The affirmative action staff at Central Connecticut State University (CCSU) consists of Rosa Rodriguez, Chief Diversity Officer (CDO), Sarah Dodd, Associate to the CDO, and Sharon Gaddy, ODE Assistant and Alberto Cifuentes, Jr., University Assistant. Up until May 2018, Mr. Nicholas D’Agostino served as the Associate in Diversity and Equity and effective September 2018, he returned as a part-time University Assistant. The office address for both the CDO and Associate is CCSU, Office of Diversity and Equity (ODE) 1615 Stanley St., Davidson Hall, Room 102, New Britain, CT 06050-4010. The telephone number for Ms. Rodriguez is 860.832.0178 and her e-mail address is rosa.rodriguez@ccsu.edu. The telephone number for Ms. Dodd is 860.832.1653 and his email address sarahdodd@ccsu.edu. All communications concerning Equal Employment Opportunity/Affirmative Action will identify the Chief Diversity Officer by name and address.

CCSU disseminates its Equal Employment Opportunity/Affirmative Action Policy as required. The University’s Affirmative Action/Equal Employment Opportunity Policy, CCSU Sexual Harassment Policy, and the Nondiscrimination in Education and Employment are distributed annually to all employees via email transmission which is globally distributed and in hard copy to employees without email access. The Affirmative Action/Equal Employment Opportunity Policy Statement, Nondiscrimination in Education and Employment Policy, the BOR Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, and the CCSU complaint procedure and timetables are also posted on the ODE’s web page at http://www.ccsu.edu/diversity/ and are accessible to applicants, employees and students.

A summary of the objectives and goals set forth in the affirmative action plan are made available to the president, all vice presidents, chief officers, deans, directors, department heads, managers, and supervisors for distribution to all of their employees. Copies of the Affirmative Action Plan are maintained in the ODE, Office of the President, and additional locations around campus, including but not limited to the University’s Elihu Burritt Library and Human Resources. The final Affirmative Action Plan is made available to all employees for their review on the university’s website, and the above mentioned locations. The period of review is no less than sixty (60) days (See copy of letter specifying the period of review in Supportive Materials).

All employees are given written notice that they may review and comment on the Affirmative Action Plan. The employees are specifically instructed to address all comments to the CDO. A file is kept on all affirmative action related internal communications and comments. Any new comments will be placed in file. The dates such statements are received will be noted. The Affirmative Action Plan will report a summary of all employee comments and agency responses in each filing. During this reporting period, no comments were received by the CDO.

Activity during this Reporting Period

The Affirmative Action Plan was made available for all employees to review and comment. Employees were notified on March 19, 2017 where copies of the Plan were located, the period of review and the dates within which they may submit comments regarding the Plan.

All Affirmative Action/Equal Employment Opportunity policy statements are reviewed annually to ensure that any changes in the law, which may have occurred, are included therein. An abridged version of the policy statements on Affirmative Action/Equal Employment Opportunity, as well as policy statements on Sexual Misconduct (including sexual harassment), and Non-discrimination for Persons with Disabilities are published in the Student Handbook, Faculty Handbook, and Faculty Guidelines on Policy and Procedures for Students with Disabilities. The Affirmative Action/Equal Employment Opportunity Policy statement is published in the electronic Catalogue. In addition, the Affirmative Action/Equal Employment Opportunity policy statement, Policy Regarding Persons with Disabilities, BOR Sexual Misconduct Policy, and the CCSU Procedures and Timetables for Processing of Discrimination and
Sexual Harassment Complaints as well as the University’s 2016-2017 hiring, promotion, and program goals can be accessed through the website at http://www.ccsu.edu/Diversity/.

The President’s Executive Committee was informed on affirmative action recruiting, hiring, and promotional efforts, as well as updates on affirmative action and non-discrimination law. The Affirmative Action/Equal Employment Opportunity Policy Statement and the Sexual Misconduct Policy, as well as program information and progress reports are presented to the committee yearly (see attached agendas in the Supportive Materials section).

The CDO met with the deans on a regular basis to discuss the policies, procedures and progress pertaining to affirmative action, in addition to their responsibility to aid in effectively implementing these policies.

The CDO provided the human resources staff, search committees and the Promotion and Tenure Committee with a periodic update of the status of hiring and promotion goal achievement, in addition to reminding these individuals of their responsibility to make every good faith effort to achieve the hiring and promotion goals when the opportunity occurs.

During the reporting period, ODE distributed more than 4000 booklets containing the nondiscrimination and anti-harassment policies, resources and complaint procedures to students, faculty and staff.

Meeting with Search Committees

The CDO or designee met with all search committees seeking to fill unclassified vacancies to discuss the search procedures, affirmative action goals, recruitment strategies, evaluation of candidates, and non-discriminatory interviewing. S/he also updated the affirmative action plan forms, instructions for search committees, and the pre-employment inquiry guidelines distributed to the search committees. The ODE staff answered numerous inquiries from the search committees throughout the year related to the search procedures. In addition, the CDO met with the human resources staff to discuss the search procedures as well as answer any questions. In the unclassified search committees, 36.4% percent of the search committee members were people of color (Black, Hispanic, and Asian); Nineteen percent (19%) of search committee chairs were people of color; Fifty-six percent (56%) of search chairs were female.

During the reporting period, the Associate in Diversity and Equity or the CDO met with all search committees representing classified searches to discuss the search procedures, affirmative action goals, recruitment strategies, evaluation of candidates, and non-discriminatory interviewing.

New Employee Orientations

The Human Resources Office directs all new employees to the Central Connecticut State University sign up portal of the HR website. This website is dedicated to providing new employees information regarding the university including: the University Mission Statement, Statement on Affirmative Action/Equal Employment Opportunity, Sexual Harassment Policy, Health and Life Insurance, as well as personnel policies relating to compensation, attendance, and career mobility. This website is regularly updated to reflect changes in policies and procedures.

The ODE provided all new employees copies of the Affirmative Action/Equal Employment Policy Statement, Central Connecticut State University (CCSU) Sexual Harassment Policy, the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints, and the information on students with disabilities services.

The CDO presented the Affirmative Action/Equal Employment Opportunity Policy Statement, CCSU’s Nondiscrimination in Education and Employment Policy and the BOR policy on Sexual Misconduct
(including sexual harassment), and the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Employee (non-faculty) Orientation and copies of these policies were distributed to the new classified and unclassified employees.

The CDO also presented the Affirmative Action/Equal Employment Opportunity Policy Statement, CCSU’s Nondiscrimination in Education and Employment Policy and the BOR policy on Sexual Misconduct (including sexual harassment), and the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Faculty Orientation and copies of these policies were distributed to the newly hired faculty members.

The Office of Marketing & Communications includes articles and pictures related to the activities and accomplishments in University publications as well as in the media of underrepresented group members who are part of the University community. This office publishes articles featuring Affirmative Action/Equal Employment Opportunity and Diversity programs, reports and promotions of minority group members. Such publications include CCSU Courier, Central Focus, and The Recorder.

Cultural Programming and Professional Development

Diversity and Cultural Programming

A variety of University Offices, academic programs, and campus organizations, including Office of Vice President and Provost, Student Affairs, Veteran Services, Office of Student Conduct, Office of Associate Vice President of Academic Affairs, School of Arts and Sciences, Office of Diversity and Equity, Center for International Education, Center for Africana Studies, Office of Victim Advocacy, Center for the Caribbean and Latin American Studies, East Asian Study Center, Ruthe Boyea Women’s Center, Committee for the Concerns of Women, Latin American Association, Latin American Student Organization, Black Student Union, PRIDE, Mosaic Center Committee, African American Studies Program, LGBT Center Advisory Board, Polish Studies Program, Women’s Studies Program, Italian Club, International Relations Club, and the History Department, have sponsored programs related to diversity during this reporting period.

Below is a sample of jointly sponsored events by the Office of Diversity and Equity and one or more of CCSU’s social organizations or departments: (For a more complete list of all cultural/diversity/equity events, see attachment detailing events offered during August 1, 2017 to June 30, 2018.) These programs included but were not limited to:

<table>
<thead>
<tr>
<th>Event Description</th>
<th>Date Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telling her Story: Assorted stories from faculty about their journeys through life</td>
<td>15th Annual Amistad Lecture “The Interconnections between the Amistad and Creole Revolts” Lecture by Jeffery R. Kerr-Ritchie</td>
</tr>
<tr>
<td>Bringing in the Bystander Training</td>
<td>Ebenezer D. Bassett Day/Award Ceremony</td>
</tr>
<tr>
<td>Women of Color - Luncheon</td>
<td>Black History Month</td>
</tr>
<tr>
<td>Title IX Training</td>
<td>Diversity Training</td>
</tr>
<tr>
<td>StandUpCCSU: Standup Day-A campus wide event that informs students about resources, participate in bystander intervention themed activity, sign the standup pledge, and take their picture with their own stand up message</td>
<td>Take Back the Night: International event with the mission of ending sexual, relationship, and domestic violence in all forms.</td>
</tr>
<tr>
<td>Chinese New Year Celebration</td>
<td>Ally Training: LGBTQ</td>
</tr>
<tr>
<td>Hispanic Heritage Month</td>
<td></td>
</tr>
<tr>
<td>• #Latinos Are: Who are Latinos to You: A photo campaign challenging negative stereotypes</td>
<td></td>
</tr>
<tr>
<td>Red Flag Campaign</td>
<td>• Why We Say Something—a conversation with every day activists working to end relationship violence</td>
</tr>
</tbody>
</table>
• Coming to America: A game that shows you the decisions and immigrant family must take
• "Who are you? I am soy": Featuring Adeline Yllanes in collaboration with street artists Mercury and BAMN
• Are you Latino Enough?: A panel discussion on the issue of identity in the Latinx Community with Dr. Heather Rodriguez
• Recognizing Stalking and Intimate Partner Violence on Campus—Facilitated Discussion with Daniel Cargill, Director of Law Enforcement Services for the Connecticut Coalition Against Domestic Violence (CCADV)

Living Her Dream: A conversation with Lorella Praeli— a dreamer, activist, and national advocate for immigrants’ rights
Creating An Inclusive Community: Rainbow Breakfast: Keynote Speaker: Richard S. Spada

Addressing the needs of Latinos: Media’s Representation or the Lack of Representation of the Latino Community
Puerto Rico: An Interdisciplinary Discussion about the Past and Future of this American Territory’
Join the Organization of American Historians’

Dr. Martin Luther King Jr. Breakfast: Keynote Speakers: Bishop John L. Selders, Jr. CLS, D.D. and Rev. Dr. Shelley D. Best
Twenty-fourth Annual Center for Africana Studies Conference Trauma and Healing of African Peoples: Moving Forward in the 21st Century

See University Events 2017-2018. Attachment in supportive documents area for a more detailed report of these events including the date, description and sponsoring university department(s).

