproductive politics not only as the right to abortion, but also the human right to bear a child. Their demand that the needs of poor women and women of color be heard resonates powerfully as women's reproductive choices are under attack and the reproductive justice movement struggles to ensure that all women have a voice in the debate.

CCSU PRESENTS

CRAZY LOVE

A True Story about Love,
Abuse and Survival

True love is never crazy.
Wednesday, Sept. 21, 2016
Alumni Hall at 4:30 PM

LESLIE MORGAN STEINER

A Conversation on Myths
and Misconceptions About
Relationship Abuse from a
Woman Who Survived



Author of *Crazy Love*,
a gripping and utterly
compelling New York
Times Bestseller about
the world of abusive
love. Why did Leslie
stay? She thought she
loved him. *Crazy Love*
takes you inside the violent,
devastating world of abusive love.



Leslie Morgan Steiner

www.ccsu.edu/RedFlag

Academy for Excellence, Equity, and Learning (AEEL)

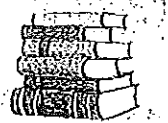
Presented by the Faculty Senate Diversity Committee

The members of the Faculty Senate Diversity Committee (FSDC), with support by the Center for Teaching and Faculty Development, have developed a year-long intensive program for faculty and staff who wish to improve their teaching, knowledge, and / or skills around issues of diversity and equity. This program is open to all faculty, because we understand that high-quality instruction, cultural competency, and professionalism is a life-long process. This program, however, might be especially useful for new faculty, whom may have had little prior training and professional development in teaching and learning through the lens of diversity.



Fall 2016 AEEL Workshops

Thursdays, 11am-12:30pm



September 22nd: *Who are our students at CCSU?*
Presenter: Jon Bishop, Physical Education and Human Performance
Location: Phibbrick Room (Student Center)

Oct 13th: *Intro to Intercultural awareness for faculty and staff.*
Presenter: Patricia Bumolt, Center for International Education
Location: Nutmeg Room (Memorial Hall)

Nov 10th: *Grading & Assessing with Efficiency, Fairness, and Authenticity*
Presenter: Jacob Werblow, Educational Leadership
Location: Phibbrick Room (Student Center)

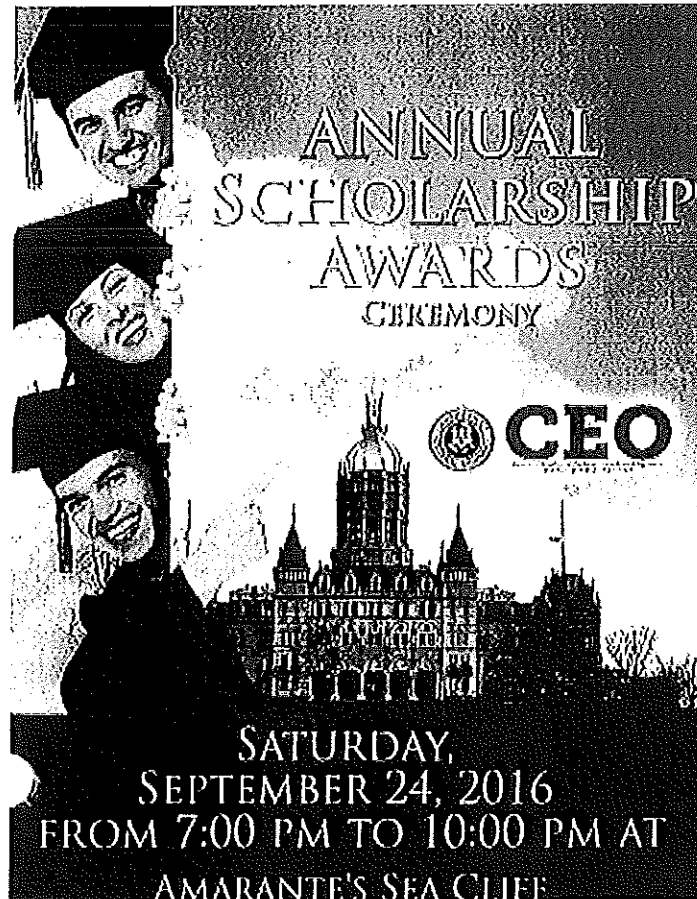
Although we encourage all faculty to attend, space is limited.
To confirm your attendance please e-mail:
jacob.werblow@ccsu.edu

CONFUCIUS INSTITUTE DAY & MID-AUTUMN FESTIVAL CELEBRATION

Student Talent Show & Chinese Cultural Performance

FRIDAY 09.23.16
9:15-11:30 AM


WELLS AUDITORIUM
OPEN AND FREE TO PUBLIC



ANNUAL
SCHOLARSHIP
AWARDS
CEREMONY

CEO

SATURDAY,
SEPTEMBER 24, 2016
FROM 7:00 PM TO 10:00 PM AT
AMARANTE'S SEA CLIFF



CONFUCIUS
INSTITUTE
DAY & MID-AUTUMN
FESTIVAL
CELEBRATION

Student Talent Show & Chinese Cultural Performance

FRIDAY 09.23.16
9:15-11:30 AM

WELLS AUDITORIUM
OPEN AND FREE TO PUBLIC

Interpersonal Violence
A Panel Discussion

Come support the Red Flag Campaign!

When: Monday October 3, 2016 from 1:40pm-2:40pm
Where: Constitution Room (Memorial Hall)

Moderator: Dr. Susan Koss, Criminology & Criminal Justice

Panelists:

Ms. Brenda W., a member of the community sharing her story of challenge and healing

Ms. Lyndsay Ruffolo, former domestic violence Program Director, lecturer Criminology & Criminal Justice

Mr. Joseph DiFunno, Deputy Director within Judicial Branch's Court Support Services Division, Family Relations Counselor

The Red Flag Campaign

The Red Flag Campaign helps students identify "red flags" for dating violence in their friendly relationships and encourages them to intervene. College students are at extremely high risk of either acting as perpetrator or being a victim of dating physical or sexual violence during their college years. Who is likely to witness this type of abuse? The answer is their friends.

The Red Flag Campaign features a series of eight posters that illustrate "red flags" that might be present in a relationship in which dating violence is occurring. The purpose is to encourage students to speak up when they see red flags for dating violence in their friends' relationships. Friends and family members are the most likely group of people to seek resources and information to help victims of dating domestic violence. For college students surrounded by their peer group, this may be the most important intervention they have.

There are many red flags that indicate dating violence is occurring in relationships. Name-calling, excessive jealousy, blaming, isolation, stalking, and physical and/or sexual abuse are all indicators of violence. Many times these behaviors are subtle and/or kept hidden away from friends or family. But over time, these behaviors become increasingly dangerous and noticeable. What if we all took ownership of our community and got enough momentum going that one less person had to go through this?

Please consider supporting the Red Flag Campaign by joining us!

Learn more at our Table in the Student Center on Tuesday, October 4th and Wednesday, October 5th

CWEALF
CONNECTICUT WOMEN'S EDUCATION AND LEGAL FUND

One Woman Makes A Difference

ANNUAL AWARDS DINNER
TUESDAY, OCTOBER 4, 2016
AUDITORIUM
PLATYSVILLE CT

10.05.10

NEWS

DISCOVER... NEWS... 10.05.10

FLAGGING DATING VIOLENCE

Kristy Mery
The Recorder

Students at Central Connecticut State University may have noticed posters of red flags in campus. These posters are part of a national campaign called the Red Flag Campaign, which aims to raise awareness of dating violence and help students identify red flags.

The Red Flag Campaign has been in progress in Virginia, according to the campaign website. CCSU joined the national campaign in 2011. The campaign aims to help students identify red flags and to intervene if they see them.

Students who identify red flags in their relationships should not be afraid to speak up. The campaign provides resources and information to help students identify red flags and to intervene if they see them.

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Students can help prevent dating violence. The website lists signs and symptoms of dating violence, such as jealousy, isolation, and physical and sexual abuse.

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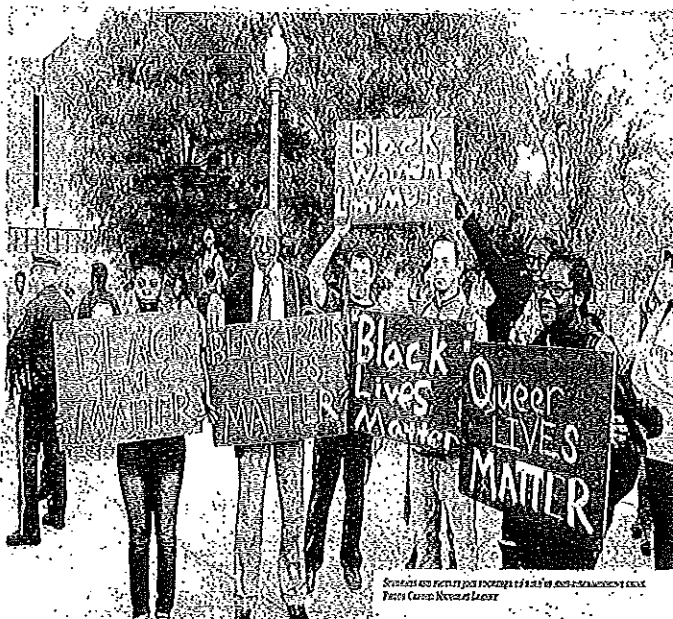
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ANTI-DISCRIMINATION RALLY SPREADS AWARENESS TO CCSU STUDENTS



<https://www.centralrecorder.com>

Central Connecticut State University Women's Center presents...

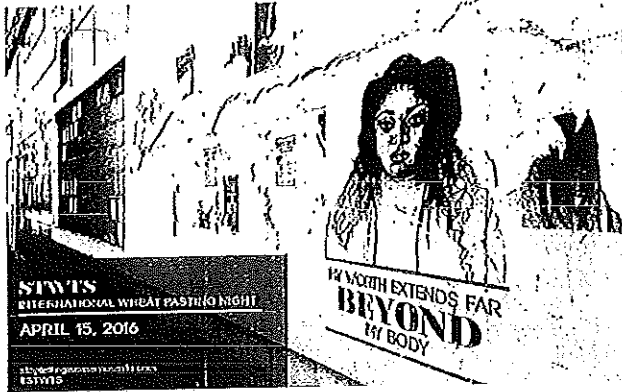
Artist and Social Activist

Tatyana Fazlalizadeh

Tuesday, November 15, 2016

6:30pm

Student Center, Semesters



Tatyana Fazlalizadeh is an activist, artist and freelance illustrator who is behind the "Stop Telling Women to Smile" street art project that addresses gender based street harassment.

In 2012 Fazlalizadeh gained notoriety when she began to use street art to speak out against the street harassment of women. Her poster campaign, Stop Telling Women To Smile, was based upon interviews conducted with women about their experiences of public sexual harassment.

Each poster features a portrait of a woman, along with a caption responding to her experience. Captions include statements such as "My outfit is not an invitation" and "No, you can't talk to me for a minute." The campaign offers women an opportunity to fight back against their harassers.

Keynote Lecture for the Walk of NO Shame Speak Out



Contact the Women's Center at 860-832-1655 for more information.

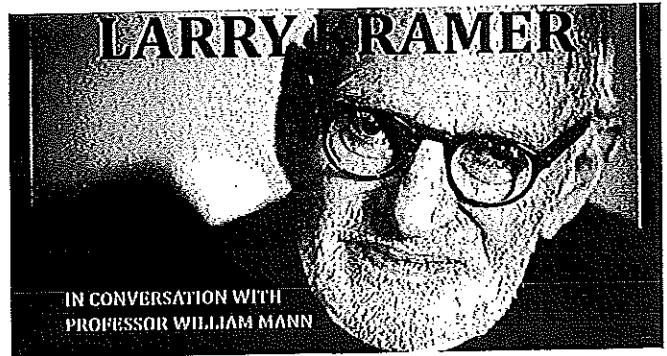
JOLE JONES

Poetic Talent, Mesmerizing Lyrics, Sultry

Combined with an Open Mic Experience

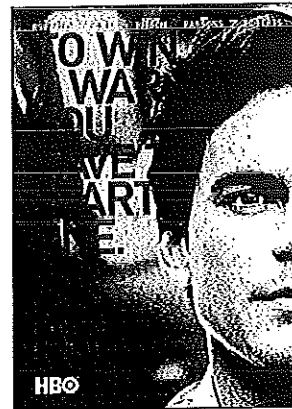
Sponsored by the CCSU Ruth Boyer Wozniak's Center and United Sisters Sp

THURSDAY
November 17
7:00pm - 10pm
Student Center, Semesters



IN CONVERSATION WITH
PROFESSOR WILLIAM MANN

Playwright, **THE NORMAL HEART**
Founder, ACT UP; AIDS COALITION TO UNLEASH POWER
Academy Award Nominated Screenwriter; **WOMEN IN LOVE**
Pulitzer Prize Finalist; **THE DESTINY OF MR**



WEDNESDAY NOVEMBER 16

TORP THEATRE
DAVIDSON HALL

3:00-4:00
CONVERSATION AND Q & A
FOLLOWED BY BOOK SIGNING,
THE AMERICAN PEOPLE

4:30-7:00
FILM SCREENING OF

THE NORMAL HEART

Starring Matt Bomer, Julia Roberts,
Jimi Parsons, Mark Ruffalo

Free — All Invited — Refreshments Provided

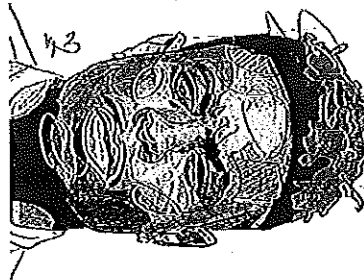
SPONSORED BY THE DEPARTMENT OF HISTORY,
WOMEN, GENDER, AND SEXUALITY STUDIES,
AND THE OFFICE OF DIVERSITY & EQUITY

SGA & CAN PRESENT

CCSU'S FALL CONCERT

FREE EVENT

ANoyd



FEATURING

K.Dolly
X-Wade
Trey Tuck
Lucid Empire
Donte East

MUSIC BY

DJ Relly Rell
from
NYC Hot 97
&
CT's Hot 93.7

Nov 19
Saturday
WELTE AUDITORIUM
@7PM

CCSU blu-chip
required for entry

CLOTHING & FOOD DRIVE
to be donated to
**New Britain
Food Pantry**



Ruthie Boyea Women's Center
Presents

SPRING 2017

HIV AND STD TESTING

Friday, January 20, 2017
9:00 AM - 5:00 PM
Student Center Room 215

Thursday, February 23, 2017
11:00 AM - 5:30 PM
SC Room 215

Thursday, March 23, 2017
11:00 AM - 5:30 PM
SC Room 215

Tuesday, April 21, 2017
11:30 AM - 5:30 PM
SC Room 215

For More Info, Contact Sherise V. Truham or
Jacqueline Colbjorn-Bolyin at the
Ruthie Boyea Women's Center
860-832-1655 or Student Center, Room 215
Central Connecticut State University

SAVE THE DATES!!!

CENTRAL CONNECTICUT STATE UNIVERSITY PRESENTS

REAL STORIES CONVERSATIONS TRUTH

A Conversation with Connecticut Activists Being LGBTQ in CT

Tuesday, February 14, 2017
Memorial Hall, Constitution Room @ 4:30 pm
Reception to Follow

Moderator:
Robin McHaffee, MSW
Executive Director of State Cabinet Inc.,
CCSU Lecturer

Panelists:
Rachel Goldberg, Prg.
General Counsel
City of Storkeford
Karen Desjardis, Prg.
Assistant Dean of Admissions
UConn Law School
Teri Gonzalez
HIV/AIDS Medical
Case Manager
Sty/Wed Health Center
Erikson Aronson
Student Associate Director
International Admissions
UConn College

Special thanks to our sponsors and community partners:

CCSU Office of Diversity & Equity | LGBT Center | CCSU Office of Student Affairs | UConn College

CCSU COLLEGE OF COMMUNITY EDUCATION AND RESEARCH

~ YOGA for Self-Care & Survival ~

Tapping into our Inner Strength in Trying Times

Wednesday, FEB 15th 2017 | 7:00pm - 9:00pm
Memorial Hall RecCentral Studio, CCSU

Self-Care via YOGA for LGSTQ & Trauma survivors 2hrs

This program is a special program for our community and a way of connecting with others who have experienced trauma. It is a safe space for you to explore your inner strength and resilience. Through yoga practices, reflection, and discussion, we will explore how the trauma we experience affects our bodies, minds, and emotions and provide a safe space for you to heal. This program will be a safe space for you to explore your inner strength and resilience.

Presented by: **Yoga for Self-Care & Survival**
Instructor: **Michelle K. Kessler**
860-225-4681 x206
784 New Britain

The YWCA New Britain Sexual Assault Crisis Service and the CCSU LGBT Center present:

Reclaiming Self Care

A Three Part Series on Queer and Trans Self Care

Week One of this workshop will feature hearing Queer and Trans Yoga by Jacoby Ballard! Yoga mats provided! February 15th 7pm-9pm Memorial Hall REC Studio

Week Two will focus on how oppression, trauma, and stress affect our bodies. We will discuss self care plans and make DIY fitness band. February 23rd 4pm-6:30pm Clocktower Room

Week Three will be dedicated to creating and decorating our own healthy coping skills toolkit. February 28th 4pm-6:30pm Clocktower Room

This workshop is FREE and open to ALL in the LGBTQ+ community!

Take a break and relax with us!

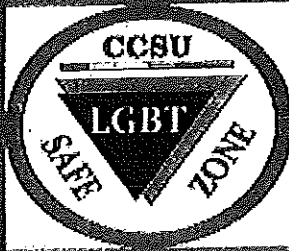
eliminating racism
empowering women

Please RSVP to:
Jessica 860-225-4681 x206
or Joanna 860-225-4681 x203

CCSU LGBT CENTER

The CCSU Safe Zone Program

Faculty
Students
Employees
Friends



Staff
Administrators
Tenure-track
Coaches

Are you an ALLY?

Join our visible support network
for the LGBT community.

Register for one of the Spring 2017 training dates below
RSVP to: LGBT@ccsu.edu

February	March	April
Tues. Feb. 21 st 5:00-6:00pm CCSU Student Center	Fri. March 10 th 10:00-11:00am 500g Student Center 1100 Student Center	Wed. March 22 nd 11:00-12:00pm 500g Student Center CCSU Student Center

These general session dates are open to all CCSU students, faculty, & staff



Supporting:
**CCSU
LGBT
CENTER**
Campus
Equality
Education
Work
Advocacy

AMAZON

THE LATIN AMERICAN STUDENT
ORGANIZATION PRESENTS

LASO LOVES YOU WEEK

LASO & Chill
Movie Night! Candy Apple Sale
LALCC Carrel 250 Student Center Lobby
2/21 7pm 2/22 11am to 5pm

StopLight Social
Red is Taken, Green is Single
Student/Faculty Luncheon
Davidson 123 LALCC Carrel 250
2/23 8pm 2/24 12PM

CENTRAL CONNECTICUT STATE UNIVERSITY
presents

The women of color luncheon

WOMEN OF COLOR CONFLICT RESOLUTION

A TOOL FOR WOMEN'S EMPOWERMENT



PRESENTER
Ruthy Lina Centeno

TUESDAY, FEBRUARY 28, 2017 | 12:15PM
CCSU, MEMORIAL HALL, CONNECTICUT ROOM

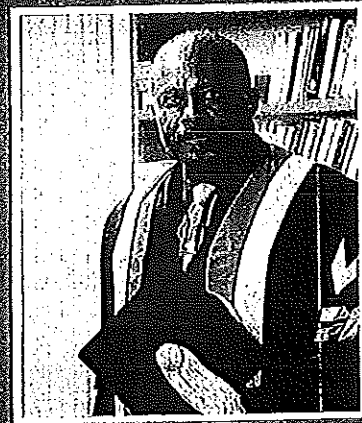
REGISTRATION: WWW.CCSU.EDU/WOMENOFCOLOR

For the past several years, CCSU has provided the opportunity for women of color to meet and network with each other. This year, we are proud to have a speaker who has been successful in her field and is currently a professor at the University of Connecticut. She will be sharing her experiences and insights with us. This event is free and open to all women of color at CCSU. Registration is required and will be available on the CCSU website. We look forward to seeing you at this important event.



Support the Women of Color Luncheon by purchasing a gift from the online store at WWW.CCSU.EDU/WOMENOFCOLOR

YOU ARE CORDIALLY INVITED TO THE 14TH ANNUAL AMISTAD LECTURE



"The Global Reparations Justice Movement: 150 Years of Emancipation and the Legacy of the Amistad"

BY

Professor Dr. Melany Boehling
Vice-Chancellor (President)
University of the West Indies, Jamaica

FEBRUARY 28, 2017
4:30-7:00PM

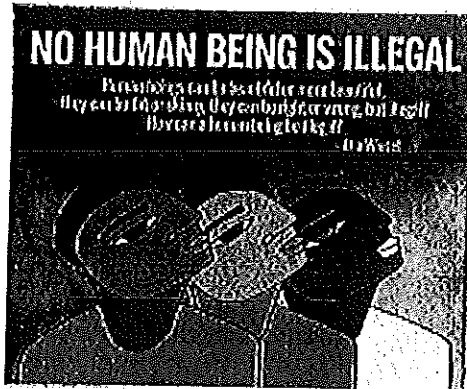
Central Connecticut State University
Alumni Hall, Student Center
1650 Stanley St., New Britain, CT 06053

Organized by:
AMISTAD Committee, Center for African Studies,
and Central Connecticut State University

For more information, contact: AMISTAD@CCSU.EDU or call: 860-332-2131 (ext. 2131) or Dr. Ursula Duggan at 860-332-2113

March 01

MARCH
1



AFRICANA STUDIES ANNUAL CONFERENCE

WHEN
March 2nd, 2017
3pm - 8pm

WHERE
2nd Floor, Memorial Hall
63 Central Connecticut State University
1010 Stanley Street, New Britain, CT

FEATURING - Dr. Stanley Datta, Chair of Social Work @ University of St. Joseph; Dr. John Bracey, Professor of African American History @ University of Massachusetts; Dr. Don Sawyer, Assistant Professor in Sociology @ Middlesex University; panel of grad students from CCSU's Dept. of Counselor Education and Family Therapy

"BUILDING SUSTAINABLE SOCIAL MOVEMENTS IN THE 21ST CENTURY"

FREE EVENT

OPEN TO PUBLIC

Community Organizations
Clubs and Classes
High schools
A other universities

SOCIAL MOVEMENTS

The Arab Spring
Black Lives Matter
The Women's March
Coca Fink
Occupy Wall Street

OUR MISSION

The mission of the Annual Conference is to inform and inspire students, faculty, staff and community members about issues that affect African peoples throughout the world. The Africana Studies Annual Conference supplements the university curriculum and works to inform and influence our collective community in addressing the complex and dynamic questions that are often downplayed or ignored in classrooms, news media, and

CONTACTS

ccsainfo@ccsu.edu
tgs21mb@ccsu.edu
(860) 632-7613
(860) 632-2816

DREAMS AT STAKE

Dr. Stanley Datta
Dr. John Bracey
Dr. Don Sawyer
Panel of grad students from CCSU's Dept. of Counselor Education and Family Therapy

Women AND Work IN THE Age of Trump

DR. STEPHANIE LUCE
PROFESSOR OF WOMEN STUDIES
AT THE JOSEPHS, ANTHONY INSTITUTE
COLLEGE OF PROFESSIONAL STUDIES

MARCH 20
8PM
MARSHALL WHITE LIVING ROOM
RECEPTION TO FOLLOW



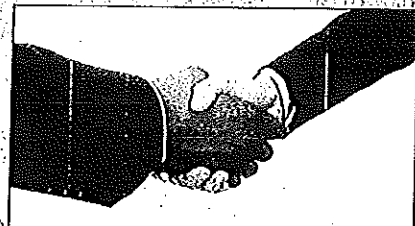
Sponsored by Women, Gender, and Sexuality Studies Program,
the Ruth B. Spang Women's Center, Committee on the Concerns of Women,
Department of Sociology, Department of History

The CCSU Alumni Association presents

Career Connections Event

Wednesday, March 29, 2017
5:30 pm

Student Center, Alumni Hall



Sponsor
CCSU
ALUMNI ASSOCIATION

- Network with Alumni
- Explore career options
- All Students Invited
- Dinner Included
- Register for a chance to win a \$50 Barnes & Nobel Gift Certificate and other prizes

Reservations required before Thursday, March 23 at www.ccsu.edu/CareerConnections

THE WOMEN'S CENTER ASKS YOU TO
WEAR RED FOR SOLIDARITY
ON WEDNESDAY, MARCH 8, 2017



INTERNATIONAL
WOMEN'S STRIKE
SOLIDARITY IS OUR WEAPON.

3/8/17 @ 12 PM

STRIKE IN THE STUDENT CENTER CIRCLE!

WE, THE WOMEN OF THE WORLD,
ARE FED UP WITH VIOLENCE ADDRESSING AT US, BE IT PHYSICAL,
ECONOMIC, VERBAL OR MENTAL. WE WILL NO LONGER TOLERATE IT
PASSIVELY. WE DEMAND THAT OUR GOVERNMENTS STOP ISSUING
APPROPRIATE INSULTS AND START TAKING REAL MEASURES TO SOLVE
THE NUMEROUS PROBLEMS RELATED TO OUR SAFETY: FREE ACCESS TO
MEDICAL CARE INCLUDING ABORTION, THE ESTABLISHMENT OF SEVERE
LEGAL PENALTIES TO BE APPLIED TO OUR OPPRESSORS IN CASES OF
RAPE, DOMESTIC VIOLENCE AND EVERY GENDER-BASED CRIME WE ARE
EXPERIENCING INCREASINGLY. WE DEMAND OUR GOVERNMENTS
ENFORCE EFFECTIVE SECULARIZATION AND RECOGNIZE THAT BEFORE
OUR ECONOMIC CONDITIONS, WE ARE FIRST OF ALL HUMAN BEINGS.

SPONSORED BY: WOMEN, GENDER & SEXUALITY STUDIES
AND THE RUTHA BOYEWA WOMEN'S CENTER

WOMEN IN RECOVERY

ADDICTION AWARENESS: THE AFFECT OF ADDICTION ON WOMEN'S HEALTH

Charlene A. Snipes, MPA, LCSW

March 29, 2017

5:00-7:00pm

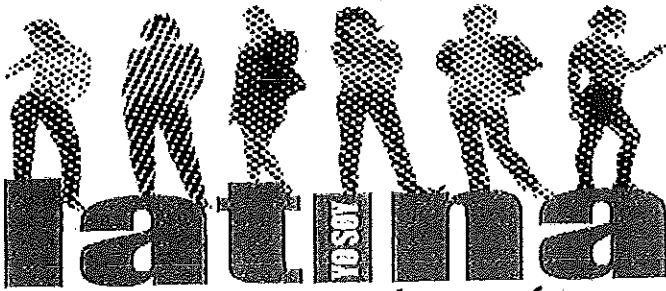
Philbrick Room Student Center



Ms. Snipes is a Licensed Professional Counselor (LPC) and a Licensed Addictions Counselor (LAC) in the State of Connecticut. She has worked in the field of addiction treatment for over 15 years. She has a Master's degree in Public Administration from the University of Connecticut. She is currently employed as a Senior Counselor at the Center for Substance Abuse Treatment at the University of Connecticut. She is also a frequent speaker at national and international conferences on addiction treatment and prevention.

Central Connecticut State University Rutha Boyea Women's Center

PRESENTS



6 Latinas try to make sense of
what it means to be a Latina in America

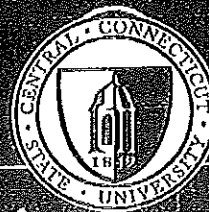
YO SOY LATINA! is a funny and very moving ensemble play that challenges a group of diverse Latina women to examine their identity and their connections in the contemporary American landscape. The play's premise unites those women who come to share their individual anecdotes of living Latina in contemporary America

ACTRESSES NEEDED!

(No experience needed.)

Contact the Rutha Boyea Women's Center, 860-832-1656
Demestis Negron Figueroa or Jacqueline (Simone) Brown

PERFORMANCE DATE
March 30, 2017
7:00pm



CCSU

Spring 2017
CAREER FAIR

Tuesday, April 4, 2017
Student Center Alumni Hall | 11pm - 4pm

Open to all students
Professional dress required

- Business
- Education
- Liberal Arts
- Science & Technology

For registration and information: www.ccsu.edu/cece

Stand Up CCSU Presents



Courage Through Controversy: Standing Up To Rape Culture

Kamilah Willingham

Kamilah Willingham is a feminist writer, speaker and activist dedicated to gender equality and civil rights. She was prominently featured in the 2015 campus sexual assault documentary *The Hunting Ground*. In the co-organizer of the viral social media campaign #JanSayNoisy and has contributed to several books on sexual violence. Her keynote address will explore rape myths that cloud our understanding of sexual violence, the importance of compassion for victims and survivors as we challenge rape culture and the future of the movement to end gender-based violence.

DATE: Wednesday, April 5, 2017
 TIME: 4:30 pm - 6:00 pm
 LOCATION: Alumni Hall, Student Center
 CCSU's Equal Opportunity, Equity and Access



Sponsored by the Office of Victim Advocacy, Equity and Equity, Student Affairs, Administrative Affairs, Student Conduct and Appeals.

CHASING THE DRAGON
 THE LIFE OF AN OPIATE ADDICT

**JOIN US FOR REAL TALK,
 INVESTING 2 HOURS CAN SAVE A LIFE**

Date: Wednesday April 5th, 2017
 Time: 6:00 PM - 8:00 PM

Location: Torp Theatre, Davidson Hall @ CCSU
 1615 Stanley Street, New Britain, CT 06053

Chasing the Dragon is a 45-minute documentary that examines the epidemic of prescription drug and opioid abuse. Motivated by FBI Agent Charles Grady, this film is intended to make high school or college aged students and their families aware of the epidemic so they can be better prepared to avoid becoming a victim.

This event is presented by:

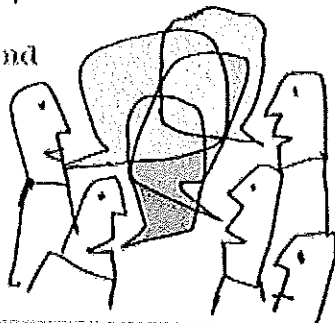


For more information, please contact CCSU Police Chief Gregory Sureda or Annabella Busi.

**From Questions to Confidence:
 A Practical Approach to
 Facilitating Conversations
 around Biased Comments in the
 Classroom**

Join Nick DiGostino from the Office of Diversity and Equity and Dr. Nghi Chau, Assistant Professor of Psychology for a lively and timely conversation.

April 10, 2017
 11:00 am - 12:00 pm
 OTFD Conference Room
 EB 516



This event is open to all CCSU Faculty

Registration information and contact details for the event, including a website link and social media icons for Facebook and Twitter.

Central Connecticut State University Women's Center Presents
Take Back the Night Speaker: Keyon Dooling
 Wednesday, April 12th 2017, 6:30 pm
 For More Info Contact Zee Grant, Julia Ferraguto, or the Rape & Sexual Assault Center at 852-832-1625 or Student Center, Room 216, Central Connecticut State University.

BELIEVE YOU

April

12:30 - 9pm

**Location:
Semesters
Student Center
Same day as Take
Back the Night**

For More Info, Contact Julia Ferraguto,
Zoe Grant or Jacqueline Coppina-Bolivi at
the Rutha Boyea Women's Center
860-832-1655 or Student Center, Room 215
Central Connecticut State University
Eq of Opportunity Employer/24/7 Access
All events are open to the CCSU community.
This event is being held at a handicap accessible location.



Central Faces of Advocacy Salon Team and Discourse:

- Dr. Amy Kofke, Public Counselor, University of Connecticut, Storrs
- Dr. Margaret Douglas, Public Counselor, University of Connecticut, Storrs
- Dr. Kelly Kelly, Public Counselor, University of Connecticut, Storrs
- Dr. Wendy Gill, Public Counselor, University of Connecticut, Storrs
- Dr. Emily Jones, Assistant Professor, University of Connecticut, Storrs
- Dr. Wanda Simmons, Public Counselor, University of Connecticut, Storrs
- Dr. Yan Liu, Public Counselor, University of Connecticut, Storrs
- Dr. Karl Long, Public Counselor, University of Connecticut, Storrs
- Dr. Yvonne Peterson, Public Counselor, University of Connecticut, Storrs
- Dr. Janet Carter, Public Counselor, University of Connecticut, Storrs
- Dr. Nancy Young, Public Counselor, University of Connecticut, Storrs



Thursday April 13, 2017
4:30-8:00 PM
Student Center, Semesters Room, CCSU

CENTRAL FACES OF ADVOCACY
ADVOCATING FOR CHILDREN, FAMILIES, AND COMMUNITIES

- Salon Guests:**
- Dr. Jennifer Hernandez**
-Professor, Quinnipiac University
 - Wanda Simmons**
-Parent Advocate, Bridgeport
 - Walter Willet**
-Superintendent, Tolland Public Schools
 - Karen Fuloma**
-Director of Human Services, Newington



Sponsors:
Central Faces of Advocacy Salon Team
School of Education and Professional Studies
Dean Dr. Violet Aliso



CENTRAL CONNECTICUT STATE UNIVERSITY PRESENTS

REAL STORIES
CONVERSATIONS
TRUTH

A Conversation with Connecticut Activists
Being Muslim in CT
Monday, April 17, 2017
Memorial Hall, Constitution Room @ 5:45 pm
Reception to Follow



Dr. Saad Awad
Former Mayor of South Windsor
Co-Chair, American Muslim Public Institute
Director of Policy with the
US Department of Justice



Laila Delle
Community Organizer
Executive American Islamic
Cultural Center



Dr. Khadija Awa-Hussein
Professor
Purdue University
Hussein Center



Mubarrat-Ahmed
Founder & CEO
Muslims Making a Way
Founder of East Coast Council
of Muslim Leaders
Executive Director of F.I.H.I.S.