**Diversity and Sexual Harassment Prevention Training**

**State Mandated Diversity Training**

The CDO will continue to schedule Title IX (including sexual harassment) and diversity training for all new employees as needed and will continue to report the scheduled sessions in CCSU’s annual filings.

Diversity Training is also periodically scheduled for the University’s managers and supervisors, including employees who supervise student workers. A copy of the materials utilized and/or distributed during the diversity training sessions is included within the “Supportive Material” subsection which follows this portion of the “Internal Communications” section.

**Diversity Training Sessions**

During this reporting period, nine (9) sessions were conducted serving 290 employees (including approximately one-hundred and twenty-two (122) student employees/leaders comprised of resident assistants, student workers and graduate assistants). Every diversity training includes the following: protected definitions; policies and laws; ADA accommodations; hate crimes; internal complaint procedures; external complaint agencies, and role plays and scenario based activities including the topic area.
<table>
<thead>
<tr>
<th>Date</th>
<th>Diversity and Topic Area</th>
<th>Number of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/17/2017</td>
<td>Discussing Diversity in the Workplace (Student Center Workers)</td>
<td>40</td>
</tr>
<tr>
<td>8/23/2017</td>
<td>Diversity Training: LGBTQ, Disability Services and Title IX</td>
<td>18</td>
</tr>
<tr>
<td>9/8/2017</td>
<td>Diversity Training and Title IX for Student Workers</td>
<td>15</td>
</tr>
<tr>
<td>10/30/2017</td>
<td>Diversity Training: LGBTQ, Challenging Bias in Supervisors</td>
<td>22</td>
</tr>
<tr>
<td>1/11/2018</td>
<td>Safe Zone Training for Resident Assistants: LGBTQ</td>
<td>82</td>
</tr>
<tr>
<td>1/11/2018</td>
<td>Diversity Training for Police Officers: LGBTQ and Title IX</td>
<td>13</td>
</tr>
<tr>
<td>4/5/2018</td>
<td>Implicit Bias Training</td>
<td>25</td>
</tr>
<tr>
<td>4/16/2018</td>
<td>Diversity Training and Title IX: LGBTQ</td>
<td>19</td>
</tr>
<tr>
<td>6/27/2018</td>
<td>Diversity Training: LGBTQ and Disability Services</td>
<td>56</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>290</strong></td>
</tr>
</tbody>
</table>

At new faculty orientation, Rosa Rodríguez provided information on sexual harassment, nondiscrimination, ADA, and sexual misconduct policies, and complaint procedure.

**Title IX and Sexual Harassment Prevention Training**

Title IX training has now been required for all full- and part-time employees including student employees and interns. This training has replaced the sexual harassment prevention training as a primary component of this training is sexual harassment prevention, including but not limited to, definitions, policies, laws, and scenarios.

This training is conducted by the ODE staff. The in-person sessions typically are **3-hours** in duration and focus on sexual harassment, gender discrimination, sexual assault, interpersonal violence and stalking. This training is also offered through an online program. While the law requires that all supervisory employees receive Sexual Harassment Prevention, CCSU had mandated that all employees complete sexual harassment prevention training either through an in-person session or via the online program up until 2014. In 2014, the BOR required that all employees receive Title IX (including sexual harassment prevention) training on an annual basis. In the Title IX training (full and refresher) attendees are informed of the policies, definitions including hostile environment and quid pro quo and scenarios. This on-going/annual mandate continues to enhance our campus’ effectiveness in ensuring we are a campus free from workplace and educational discrimination.

Sexual Harassment Prevention Training for Supervisors is made available through in-person sessions for all supervisory employees who have not completed the three-hour in-person Title IX session. Such training conforms with the requirements of Connecticut General Statutes, Section 46a-54(15) (B).

**Title IX/Sexual Harassment Sessions**

During this reporting period, the CDO resumed meeting the requirements of Connecticut General Statutes § 46a-54(15) (B) by providing Title IX (sexual harassment prevention) training for newly hired supervisory employees. Such training is delivered by a variety of presenters and venues, such as the CCSU Office of Victim Advocacy, ODE Staff and faculty with expertise in conformance with the requirements of Connecticut General Statutes, Section 46a-54(15)(B). CCSU developed and implemented a Title IX training which includes sexual harassment, sexual violence, and stalking and intimate partner violence to the campus. A copy of the training session outline (via PowerPoint presentation) used during the sexual harassment (Title IX) training sessions is included within the “Supportive Material” subsection which follows this portion of the “Internal Communications” section.
The Residence Life Department requires that all Residence Assistants (RAs) attend a two-hour diversity training program every semester. Additionally the RAs received Title IX (sexual assault and sexual harassment prevention) training by Sarah Dodd, CCSU’s Victim Advocate.

The CDO will continue to schedule in-person Title IX, sexual harassment, and diversity training for all new employees as needed and will continue to report the scheduled sessions in CCSU’s annual filings.

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic Area</th>
<th>Number of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 26, 2018</td>
<td>Sexual Harassment Prevention Training for Supervisors</td>
<td>18</td>
</tr>
<tr>
<td>April 11, 2018</td>
<td>Sexual Harassment Prevention Training for Supervisors</td>
<td>23</td>
</tr>
<tr>
<td>August 23, 2017</td>
<td>Title IX In-Person (3-Hour)</td>
<td>18</td>
</tr>
<tr>
<td>November 14, 2017</td>
<td>Title IX In-Person (3-Hour)</td>
<td>2</td>
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<tr>
<td>November 21, 2017</td>
<td>Title IX In-Person (3-Hour)</td>
<td>4</td>
</tr>
<tr>
<td>February 2, 2018</td>
<td>Title IX In-Person (3-Hour)</td>
<td>9</td>
</tr>
<tr>
<td>February 27, 2018</td>
<td>Title IX In-Person (3-Hour)</td>
<td>2</td>
</tr>
<tr>
<td>March 16, 2018</td>
<td>Title IX In-Person (3-Hour)</td>
<td>3</td>
</tr>
<tr>
<td>March 27, 2018</td>
<td>Title IX In-Person (3-Hour)</td>
<td>2</td>
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<tr>
<td>April 16, 2018</td>
<td>Title IX In-Person (3-Hour)</td>
<td>20</td>
</tr>
<tr>
<td>June 15, 2018</td>
<td>Title IX In-Person (3-Hour)</td>
<td>7</td>
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<tr>
<td>October 31, 2017</td>
<td>Title IX Refresher</td>
<td>35</td>
</tr>
<tr>
<td>November 8, 2017</td>
<td>Title IX Refresher</td>
<td>36</td>
</tr>
<tr>
<td>November 17, 2017</td>
<td>Title IX Refresher</td>
<td>39</td>
</tr>
<tr>
<td>November 20, 2017</td>
<td>Title IX Refresher</td>
<td>38</td>
</tr>
<tr>
<td>December 6, 2017</td>
<td>Title IX Refresher</td>
<td>41</td>
</tr>
<tr>
<td>February 5, 2018</td>
<td>Title IX Refresher</td>
<td>12</td>
</tr>
<tr>
<td>February 13, 2018</td>
<td>Title IX Refresher</td>
<td>8</td>
</tr>
<tr>
<td>February 21, 2018</td>
<td>Title IX Refresher</td>
<td>6</td>
</tr>
<tr>
<td>March 2, 2018</td>
<td>Title IX Refresher</td>
<td>7</td>
</tr>
<tr>
<td>March 5, 2018</td>
<td>Title IX Refresher</td>
<td>7</td>
</tr>
<tr>
<td>April 6, 2018</td>
<td>Title IX Refresher</td>
<td>7</td>
</tr>
<tr>
<td>April 9, 2018</td>
<td>Title IX Refresher</td>
<td>3</td>
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<tr>
<td>May 15, 2018</td>
<td>Title IX Refresher</td>
<td>20</td>
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<td>October 31, 2017</td>
<td>Title IX Refresher</td>
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<tr>
<td>November 8, 2017</td>
<td>Title IX Refresher</td>
<td>259</td>
</tr>
<tr>
<td>November 17, 2017</td>
<td>Title IX Refresher</td>
<td>627</td>
</tr>
</tbody>
</table>

**On-line Training**

The university utilizes several different on-line training modules. All faculty and staff have access to an on-line Title IX training, which can be taken annually. Throughout the 2017/2018 academic year, two-hundred and fifty-nine (259) employees took Title IX training on-line. Each spring students classified as seniors or graduate students are also required to complete a training focused on sexual misconduct. Four hundred and three (403) did so. Both courses are interactive and contain many challenging and interesting real-life workplace situations. One thousand four hundred and ninety-eight (1489) incoming
students completed a different online program (Sexual Violence Prevention Program) on Title IX (including sexual harassment and sexual violence issues). In total, two-thousand one hundred and fifty one members of the CCSU community completed on-line training.