Hilarie Hilder
Executive Director
Muslim Women for Peace
Cultural Diversity Institute

Special thanks to our sponsors and community partners



CCSU IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER



2014 NATIONAL HUMANITIES MEDALIST
Vicki Lynn Ruiz

"Why Latino History Matters (to U.S. History)"

NATIONAL HUMANITIES MEDALIST
DISTINGUISHED PROFESSOR OF HISTORY
AND CHICANO/LATINO STUDIES
UNIVERSITY OF CALIFORNIA-IRVINE

DR. VICKI L. RUIZ

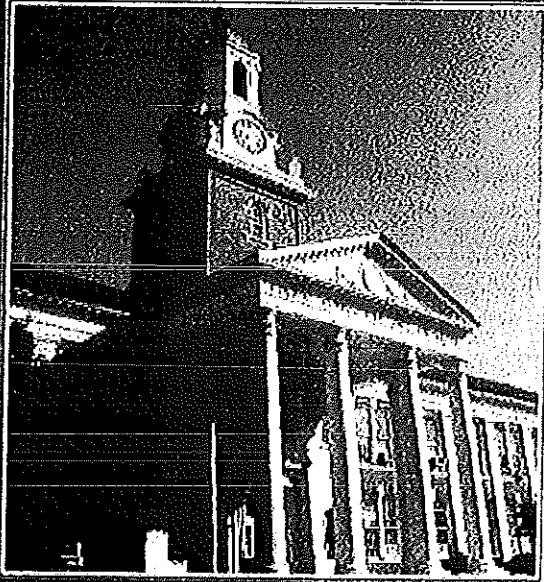
TUESDAY, APRIL 18, 2017 • 11AM-1PM
CONNECTICUT ROOM, MEMORIAL HALL

11AM-12PM BUFFET LUNCH AND TALK
12PM-1PM OPEN DISCUSSION

*Sponsored by Latino and Puerto Rican Studies,
Latin American Studies, Department of History,
Office of Diversity and Equity, and Women, Gender
and Sexuality Studies, Office of Student Affairs,
Office of Administrative Affairs.*

Central Connecticut State University

President's Citation



April 25, 2017
4:00 P.M.

CCSU Radio, TV, and Video Center and Student Wellness Services
165-166-167



FEMININE HYGIENE CARE & APRIL 19, 2017

LOCATION: WOMEN'S CENTER
LOUNGE, Room 215,
STUDENT CENTER



FOR MORE INFORMATION
CONTACT THE WOMEN'S CENTER
AT 165-166-167 OR VISIT
WWW.WOMENS-CENTER.CCSU.EDU



SINNERS vs Saints

SPRING FASHION SHOW

Civil Rights Lecture

April 25

Mr. William Bell, Mayor of the City of Birmingham, AL, will deliver the 2017 Civil Rights Lecture on Tuesday April 25 at 12:15 p.m. in the Terp Theatre.

Mayor Bell's speech will focus on the City of Birmingham's past, its recreation and the city's legacy in promoting civil rights, equality and justice for all.

For more information on the lecture, please feel free to contact Stephen Bakaran at BakaranSt@CCSU.EDU

► FRIDAY, APRIL 21ST
WELTE AUDITORIUM
DOORS OPEN @ 7PM // SHOW STARTS @ 7:30PM

FREE ADMISSION
MUSIC BY DJ DEWEY

DESIGNED BY ANNA K. INDIANO ASSISTANT LEAGUE



Put a Royal Merit's Center Presents

Telling Her Story

Dr. Jacqueline Harris

THURSDAY
April 27, 2017
12:15pm - 1:45pm
YWCA New Britain
Sunshine Room 218

Eliminating racism
empowering women
ywca

**YWCA NEW BRITAIN'S 17th BIENNIAL
WOMEN IN LEADERSHIP
LUNCHEON**

Honoring extraordinary women in central Connecticut

**WELCOME TO YWCA NEW BRITAIN'S
WOMEN IN LEADERSHIP LUNCHEON
May 11, 2017**



ABOUT WOMEN IN LEADERSHIP

From our mothers to our daughters, our sisters, neighbors, and friends, there are so many women in our community who serve as leaders in their families, workplaces, schools, and towns. The Women in Leadership Luncheon celebrates and honors these women and female students in central Connecticut. More than 600 women have been celebrated for their outstanding accomplishments and contributions in our community since 1955, and hundreds of their supporters attend each luncheon to show their appreciation for these phenomenal women.

Honorees

- Demonstrates exceptional and superior abilities and accomplishments as a pioneer, innovator, leader and/or role model within a corporation, educational institution, government agency, or organization
- Shows outstanding achievement as a volunteer, contributing to the betterment of her workplace, neighborhood, campus, and/or community
- Promotes the YWCA mission of eliminating racism and empowering women by increasing awareness and/or action on issues of concern (e.g., dignity and respect for others, equal pay for equal work, family friendly working environments, social justice, philanthropic endeavors, etc.)

Honorees are women of distinction and share a commitment to encouraging women to fulfill their dreams and excel in their careers and in their communities. They are being honored for their extraordinary personal and professional accomplishments. They make a positive difference in people's lives and are role models for other women.

Today, we also celebrate tomorrow's women leaders by recognizing high school and college students who have demonstrated significant academic accomplishments, leadership skills, and community service.

YWCA New Britain is proud to host this event and recognize the women leaders in our communities who do so much, leading by example and empowering women.

TODAY'S PROGRAM

Welcome and opening remarks
Board and committee recognition
Sponsor recognition
Welcome remarks
Sponsor remarks
Lunch
Presentation of 2017 honorees
Keynote speaker
Closing remarks

Robin Sharp
Laurie Hilton DeWitt
Eileen O'Leary
Hilary Lee Stewart
Diane Eschner

Rachel Lutzler
Karen Hinds
Rachel Lutzler

CCSU

**LAVENDER
GRADUATION**

2017

I Stand with Survivors of Sexual Assault.



"There are many ways to help a friend; listen, offer to help connect with resources and believe."
 — Jack
 Criminology '17



I Stand with Survivors of Sexual Assault.



"False reports are rare. It takes courage to come forward. I believe you."
 — Geneva
 Social Work '20



I Stand with Survivors of Sexual Assault.



"Men, women and transgender people experience sexual assault. You are not alone. I believe you."
 — Ashley
 Criminology '18



I Stand with Survivors of Sexual Assault.

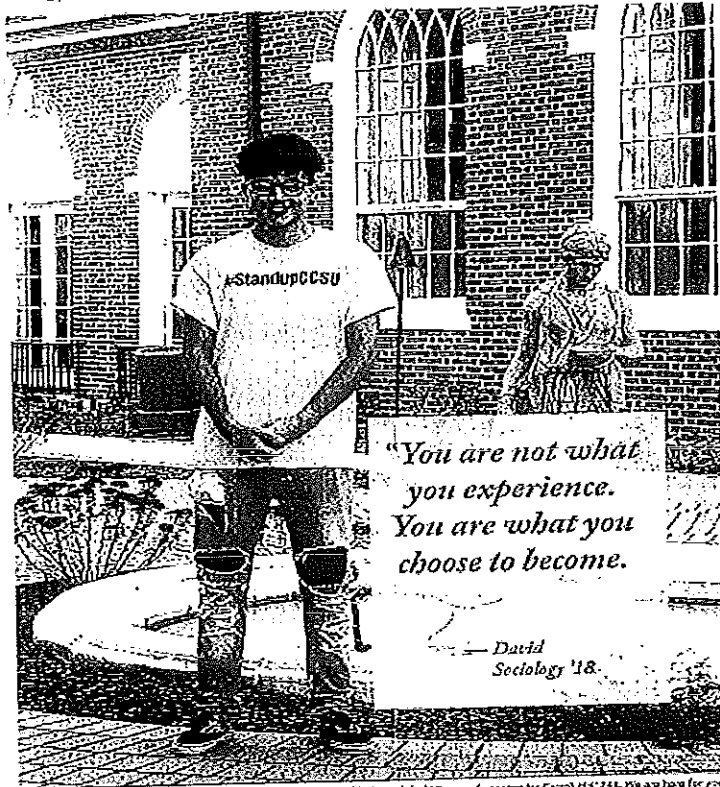


"If a friend confides in you, it is important to listen, comfort and believe them."
 — Amanda
 Psychology '17



CCSU is an Equal Opportunity Employer and Educator

I Stand with Survivors of Sexual Assault.



You are not alone. Contact the CCSU Victim Advocate at 860-432-3775, 22nd floor, 1000 South Campus Hall 24L. We are here for you.



CCSU is an Equal Opportunity Employer and Educator.

I Stand with Survivors of Sexual Assault.

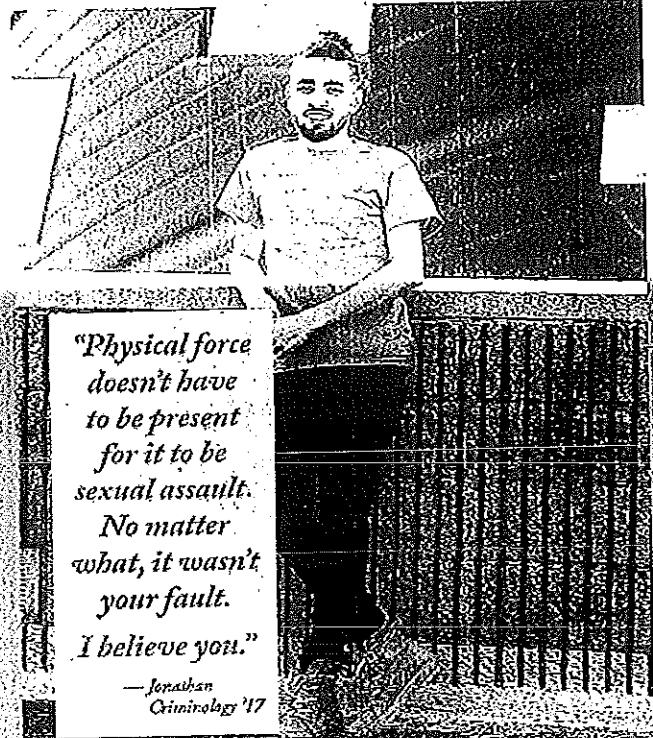


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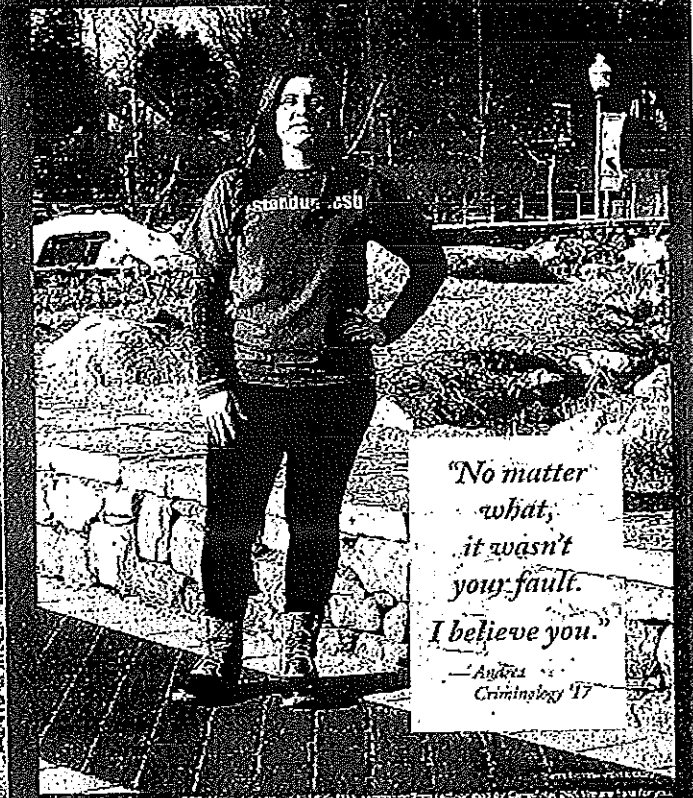
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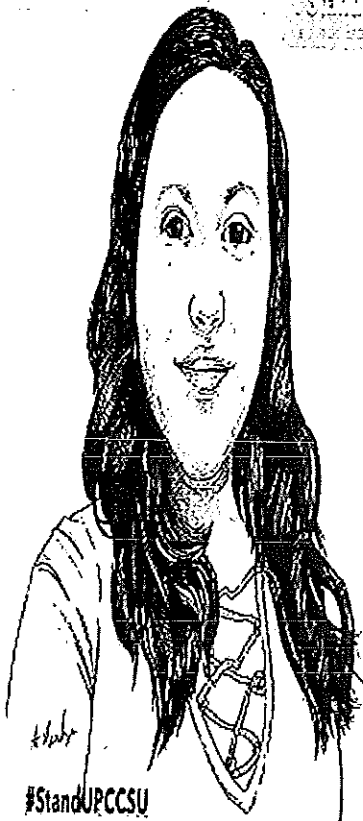
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CCSU is an Equal Opportunity Employer and Educator.



"Men, women and transgender people experience sexual assault. You are not alone."

"I believe you."

—Abby
Criminology '18



#StandUPCCSU

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I Stand with Survivors of Sexual Assault.



"Many survivors are assaulted by someone they know. There are people here to help."

"I believe you."

—Kylie
Psychology '17



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I Stand with Survivors of Sexual Assault.

"False reports are rare. It takes courage to come forward. I believe you."

—Sierra
Social Work '20



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I Stand with Survivors of Sexual Assault.

"If a friend confides in you, it is important to listen, comfort and believe them. Compassion is the key to healing."

—Anastasia
Psychology '17

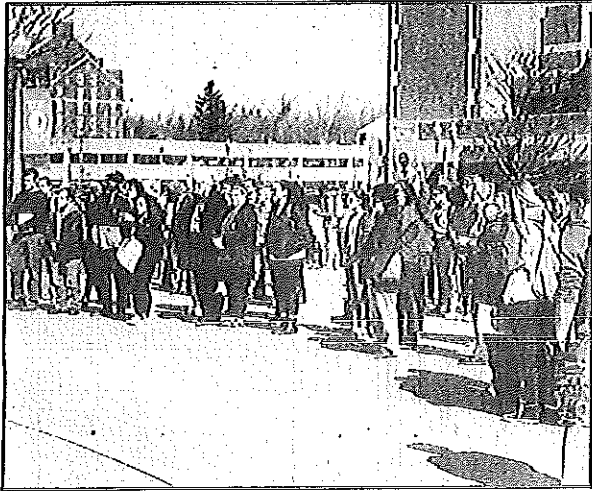


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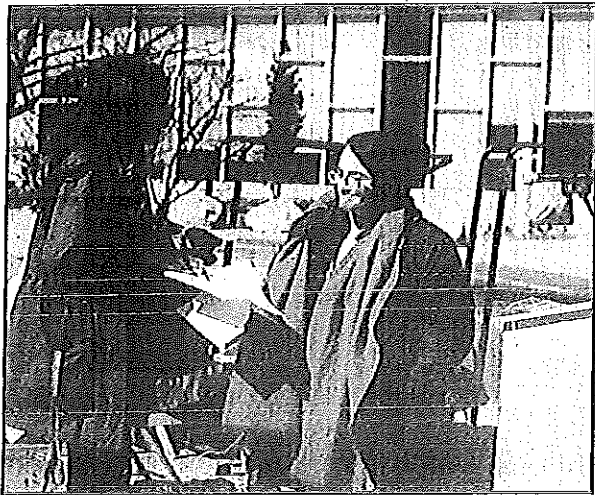
INTERNATIONAL WOMEN'S DAY STRIKE BROUGHT AWARENESS TO GENDER INEQUALITY



Many listened as students shared their stories.



Many stood in solidarity with the International Women's Strike.



Salsabil Luzerl getting ready to share her story about being a Muslim-American woman.



Signs promoting gender equality fill the Student Center Circle. PHOTO CREDIT: CHARLES BASS + STAFF PHOTOGRAPHER

ANGELA FORTUNA Assistant News Editor

International Women's Day was about spreading the message that women deserve all the same rights as men, according to Central Connecticut State University freshman Catherine Moran.

A crowd of about a hundred students and faculty rallied to support women's rights in the Student Center Circle on March 8 as part of International Women's Day.

"[The strike] brought awareness to an issue which is otherwise greatly overlooked by our population," said Moran.

Moran admitted the strike made her feel empowered as a

woman in today's society.

"With rape and other violent [crimes] toward women more advertised on the media, [the issue] is still not on the decline," said Moran. "It needs to be known that these issues, among others, are not acceptable and we will no longer stand for it."

Although women's rights have improved over the years, many women still have to deal with the issue of inequality, especially in the workplace.

"Despite the great leaps we have made for women, we are still making 75 cents for every dollar that a man makes," said Moran.

Many who attended wore red in solidarity and abstained from paid and unpaid labor for the day, in

conjunction with the early 1900s labor movement.

Participants were also asked to refrain from shopping for the day, or to only shop at small stores owned by women or people of color.

The event featured a few CCSU student speakers including freshmen Shelby Williams and Sawera Hussain, seniors Tania Correa and Monica Nieves and event chairperson, Amy Frances Tenenbaum.

Along with issues regarding women's equality, many people are actively participating in these strikes in opposition of President Donald Trump and his policies, especially his lack of support for Planned Parenthood.

Trump is also known for having extremely lewd conversations about women, dating back to before he announced his candidacy for president.

"We strike to end gender violence, protect reproductive freedom, secure equal pay for all, preserve the environment and natural resources and call upon our governments around the world to enforce effective secularization," said Tenenbaum in an earlier interview.

Tenenbaum felt confident with the outcome of the strike, posting later on in the day, "thank you so much to everyone who made it out today! YOU ALL are #WhyStrike," on the CCSU International Women's Day Strike's

event page on Facebook.

The event, organized by Women, Gender and Sexuality Studies at CCSU and the Ruthe Boyea Women's Center, aimed to get people to "come together for love and liberation," as stated on the CCSU Women's Strike poster.

People across the world collectively protested to support a particular wide-spread issue in society today: women's equality.

The outcome of the strike proved to be successful and will be remembered as the first International Women's Day strike held at CCSU.

@TheRecorder

Contact Kayla Murphy if you have any ideas and/or would like to cover an event on Twitter

Email: kj.murphy@my.ccsu.edu
Phone: (203) 915 - 5485

and was attacked by SGA senator Danielle Plaskonka.

"They're using emotional heart string pulling tactics, they're saying they feeling alienated, which I understand where you're coming from. I understand you feel Social

continue their education. Upon approval, when worn by members of our group, this will show others here that there is a club with people like them," Small said.

Small stated that the request had nothing to do with using emotions to manipulate the

the SGA. Dew, who voted for the space suits, says that he has been voting for club requests each time.

"The fact that the veterans got a 18-4 vote the first time they requested, and got a majority the second time, speaks to the facts that senators in the majority want

Cappiello disagreed with this, and said there seems to be a pattern with the SGA bringing up bylaws when it comes to the SVO.

"I think this is a good motion, they have everything they need to fill the bylaws, in my opinion: there is nothing wrong with this. We

who put out for the 1000 drive will be receiving T-Shirts for free from Small. The SVO is looking into charging new members who would like to have T-Shirts, so that they can no longer go to the SGA for any other requests and are able to sustain themselves.

BEING MUSLIM IN CONNECTICUT



Panelists discussed being Muslim in Connecticut this past Monday night.

PHOTO CREDIT: CHARLES BASS ♦ STAFF PHOTOGRAPHER

HUMERA GUL
The Moderator

Central Connecticut State University held the event, "A Conversation with Connecticut Activists, Being Muslim in CT," this past Monday, that incorporated four Muslim panelists and a Muslim moderator.

The event started with Ms.

Samia Hussein, a CCSU alumni and President of Muslim Coalition of Connecticut, an organization aimed at bridging the gap between Muslims and other faiths and communities.

"25 percent of Muslims in America are African-American Muslims and 60 percent of Muslims in America are born in the United States. There is a campaign

rhetoric to show Muslims are mostly from Middle East and they are a threat to the American way," Hussein said, to the students who filled Memorial Hall.

Student Government senator, President of the South Asian Student Association and active Muslim. Student Association member, Sawera Hussan then took to the podium.

"Conversations like these are so vital and it's important for everyone to stand together against oppression of any marginalized group," said Hussan.

The moderator, Dr. Saud Anwar, a physician who specializes in lung disease and critical care medicine, serves as a Chair of the Department of Internal Medicine of Manchester Memorial and Rockville General Hospitals.

The panel consisted of Mrs. Mubarakah Ibrahim, Mrs. Lejla Duric, Mrs. Shazia Chaudhry and Dr. Khamis Abu-Hasaballah.

Ibrahim is a health and fitness

expert with 20 years of experience in the personal wellness industry.

Duric is a community organizer and the youth coordinator at the Boston American Islamic Cultural Center of Hartford.

Chaudhry is the Director of Community and Family Relations of the Alzheimer's Resource Center of Connecticut, and Abu-Hasaballah is assistant Vice President for Research IT Services at UConn Health.

"When people talk about Muslim, they think of this angry young Middle Eastern man and is that who we are?" first asked the moderator.

"You just have to look at the group of panelists to see how diverse Muslims are," said Khamis, who is an Arab American.

"Why don't Muslims condemn attacks committed by Muslims most often?" then asked the moderator.

"I don't understand why I have to condemn attacks committed

by Muslims. If I don't publicly condemn the attack, people make me feel like I did the attack. The FB states that Christian Males are the highest percentage of perpetrator of domestic terrorism. Does every Christian condemn an attack every time?" said Ibrahim.

Duric also stated that she is against anyone that causes harm, whether it be physical or emotional.

"Sarah is a young Muslim girl at CCSU and she was carrying a heavy backpack to school. Her teacher noticed Sarah was carrying a lot of stuff in her backpack. She was carrying her school stuff, dolls, toys and a blanket. The teacher asked Sarah, 'why are you carrying all these other items with you?' Sarah said, because I have been told that my family will have to leave and Trump will kick us out. I have all my stuff and I just want to make sure I have my toys when I have to leave," said Hussein, recalling a story.

The Recorder

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SITTING DOWN WITH SENATOR CUSANO

ANALISA NOVAK
The Recorder

If someone would have told Marissa Cusano that she would be making campaign posters for herself last year, she wouldn't believe it. But the commuter senator has grown a lot within her time at Central Connecticut State University, so much that that she is throwing in her hat in the race for Vice President of the Student Government Association.

The Southington native, who first arrived at CCSU three years ago, found that commuting to campus was affecting her ability to be involved. It was then, that Cusano decided to get involved in one of the biggest organizations on-campus Greek life.

"I joined because I lacked confidence in myself and I wasn't involved on campus at all. Being a commuter and being involved was for me. Phi Sigma Sigma gave me confidence to aim high and reach for the goals I wanted to accomplish. It was a home away from home for me," Cusano said.

She found confidence within the many philanthropy events that Phi Sigma Sigma holds on campus, including the annual ALS walk, in which this year she is chairing.

"Phi Sigma Sigma taught me how to feel a sense of belonging on campus and how it's important to get my voice heard and to do whatever I can to improve the way others view this campus," Cusano said.

As big as Greek life is on campus, Cusano noticed there was no representation of it on the SGA. Even with the campus and fundraiser events that Greek life actively participate in, Cusano, like most sorority and fraternity members, noticed the negative stereotype that come with joining these organizations.

"Greek life had no representation on the student government when I joined. Greek life on campus really does work towards great things. We do philanthropy and are working on showing ourselves more on campus," Cusano said.

CONTINUES ON PAGE 2

SGA WOMEN WALK OUT



After walking out for an entire minute, the women of SGA come back to address the senate on the importance of women.
PHOTO CREDIT: ANALISA NOVAK • RECORDER STAFF

ANALISA NOVAK
The Recorder

With spring break days away for Central Connecticut State University, the Student Government Association's weekly senate meeting was going as planned.

Votes were being cast, club funding was being discussed and the meeting was drawing to a close.

As the final minutes were wrapping up, the room chaotically erupted as all female senators, which totals 19, walked out of the meeting unexpectedly in conjunction with "A Day Without A Woman."

The room was vacant with only male senators remaining and stunned.

"I was just very surprised. I don't think we really expected it, I was like what's happening," said Senator Chris Marinelli.

The walk out fell on International Women's Day, and female senators wanted to show how important women truly are.

"The message was to let every male at CCSU know that without women, you cannot function," said Senator Sawera Hussan, who organized the walkout.

A statement that was proved to be true in the eyes of SGA, as the 19 women senators make up the majority of the voting senate.

The idea came the night before International Women's Day and was kept under wraps, with only the female senators aware of what was going to happen.

The night before she had messaged all of the women on SGA with her idea. She brought up a very important point that the senate would not operate without our female senators, as SGA is almost equally split between males and females. Overall, many of us participated because we wanted to show how important it is to have female representation within in large organizations like Student Government," said Senator Kassandra Frulin.

Hussan, wanted to show the female student body that female SGA members are here for them.

"I wanted to let the female student body know that senate is not just made of men; its made of women as well and we are here to represent them on campus," Hussan said.

The senators only walked out for one minute, but that was long enough to have the male senators

feel the impact.

"The walkout goes to show how powerful the female voices are on our student government. As a collective they have the influence to shift the entire dynamic of the senate," SGA President Jahmil Effend said.

After the women walked out, the room erupted in noise as many questioned if the meeting would even be able to continue.

The women, who were all dressed in red, came back in the room after the minute and addressed the senate.

"As most of you know, today is International Women's Day. The female Senators and I decided to walk out of this meeting for a minute of empowerment, to stand in solidarity with the women on campus and to let them know that we represent them, and to let this Senate body know that this Senate would not function without the female Senators," Hussan said.

SGA Senator Damar Jarrett respected the women's choice to make this statement for the entire campus.

"Working with these women and seeing that they are realizing their power, their worth—they halted an entire senate. I work with


a lot of these women closely and I admire them," said Jarrett.

The men weren't the only ones who were shocked at the reaction; the women were even surprised that they were able to make such a stand.

"In that one minute we were gone the room went to chaos. I thought they would be shocked and a little confused, but when I heard there was yelling and the president even made a motion to adjourn—I was shocked. I didn't know how strong women's influence is on our senate," Hussan said.

CCSU has been promoting women empowerment throughout the campus through a various number of events. Last month CCSU along with the American Association of University Women and Running Start, held the event 'Elect Her' to address the need to expand the pipeline of women candidates and to diminish the longstanding political leadership gender gap.

Many female SGA senators attended this event and credit it to their decision to run for the upcoming executive board elections. Currently, six female senators are on the ballot for this election.



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SITTING DOWN WITH SENATOR CUSANO

Continued from page 1

This past year, with the support of her sisters, Cusano chose to be the voice for all Greek life by joining the senate.

"I joined senate this year and I joined to help represent Greek life and to help break the stereotype that Greek life is all about partying," Cusano said.

It was amongst the SGA that Cusano found another family and another group of brothers and sisters. She explained her inspiration to run for vice president was found amongst her peers.

"I know that it kind of sounds cheesy but if it wasn't for senate I wouldn't know my true strengths and abilities. I have grown so much since joining and I definitely owe a lot to senate along with Phi Sig. Phi Sig taught me how to feel a sense of belonging on campus and how it's important to get my voice heard and to do whatever I can to improve the way others view this campus," Cusano said.

As a commuter student, she knows how important it is for all students to feel welcomed and to be involved.

"Not a lot of clubs know their liaison and that doesn't sit right with me. I have noticed through being a liaison to clubs that communication between the SGA and clubs is strained," Cusano said.

If elected, Cusano said she will make it a priority to bridge the divide between club officers and senators.

"We send emails out to the presidents occasionally but from my perspective it doesn't seem to be the best way to communicate. Clubs need to be able to meet with their liaisons and feel comfortable talking to them

and I don't believe that clubs our comfortable coming to us. I want to change that. Clubs need to be able to communicate with us and feel comfortable coming to us for anything that they may need," Cusano said.

Cusano credits her open minded mentality as key strength. She is actively searching to hear student concerns and to break any stereotype she comes across.

"I would describe my leadership style as participative. I value what others have to say about issues and I want others to voice their opinions on topics and feel like their voice is heard and I would be able to take those opinions and views and be able to make the decision that needs to be made," Cusano said.

Cusano will graduate next year as a sociology major. She hopes to have a career in human resources in the near future. In her spare time she practices karate and plays softball. Cusano, has a lot of hope for the future of CCSU and for the future leaders of the senate. The once shy and timid student hopes to become a leader for all whether elected or not.

"I've wanted to run for a while and almost didn't submit a packet but then I realized that I want this and I shouldn't limit myself because of others. It's important that everyone on campus knows that they all have the ability to be a leader. I want to be able to help encourage students to see their potential and to help them become leaders. When we graduate I want to be confident that I have done all that I could to make sure no one felt as though they couldn't do something that they wanted," Cusano said.



Cusano credits influential women leaders, such as Mayor Erin Stewart on her desire to pursue office.
PHOTO CREDIT: MARISSA CUSANO



MORE THAN JUST A SAFE SPACE

SARAH WILLSON
The Recorder

The Central Connecticut State University Ruth Boyea Women's Center, has provided students with guidance and resources for over 15 years and is working on new ways of doing so.

"On campus we provide cultural resources," said Michelle Chavdhary, first-year student and staff member at the Women's Center.

"There's a Latino women in leadership program that we provide. We also offer services such as girls in science, technology, engineering and mathematics (STEM)," Chavdhary said.

"I'm currently working on the girls in STEM expo," Chavdhary mentioned as one of the center's upcoming events. "It's our ninth year that we're doing [the program] here at CCSU."

"What we're trying to do is promote and foster [women] in the STEM field because there are not a lot of them going to the

STEM field," said Chavdhary. "We bring in about a hundred girls from Connecticut."

The event is run by students and staff volunteers at CCSU and acts as a way to encourage women to join the STEM field.

Chavdhary believes the STEM turnout for females is so low, due to its mainly male image.

Women only make up one quarter (25.3 percent) of the STEM field, according to Catalyst, a non-profit organization that aims to accelerate progress for women through workplace inclusion.

The center, known for its variety of activities, also puts together events that stray far from academics.

"Planned Parenthood was a program we did in February as a way to provide females and males here on campus with information about the services offered," Chavdhary said. "A lot of people don't really know exactly what Planned Parenthood is, or the services they provide."

The program was described

as a way to help students practice safe sex and feel in control of their own bodies.

"We also do women's night-in for females here on campus," said Chavdhary. "We have belly dancing, pole dancing and yoga. It's basically just to empower women."

The women's center, however, does more than just host activities.

Chavdhary stated that staff members at the center are always more than willing to help students overcome any academic or personal obstacle they may face throughout their time at CCSU.

"People who are uncomfortable [going to the Women's Center] should not be uncomfortable because we understand your situation," Chavdhary said. "We know what you're going through. We're here to care for you and we're here to help you. You are going to be our first priority."

"It's a place for anybody and everybody. They can come here and talk to us and we can get

you the help that you need," said Chavdhary.

"I think a lot of people tend to forget that the Women's Center is for both males and females," Chavdhary said. "Everybody here is welcome."

The center, named after its founder, Ruth Boyea, "exists to provide resources, to advocate, to inform, and to support personal development," to students and faculty at CCSU, according to their webpage.

Located in room 215 of the Student Center, the center provides a variety of programs for both men and women on and off campus.

Students can find services that provide information on a variety of issues such as women's rights, gender equality, and leadership roles Monday through Friday from 9 a.m. to 5 p.m.

The center aims to bring students together regardless of their economic status, sexual orientation, or cultural and ethnic background.

The Recorder

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MUSLIM STUDENT ASSOCIATION HOLDS IMMIGRATION PANEL

CYRUS DOS SANTOS

A family from Syria, a student from Bosnia and others came together at Central Connecticut State University Monday evening to raise awareness and voice their concerns of the growing intolerance for Muslims in America.

Amid further action from President Donald J. Trump to ban the entrance of immigrants from predominantly Muslim Countries, CCSU students gathered for an open-forum discussion on a variety of issues hosted by the Muslim Student Association.

"We want to bring awareness to who we are, and how it affects us in society," said MSA President Isra' Alsaght. "And with Trump being our president, how that affects us."

Students from CCSU's theater department read from the "Gaza Monologues," a dramatic look into the struggle within the Gaza Strip.

Although the concentration on Muslims in the news tends to be focused on The Middle East and Africa, students from predominantly Muslim populations in Europe came to speak.

"We didn't come here for a better life," said CCSU junior, Semra Efendić. "We came here to have a life."

Efendić, a refugee from Bosnia, came to the U.S. in 2001, after her native country was torn by war. "Everyone's scattered, my family included."

Efendić's family was able to escape the turmoil due to a lottery that her mother entered the family in.

Guests of the open forum included a family of refugees from Syria. The family of nine arrived in December of 2016.

Muhammed and Aysha Marri arrived in New Britain with their seven children, ages one to 11, through Catholic Charities. Catholic Charities, a non-profit out of Connecticut, mission is "motivated by Christ's social teachings and respect for the richness of diversity," according to their web site. They stand to promote diversity and equality.

Catholic Charities provides the Marri's with food and rent for six months while they get settled into their new surroundings. After that, "they are on their own," according to the family's translator, Ghoufran Allababidi, a Syrian immigrant who came to the U.S. in 2000.

The children that are of age, have enrolled in the New Britain Public School System, "with difficulties, of course," said Allababidi.

Through translation, the family expressed that they miss their family, "because they left everything behind," said Allababidi.

At the onset of the war in Syria, Marri and his family fled to Turkey, where they lived in a refugee camp. Three of the children were born there. There was no school and they were living in a tent, Allababidi

explained. She spoke openly of a fear of the regime in Syria and that most refugees believe "the walls have ears."

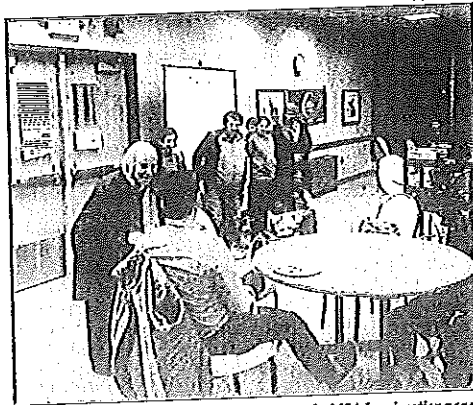
After three years in the camp, and two more years of extensive vetting, the family was finally allowed to enter the U.S.

"Do these kids really deserve to live in turmoil?" Ahmad Badr asked as the conversation quickly returned to Trump's recent actions. Trump signed a revision of his controversial immigration ban, known collectively as the "Muslim Ban," Monday morning. The revised law now excludes Iraq from the travel ban as well as the provision that gave priorities to religious minorities from the remaining banned countries.

Trump's ban on Syrian refugees, which was formally categorized as "indefinite," has now been given a 120-day ban, according to reports from The New York Times. The ban will be up for review after the 120 days.

Iran, Libya, Somalia, Sudan, Syria and Yemen still remain on the list of Trump's travel ban.

CCSU President Zulma Toro released a statement after Trump's original executive order, "I want to say on behalf of the university that we stand in compassionate solidarity with our Muslim students and colleagues."



Many made it out to the MSA Immigration panel. PHOTO CREDIT: CYRUS DOS SANTOS & RECORDER STAFF



A Syrian family shares their stories this past Monday. PHOTO CREDIT: CYRUS DOS SANTOS & RECORDER STAFF

CCSU DISCUSSES THE IMMIGRATION BILL

SARAH WILLSON

Central Connecticut State University held a panel discussion in Alumni Hall to educate students and the public about the immigration bill making its way through the White House, after it was moved from the Sprague-Carlton room due to safety reasons from a high-volume turnout.

The event, held on the first of the month, brought in four key speakers to talk with students and faculty about the importance of the bill proposed by President Donald Trump, because it could deport up to three million undocumented people.