OTHER INTERNAL COMMUNICATIONS:

Campaigns, University website, Job postings including EEO statement, posters including EEO statement, Sexual Harassment Posters: In almost every building, the University’s poster regarding sexual harassment are placed in acrylic holders. Along with each poster, we place information cards for people to take with them. We continually fill these on a monthly basis. See supportive materials for copy of poster and cards.
McMahon, Sarah (Diversity and Equity)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Wednesday, March 21, 2018 9:36 AM
To: Administrative Departments; Academic Departments
Subject: Affirmative Action Plan for your review

TO: All Employees
FROM: Office of Diversity and Equity
DATE: March 19, 2018
SUBJECT: Affirmative Action Plan 2016-17

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 http://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 Burritt Library
East Hall (Facilities)

Any comments regarding the Affirmative Action Plan should be directed to Rosa Rodriguez, Chief Diversity Officer and Title IX Officer of the Office of Diversity and Equity. Ms. Rodriguez 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 2017-2018 Affirmative Action Plan.


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.
NEW FACULTY ORIENTATION AGENDA
Friday, August 25, 2017
Connecticut Room, Memorial Hall

8:30-9:00 a.m. Continental Breakfast

9:00-9:15 a.m. Welcome
Dr. Susan Pease, Interim Provost and Vice President for Academic Affairs
Dr. Louise Williams, CCSU-AAUP President and Professor of History
Dr. Stephen Cohen, Faculty Senate President and Professor of English
Prof. Jane Hikel, Part-Time Advisory Committee Chair and Lecturer of English

9:15-9:30 a.m. Opening Remarks
Dr. Zulma Toro, President

9:30- 9:45 a.m. Student Affairs and Faculty: Helping Students Succeed
Dr. Laura Tordenti, Vice President for Student Affairs
Mr. Chris Gutierrez, Veterans Affairs Coordinator

9:45 – 10:00 a.m. Diversity & Equity Services and Resources
Mr. Nick D’Agostino, Associate in Diversity and Equity
Ms. Sarah Dodd, Victim Advocate and Violence Prevention Specialist

10:00 – 10:15 a.m. What You Need to Know About Human Resources
Ms. Anna Suski-Lenczewski, Chief Human Resources Officer

10:15 – 10:30 a.m. Break

10:30 – 10:45 a.m. Resources for Resolving Legal Issues
Atty. Carolyn Magnan, University Counsel

10:45 – 11:00 a.m. Threat Assessment and Campus Security
Dr. Richard Bachoo, Chief Administrative Officer

11:00 – 11:45 a.m. Academic Computing/Central Pipeline/Bb Learn
Ms. Amy Kullgren, Director of Client Support Services, IT
Ms. Tina-Marie Rivera, Help Desk Manager, IT

11:45-1:00 p.m. Lunch

1:00 – 1:15 p.m. Study Abroad
Dr. Momar Ndiaye, Director of the Center for International Education

1:15-2:00 p.m. Center for Teaching and Faculty Development/NEASC Accreditation
Dr. Glynis Fitzgerald, Director of CTFD, Dean of Graduate Studies, Associate VP for Academic Affairs

2:00 – 2:45 p.m. Introduction to the Library - Burritt Library, Main Floor
Dr. Carl Antonucci, Library Director
Ms. Sharon Clapp, Assistant Librarian

3:00 – 4:00 p.m. CCSU-AAUP Reception - Connecticut Room, Memorial Hall

Hard copies may be obtained by contacting the CCSU Police Department at Police Headquarters on East Street or by downloading and printing the online version.

The report contains statistics on specified crimes reported over the previous three calendar years (2014 through 2015) as well as specific information pertaining to campus security, alcohol and drug policies, sexual assault prevention and response, victims’ assistance programs, missing person reports, crime prevention, fire safety, and campus resources. Policies and procedures for campus wide notifications and emergency response and evacuation are also included.

Note: The crime statistics are only for certain crimes that occurred on campus, in off-campus buildings, property owned or controlled by the University, or on public property adjacent to campus.

All members of the campus community are encouraged to report crimes to the CCSU Police Department at (860) 832-2375. Emergencies or situations that may pose an immediate or ongoing threat to the health and safety of our students, employees and visitors should immediately be reported by dialing 9-1-1 or by using one of the call boxes located throughout the campus.

CCSU Police

Mission Statement

To help ensure a safe, healthy, stable work and learning environment. To carry out the role in a collaborative and professional manner which respects and protects the rights of all individuals, through our commitment, service and integrity.
For all who have registered for the September 29th training session, thank you. All other individuals interested in attending tomorrow’s training session or the session scheduled for October 27th, please register here: https://form.jotform.com/72673663404156.

According to a federal law known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, CCSU is required to disclose “statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined, as a Campus Security Authority.” After careful consideration, you have been designated a Campus Security Authority (CSA) at CCSU.

The Clery Act requires that CCSU disclose four general categories of crime statistics:

- **Criminal Offenses**: Criminal homicide, including murder and non-negligent manslaughter, and manslaughter by negligence; sexual assault, including rape, fondling, incest, statutory rape; robbery; aggravated assault; burglary; motor vehicle theft; and arson.
- **Hate Crimes**: Any of the above-mentioned offenses, and any incidents of larceny-theft, simple assault, intimidation, or destruction/damage/vandalism of property that were motivated by bias.
- **VAWA Offenses**: Any incidents of domestic violence, dating violence, and stalking. Note that sexual assault is also a VAWA offense but is included in the criminal offenses category for Clery Act reporting purposes.
- **Arrests and Referrals for Disciplinary Action**: for weapons-carrying, possessing, etc.; law violations; drug abuse violations; and liquor law violations.

We are required to disclose statistics for offenses that occur on campus, in or on non-campus buildings or property owned or controlled by our school, and public property within or immediately adjacent to our campus. Additionally, CCSU has a responsibility to notify the campus community about any crimes which pose an ongoing threat to the community, and, as such, CSAs are obligated by law to report crimes to the university police department. Even if you are not sure whether an ongoing threat exists, immediately contact the CCSU Police Department.

In order to understand your responsibility as a CSA, we ask that attend one of the following 45-minute training sessions:

- September 29, 2017 – 1 pm to 1:45 pm – Davidson Hall, Torp Theater
- October 27, 2017 – 11 am to 11:45 am – Davidson Hall, Torp Theater

To register for one of the training sessions, please click here: https://form.jotform.com/72673663404156.
Also, you will find the CCSU Campus Security Authority Reporting Form at http://www.ccsu.edu/diversity/policies/CCSU_CSA%20Reporting%20Form_Updated.pdf. If you are made aware of any crimes in our geographical reporting area, fill out this form and submit it to Jerry Erwin at the CCSU Police Department (erwinJ@ccsu.edu or 860-832-2381).

If you have any questions regarding this request please contact Sarah Dodd (Victim Advocacy and Violence Prevention Specialist) at sarahdodd@ccsu.edu or 860-832-3795.
Dear CCSU Family:

The CCSU Office of Diversity and Equity, with guidance from several faculty and staff, are implementing a brief survey focused on sexual harassment, harassment and discrimination in the workplace. This data is being collected for multiple purposes. First, it will be used to strengthen policies, protocol, training and prevention initiatives that impact all employees. Second, the preliminary information collected specifically on discrimination and harassment will be used during the development process of a major campus climate study supported by my office.

You are invited to participate in this anonymous and confidential on-line survey. To complete the survey takes no more than 15 minutes. Please follow the links below to review more detailed information about the study and begin the survey.

English Language Survey: https://survey.ccsu.edu/DiversityandEquityEnglish

Encuesta en español: https://survey.ccsu.edu/DiversityandEquityEspañol

If you have any questions about the survey or this process please contact the Principle Investigator, Sarah Dodd, at sarahdodd@ccsu.edu or 860-832-3795. Thank you in advance for your help with this important initiative.

Sincerely,

Zulma R. Toro
President
Dear CCSU Community:

We are proud to announce the recipients of the 2017 Rainbow Awards. The awards will be presented during the Rainbow Breakfast on October 13, 2017 at 9:30 AM (breakfast and registration will begin at 9AM) in the Student Center’s Alumni Hall. **This event will have ASL interpreters.**

The Rainbow Awards are a distinguished honor recognizing CCSU faculty, staff, students and alumni for their achievements and work towards the advancement of LGBTQ inclusion on our campus and the greater community. The following members of our CCSU family will be honored:

- **Activism/Advocacy (Faculty/Staff):** Professor Katherine Hermes
- **Activism/Advocacy (Student):** Nichol McCarter
- **Allyship (Faculty, Staff, or Student):** Professor Mary Collins
- **Alumna Award: Richard Spada**
- **Community Award: True Colors, Inc.**

The Office of Diversity and Equity, Division of Student Affairs, Office of Institutional Advancement, and the LGBT Center, extend our congratulations to all nominees and award recipients.