CCSU President, Dr. Zulma R. Toro introduced the key speakers: two immigration attorneys, a CCSU student and a CCSU's Associate Director, International Student and Scholar Services.

"We are committed to providing a safe environment," said Dr. Toro, opening the discussion speaking about immigration laws.

"You will have a better handle [after today] on what comes your way," Dr. Toro added.

"It's very important not to get in trouble with the law," said Immigration Attorney, Monika Gradekl. "It is extremely, extremely important not to find yourself in a situation where you are being arrested. If you are arrested, you do not want to take any chances with that situation, you need to make sure that your criminal arrest is analyzed by both criminal attorneys and immigration attorneys [in order to have a fair trial]."

The panel explained some precautions undocumented and international students should be aware of, if they are ever confronted by U.S. Immigration and Customs Enforcement.

Immigration Attorney Jeff Dressler, stressed the importance

of having a plan and cooperating with the police, before explaining that arguing with them will only escalate the situation.

Dressler continued to say documents and other important information should always be accessible, as they will be needed if ICE shows up at your door. More than anything, he emphasized on how critical it is to be courteous, remain calm and follow instructions if confronted by an immigration officer.

Dressler suggested downloading SafeLock on your personal phone, an app which lets users safely store and easily access all identification documents if need be.

As for where to receive help on campus, CCSU's Associate Director, International Student and Scholar Services Toyin Ayeni, said that an email will circulate campus from Dr. Toro, encouraging students to reach out to her if they feel they need help or are in danger.

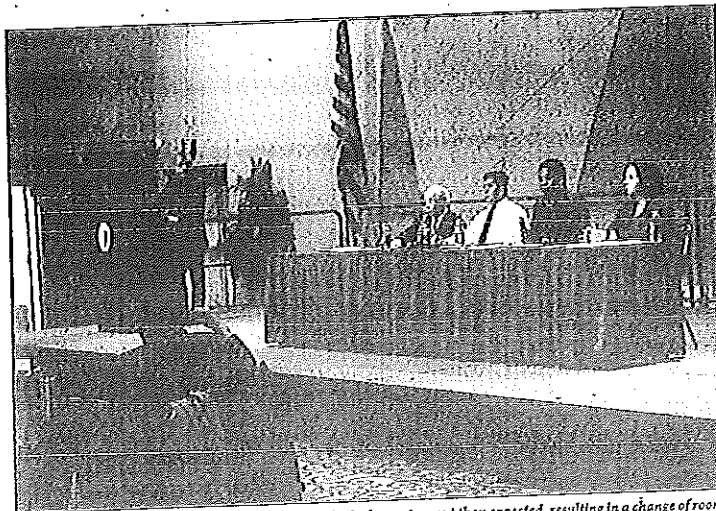
"Talk to the [CCSU] president about your situation," said Ayeni. "She will be able to analyze it and make it easier for you."

If Toro is not available, and students feel as if they need immediate attention regarding their situation, Ayeni said she encourages them to visit the Student Wellness Center, located in room 205 of Marcus White Hall.

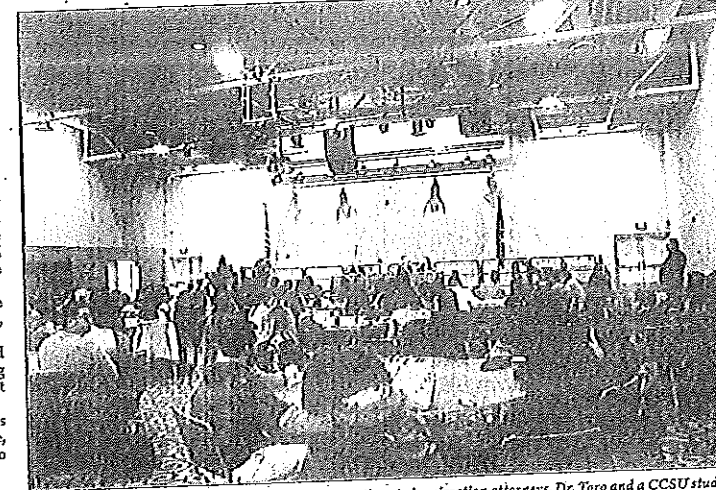
Students can find five counselors available to help, Monday through Friday.

Every panel member stated that the most important thing to remember is that no one at CCSU is alone.

"We know there are anxieties and concerns," said Ayeni. "We, as an institution, are a resource to all our students."



The immigration panel had a larger turnout than expected, resulting in a change of room. PHOTO CREDIT: CHARLES BASS & STAFF PHOTOGRAPHER



CCSU students ask many questions to immigration attorneys, Dr. Toro and a CCSU student. PHOTO CREDIT: CHARLES BASS & STAFF PHOTOGRAPHER

AN INSIDE LOOK AT THE RECENT WOMEN'S MARCH

ANGELA FORTUNA
LAUREN LUSTGARTEN
News Editors

Mixed emotions filled the air across the United States following Friday's events. Although, there was one common feeling among the millions of people who gathered to protest in the streets of many big cities across the country this past Saturday, Jan. 21.

With more than two million people protesting in the Women's March all across the world, the movement could be one of the biggest in U.S. history.

Of these cities included New York City, Washington D.C., Boston, Los Angeles, Hartford and many more.

"It was amazing to see so many people out there standing up for what they believe in, and it felt good to know that so many other people feel the way I do," said University of

Wisconsin-Madison student Gillian Quinn. Quinn informs that there were between 75,000 and 100,000 people at the march in Madison, Wisconsin.

Although the demonstrations were mainly focused on women's rights, that is not the only cause that was protested.

The protests were held to make a difference and raise awareness of issues such as reproductive rights, immigration and civil rights under the new United States president, Donald Trump.

"A lot of things that our current president and his colleagues have been doing have been absolutely deplorable and have transcended not only women's rights, but really rights for all," says Central Connecticut State University student Levanie Freeman, who attended the march in Hartford.

Many of the people involved in these protests have never protested before.

The issues that were protested are important to many Americans, causing large numbers of people to come out and defend their views.

"I knew sitting around and just being angry about it wouldn't do anything," said Quinn. "I had to get out there and have my voice be heard."

For many, being heard was the largest motive in attending. CCSU freshman Shelby Williams attended the march in Washington D.C. and explained it as "an intense experience." "Although this experience was intense, I would do it all over again if I could," said Williams.

As a member of the Youth for Socialist Action group here on CCSU's campus, Williams felt as if it was her obligation as a comrade to attend the march.

"As a woman of color, to be in solidarity with other women that are trying to prevent

the cut of Planned Parenthood and sustain other civil liberties such as maintaining our right to abortion, I felt I had to be there," said Williams. "The march was peaceful with a lot of pissed off people. Everyone from all walks of life made sure to make it to this march and we all felt angry, but most of all, we wanted change."

Perhaps what made people feel most passionate about their experience at the march was the feeling of connectedness and togetherness they felt with the people who were marching next to them.

"To see so many people [come] together to fight and speak up for the same thing was so empowering," said Freeman. "I met people that I would never have met otherwise."

Quinn remains hopeful for the future and hopes that we, as a nation, will continue to make similar huge strides in the years to come.

Jan. 25, 2017

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The Recorder

Wednesday, January 25, 2017

Central Connecticut State University

Volume 115 No 02

WELCOME PRESIDENT TORO

ALONSO VELASQUEZ

Central Connecticut State University welcomed President Zulma Toro at a reception held in Alumni Hall on Jan. 19.

CCSU faculty and students filled the tables set up in Alumni Hall to enjoy finger foods, have the opportunity to mingle with each other and meet the new president for themselves.

The ceremony was open to the public, which resulted in many in the CCSU community taking the opportunity to meet Toro.

Many in attendance spoke of their hopes and expectations for the incoming president.

Student Chris Morales hopes that he new president will "improve student attention and support Greek life."

CCSU Associate Vice President of Academic Affairs Zdzislaw Kremens explained that, being an engineer himself, he likes that Toro "is an engineer. She is very energetic. I think she will be a very good president."

Freshman Akai Long hopes that she fosters innovation. "She said that her plan involved a new building that CCSU recently purchased. I hope she has an active presence, as the predecessor didn't."

"I hope most of all that she has an open door policy, and is a transparent and accessible president," said Student Government Association (SGA) Chair of Academic Affairs Wyatt Bosworth. "This is what truly causes positive change. She came to the student government meeting yesterday and sat down with us for an hour. She met with clubs and organizations. She

cares deeply about getting student input and that's a good first sign."

"If we have a direct line of communication between the leadership of the university and the students, then we can collaborate and move the institution to be what we need to be," said Toro at the SGA meeting on Jan. 18.

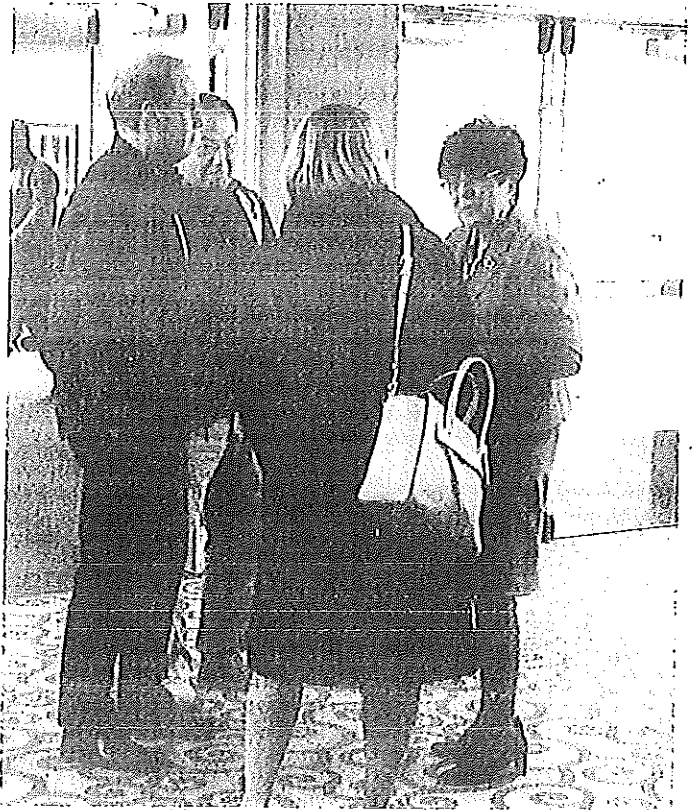
"Things I hope she can improve on, would be for her to maintain a good relationship with the legislature of the governor's office, we're facing very big budget cuts this year," said Bosworth. "The state needs to see her be an effective, transformative president, so they can continue to invest in this institution. And I hope that she keeps a high standard for academics, and funds our student activities appropriately."

"We are going to make the case for Central once again to see if we can somehow at least maintain the current support from the state. We will continue to advocate for Central, because we are helping the students," said Toro during the SGA meeting. In regards to the university budget.

Student Jose Diaz said Toro could help the Latino community. "At CCSU, there is a lot that can be done. So I think the expectation is to help the immigrant community and having more resources and being open to talking with students."

CCSU Latin American Student Organization (LASO) co-director Awilda Reasco said, "I would like the support of Dr. Toro to enhance our diversity, because CCSU is in the backyard of Hartford and New Britain and we have so many talented young students of color, Latino, African American, low income students that we need to reach out, by giving access to them."

The gala was part of a string of events



CCSU officially welcomed our first woman president, Dr. Zulma Toro on Jan. 19.
PHOTO CREDIT, CHARLES BASS

Intended to help Toro learn more about the CCSU community. The day prior to the event, she spoke for an hour to the SGA, and LASO also hosted an event for her.

Toro is CCSU's 13th president, succeeding Dr. Jack Miller, and officially started her term on Jan. 3rd.

RACIAL SENSITIVITY ON CAMPUS

Shelby Williams
The Recorder

Composed with a diverse student body, Central Connecticut State University must make efforts in discussing racial affairs in order to maintain harmony on campus.

Students that derive from different regions of the world and ethnic backgrounds require a mutual understanding in order to feel welcome and safe. It is mandatory to discuss and inform one another on cultural differences in order to establish a basis of respect.

As a woman of color and Jamaican descent, I make it a moral obligation to educate others and myself on racial issues. It is essential to be an advocate for equity and mutual understanding of cultural differences.

If a person wishes to educate themselves on their own heritage or the issues revolving around a particular ethnic community, there are clubs at CCSU. These include the Black Student Union, United Caribbean Club and African Student Organization. All serve as positive outlets.

The agenda of each club may differ, yet the intent remains the same. The intent of these clubs is to destroy misconceptions and preconceived notions of a particular ethnic group. They work to educate and destroy the stereotypes that further demonize the rich culture and heritage of ethnic communities.

Whether it is through dancing or educational discussion, each club on campus plays an important role in stitching the CCSU student body fabric.

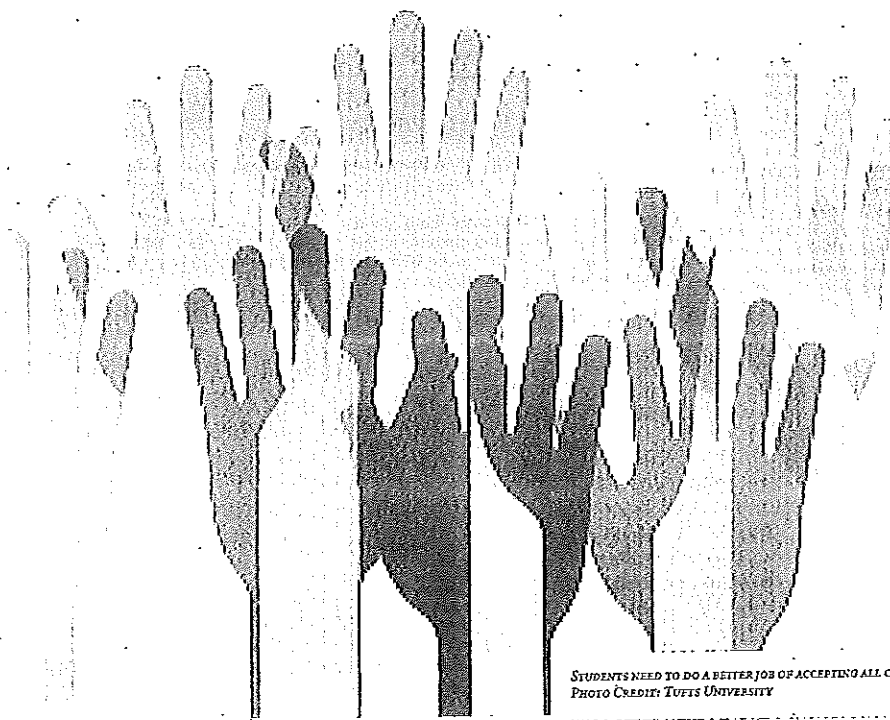
However, the clubs alone will not be enough to end prejudices on campus. There is still so much more to be done, with the tools in the midst of its creation. It is only through direct interaction and experience can we, the student body, end all forms of racial insensitivity. There needs to be more of a push.

More power needs to come from the students to tear away at censorship and ask those scary questions that may come off as socially inappropriate. In recent years social injustice, prejudice, and racial profiling were, "Hush-Hush", topics deemed unfit or unethical to discuss on a college campus. This is due to the amount of discomfort non-people of color felt when racial matters were brought up.

It was believed that this high-level of discomfort was a result of race being brought up as a topic during discussion and rallies. Yet, it was the lack of understanding and guilt that caused the discomfort. It is the inability to feel or understand the daily struggles people of color go through each day that induces strong feelings of discomfort.

This practice of not discussing these racial matters and issues serve as counterproductive. It only worsens the problem and adds more tension between members of the student body. Therefore, consistent discussion and education will serve as the proper means of ridding this issue and discomfort from our college campus.

A function once a year will not magically change the mindset of those that fail to understand the disparities African-Americans face socially and economically in this country. Only through continuous pressure and demand for forums, functions, and events year round will the student body achieve the goal of racial sensitivity and cultural appreciation.



STUDENTS NEED TO DO A BETTER JOB OF ACCEPTING ALL CULTURES.
PHOTO CREDIT: TUFTS UNIVERSITY

The Recorder

Wednesday, October 26, 2016

CENTRAL
CONNECTICUT
UNIVERSITY

Volume 106 Number 7



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DEBATE COLLEGE



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A FIRST FOR CCSU

Jackson Rloix
News Editor

Central Connecticut State University made history as the school appointed a woman President for the first time in the university's 167-year history. Dr. Zulma R. Toro was appointed the 13th President of CCSU on Oct. 20.

The Board of Regents for Higher Education selected Dr. Toro in a unanimous vote. The meeting took place at Alumni Hall in the CCSU Student Center. The search for Dr. Jack Miller's successor began seven months ago and attracted 69 candidates, according to the school website.

The process went through a series of eliminations with multiple interviews being conducted. Three finalists were named on Sept. 20. All three candidates visited the school during the week of Sept. 28. A questionnaire was sent out for students and faculty to review each finalist. Dr. Toro beat out finalists Dr. Terry L. Allison and Dr. Christopher M. Fiorentino for the position. Her appointment garnered praise from the Board of Regents.

"Dr. Zulma Toro is an outstanding scholar who greatly impressed both the University Advisory Committee and Regents Search Committee with her dedication to academic excellence," Chair of the Regents Search Committee Richard Balducci told reporters. President of the Connecticut State Colleges and Universities Mark Ojakian shared a similar opinion.

"Dr. Toro's incredible commitment to faculty and student success, as well as her varied experience in public higher education, will help her build on Central Connecticut State University's growth over the past decade," Ojakian told reporters. Dr. Toro's current position is Interim Chancellor, Executive Vice Chancellor and Provost at the University of Arkansas at Little Rock.