We are currently not accepting any new registrations as the Rainbow Breakfast has reached its capacity; however, we always get last minute cancellations. If you wish to be added to the waitlist, please email Nicholas D’Agostino, Nicholas.dagostino@ccsu.edu. Please note that the events scheduled to follow the Rainbow Breakfast are still accepting registrations, and we encourage you to attend them.

**CCSU Rainbow Breakfast: LGBTQ PRIDE at CCSU: Creating an Inclusive Community**

Creating an inclusive community is one of the most important responsibilities we have as members of a civilized society. Today, in 2017, it remains critical for each of us, as individuals and as members of the CCSU community, to step back and reflect on our role in creating a safe and welcoming community. This event will recognize the efforts of the LGBTQ Community and Allies who continue to help us in this work.

**Keynote:** During this engaging and exciting keynote, Richard Spada will highlight the importance of raising our levels of knowledge and awareness around the benefits of creating an inclusive environment. He will place a special emphasis on the issues, challenges and opportunities facing the LGBTQ community. Based on his global experiences, he will discuss the impact of *Understanding, Leading, and Delivering* upon the promise of what can be attained if we all work towards becoming more diverse and inclusive.

**Coming out stories:** Faculty, staff and students have been invited to share their *coming out* stories. These stories will highlight the richness of their lived experiences and how they have persevered in the face of adversity.
Rainbow awards: The Rainbow Award is a distinguished honor and represents the awardee’s work, passion and commitment to ensuring our community embraces diversity and creates a space for our LGBTQ members.

Sent on behalf of Office of Diversity & Equity
Mark Warren McLaughlin, PhD
Associate Vice President
Marketing & Communications
860-832-0065
TO: CCSU Classified Employees
FROM: Mary Cavanaugh, University Human Resources Administrator
       Human Resources Department
DATE: December 5, 2017
RE: Classified Employee and/or Dependent Child Scholarship Awards for Spring 2018

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 2017-2018 academic year. The amount of funding remaining for this academic year is $12,000.

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 27, 2017 (close of business). Please contact Human Resources at X21756 if you have any questions regarding this and/or need further information.

c: President Toro
    Members of the Executive Committee
    Classified Employee Scholarship File
Dear CSCU Community,

Veterans Day is an important time of reflection and recognition of the service that our families, friends, and neighbors have given to our country. The sacrifices they make oftentimes go well beyond what we see. The physical and emotional toll are real and sometimes remain throughout their lives. As the son of a veteran, I understand the impact of having a loved one away on duty.

We have thousands of veterans in our CSCU community who are juggling personal responsibilities while working hard to get an education. The OASIS Centers on our campuses are important resources for our veterans and provide programming, services, and community meeting spaces.

This Veterans Day, let’s all go beyond simply thanking our veterans for their service, and find ways to give back to those who have given so much to all of us. Visit our OASIS Centers, or groups like the Wounded Warriors Project and find ways you can give back.

We are very proud that our veterans have chosen CSCU as their higher education system. You have our thanks and our support on this day and always.

Sincerely,
Mark

Mark E. Ojakian, President
Connecticut State Colleges and Universities (CSCU)
Dear CCSU:

CCSU is proud to announce our upcoming Dr. Martin Luther King, Jr. Breakfast taking place on Friday, January 19, 2018 at 9AM in the Student Center’s Alumni Hall. In collaboration with Student Affairs, Administrative Affairs, and the Center for Public Policy & Social Research/O’Neill Endowed Chair, the Office of Diversity and Equity is organizing the CCSU MLK Breakfast, an event to honor the legacy of Dr. Martin Luther King, Jr. This event will feature remarks from Bishop John Selders, one of the leaders for Moral Mondays CT and Reverend Shelley D. Best, President and CEO of the Conference of Churches. Both Bishop Selders and Reverend Best have been leaders in the advancement of rights of people of color and other underserved groups in CT. Other speakers will include Dr. Zulma R. Toro, Dr. Felton Best, Mr. William Fothergill and a student representative. Musical performances will also be a part of the celebration.

To register for this event, please use the following link: https://form.jotform.com/73163970888168.

Thank you,
Rosa

Rosa Rodríguez
Chief Diversity Officer and Title IX Coordinator
Office of Diversity and Equity, Davidson Hall 102
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050
860-832-0178
rosa.rodriguez@ccsu.edu
Dear Central Family,

I want to thank the Faculty Senate for redirecting the focus of our previously scheduled Open Forum so that we could address the critical issue of our campus culture. I also am appreciative that, given the demands at this time of year, so many of you were able to attend.

In my opening remarks at the forum, I expressed deep concern about the information coming to light, during the past week, of a faculty member’s reputation and long history of alleged sexual misconduct and other abuses.

This behavior on our campus and in our community and the practice of minimizing such behavior must end. I am passionately committed, as your president and as a woman, to follow this to the end. Certain aspects of this problem – the behaviors and attitudes of the past – I cannot change. As for those responsibilities and policies over which I do have the authority, I pledge to you significant change.

My two major goals at the forum were to provide an update on where our investigations stand and to listen to you.

The updates I can highlight without comprising the integrity of our investigations include:

Central’s policy that complaints must be filed within 90 days of an incident was set decades ago. Though it is legal, in today’s environment we must review the policy.

To immediately address my concerns about communications, we launched the Campus Culture Concerns webpage yesterday. It provides a new tool to expedite communication from faculty, staff, and students to my administration. A link to that page is available here.

I am establishing a Task Force that will be charged with identifying best practices in these areas to help determine our next steps.

Meaningful, enduring change does not come easily, nor does it take place in a vacuum. I will continue to reach out to you for additional input, expertise, and participation.

We have much to do to examine what has and has not happened in the past while we cultivate a healthier campus culture, one that is inclusive and safe.

To read my full statement from yesterday’s forum, please go here.

Sincerely,

Zulma R. Toro
President
Dear Central Family,

I promised to keep you updated on our investigation into how sexual misconduct complaints were handled in the past and in setting a new standard for how they are handled in the future.

To be clear about what sexual misconduct refers to, this includes intimate partner violence, sexual assault, sexual exploitation, or sexual harassment involving faculty, staff, and/or students.

The investigation by a team from the law firm Shipman & Goodwin is pushing forward. The attorneys have reviewed records and are now conducting interviews.

Our own internal review, which is ongoing, has highlighted two key areas in which we are able to make immediate changes. These procedural adjustments include:

**Records Retention**
Effective immediately, I have instituted a new policy. The offices of Human Resources, Diversity & Equity, and University Counsel have been directed to save records in their offices even if, by state guidelines, they could be destroyed.

**Reporting Time Limit**
We reviewed the two-decade-old procedure requiring complaints to be filed within 90 days of an incident. Effective this week, there is no time limit for the filing of complaints involving sexual misconduct allegations.

We are making progress in forming the Task Force that will examine a number of issues related to the handling of sexual misconduct complaints and concerns. I am working with the leadership of the AAUP and SUOAF to identify candidates for the Task Force. The panel will also include several people from outside the University community.

We have much more work to do, but this is a start in ensuring the safety and well-being of our students, faculty, and staff.

Sincerely,

Zulma R. Toro
President
Dear Central Family,

I am very pleased to announce the formation of our new Task Force on Sexual Misconduct & Campus Climate. The work undertaken by this group, along with its findings and recommendations, will provide critical knowledge and a historical perspective that will drive our mission forward to ensure Central is a welcoming, safe place for all.

To identify candidates for the Task Force, I consulted with experts on and off campus and collaborated with the union leadership representing our faculty and staff. I am grateful to alumnus Richard Spada, an international leader in developing inclusive and accessible communities through effective leadership, management and organization, for agreeing to serve as the chair. The Task Force members are:

Richard Spada, Chair of the Task Force & Sr. Global Manager of Diversity and Inclusion, Novartis
Bill Panetta, (Retired) Director of Leadership Development, United Technologies
Ululy Martinez, Attorney
Victoria Minervino, CCSU Student Government Association
Kristina Rodrigues, CCSU Student Government Association
William Fothergill, Associate Counselor, Student Wellness Services - Counseling
Jean Alicandro, Director of Residence Life
Fiona Pearson, Professor, Department of Sociology; Member of the Committee on the Concerns of Women; Co-Chair, Women, Gender and Sexuality Studies Program
Shelly Jones, Associate Professor, Department of Mathematical Sciences
Sinead Ruane, Assistant Professor, Department of Management and Organization
Jeremy Visone, Assistant Professor, Educational Leadership, Policy and Instructional Technology
Cecilia Perez-Colon, Contract Compliance Specialist, Business Services
Yvonne Kirby, Director of Institutional Research and Assessment
Natalie Ford, Secretary of the CCSU Learning Center

The Task Force will be charged with the following objectives:

- Assess CCSU’s processes and procedures for the reporting and handling of concerns and complaints of sexual misconduct and review the organizational structure currently in place to support those processes;

- Review when and how an investigation is triggered;

- Analyze the communication process during the investigatory process, including how all parties are informed of an investigation’s conclusion or finding;

- Examine programmatic initiatives currently in place to prevent sexual misconduct behaviors;

- Identify standards of best practices for processes, procedures, communication, and education; and provide recommendations to implement best practices.
The departments and programs we expect will be contributing to the inquiry and body of knowledge are (but are not limited to): the Office of Diversity & Equity, the Department of Human Resources, the Women's Center, the Committee on the Concerns of Women, the Office of Victim Advocacy & Violence Prevention, the Office of Student Conduct, and the Sexual Assault and Interpersonal Violence Resource Team (SART).

I am grateful to the members of the Task Force who will be working through the summer, with the expectation that they will conclude their work as soon as possible. They have a great deal of work ahead of them, and I thank them for making the commitment to help us set a new standard for the campus culture at CCSU.

Sincerely,

Zulma R. Toro
President
Dear Central Family,

Some of you are away on summer break, but I thought it important to keep you informed of several developments related to the Professor Joshua Perlstein investigation and efforts to improve our campus culture. During the next several days, you might be reading or seeing a second round of news stories about the reports of sexual and behavioral misconduct by Professor Perlstein. We just released some documents as part of an ongoing search and review of materials related to complaints against Perlstein. Several media outlets have requested copies of those documents through the Freedom of Information Act.

In responding to the media FOIA requests, I also released the following statement:

*It is likely that we will never know or understand all the circumstances that led to some of the past decisions that were made in reference to Professor Joshua Perlstein. After reading documents recently discovered as part of our investigation into Professor Perlstein, I fully believe there are a number of incidents I would have handled quite differently had I been leading the University at the time.*

*It remains clear to me that we need to fix communication breakdowns and hold people accountable for their actions and others for their apparent lack of responsiveness. I am confident that the special team I brought in from the outside to thoroughly investigate reported behaviors by Professor Perlstein and the comprehensive review being conducted by the task force I appointed, will serve to inform our next steps in assuring our students, faculty, and staff that CCSU is a safe, welcoming environment for all.*

*The Collective Bargaining Agreement prohibits me from taking certain actions at this time. I am working to expedite the appropriate processes. In the meantime, Professor Perlstein remains on administrative leave.*

The outside investigators from Shipman & Goodwin are in the process of reviewing thousands of pages of documents. They have interviewed 15 or so people with more to come. I hope to receive a final report on their findings at the end of the summer.

The second meeting of the Campus Culture Task Force will be held tomorrow. The web page: http://www.ccsu.edu/culturetaskforce/ has been created to keep you informed of the committee’s progress.

As a reminder, we encourage you to share concerns or ideas you might have about campus culture by using this form: http://www2.ccsu.edu/ccc/. Posting to this site is anonymous and confidential. However, if you are sharing serious concerns about an individual’s behavior, please consider supplying your contact information so we can ask you follow-up questions.

I will continue to keep you updated as we move forward in our efforts to accomplish meaningful, enduring change to our campus culture.

Sincerely,

Zulma R. Toro
President
Dear Central Family,

We are about to make public the findings of a very troubling investigation into issues and concerns involving the CCSU Police Department. I am deeply disturbed and saddened by the findings (the full report can be viewed here).

There is significant evidence that a sexual assault complaint by one of the department’s own officers was inappropriately handled when the incident was first reported in 2016. I am particularly troubled as to how the department’s chain of command did not, in a timely manner, conduct an investigation when the sexual assault was first reported.

Among other findings the investigators reported:

- Several police officers were hired by the CCSU Police Department even though background checks found evidence of significant discipline or other disqualifying performance issues in their past;
- An informal environment exists within the department, including relaxed professional standards and a fraternity-like environment, including inappropriate behavior, banter, or horseplay;
- Required sexual harassment prevention and other trainings are not taken seriously and serve as additional evidence that diversity and equity principles are not respected;
- A pervasive use of inappropriate gender labels for women and perception that the work of females is subjected to harsher criticism;
- Belief that expressing concern and/or opinion about the treatment of women in the department results in discrimination and retaliation; and
- Concern that all shifts are not staffed with a ranking, supervisor officer.

While we look deeper into the concerns brought to light by the investigation, today I made personnel changes to mitigate future issues. I want to assure our CCSU family and the public that the past environment, behaviors, and attitudes within the CCSU Police Department are not acceptable.

Among the immediate first steps, Bernard R. Sullivan, retired Commissioner of Public Safety and former Hartford Police Chief, has been hired to serve as CCSU’s Assistant to the President for Safety. In addition to overseeing the police department, Sullivan will be charged to identify and correct defective procedures, policies, and training, evaluate staffing levels and budgetary issues.
also will determine what means are necessary to restore professionalism to the department while rebuilding trust among its employees, the CCSU community, and the public and take disciplinary action where appropriate. This mission is not new to Sullivan. He was selected by former Governor William O’Neill in 1989 to take the helm of the Connecticut State Police when it was embroiled in controversy and worked to rebuild the force and restore its credibility.

Today, I placed Chief Administrative Officer Richard Bachoo on paid administrative leave pending an investigation. His responsibilities have been reassigned to ensure the campus operates smoothly and efficiently. Until further notice:

➢ Facilities Management and Environmental Health & Safety will be headed by Sal Cintorino, Assistant Chief Administrative Officer, and he will report directly to me;

➢ Information Technology will be headed by George F. Claffey, Jr., who will continue in his position as the Chief Information Officer for Charter Oak State College on a part-time basis; and

➢ Event Management will report to Chief Financial Officer Charlene Casamento.

Further, the Office of Diversity and Equity will undergo further review to ensure its investigations are conducted in a prompt, fair, and unbiased manner.

Indeed, these are very challenging times for us all. I repeat my pledge to you that I remain absolutely committed to taking the necessary steps to ensure the CCSU campus is a welcoming, safe environment for all.

If you have any concerns or questions, please feel free to email me at toro@ccsu.edu or go to www.ccsu.edu/ccc to anonymously share information.

Sincerely,

Zulma R. Toro
President
Dear Central Family,

I have some wonderful news to share. Alumnus William J. Mann, an award-winning biographer, historian, and LGBTQ activist, has agreed to become the new director of our LGBT Center and join the History Department as a full-time faculty member. He also will become a member of the Women, Gender and Sexuality Studies program and will work with the English Department to develop more interdisciplinary, LGBTQ-themed courses.

I am very pleased to have someone of Professor Mann’s stature and experience become more deeply involved at Central. His new position will unite his academic work with the critical mission of our LGBT Center and the unique GLBTQ Archive housed in the University’s Burritt Library. Under his leadership, the LGBT Center will expand and thrive as a critical resource in helping our students acquire the knowledge and develop the beliefs and approaches for valuing our differences as human beings.

Professor Mann earned a B.S. in history from CCSU in 1984. He has been teaching courses on LGBT history and popular culture on a part-time basis for the last several years. During the fall semester, he will teach the History of AIDS and a public history project focused on uncovering mysteries in CCSU’s GLBTQ archive.

He has been active in the local and national LGBTQ activist and literary communities since his college days. He has written 14 books, including *Tinseltown* (Winner of the 2015 Edgar Award for best true crime) and *The Wars of the Roosevelts* (2016). Many of his books consider the LGBT experience in some way.

In addition to welcoming Professor Mann, I wish to thank Kathy Hermes, professor and chair of the History Department, for her leadership in helping CCSU develop needed resources and academic offerings to become an LGBTQ-friendly university.

Sincerely,

Zulma R. Toro
President
Dear Central Family,

I am pleased with the progress being made by the Task Force on Sexual Misconduct and Campus Climate. As you might recall, I charged this group with providing recommendations for ensuring that our campus is a more inclusive and safe community for students, faculty, and staff—a community free from sexual harassment and bullying.

The task force is now ready to begin its comprehensive information and data gathering processes, and your assistance is needed. I am counting on you to provide your thoughts and ideas on improving our campus culture. Here is how you can help:

1) Click on this link and you will be directed to the Campus Culture Concerns web page where you can anonymously provide your thoughts and ideas;  
2) Participate in one of two open forums hosted by the task force to be held September 11 and September 12; and,  
3) Complete an anonymous online input survey which will be distributed via email to the campus community in September.

It is my belief that, collectively, we have the information, knowledge, and ideas necessary to help CCSU become a campus where safety and well-being are our top priorities.

Sincerely,

Zulma R. Toro  
President
LGBT Advisory Committee Meeting
February 5, 2018 Agenda
Student Center—Clocktower Room
12:15 to 1:30 PM

Agenda:

1. Welcome and Introductions
2. Note-taker/Attendance (Alberto Cifuentes, Jr. – Recording Secretary)
3. Committee Membership
   a. Update current membership list
   b. VPSA approves and appoints new student members acc. to by-laws
   c. President approves and appoints faculty/staff members acc. to by-laws
4. Committee Leadership
   a. New co-chairs (faculty/staff and student)
      i. Both co-chairs appointed by VPSA acc. to by-laws
   b. Selection of interim co-chairs by VPSA
5. LGBT Center Updates & Pride Updates
   a. LGBT Center Updates and Events
      i. University Assistant Search Update
   b. Pride Updates and Events
6. Strategic Planning Committee: Purpose/Function of Committee within CCSU Culture and Community
   a. Inclusivity/Campus Climate
   b. Campus-Wide Education
   c. Accessibility/Equitability
   d. Recruitment/Retention of Students (i.e. working with GSAs)
   e. New Buildings/Facilities
   f. Space for Community Building/Accessibility to Resources
7. Develop Sub-Committee to review current bylaws and propose changes to Dr. Trolano
   a. Identify members
   b. Develop annual notice for membership
   c. Formalize membership cycles
   d. Establish timeframe

Upcoming Events:

Next meetings: Mar. 5, Apr. 9
LGBT Advisory Committee Meeting
October 23, 2017 Agenda
Student Center – Clocktower Room
12:15 to 1:30 PM