She has been at the University of Arkansas at Little Rock since 2013, according to her curriculum vitae. Dr. Toro's prior education includes an undergraduate degree in industrial engineering from the University of Puerto Rico. She also received a Ph.D. from the Georgia Institute of Technology and a master's degree in industrial and operations engineering from the University of Michigan.

This is not the first time Dr. Toro will be holding an administrative position at a Connecticut university. Dr. Toro previously was the Dean of the School of Engineering and Applied Science at the University of New Haven from 2001 to 2005.

Dr. Toro was able to make an appearance at the Board of Regents meeting via a live stream. "I'm deeply honored and excited to have the opportunity to serve as Central's next president," she said at the

event.

"I look forward to working with the entire Central Connecticut State University community as we continue to build on the university's wonderful legacy." She also sent out a personal email to all CCSU students and faculty. "Since my visit to the campus, I felt a sense of belonging difficult to explain, and today it feels like I am returning home," she wrote. "Thank you for allowing me to join your family."

Dr. Toro is set to officially begin at CCSU on Jan. 3 2017. She will receive an annual salary of \$289,500. Dr. Susan Pease, who has served as Interim President since Dr. Miller's retirement, will continue in that role until Jan. 3



The Recorder

WEDNESDAY, OCTOBER 14, 2015

CENTRAL
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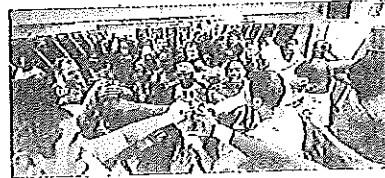
VOLUME 118 NUMBER 1



19 HOMECOMING 2016



20 SGA TALENT SHOW



21 LOCKER ROOM TALK

CONFUSION AMIDST LATEST SEXUAL ASSAULT

Analisa Novak
Jackson Rioux

Central Connecticut State University is backtracking on an alleged sexual assault that happened near campus.

Last Thursday, CCSU students and faculty were notified of a sexual assault that occurred on campus via a string of emails. The university sent out three separate emails, each email contradicted the previous one before it.

"It was a little confusing because I'm still not sure what even happened," said student Fabian Fonseca. "I don't even know if they know what happened."

The confusion originally started after a sexual assault was reported to CCSU police. The alleged assault was said to have occurred on the early morning of Oct. 8.

The victim originally said it happened in the Willard and Diloreto parking lot. University police, then, complied with the Cleary Act and sent out an email informing the campus of the attack, causing a media frenzy and panic within the CCSU community. "It was overwhelming to receive all those emails, but it was a story that was not fully uncovered yet," said student Lindsay Grant. "Hopefully police figure out what happened."

The incident continued to bring more confusion as the night progressed. CCSU Associate Vice President Marketing & Communications Mark McLaughlin sent out two update emails stating not only did the incident not happen on campus, but also the victim was not a CCSU

student.

"Since this went out earlier, I've learned that the person reporting the assault is not a CCSU student," McLaughlin wrote. The second one stated, "Thru further investigation CCSU Police have now determined that the reported sexual assault did not occur on CCSU's campus."

Since the string of emails last Thursday, the school has officially sent no further updates. No description of the alleged attacker was ever released. McLaughlin did provide an update to *The Recorder* on Oct. 14. "After CCSU Police determined that the reported incident did not take place at CCSU, they closed their investigation and advised the person who reported it to contact the New Britain Police Department," he said.

But with two sexual assaults allegedly happening within three weeks of each other, many students on campus are questioning if they are truly safe on campus. "I don't feel safe, especially because I have a lot of night classes," said student Chelsea Scribner. "I'm definitely going to get some pepper spray."

CCSU Police declined to comment further on what they are doing to ensure campus safety. In the generic email that was originally sent campus wide, CCSU police said they "Will provide additional patrol coverage to this area, but people are advised to use caution nonetheless."

According to the 2013-2015 Cleary Report emailed out earlier this month, forcible sex offenses have increased within the last year at CCSU. In 2014 one forcible sex act was reported and documented. By 2015 that number tripled to four.

CCSU took some heat earlier this semester when students and faculty were not immediately notified of a sexual assault on campus. The assault, which occurred in James Hall, was determined to be an isolated incident by CCSU Police. The department deemed there was no threat to the rest of campus.



10.05.10

FLAGGING DATING VIOLENCE

Kelsey Murray
The Recorder

Students at Central Connecticut State University may have noticed clusters of red flags on campus. These flags are part of a movement known as the Red Flag Campaign, which aims to promote awareness of dating violence, especially among college students.

The national campaign first began 10 years ago in Virginia, according to the campaign website. CCSU joined the national movement in 2014. The campaign's main focus is to increase bystander awareness.

Most often, it is friends and family members who actually seek help for someone they know is in an abusive relationship. The campaign states it is important to be able to identify various red flags and to be aware of the proper course of action in these situations.

Victims of abusive relationships often feel powerless, or are very fearful of the perpetrator. Sometimes they may not even realize that the way they're being treated is a problem, because they have been beat down to feel as though they are worthless. This is a leading factor on how some abusive relationships can last so long, and be so detrimental.

There are different types of abuse in relationships, and many red flags. The Red Flag Campaign cites physical abuse, emotional abuse, sexual abuse and stalking as examples of abuse in relationships.

The campaign references the crucial role bystanders play. The campaign lists jealousy, explosive anger, mind games, threats and isolation as some common red flags. It is critical that bystanders are able to identify these "red flags." The Office of Diversity and Equity provides information on how

students can help put an end to dating violence. The website lists important actions bystanders should take.

These include speaking up when somebody is being mistreated. Stepping in is another part of the "bystander intervention strategy." Other options include gathering resources and waiting to talk to the abuser or victim.

These strategies are important to the well being of friends and family members who are in relationships. If the violence goes unnoticed, these red flags can escalate and result in someone being seriously injured, or even killed.

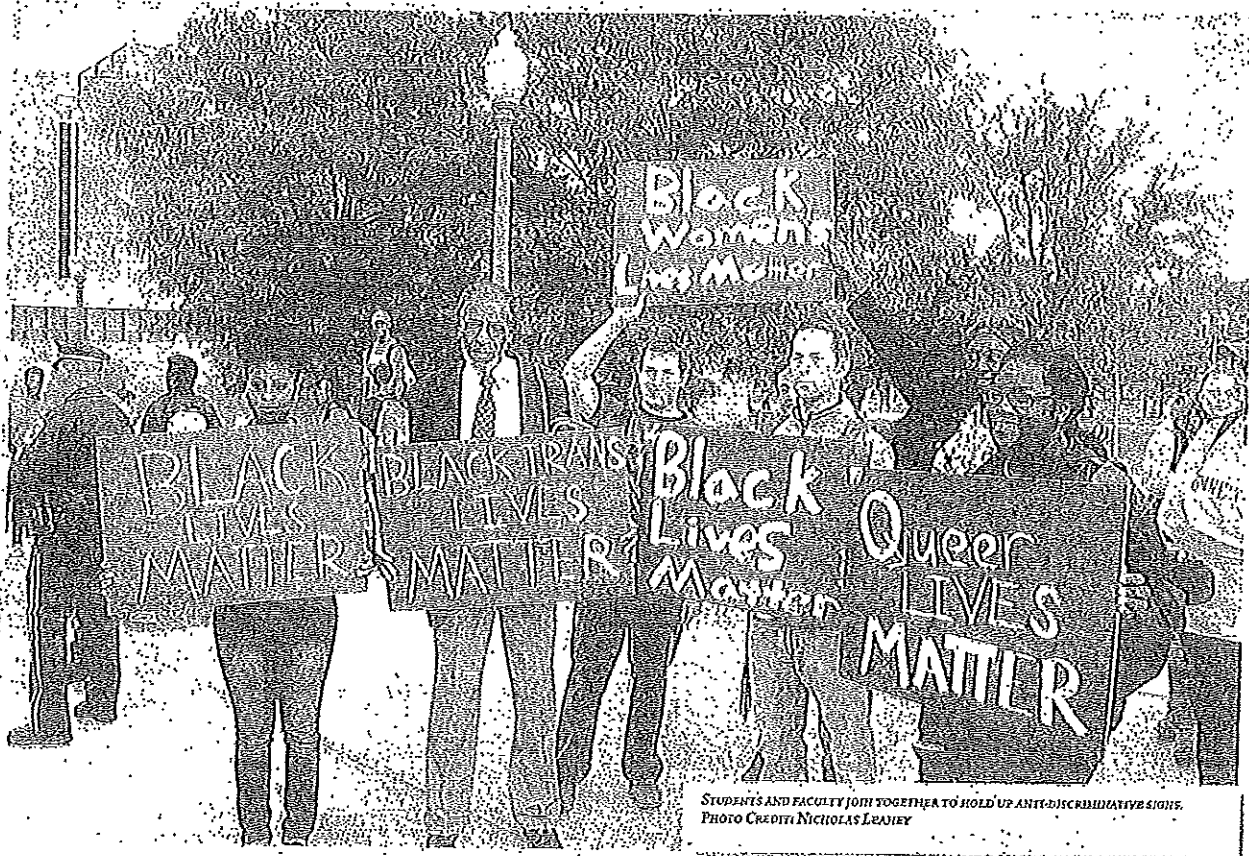
Between 2001 and 2012, there were 6,488 casualties among American troops in Afghanistan and Iraq, according to The Huffington Post. During that same time, 11,766 women were killed by their male partners, or ex male partners in America.

One in five college students experience dating violence, according to The Red Flag Campaign website. This number shows how common dating violence is on campuses across the nation. A sexual assault occurred in James Hall only two weeks ago at CCSU. The incident drew controversy with some students feeling like they were not being properly informed. Students were not emailed in the immediate aftermath. CCSU Police called it an "isolated incident" and determined there was no threat to the campus community. That investigation is still ongoing.

Despite the recent controversy, CCSU has many resources for students who have experienced dating violence. Incidents can be reported to CCSU Police or at the Office of Diversity and Equity in Davidson Hall, Room 102. Students can also seek counseling at Student Wellness Services in Marcus White.

<https://www.centralrecorder.com>

ANTI-DISCRIMINATION RALLY SPREADS AWARENESS TO CCSU STUDENTS



STUDENTS AND FACULTY JOIN TOGETHER TO HOLD UP ANTI-DISCRIMINATIVE SIGNS.
PHOTO CREDIT: NICHOLAS LEAHY

Angela Portina
The Recorder

Students and faculty can see posters supporting the campaign on the information boards across campus.

At the rally, there were tables and clubs

ual. Letting individuals know they are not alone and have groups and individuals to relieve some suspicions and anger can really provide help.

Many individuals visited the rally to

'Crazy Love'

Cindy Pena
The Recorder

Leslie Morgan Steiner, a former abuse victim, stressed the importance of identifying the red flags of dating violence, during a speech at Central Connecticut State University. Steiner spoke about the myths and misconceptions on relationship abuse last Wednesday, in Alumni Hall.

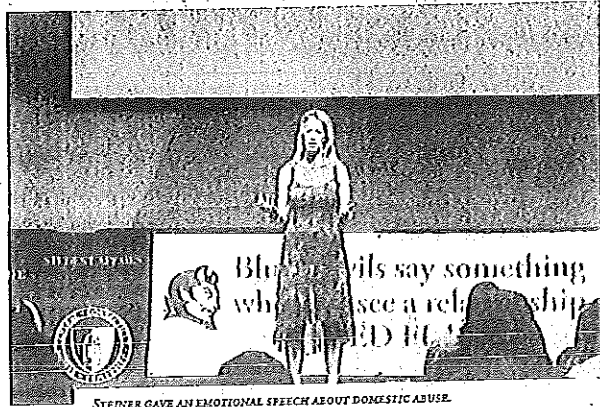
"Abuse is not about hitting somebody, it's about using violence and control to dominate them," said Steiner, author of the New York Times best seller "Crazy Love." Steiner grew up in an abuse-free home in Washington D.C., eventually graduating Harvard with a B.A. in English. She moved to New York City and worked full-time at Seventeen Magazine. One day on the train she met the man she would eventually marry named Conor, a pseudonym used to protect his identity. At first everything was great, as she would call it the "honeymoon phase." It was not until the many warning signs arose that signaled the beginning of an abusive relationship. Throughout this relationship she risked her life, as she was severely beaten and threatened frequently.

She recalls her last straw was the time when Conor, after six months of not hitting her, barricaded and beat her for hours. That night she made a choice to get out of the relationship. "This night it didn't feel like my husband was hitting me. It felt like a complete stranger was in my bedroom and was going to kill me. I was absolutely positive he was going to kill me," said Steiner. "The reason I am here today was because I chose me, I was going to put myself first." Her goal by sharing her story at CCSU is to spread awareness to students that might have an association with relationship abuse, whether directly or someone they may know.

"That is why I am here today, to try to persuade everyone in the audience that, first of all not to put up with abuse. If you are a victim or an abuser there is a lot of help for you," said Steiner. Students were glad to receive chance to hear her personal testimony as it allowed them to open their eyes on relationship abuse.

"I think at college it's something good that they are talking about, because students are trying to find themselves and want to be accepted. If they are in a bad situation they don't know it can be harmful," said junior J-Ada Serrano. Steiner's visit was sponsored by the Red Flag campaign at CCSU. The campaign's goal is to prevent dating violence in colleges.

Sarah Dodd, specialist at the Office of Victim Advocacy at CCSU, did a survey at the university's Student Center and found an overwhelming number of students said the Red Flag campaign helped them understand violent relationships.



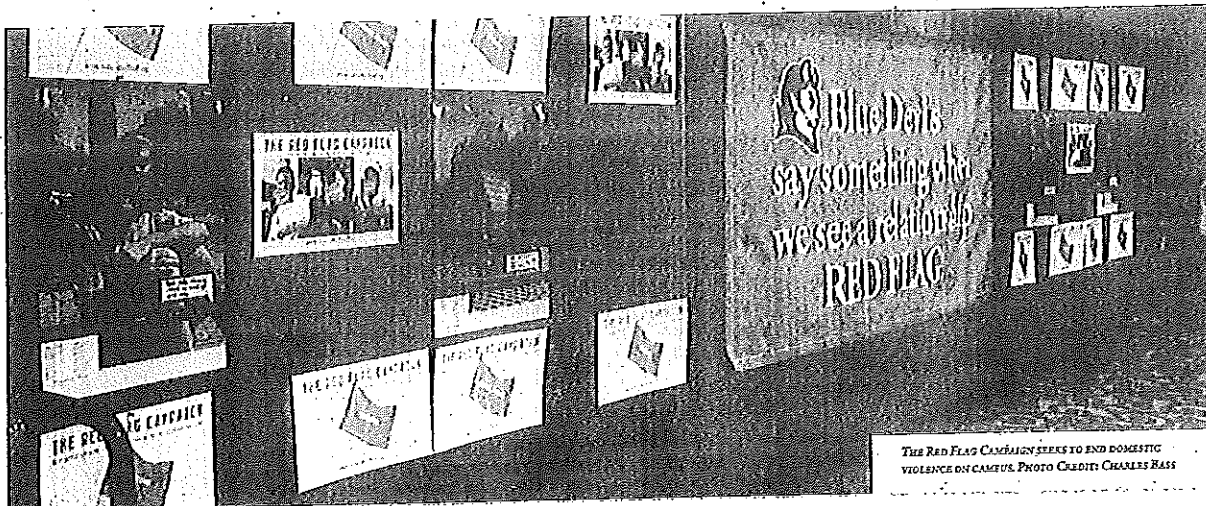
STEINER GAVE AN EMOTIONAL SPEECH ABOUT DOMESTIC ABUSE. PHOTO CREDIT: CHARLES BASS

Equity, accentuated the importance of Steiner's story to the campaign. "The campaign itself is to raise awareness, to talk about the red flags in dating violence," said D' Agostino. "Her whole story is a series of red flags on point to what this campaign is about. The warning signs that arose that she didn't recognize at first, but was able to look back and say that was a red flag." According to campus.safetymagazine.com, a website for promoting safety on campus, 57 percent of college students that reported they have been involved in dating violence said the abuse happened in college. Nearly 58 percent of college students said they are unsure on what to do, to help a victim of an abusive relationship.

Rosa Rodriguez, Chief Diversity Officer in the Office of Diversity and Equity, emphasized that having Steiner share her story was to bring awareness on the issue to the young minds of CCSU.

"When we are that age, we tend to think it's not going to happen to us, in reality college aged students are a high risk group. A group that it happens to more often than we think," said Rodriguez. "They become afraid, they think it's only happening to them so they keep it a secret, and if it's happening to one of our students its affecting all of the community."

The Office of Victim Advocacy and The Office of Diversity and Equity provide services to assist students at CCSU that may be affected by dating violence. If you or someone you know needs these services, please contact Sarah Dodd at the Office of Victim Advocacy, located in Carrol Hall, Room 248, or Rosa Rodriguez at the Office of Diversity and Equity, located in Davidson Hall, Room 102.