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. Inclusivity/Campus Climate – Preferred name option, gender-inclusive housing, gender-neutral restrooms
   b. Campus-Wide Education – Orientation (student and faculty/staff), curriculum, personal connections with students, safety of LGBT staff
   c. Accessibility/Equitability – Bathrooms, housing, sports/athletics (connect with Dr. Bachoo about adding gender-neutral restrooms to new buildings before they’re built or updated).
   d. Recruitment/Retention – New and transfer students.
   e. 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.
   f. 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 reeds (i.e. possibly moving center to another building).
5. Develop Sub-Committee to review current bylaws and propose changes to Dr. Troiano
   a. Identify members (Nicholas D’Agostino, Alberto Cifuentes, Jr.)
   b. Develop annual notice for membership
   c. Formalize membership cycles
   d. Establish timeframe (December 2017)
6. New Business
7. Old Business:

Upcoming Events:

Next meetings:

TBD
LGBT Advisory Committee Meeting:
Strategic Planning
April 20, 2018 Agenda
Student Center – Clocktower Room
9am to 11am

Agenda:

1. Welcome and Introductions (4 min.)
2. Note-taker/Attendance (1 min.)
3. Announcements (5 min.)
   a. Lavender Graduation: Saturday, May 12, 11am, in Founders Hall (Davidson). If you’re interested in volunteering, please contact Nichol. Register at [http://www.ccsu.edu/lgbt/lavendergraduation/index.html](http://www.ccsu.edu/lgbt/lavendergraduation/index.html).
   b. Rainbow Breakfast: Friday, October 12, 9:30am-11am, in the Constitution Room (Memorial Hall). Please save the date! Call for nominations via e-mail coming soon. Registration available in September.
5. Strategic Planning Objectives Discussion (75 min.)
   a. Guiding Questions
      i. What is our specific demand/goal?
      ii. What steps can we take to accomplish it?
      iii. What is our projected timeline for accomplishing this goal?
   b. Accessibility/Equitability
      i. Preferred Name/Gender Option
   c. LGBT Center
      i. Expanding space (move to renovated Willard-DiLoreto?)
      ii. Hiring full-time coordinator
      iii. Figuring out budget-sensitive alternatives to full-time coordinator (i.e. student leadership)
   d. Gender-Inclusive/Neutral Housing
      i. Any updates from Residence Life regarding accessibility?
   e. Recruitment/Retention
      i. Strategies for recruiting and retaining LGBTQ students
      ii. Working with Admissions
      iii. Possible events to co-sponsor with Admissions or other departments
   f. Campus-wide Education
      i. Safe Zone Training
      ii. Supporting Trans and Gender Non-Conforming Students (online/in-person training)
6. Next Steps (30 min.)
   a. Prioritize strategic planning objectives
   b. Develop a realistic timeline for accomplishing strategic planning objectives
   c. Who are the key stakeholders or decision-makers for each objective?
   d. Development of sub-committees
   e. When should we meet during the next academic year? Move meetings to Friday mornings, 9am-10:30am?

Next meetings: TBA
Office of Diversity and Equity - Affirmative Action Employee Advisory Committee
October 20, 2017 – Meeting Minutes
1849 Room – CCSU Student Center

I. Welcome and introductions
   PRESENT: Nicholas D’Agostino, Nidal Al-Masoud, Michael Alfano, Michael Ansarra, Alberto Cifuentes, Jr., Joe Farhat, Joo Eng Lee-Partridge, Carlos Liard-Muriente, Rosa Rodriguez, Chris Simcik

II. Re-cap of last meeting (see June 14, 2017 Minutes)
   A. Subcommittee Development – Key tasks – TABLED
   B. Confirmation of Committee Membership
   C. 2017/2018 Timeline
   D. Any gaps in our review?

III. Affirmative Action Plan 2017—Utilization Analysis 5 Categories (refer to Utilization Analysis handout)
   A. Where there is a negative number in the utilization, we will establish affirmative action goals. The net utilization changes as a result of workforce changes, e.g., retirements, and the availability data, e.g., IPEDS data. Need to hire more Hispanic female Assistant Professors to meet requirement.
   B. Internal mentoring is very important for meeting goals.

IV. Gender/Sexual Harassment Climate Survey
   A. We have received about 200 complete responses so far.
   B. Survey will remain open until end of Fall 2017 semester.

V. Subcommittees
   A. Search Procedures—Joe Farhat will chair
   B. Recruitment and selection process for special appointments and adjuncts
      1. Emergency appointments account for approximately half of new hires (four out of the nine faculty hired during the reporting person were already in emergency appointments the previous year.
      2. Process of hiring special appointments has been met with some controversy within departments (i.e. outside candidates chosen over current faculty members on tenure track). Rosa suggested coming up with some policy/procedure changes or an example of best practice.
         TASK: Joseph Farhat will work on new points of recommendation for emergency hires (to be presented to Dr. Toro). Michael Alfano and Nidal will also help draft recommendations.

MINUTES 10.20.17 1
I. Welcome and introductions
PRESENT: Nicholas D’Agostino, Nidal Al-Masoud, Michael Alfano, Michael Ansarra, Alberto Cifuentes, Jr., Joe Farhat, Joo Eng Lee-Partridge, Carlos Liard-Muriente, Rosa Rodriguez, Chris Simcik

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   TASK: Joseph Farhat will work on new points of recommendation for emergency hires (to be presented to Dr. Toro). Michael Alfano and Nidal will also help draft recommendations.
Agenda - CCW General Meeting

Monday, February 26th, 12:15 pm
1849 Room, Student Center

Minutes review & approval:
1. Minutes from November 27, 2017 Meeting.
   - 11/27/17 Minutes were circulated via email after the January meeting.
2. Minutes from January 22, 2018 Meeting

New Business:
1. President Toro - plans to attend March 26 Meeting.
   Discussion on once per semester meeting with President Toro.
2. CT RACE in the Park
3. CCSU Threat Assessment and Crisis Management Program Open Forum
4. VP Student Affairs Search
5. Current Searches

Subcommittee Updates:
Women's History Month Luncheon:

Speaker: Leah Wright Rigueur, Assistant Professor of Public Policy, John F. Kennedy School of Government, Harvard University Government, Harvard University

"Black Women Will Rally! Black Women, Intersectional Politics, and the 2016 Presidential Election"

Bio:
Leah Wright Rigueur is an assistant professor of public policy at the John F. Kennedy School of Government at Harvard University. Her research interests include twentieth-century United States political and social history and modern African American history, with an emphasis on race, civil rights, social and political movements, political ideology, the American two-party system, and the presidency. She is the author of "The Loneliness of the Black Republican" in the "Pursuit of Power" (2015) which examines the ideas and actions of black Republican activists, officials, and politicians from the era of the New Deal to Ronald Reagan’s presidential ascent in 1980.

Description:
This lecture will examine the role of black women in politics within the context of the 2016 presidential election. Specifically, it will examine the significance and historical emergence of black women as the “backbone” of the contemporary Democratic Party. Why are black women the most consistent and loyal voting group among the base of Democratic voters, and what does this mean for issues of race and gender in the present?

Date: Monday, March 5, 2018
Time: 12:15-1:15pm
Location: Constitution Room, Memorial Hall, CCSU
Refreshments will be served. Free and open to the public

Sponsors:
Women, Gender, and Sexuality Studies Program
Ruth Boyes Women's Center
Committee on the Concerns of Women
Africana Center
Office of Diversity and Equity
Center for Public Policy and Social Research/O'Neill Endowed Chair
Honors Program
Department of History
Department of Political Science

For further information, please contact
Dr. Heather Munro Prescott
Professor of History
prescott@ccsu.edu

Work Life Balance Subcommittee

The WLB Subcommittee met on January 31st to begin discussing maternity/paternity leave policies and programs at peer institutions and in the state of CT. Fiona Pearson and Leah Glaser have also been meeting with Victor Constanza, Student Life Vice Chair of SGA, who is working with SGA Senators who are supportive of increasing child care resources at CCSU. Last week SGA passed a resolution supporting the creation of a Faculty Education and Resource Center that would 1) serve as an academic resource for students and faculty on campus who are researching the effects of early childhood education and 2) would provide a vital resource for CCSU and New Britain parents seeking comprehensive child care. We are now working with SGA to finance subsidized drop-in care for student parents at CCSU. The Work Life Balance Subcommittee next meets on Wednesday, February 28th at 12:15.
Next CCW General Meetings:
Monday, March 26, 2018

Monday, April 23, 2018

CCW Meeting Minutes

Date: Monday, 2/26/2018
Meeting called to order by Evadne Ngazimbi

In Attendance

Attending: Evadne Ngazimbi, Heidi Huguley, Myrna Garcia-Bowen, Toyin Ayeni, Elena Kouildobrova, Kristine Larsen, Sandra Matthews, Fiona Pearson, Claudia Richards-Meado, Olga Torres, Eva Vrdoljak


Approval of Minutes

Minutes review & approval:

1. Minutes from November 27, 2017 Meeting.
   11/27/17 Minutes were circulated via email after the January meeting.
   Kristine Larsen motion to accept, Elena Kouildobrova seconded.
   Unanimous vote of members present to accept minutes.

2. Minutes from January 22, 2018 Meeting
   Question of who was speaker at Women of Color Luncheon 2/28/18 was raised.
   Could not have been Angela Davis as she went to Univ of Hartford to speak
   Heidi Huguley made motion to table 1/22/18 Meeting minutes review for answer to who was
   speaker at luncheon.

   To add to meeting minutes: the Speaker at 2/28/18 Women of Color Luncheon is
   Reverend Dr. Shelley Best

   Myrna Garcia-Bowen motioned to accept 1/22/18 meeting minutes. Sandra Mathews seconded
   and unanimous vote to accept made by members present.

New Business:

1. President Toro – plans to attend March 26 Meeting.
   Discussion on once per semester meeting with President Toro.
2. CT RACE in the Park
3. CCSU Threat Assessment and Crisis Management Program Open Forum
4. VP Student Affairs Search
5. Current Searches
Michelle Alexander – 2/28/18

E-Vite system was used for RSVP invitations to Reception. Please indicate yes or no to help count.

Want CCW members to be present at reception and to speak if they want, also to set up tables, make rounds, Spouses are ok, let Sue Sweeney know esp.

Women of Color Luncheon – 2/28/18

Scheduled for 2/28/18, same day as Michelle Alexander. The time is earlier – 12:15 pm to 1:30 pm.
Speaker is Reverend Shelly Best
http://www.ccsu.edu/boyea/woc.html

Work-Life Balance Subcommittee

The WLB Subcommittee met on January 31st to begin discussing maternity/paternity leave policies and programs at peer institutions and in the state of CT. Fiona Pearson and Leah Glase have also been meeting with Victor Costanza, Student Life Vice Chair of SGA, who is working with SGA Senators who are supportive of increasing child care resources at CCSU. Last week SGA passed a resolution supporting the creation of a Family Education and Resource Center that would 1) serve as an academic resource for students and faculty on campus who are researching the effects of early childhood education and 2) would provide a vital resource for CCSU and New Britain parents seeking comprehensive child care. We are now working with SGA to finance subsidized drop-in care for student parents at CCSU. The Work Life Balance Subcommittee next meets on Wednesday, February 28th at 12:15.

This Wednesday 2/28/18 meeting will be rescheduled because of Spring Break upcoming and CUWFA Atlanta Conference. College and University Work Family Association Conference in Atlanta, GA
Leah Glase, Fiona Pearson will be attending. Will wait to have next Subcommittee meeting in March.

Victor Costanza has been very supportive of Child Care Center. Reviewed Drop In Center proposal with him a week ago. SGA is supportive at this time, though only if used by students. The Portland State center was looked at and they use student activity fee. Here could add $5.00. Fiona Pearson plans to present the proposal to SGA’s next meeting.

Louise Williams of AAUP is forming a Child Care Committee. For AAUP there are things that one can do with regards to maternity leave, e.g. upon tenure clock, but pays salary over a year. SUOAF may have wording regarding paternity leave. Perception that there are no consistent rules for maternity/paternity leave between Departments/Chairs/Deans was also mentioned.
CSU Campus Safety Subcommittee

SU Threat Assessment Team – Presentations in Davidson Hall this month

port to Women’s Center from student that they were followed by someone, went to a blue light phone and it
I not work.

Do students reported being followed, two of the blue light phones did not work and student’s cell phone was
It not working. They went to a club meeting to talk to them and throw off follower rather than walking directly
dorm. Club member(s) walked them to dorm. A mention was made that this was second time this has
pened to one of these students. Student report to Women’s Center was made towards the end of Fall 2017
neter.

ust check after Safety Walk in January – the recommendations were mentioned to Facilities staff and it was
ke that lighting on campus is adequate. Need to follow up as to what is meant by ‘adequate’. May check
ht light meter. Safety Walk found areas, e.g., walkways found that were either very dark or light was in
nes. Safety Walk in January – did not check the blue light phones.

CW member reviewed response from Richard Bashoo – Phones are checked once per month and Safety
Survey is every other year.

recommendation was made to create a statement to Facilities for more regular checks of the blue light
ones.

ere are three areas of concern:
1) Campus Safety
2) Threat Assessment Team – issues seem to be addressed after they happen.
3) Violence Prevention Policy –
Board of Regents policy – policies differ – Faculty/Staff Policies
Request made if they can standardize policies and put on front of each main webpage
Policy is incomplete, gray areas, unclear terms. Waiting on response to request to standardize policies across
ence/ BOR.

BOR could not find a CCSU policy – others were easier to find, but need to be clearer and more visible.

Subcommittee Meeting Schedules

Need to meet at least once a month, and at least one week before 3/26 meeting with Dr. Toro.

Women of Color Subcommittee meets every other Monday at 12:00 pm, except when CCW General meeting is
cheduled. Giga will check with Jackie for when next meeting is scheduled.

Current Searches

VP of Student Affairs – in process.
Dean – SEPS – will be awhile
Dean – CLASS
Nicholas D’Agostino’s position in Office of Diversity and Equity – on web
Library – on web
SWS Counselor – on web

Dean – SEST – 2 candidates, 3rd pulled out, one active candidate is believed to be a woman, and interviews are
coming.

Could be more proactive. There always is the opportunity to reopen a search, except for high level positions
such as Provost position.
Search Committee may be diverse, what are we doing to solicit more diverse applicant pools? Many applicants
are removed from applicant pool because of not following application directions.
Other positions have no Search Committee – e.g., current SWS Counselor opening has no Search Committee
(at time of this CCW meeting). The position opening has to be announced internally for 10 days first.

SUOAP – If hire is internal, no Search Committee is required. The search can go external if more candidates
are wanted. This is more critical with higher positions such as Provost, VPs, etc. Rosa Rodriguez looks at all
hiring and searches.

Create Statement like done for Provost Search. Do statement now rather than when interviews are already on
campus. Provide a statement to Chairs at high level, Faculty Senate President, Human Resources, Office of
Diversity & Equity, Presidents of our unions, maybe identified Managers.

Question about adding statement to Faculty Senate agenda. The Faculty Senate Personnel Committee is not
functioning currently. Urge Faculty Senate to take a stance.

Discussed providing CCW member(s) on rotating basis to form either a Search Subcommittee or as a
representative of CCW at Searches. Would have to go through Dr. Toro for approval. Could make
recommendation, possibly to Rosa Rodriguez.

1) Create Statement – revise statement used for Provost Search, develop list of who it is to be sent to
2) Request to Represent CCW mission at Search Committees, Ask Rosa Rodriguez
Meeting

5/18 at 12:15 pm - 1:30 pm, 1469 Room Student Center

The motion to adjourn was put forward by Heidi Huguley and seconded by Sandra Matthews. It was unanimously adopted.

Meeting adjourned at 1:30 pm.

Hi Everyone!

CCW General meeting is Monday, 3/26/18
12:15 pm to 1:30 pm
1849 Room, Student Center

A copy of 3/26/18 meeting minutes are attached.

As well, please review list of agenda items, and forward agenda items to add for the meeting.

1. Call meeting to order
2. Minutes from previous meeting
3. Committee reports
4. President Torro’s attendance at CCW meeting
5. Discussion of agenda for once per semester meeting with President Torro

Thank you!

Eva

Eva Vrdoljak
Central CT State University
Academic Car for Student Athletes
Vrdoljak@ CCSU.edu
CCW Meeting Minutes

Date | time Monday, 3/26/2018 | Meeting called to order by Evadne Ngazimbi

Attendance


ot in Attendance or Excused: Heidi Hagley, Elizabeth Brewor, Kristine Larsen, Meg Levvis, Cara Mulcahy, udrey Riggins, Karen Rittenhoff

Approval of Minutes

Minutes reviewed & approved. Eleni Kouildobrova motioned to approve minutes, Leanne Zalewski seconded. Vote was unanimous approval.

Women's Center

There are a number of events for March and April, including - Vagina Monologues, Take Back the Night, TEM program with YWCA New Britain, 4/26 is Take your Sons and Daughters to Work Day.

Michelle Claudrhy - Melinda Rising Scholarship recipient to attend AAUW Conference. Olga Fritho is about to graduate - the Women's Center needs a second support person.

Ike President Triscaro accepted the WC staff invitation to join their staff meeting. The students enjoyed his visit. Dr. Triscaro acknowledged the staff for their hard work and contribution to the community. He expressed his support for the staff and Center. The discussion ranged from Women's Center spacing to staffing and leadership conferences.

The Center looks forward to hosting other members of the campus community to their meetings.

Women of Color Subcommittee

U2A/18 Luncheon with Reverend Shelly Best went well, are collecting Mobbing and Gaslighting policies from other campuses. The Women of Color Subcommittee has been very busy working with campus climate concerns.

CCW Meeting 3/26/18

Scholarship Subcommittee

Debra Cronin and Melanie Meyers have been selected as co-recipients of the Ruth Boyea Scholarship for 2018. Many thanks to Susan Gilmore and Jacqueline Cobbina-Bolvin for the hard work they put in reviewing the applications with me. – Kristine Larsen

There was discussion of having a luncheon for Ruth Boyea Scholarship recipients. Last Fall the CCSU Foundation had a luncheon to recognize scholarship recipients. CCW could host a meeting with refreshments and take pictures of scholarship recipients.

Motion made by Jacqueline Cobbina-Bolvin to host a get together at CCW last general meeting for the scholarship recipients. Myrna Garcia-Bowen seconded the motion. Vote was unanimous approval.

Work-Life Balance Subcommittee


Discussed progress of support for Child Care Center - will keep in communication with SGA, met with President Toro. SGA support was withdrawn, with primary concern being the $5 Student Activity fee addition, procedural questions with that. President Toro requested to meet with the Budget Office, SGA and Fiona Pearson to review Childcare Center proposal.

Louise Williams of AAUP is forming a Child Care Committee. Working on a Resolution for Child Care, copy was given to CCW members present and members of WLB Subcommittee to review. Comments are requested. SCSU AAUP is also reviewing the draft resolution. Want to move this quickly so can lobby with Legislature.