THE RED FLAG CAMPAIGN SEEKS TO END DOMESTIC VIOLENCE ON CAMPUS. PHOTO CREDIT: CHARLES BASS

The Recorder

Wednesday, September 24, 2016



Volume 116, Issue 1

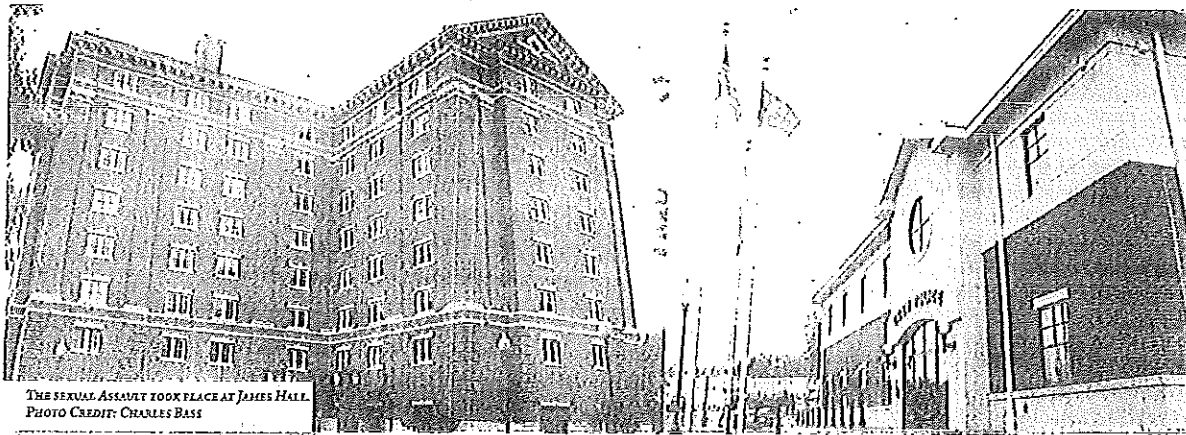
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7 Bernie Or Bust

9 The Night Of — HBO has another hit.

2 Three Months Is Not Enough

10 Women's Soccer Streak Ends at Two



THE SEXUAL ASSAULT TOOK PLACE AT JAMES HALL.
PHOTO CREDIT: CHARLES BASS

CCSU Students React to Sexual Assault on Campus

Analisa Novak
Editor-in-Chief

Students at Central Connecticut State University were outraged to find out that there was a sexual assault on campus last weekend, and they were not notified.

"For the general well-being for the people here, I think that we should have been notified," said freshman Ari Burger.

The sexual assault, which took place last Saturday in the late hours at James Hall, was confirmed for *The Recorder* by campus administration. CCSU police are still investigating the situation and could not comment due to the ongoing investigation. In a statement, the university said that the student who reported the incident "was provided with support and information from CCSU staff, including CCSU's Victim's Advocate."

There is no word if any arrest was made or if the accused assailant still attends CCSU.

Federal law requires the campus to deliver timely warnings whenever there is a campus crime that can be an "ongoing threat to the campus community." Many CCSU students expected to receive an email or another type of notification about the assault.

"This is my first time hearing about the sexual assault," said junior Sara Pare. "If someone sexually assaulted someone else, what's to stop them from doing it again? Why not give a warning? They usually do notify us, so why didn't they now? If it happened before, it could happen again."

In a new statement released exclusively to *The Recorder*, Associate Vice President of Marketing & Communication Mark McLaughlin wanted to underscore that the police department "determined early on in the process that it was an isolated incident and that there was no threat to the rest of the campus."

However, many on cam-

pus disagree with McLaughlin's statement. "We should have been notified because we need to know these things and we need to know what type of people are in our schools and I think they are trying to hide it because I don't think people would want to be in the school if they knew what kind of things are going on," said senior Remmy Richardson.

Every local media outlet was on campus last week reporting on the sexual assault. But even with local media attention, many students continue to feel that they are being left in the dark.

"If outside news sources are going to show up to cover it, [the university] might as well address and acknowledge it as well. I didn't know about it," senior Jason Doe said.

Sexual assault is a growing concern on campuses nationwide; students at CCSU are questioning their safety more than ever and want to be notified of events.

"I should be aware of everything that happens on campus, good or bad, because my safety is involved," said senior Taylor Zimmerman. "That kind of scares me because, what if that happened in my building? I used to live in Barrows; that is right next to James Hall and that would have been nice to know because that is an all female building"

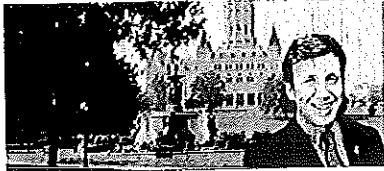
The Office of Victim Advocacy and Violence Prevention provides services to assist and support individuals affiliated with Central Connecticut State University who have been impacted by sexual assault, relationship violence, and/or stalking. Students who need these services should contact Sarah Dodd at the office of Victim Advocacy and Violence, located in Carroll Hall, Room 248.

The Recorder

Wednesday, October 26, 2016

CENTRAL CONNECTICUT
BLUFFVILLE

Volume 114-07



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DEBATE COLLEGE



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American Football



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NFL Week Seven Recap

A FIRST FOR CCSU

Jackson Rioux
News Editor

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DR. ZULMA R. TORO IS THE FIRST FEMALE PRESIDENT AT CCSU
PHOTO CREDIT: CCSU SCHOOL WEBSITE

AA Plan 2013

DAgostino, Nicholas (Diversity and Equity)

From: Rodriguez, Heather (Sociology)
Sent: Tuesday, November 22, 2016 4:31 PM
To: DAgostino, Nicholas (Diversity and Equity)
Subject: RE: Masculinity course

It was PERFECT. Thank you so much! Happy Thanksgiving!

Peace,

Heather

Heather R. Rodriguez, Ph.D
Assistant Professor of Sociology
Coordinator, Latino and Puerto Rican Studies
Central Connecticut State University
1615 Stanley Street -SSH Hall, Suite 317
New Britain, CT 06050
Phone: 860-832-2985 Fax: 860-832-2986
hrodriguez@ccsu.edu

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Tuesday, November 22, 2016 3:45 PM
To: Rodriguez, Heather (Sociology) <hrodriguez@ccsu.edu>
Subject: RE: Masculinity course

Hi Heather:

Thank you for having me come speak to your class. I hope the presentation met your expectations. It did take longer than expected; but, I hope the length was okay.

Nick

From: Rodriguez, Heather (Sociology)
Sent: Tuesday, November 22, 2016 12:12 PM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Subject: RE: Masculinity course

23 students.

Heather R. Rodriguez, Ph.D
Assistant Professor of Sociology
Coordinator, Latino and Puerto Rican Studies
Central Connecticut State University
1615 Stanley Street -SSH Hall, Suite 317
New Britain, CT 06050
hone: 860-832-2985 Fax: 860-832-2986
hrodriguez@ccsu.edu

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Tuesday, November 22, 2016 12:11 PM
To: Rodriguez, Heather (Sociology) <hrodriguez@ccsu.edu>
Subject: RE: Masculinity course

How many students are in the class?

Nick

From: Rodriguez, Heather (Sociology)
Sent: Tuesday, November 22, 2016 11:59 AM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Subject: RE: Masculinity course

Yes. That would work out great actually!

Peace,

Heather

Heather R. Rodriguez, Ph.D
Assistant Professor of Sociology
Coordinator, Latino and Puerto Rican Studies
Central Connecticut State University
1615 Stanley Street -SSH Hall, Suite 317
New Britain, CT 06050
Phone: 860-832-2985 Fax: 860-832-2986
hrodriguez@ccsu.edu

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Tuesday, November 22, 2016 11:02 AM
To: Rodriguez, Heather (Sociology) <hrodriguez@ccsu.edu>
Subject: RE: Masculinity course

Hi Heather,

Is there any chance I could come right at the beginning of the class? Another thing came up at 4 PM today? I can arrive a little early to show an old CNN clip from my younger activist days.

Nick

From: Rodriguez, Heather (Sociology)
Sent: Monday, November 21, 2016 12:26 PM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Subject: RE: Masculinity course

Hi Nick,

Just checking in to say we shall see you tomorrow. Meet in SSH 304. Thank you!

Peace,

Heather

Heather R. Rodriguez, Ph.D
Assistant Professor of Sociology
Coordinator, Latino and Puerto Rican Studies
Central Connecticut State University
1615 Stanley Street -SSH Hall, Suite 317
New Britain, CT 06050
Phone: 860-832-2985 Fax: 860-832-2986
hrodriguez@ccsu.edu

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Tuesday, November 15, 2016 8:27 AM
To: Rodriguez, Heather (Sociology) <hrodriguez@ccsu.edu>
Subject: RE: Masculinity course

The 22nd would work better. I do not have class that particular day. This week is already getting crazed and next week I imagine shouldn't be as intense.

I can do 4 to 4:20 on that day.

Nick

From: Rodriguez, Heather (Sociology)
Sent: Monday, November 14, 2016 10:35 PM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Subject: Re: Masculinity course

Hi Nick,

Time wise you would have around 20 minutes either at the beginning or end of the class period. Completely up to you if you want to do a formal presentation. This group seems to like visuals. But no pressure. Do you think Nov. 17th or Nov 22nd would work best? You have class the 22nd right?
And thank you again.

Peace,

Heather

Heather R. Rodriguez, Ph.D,
Assistant Professor of Sociology
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New Britain, CT 06050-4010
office phone: 860-832-2985
email: hrodriguez@ccsu.edu

www.facebook.com/ccsulatinoamericans

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Friday, November 11, 2016 2:38 PM
To: Rodriguez, Heather (Sociology)
Subject: RE: Masculinity course

I can definitely come and talk to the class. How much time will I have? Should I put together a formal presentation?

Nick

From: Rodriguez, Heather (Sociology)
Sent: Thursday, November 10, 2016 9:18 AM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Subject: RE: Masculinity course

Hi Nick it is from 3:05pm-4:20pm and it would work to have you come either at the beginning or at the middle/end of class. I didn't want to put pressure on you to focus on your coming about experience but would love it if you did. Thanks Nick.

Peace,

Heather

Heather R. Rodriguez, Ph.D
Assistant Professor of Sociology
Coordinator, Latino and Puerto Rican Studies
Central Connecticut State University
1615 Stanley Street -SSH Hall, Suite 317
New Britain, CT 06050
Phone: 860-832-2985 Fax: 860-832-2986
hrodriguez@ccsu.edu

From: DAgostino, Nicholas (Diversity and Equity)
Sent: Thursday, November 10, 2016 8:29 AM
To: Rodriguez, Heather (Sociology) <hrodriguez@ccsu.edu>
Subject: RE: Masculinity course

Hi Heather:

What time is the class? Also, did you want me to focus at all about my coming out experience?

Nick

From: Rodriguez, Heather (Sociology)
Sent: Wednesday, November 09, 2016 7:25 PM
To: DAgostino, Nicholas (Diversity and Equity) <nicholas.dagostino@ccsu.edu>
Subject: Masculinity course

Hi Nick,

Thank you again for supporting our events this year and for coming to the Latina Identity Exhibit. It was an interesting day in the department and in classes today. Lots of crying students in need of a lot of counseling, or just needing someone to talk to.

No pressure but if you are free Nov. 17th or Nov. 22nd to briefly speak to the SOC 455 course on your role in the university, what office and equity and diversity does or supports, policies related to protecting students from discrimination or hate crimes, etc., then that would be great. I think you mentioned Thursdays worked best. Again, no pressure. I know you're busy. Let me know. Thank you.

Peace,

Prof. Rodriguez

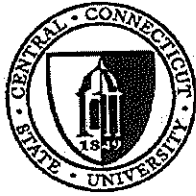
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Central Connecticut State University

Report Pursuant to Connecticut General Statutes Section 10a-55m

January 1, 2016 – December 31, 2016



Enclosed Documents

- Narrative
- Sexual Violence Statistics and Data
- Policies
- Written Notification
- Resources
- Presentations
- Stand Up CCSU 2016 – Final Report
- Campus Climate Survey

Prepared by the Office of Diversity and Equity – September 2017

Narrative

Narrative

Introduction

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

CCSU is the largest of four comprehensive universities within the Connecticut State University System. It serves nearly 12,000 students (10,000 undergraduates and 2,000 graduate students). Female students account for 48 percent of the student population; males 52 percent. CCSU is richly diverse; more than 25 percent of students are of traditional minority heritage; African American students comprise 11 percent, Latinos nearly 13 percent, and Asians approximately 4 percent of the student body.

Prevention and Response Efforts

Administrators, faculty, staff, community partners and students at CCSU have a long history of working together to prevent and respond to sexual assault, intimate partner violence and stalking. Some highlights of the work accomplished in 2016 includes:

- Incoming undergraduate students were required to complete both an on-line sexual assault prevention curriculum before they first came to campus and a ninety (90) minute evidence-based presentation at Orientation which focused on sexual assault, consent and bystander intervention.
- The Office of Diversity and Equity continued their efforts to provide meaningful training to employees on sexual misconduct prevention and response. In addition to the initial three-hour Title IX training required by all new employees, a 45- minute “refresher” training was added as an annual requirement for all employees. This “refresher” training provides an opportunity for employees to be updated on new legislation, protocol changes and to further develop their understanding of how to best respond to disclosures and reports of sexual misconduct.
- Two major campaigns, The Red Flag Campaign (relationship violence awareness) and Stand Up CCSU (sexual assault prevention/bystander intervention), were implemented through the collaborative efforts of many CCSU community members. Students and employees were reached through classroom presentations, poster campaigns, major events and social media.
- The CCSU Office of Victim Advocacy (OVA) was awarded a \$10,000 grant from the Avon Foundation to develop and implement a peer education program focused on the prevention of sexual assault and relationship violence. Eleven students were trained as peer educators and implemented a variety of innovative programming and a student-developed poster campaign.

- The Ruth Boyce Women's Center continued their long history of bringing meaningful and timely speakers and events to campus, including Take Back the Night, The March for Women's Lives and the Walk of No Shame featuring Tatyana Fazlalizadeh.
- The Department of Athletics, in collaboration with the CCSU Office of Victim Advocacy (OVA), developed a seminar series that was required for all student athletes. One of the key seminars focused on healthy relationships and was positively received by participants.
- The Department of Residence Life collaborated with the Ruth Boyce Women's Center and OVA to continue to provide training and resources to students who live on campus.
- The CCSU Sexual Assault and Interpersonal Violence Resource Team (SART) grew, welcoming new team members from New Britain Police Department. These new partnerships will enhance the ability of the team to address the needs of students. The SART team also continued to receive training, most notably a workshop on the criminal justice process from Assistant State's Attorney Elizabeth Moseley.
- The Office of Victim Advocacy (OVA), with support from the Office of Diversity and Equity completed a campus wide climate study on sexual assault. Data was presented to the community through trainings and several key discussion groups. See the "Campus Climate Survey" section of this document for a full report on findings.

Reportable Data

Students – Incidences of Sexual Violence

A total of forty-two (42) disclosures and reports of sexual assault, intimate partner violence or stalking were made to a non-confidential employee at CCSU.

Disclosures

A total of thirty (30) disclosures of sexual assault, intimate partner violence or stalking were made to a non-confidential employee at CCSU. Of these disclosures, nineteen (19) were sexual assaults, nine (9) involved intimate partner violence and two (2) involved stalking. Disclosures indicate that the victim/survivor did not provide any identifying information regarding the person who harmed them and did not want to engage with a formal process at CCSU. Therefore there was no formal investigation from the university. However, these individuals were all offered advocacy services and support in making connections with a variety of campus and community resources.

Reports

Twelve (12) individuals reported experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. A report indicates that a CCSU employee was informed of identifying information of an accused person and/or the reporting individual requested that the university take some action. Five (5) of the reports resulted in disciplinary action by the CCSU Office of Student Conduct. Seven (7) reports did not result in disciplinary action for reasons that are outlined below.

Sexual Assault Reports

A total of seven (7) sexual assaults were reported to CCSU in 2016. Two (2) reports resulted in disciplinary action. The disciplinary action in both cases was expulsion. Five (5) of the reports did not result in disciplinary action. No action was taken for the following reasons:

- One (1) of these reports was initiated by a third-party. After initial information gathering by the Office of Diversity and Equity, an investigation was not initiated as the alleged victim reported that an assault did not happen.
- Three (3) of these reports involved an accused person who was not a CCSU employee or student at the time of the report and so, was not under the jurisdiction of the Office of Diversity and Equity or the CCSU Student Conduct.
- One (1) report was investigated by the Office of Student Conduct who determined that the reported behavior did not constitute a violation of the Student Code due to insufficient information.

Intimate Partner Violence - Reports

A total of three (3) reports of intimate partner violence were made to CCSU in 2016. Two (2) of the reports resulted in disciplinary action for the accused persons. The disciplinary action resulted in the following sanctions: one (1) suspension and one (1) expulsion. One (1) intimate partner violence report did not result in disciplinary action as the accused person was not a member of the CCSU community (student/faculty/staff) and thus was not in the jurisdiction of the Office of Diversity and Equity or CCSU Student Conduct.

Stalking - Reports

In total, two (2) individuals reported stalking to a CCSU employee. One (1) of the reports resulted in disciplinary action for the accused person. The disciplinary action resulted in expulsion. This accused person was also found responsible for intimate partner violence and is included in statistical data for that section as well. One (1) report of stalking did not result in any disciplinary action because the reporting party could not identify the accused person.

Student Conduct Appeals

After being found responsible for breaking CCSU policy and sanctioned by the Office of Student Conduct, two (2) individuals appealed the outcome. Both appeals were from students who had been found responsible for sexual assault. The original outcome in both cases was upheld by the Associate Dean of Student Affairs.

Employees – Incidences of Sexual Violence

Throughout the 2016 calendar year, no incidents of sexual assault, intimate partner violence or stalking that involved employees were reported or disclosed to the Office of Diversity and Equity.

Total Anonymous and Confidential Reports and Disclosures

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence stalking. In 2016 there was one (1) anonymous report.

The only employees on the CCSU campus who are able to receive confidential disclosures of sexual assault, intimate partner violence and stalking are licensed counselors in the CCSU Student Wellness Services. That office tracks the number of confidential disclosures throughout the year and provided the following information for 2016:

- Sexual assault: Twenty-five (25) confidential disclosures
- Intimate Partner Violence: Five (5) confidential disclosures
- Stalking: Zero (0) confidential disclosure

It is important to note that these confidential disclosures could potentially also be included in the Total Reported Incidents of Sexual Violence (see Sexual Violence Reportable Statistics and Data, Table III). Some students may disclose to a confidential counselor and also make a report or disclosure to a non-confidential employee at the university.

Sexual Violence Statistics and Data



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Central Connecticut State University
 REPORTING OFFICE/DEPARTMENT: Office of Diversity and Equity
 INSTITUTION CONTACT: Rosa Rodriguez, Chief Diversity Officer / Title IX Officer
 YEAR: 2017

I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:			
Program Category	Number of Programs:		
	Prevention:	Awareness:	Risk Reduction:
Sexual Assault	64	54	2
Stalking	15	44	2
Intimate Partner Violence	15	70	2

*Program Types:
(List and Describe Each Program Type)*

PREVENTION

Sexual Violence Prevention Program (on-line)

Type of program: Prevention (sexual assault, intimate partner violence, stalking)
 Number of sessions offered: On-Line
 Audience: Incoming and Transfer CCSU students
 Number of participants: 1,335
 Description: The CCSU Office of Diversity and Equity and Department of Student Affairs collaborate in requiring incoming students to complete an evidence-based, on-line training. This module provides information about campus policies, definitions, campus and community resources, scenarios to identify signs of abusive behaviors, information on bystander intervention, scenarios to build skills and confidence to intervene and steps to support victims/survivors of sexual violence.

Sexual Assault Prevention and Title IX Training for Resident Assistants

Type of program: Prevention (sexual assault, intimate partner violence, stalking)
 Number of sessions: Two (2)
 Audience: Resident Assistants
 Number of participants: Seventy (70) approximate
 Description: All Resident Assistants complete required training on an annual basis. Facilitated by staff from the Office of Victim Advocacy, new Resident Assistants receive training in consent, alcohol and sexual violence, dynamics of relationship violence, rape myths, and stalking behavior. Both new and returning resident assistants then participate in a training on policies, protocols, response and their particular

responsibilities as Resident Assistants. The prevention of sexual and interpersonal violence is also highlighted and discussed.

Sex Signals

Type of program: Prevention (sexual assault)
 Number of sessions offered: Two (2)
 Audience: Incoming CCSU undergraduate students
 Number of participants: 1,000 (approximate)
 Description: CCSU offers a comprehensive orientation for new students each summer. At Orientation 2016 students were required to attend "Sex Signals" a 90-minute, interactive program facilitated by two trained professionals. The program focuses on beliefs, attitudes and behavior that can lead to sexual violence, the difference between seduction and coercion, consent, how to identify predatory behavior and how to intervene to support members of the CCSU community.

Stand Up CCSU – Community Organizer Training

Type of program: Prevention (sexual assault)
 Number of sessions offered: One (1)
 Audience: CCSU students who were accepted in to the community organizer program.
 Number of participants: Eleven (11)
 Description: In the fall of 2015 the CCSU Office of Victim Advocacy was awarded a \$10,000 grant from the Avon Foundation for Women to develop a peer education program. The program was initiated in the spring of 2016. Following an application and interview process, eleven students were selected to be a part of the program. These students attended a full day training where they participated in workshops that focused on the primary prevention of sexual violence and a strategic planning session to develop initiatives on the CCSU campus.

Stand Up CCSU – Classroom Presentations

Type of program: Prevention (sexual assault)
 Number of sessions offered: Forty-six (46)
 Audience: Students
 Number of participants: 1,200 (approximate)
 Description: Staff from the Office of Victim Advocacy and student community organizers from the Stand Up CCSU project facilitated 20 minute classroom presentations to students that focused on the reality of sexual assault in college communities, bystander intervention and resources for students both on and off campus. They reached students from a variety of disciplines including math, English, business, manufacturing, criminal justice, sociology, psychology and geology.

Student Support Seminar – Healthy Relationships

Type of program: Prevention (sexual assault, relationship violence, stalking)
 Number of sessions offered: Ten (10)
 Audience: NCAA Student Athletes
 Number of participants: Three-hundred (300) approximate
 Description: In the fall of 2016, at the request of the CCSU Department of Athletics, the Office of Victim Advocacy provided an intensive seminar on relationships to ten athletic teams. The purpose of the training was to provide a space for students to consider what they want from a romantic relationship, to better understand the signs of abusive behavior and to build bystander intervention skills. The training was continued in the spring of 2017 for additional teams. This training was part of a series of trainings required

for student athletes. Additional trainings focused on suicide prevention and alcohol awareness and prevention.

Stand Up Day

Type of program: Prevention (sexual assault, intimate partner violence, stalking)
Number of sessions offered: One (1)
Audience: Students, employees and community members
Number of participants: Four-hundred (400) approximate
Description: This campus wide event was developed and implemented by the Stand Up CCSU Community Organizers. The four hour long event was held outside of the Student Center. Students could stop by and learn about resources, take part in a bystander intervention themed activity, sign the Stand Up pledge and have their picture taken with their own Stand Up message.

The Mask You Live in – Film Screening and Discussion with Dr. Jason Sikorski

Type of program: Prevention (sexual assault, intimate partner violence, stalking)
Number of sessions offered: One (1)
Audience: Students
Number of participants: Fifty (50) approximate
Description: At this event, developed by the Stand Up CCSU Community Organizers, the film *The Mask You Live In* was screened. This documentary film focuses on how narrow definitions of masculinity impact boys, men and the communities in which they live. A brief discussion, after the film, was moderated by Dr. Jason Sikorski a faculty member at CCSU.

AWARENESS

Sexual Assault and Interpersonal Violence Resource Team (SART) Meetings

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Two (2)
Audience: Administrators, faculty, staff, students and community partners.
Number of Participants: Twenty (20) approximate / meeting
Description: The CCSU SART Team is a group of faculty, staff, students and community partners who meet regularly throughout the academic year to provide leadership to the campus community regarding the prevention and response to sexual assault and interpersonal violence. The team receives regular training. In 2016 training included a workshop on the criminal justice process by Assistant State's Attorney Elizabeth Moseley, a presentation and discussion of the findings of a campus climate survey conducted by Sarah Dodd of the CCSU Office of Victim Advocacy and an update on reports and disclosures by Title IX Coordinator / Chief Diversity Officer Rosa Rodriguez.

Red Flag – Classroom Presentations

Type of program: Awareness (intimate partner violence)
Number of sessions offered: Twenty-four (24)
Audience: Students
Number of participants: Eight-hundred (800) approximate
Description: Staff from the Office of Victim Advocacy and faculty from the Department of Criminology and Criminal Justice facilitated 20 minute classroom presentations that focused on aspects of healthy relationships, signs of abusive relationships and how to help a friend who is in an abusive relationship. Resources for students both on and off campus were also discussed. Presentations reached students in a variety of different disciplines across campus.

Sexual Assault Awareness Residence Hall Training

Type of program: Awareness (sexual Assault)
Number of sessions offered: Nine (9)
Audience: Students living in the CCSU Residence Halls
Number of Participants: One-hundred and sixty two (162)
Description: Throughout the beginning of the fall and spring semesters staff from the Ruth Boyea Women's Center and the CCSU Office of Victim Advocacy, in coordination with Residence Life, facilitated sexual assault awareness programs in each of the Residence Halls. The one hour training focused on the definition of sexual assault and resources for students both on and off campus.

Initial Title IX Training for CCSU Employees - In-Person

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Eight (8)
Audience: CCSU employees
Number of participants: One-hundred and nine (109)
Description: This three hour sessions is offered regularly to all CCSU employees. Facilitated by staff from the CCSU Office of Victim Advocacy, the workshop focuses on understanding CCSU's policy and protocol as it pertains to Title IX and sexual misconduct, CCSU employee responsibilities under these policies and under state and federal law and how to assist colleagues and students who may have experienced sexual misconduct. An in-depth lecture and discussion regarding the reality of sexual assault, intimate partner violence and stalking on campus is conducted. Participants are also provided information on resources and referrals both on and off campus.

Initial Title IX Training for CCSU Employees – On-Line

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Offered to all employees on-line
Audience: CCSU employees
Number of participants: 2,246
Description: All CCSU employees are required to attend annual Title IX training. This training is offered both in person and on-line. The on-line session covers policy and procedure related to sexual misconduct, employee responsibilities, sexual assault, intimate partner violence and stalking.

Title IX Refresher Training for CCSU Employees

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Twenty-Eight (28)
Audience: CCSU Employees who have already completed an initial Title IX Training
Number of participants: 333
Description: This 45 minute training, facilitated by staff from the Office of Victim Advocacy, is required on an annual basis for all employees who have completed a three-hour initial training or the full on-line training. The training focuses on updates to policy, protocol and relevant legislation. Participants also review their responsibilities as CCSU employees and discuss a case study. Resources from both on and off campus are also discussed.

Dare to be a Blue Devil

Type of program: Awareness (sexual assault, intimate partner violence, stalking)
Number of sessions offered: Two (2)
Audience: Incoming CCSU students (freshman and transfer)

Number of participants: 1,000 (approximate)

Description: This 90 minute training is a required component of Orientation for new students. Facilitated by the Director of Student Conduct, the Coordinator of Wellness Education and the Victim Advocacy and Violence Prevention Specialist, participants receive information on their responsibilities under the Student Code of Conduct. Definitions related to the sexual misconduct policy are explained. Resource both on and off campus are provided.

Take Back the Night

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: One (1)

Audience: Students, faculty and staff

Number of participants: One-hundred and fifty (150) approximate

Description: At this annual event hosted by the Ruth Boyea Women's Center, the campus community comes together to support survivors of sexual assault, intimate partner violence and stalking. There is an opportunity for victims, survivors and supporters to share their experience and/or message in a variety of different formats.

The Legal Consequences of Domestic / Interpersonal Violence. A Panel Discussion.

Type of program: Awareness (intimate partner violence)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: Seventy-Five (75) approximate

Description: The goal of this panel was to raise awareness of the interpersonal violence epidemic and present on Connecticut's approach to victim treatment and abuser accountability. Bringing together a variety of expertise, attendees learned about the history and progression of interpersonal violence laws in general and in Connecticut, current criminal justice procedures at the state level to reduce incidences of interpersonal violence, working with interpersonal violence offenders and the impact of interpersonal violence on victims and their families.

Walk of No Shame Featuring Tatyana Fazlalizadeh

Type of program: Awareness (sexual assault, intimate partner violence and stalking)

Number of sessions offered: One (1)

Audience: Students, faculty and staff

Number of participants: One Hundred (100) approximate

Description: This event, organized by students from the Ruth Boyea Women's Center, focused on ending victim blame and provided a platform for students to share their own experiences with street harassment and sexual misconduct. This year, the event featured Tatyana Fazlalizadeh, an activist, artist and freelance illustrator who is behind the "Stop Telling Women to Smile" street art project that addresses gender based street harassment.

The Hunting Ground – Film Screening and Discussion with Title IX Coordinator

Type of program: Awareness (sexual assault)

Number of sessions offered: One (1)

Audience: CCSU Students

Number of participants: Seventy-Five (75) approximate

Description: This program, produced by the Stand Up CCSU Community Organizers, involved a screening of the documentary *The Hunting Ground*, which focuses on how colleges across the country respond to sexual

violence, followed by a discussion with the CCSU Chief Diversity Officer and Title IX Coordinator, Ms. Rosa Rodriguez.

March for Women's Lives

Type of programs: Awareness (sexual assault, relationship violence and stalking)

Number of sessions offered: One (1)

Audience: students, employees and community members

Number of participants: Twenty-five (25) approximate

Description: At this innovative event, developed and implemented by staff and students from the Ruth Boyea Women's Center, both on-campus and off-campus departments and agencies were invited to provide resources and speak about the work that they do. Resources were available from many organizations including the Ruth Boyea Women's Center, the Office of Victim Advocacy and the YWCA Sexual Assault Crisis Services.

Leslie Morgan Steiner: Crazy Love

Type of program: Awareness (relationship violence)

Number of sessions offered: One (1)

Audience: students, employees and community members

Number of participants: Five-hundred (500)

Description: This event served as the keynote address for the 2016 Red Flag Campaign. Leslie Morgan Steiner, author of *Crazy Love* and lauded for a 2012 TED Talk on domestic violence, spoke to her own experience in an abusive relationship, why many victims don't reach out for help and how we can all help break the silence around this issue.

Other Awareness Initiatives

"How to Help" Manuals

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: N/ A

Audience: CCSU employees, students

Number of participants: 10,000 approximate

Description: "How to Help" manuals include basic information on sexual assault, stalking and intimate partner violence, resources on and off campus, reporting options, victim rights and how individuals can help prevent violence. Approximately 10,000 copies were distributed in 2016 at events, "tabling" in the student center, at new student and employee orientations, in the residence halls, in classroom presentations and in offices throughout the CCSU campus. Note: All new students and employees received copies of the Policy and Procedure booklet, How to Help Booklet and an informational pamphlet that includes definitions and contact names for on- and off-campus resources.

"Pipeline" Announcement

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: N/ A

Audience: CCSU employees, students

Number of participants: Unknown

Description: At the beginning of each semester, CCSU posts an announcement on the Central Pipeline (student, faculty and staff on-line portal) on student resources for sexual assault and interpersonal violence prevention and awareness and new policy changes.

Risk Reduction

Campus "Blue Lights"

Type of program: Risk Reduction (sexual assault, intimate partner violence, stalking)

Number of sessions offered: N/A

Audience: CCSU employees and students

Number of participants: N/A

Description: The University has installed approximately 100 well-paced emergency telephones on campus that automatically dial into the police dispatch center on campus.

Police Safety Escort Service

Type of program: Risk Reduction (sexual assault, intimate partner violence, stalking)

Number of sessions offered: N/A

Audience: CCSU employees and students

Number of participants: N/A

Description: Concerned students or employees at CCSU can call the CCSU Police and will be escorted to their destination (within the campus). Escorts include police student workers, public safety assistants and police officers.

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:

Campaign Category	Number of Campaigns:	
	Prevention:	Awareness:
Sexual Assault	1	
Stalking	1	
Intimate Partner Violence	1	1

**Campaign Types:
(List and Describe Each Campaign Type)**

CCSU implemented two campus-wide campaigns throughout the 2016 calendar year; Stand Up CCSU (Spring 2016) and The Red Flag Campaign (Fall 2016). Stand Up CCSU is a student-led bystander intervention campaign that focuses on sexual assault, intimate partner violence and stalking. Photos of the campaign and posters developed by CCSU students are attached. The Red Flag campaign is an awareness campaign focused on intimate partner violence. It is administered by a campus wide committee. More information on both campaigns is below.

Stand UP CCSU – Spring Semester 2016

Summary of Initiatives

Developed a Peer Education Program

In the fall of 2015, recruitment efforts began for the Stand Up CCSU Community Organizers. After an application and interview process, eleven students were ultimately selected to be a part of the program. These students were provided a full day of training on sexual and interpersonal violence and prevention

strategies. They then facilitated classroom presentations, developed a poster campaign and planned four outreach events. They are the heart of the Stand Up CCSU campaign.

Forty-six (46) Bystander Intervention Classroom Presentations

At the beginning of the spring 2016 semester a sub-committee of community organizers developed a twenty minute presentation for classrooms with assistance from their advisor. They then reached out to faculty across campus. The community organizers co-facilitated presentations in 46 classrooms, directly reaching approximately 1200 students. Their presentation focused on sexual assault myths, bystander intervention and resources on campus. They reached students from a variety of disciplines including math, English, business, manufacturing, criminal justice, sociology, psychology and geology.

Two (2) Film Screenings

The community organizers screened two new documentaries. They hosted a screening of *The Hunting Ground*, a film that documents how some campuses mishandle Title IX complaints, followed by an open forum with the CCSU Title IX Officer. They also screened *The Mask You Live In*, a film that deconstructs social norms around masculinity, followed by a discussion with CCSU professor, Dr. Jason Sikorski. Together, the screenings reached approximately 125 students.

Developed a Poster Campaign

The community organizers began developing the poster campaign during their initial training. After much reflection they developed a campaign that featured each of the community organizers in a poster with their own unique bystander intervention message. They were eager to focus on both how and why students intervene to make campus better and safer. As a group they designed the concept, took the photographs and created an implementation plan.

- One week before the posters went up, the community organizers distributed Post-Its with bystander messages all over campus.
- If a CCSU student posted a picture of a found Post-It to Twitter they received a free t-shirt.
- The community organizers then put up 11 X 17 posters.
- The week after the initial posters, they put up even larger posters that just communicated the message.

Collaboration with Department of Communications

From the beginning of this project, the Department of Communications was a main partner. Two faculty members assigned their production classes a major project of developing a PSA on Stand Up CCSU. The students were provided training and support throughout the semester from the Office of Victim Advocacy. At the end of the semester, a screening of the PSA's was organized. Due to the integration of the campaign in to classes, much excitement was generated amongst students in that department. This led to Stand Up CCSU being highlighted in other academic projects including the student newspaper, a student run TV show, posters and video projects for other classes.

Stand Up Day

The community organizers developed Stand Up Day and played a major role in the project's success. The four hour long event was held outside of the Student Center on campus on one of the first beautiful days of spring. The community organizers had music playing to draw attention to the event. Students could stop by to learn about resources, take part in a bystander intervention themed activity, sign the Stand Up pledge, or have their picture taken with their own Stand Up message to be added to social media.