Subcommittee Involvement

Question was raised as to how often Subcommittees are meeting. How well are the Subcommittees working?
To increase Subcommittee involvement is for next academic year, could have standing meetings where people sign up for Subcommittee according to the meeting time(s) they can make. As part of this, have different Subcommittees meet on different days.

Possibly have a set of issues that are worked on across all Subcommittees.

Decide as a group what we can tackle.
Meeting 3/26/18

Meeting 3/26/18

President Toro apologized that she is unable to attend meeting today due to an urgent matter. Ms. Ngazimbe will communicate with the President's Office about future meeting date and will update V.

Other administrations CCW seemed not truly advisory and we would like to think that this has changed. In the past CCW did meet with CCSU President, including CCW Co-Chairs presenting Annual reports.

What are the issues, ideas, concerns to present to Dr. Toro?
- Need a real campus climate survey
- Drop in Child Care Center
- Sexual Misconduct Policy on syllabus
- Identify CCW successes - accomplishments and obstacles met?
- Gather input/email from Chairs of the different Subcommittees

Business/Announcements

appointment of Willard-DiLoreto space, decisions made by Richard Bashoo as well as respective Provosts, Deans, Associate Deans, Administrators of Centers in Carroll Hall.

Ian Peace is still here. New Academic Affairs Provost is here.

Aly Dodd is moving to Willard-DiLoreto.

English Department, SWS - Health and Counseling Centers moving to Willard-DiLoreto.

Willard-DiLoreto - all space is assigned, no extra space

GGS could ask for a space in Marcus White once things open up.

Carroll Hall will be a swing space, Barnard Hall will be next for renovation.

Search Committees

The search committee members are decided on before the committee is set up and search starts. Sing the same people. How about justification for each Search Committee member?

A "lower" level staff to Search Committees, if they are in the same department they would know more about position than an Administrator from another department.

Counseling has two open positions - AAUP Counselor and SJOA#3 Director.

Counselor search is national as it is AAUP.

Lead of EBLP is open position - worked to get a person on Search Committee.

Who are on the Search Committees and how are they selected? Possibly start an Ad hoc Subcommittee to review?
Meeting Agenda

Committee on Concerns of Women
April 23, 2018, 12:15 pm
1849 Room, Student Center

1. Call meeting to order
2. Minutes from previous meeting
3. Treasurer's Report
4. Debra Cronin and Melanie Meyers co-recipients of the Ruth Boyea Scholarship for 2018
5. New CCW Members:
   - Silvia Corbera Lopez, Assistant Professor, Psychological Science
   - Charisse Lewchak, Assistant Professor, Sociology
6. Subcommittee reports
7. Presentation - Dr. Charisse Lewchak from Sociology Department
   Brief discussion on the toxic experiences that women face in the classroom
8. Campus Climate - 4/17/18 Open Forum, 4/19/18 Meeting with Dr. Toro
9. Discussion of developing guidelines/procedures for meetings, incoming Chairs, Treasurers, Secretaries, Subcommittee Chairs, subcommittees.
10. CCW review and vote on support of the Child Care at CSCU Resolution.

4th Boyea Scholarship Subcommittee:

Melanie Meyers and Debra Cronin have been notified and asked to attend our meeting Monday and submit photos.

Here are short bios:

Melanie Meyers is a junior majoring in Social Work. She is a volunteer at the Plainville Food Pantry. Her previous service includes volunteering at the Tunis Food Pantry, work in support of both sexual assault awareness and sexual assault survivors, and an unpaid internship with True Colors. On campus she is involved with the Human Services Club. In her scholarship essay she explained that “Unfortunately, not every woman may be privileged enough to know their rights, the risks of assault and STDs, or know where to get help. Therefore, I want to take advantage of my education and experiences to inspire women I work with and work for, to provide more opportunities for education and growth... My goal is to become a mental health counselor so I can advocate for disadvantaged populations and the betterment of women.”

Debra Cronin is a graduate student in the Marriage and Family Therapy program. A graduate of the US Merchant Marine Academy, Debra was an active member of the school's Society for Women Engineers and as a Senior year officer led the mentoring of undergraduates, especially those struggling academically. After a career in the engineering world, she became a yoga instructor and returned to college for her Masters. She has been a Cadette Girl Scout Troop leader since 2009 and developed a Mindfulness training program for 4th graders in East Hartford. On campus she is a charter member of our chapter of Delta Kappa International Marriage and Family Therapy Honor Society. In her essay she reflects “My career aspirations are to teach elementary school children how to engage in mindful self-leadership so they are able to control their thoughts and feelings mindfully connecting with their inner calm, confidence, courage, clarity, curiosity, compassion, [and] creativity. I would like to lead middle and high school students in channeling their anger into creativity...I would like to end violence in our society by creating groups who will lead their own self-awareness in body and mind...”

Women's History Month Subcommittee:
Suggestion to reinsert the Women's History Month subcommittee.

Work Life Balance Subcommittee:

Flona Pearson and Christina Barmon attended the College and University Work Life Association’s (CUWFA) Annual Meeting in Atlanta, March 13-15. They along with Leah Glaser are in the process of developing a report containing a proposed strategy of action to share with Provost Dauwalder in late April, early May. They will share this report with CCW members as well.

The CCSU-AAUP Executive Committee recently voted to support the attached “Resolution for Affordable, Accessible, and High Quality Comprehensive Child Care at CCSU.” CCSU-AAUP will share the resolution with CSU-AAUP’s Council for a vote. We encourage other union members to share this resolution with their leaders, asking them to consider supporting the resolution via vote. The subcommittee plans to meet on Wednesday April 25th in the SSHIL 106 Conference Room.
Resolution for Affordable, Accessible, and High Quality Comprehensive Child Care at CSCU

areas, not a single campus in the CSCU system provides comprehensive child care, serving
areas from 6 weeks to 12 years;
areas, the population of older and returning students is anticipated to increase across the nation
many of those students need affordable, accessible, high-quality child care to attend class,
areas course work outside of class, and participate in campus life;
areas, 26 percent of college students in the United States are raising children while attending
school, and just under half of those students are enrolled in community colleges;¹
areas, gender pay inequalities in the U.S. persist in part because mothers are more likely than
fathers to engage in part-time school or work, to not seek or to delay promotions, or to leave
career or work places altogether as a result of their caregiving responsibilities;²
areas, the CSCU system may not be able to compete with more highly-resourced universities and
institutions in regards to offering competitive salaries to recruit high quality faculty, staff, and
ministries; the system can work to create a family-friendly climate where faculty, staff, and
ministries of all genders feel supported in regards to their work, life, and family commitments;
areas, lab schools providing comprehensive child care and early childhood education can
ultimately provide 1) important caregiving resources to families and 2) serve as academic
resources providing key learning, internship and research opportunities for students and faculty;
areas, it resolved that the 17 campuses of the CSCU System provide affordable, accessible, high-
quality comprehensive child care (serving children from 6 weeks to 12 years) and on-campus drop-off
child care facilities that will serve the CSCU system's faculty, staff, and students.

³Available: https://www.cscu.cornell.edu/cscu/areas/areas.html

CCW Meeting Minutes

Date | time Monday, 4/23/2018 | Meeting called to order by Heidi Huguley

In Attendance

Attending: Heidi Huguley, Toyin Ayeni, Kristin D'Amato, Olga Pritho, Myrna Garcia-Bowen, Susan Gilmore, Jessica Greenbaum, Ilana Kroulidakouva, Kris Larsen, Charisse Levchak, Sandra Matthews, Glady's Moreno-
Puentes, Odaya Obidoa-Koletta, Fiona Pearson, Claudia Richards-Mead, Audrey Riggins, Karin Rittenhoff,
Susan Slaga-Metivier, Eva Vdoljak

Guests in Attendance: Scholarship Awardee Debra Cronin and Melanie Meyers

Not in Attendance or Excused: Rhande Ngxambi, Elizabeth Brewer, Jacqueline Cobbina-Bolivs, Silvia Corbera
Lopez, Leah Glass, Meg Levvis, Cara Mulaby, Heather Prescott, Leanne Zalewski

Approval of Minutes

Minutes review & approval:
Reviewed 3/26/18 minutes
Vote was unanimous approval.

Presentation

Professor Charisse Levchak was welcomed as a new CCW member. She introduced herself and we proceeded
with a brief discussion on the toxic experiences that women faculty face in the classroom.

Ruth Boyea Scholarship Subcommittee

Debra Cronin and Melanie Meyers have been selected as co-recipients of the Ruth Boyea Scholarship for 2018.
Many thanks to Susan Gilmore and Jacqueline Cobbina-Bolivs for the hard work they put in reviewing the
applications with me. - Kristine Larsen

Both students attended beginning of CCW Meeting today...

Kristine Larsen read portions of their bio's.

Photos were taken with CCW members and plan is to post them on CCW Website.
Jacqueline Cobbina-Bolivs will have official scholarship award letters for the students.
re are short bios:

Ianie Meyers is a junior majoring in Social Work. She is a volunteer at the Plainville Food Pantry. Her service includes volunteering at the Tunxis Food Pantry, work in support of both sexual assault awareness and sexual assault survivors, and an unpaid internship with True Colors. On campus she is involved with the Human Services Club. In her scholarship essay she explained that "Unfortunately, not every woman may be privileged enough to know their rights, the risks of assault and STDS, or know where to get help. Therefore, I want to take advantage of my education and experiences to inspire women to work with and for, to provide more opportunities for education and growth. My goal is to become a mental health counselor so I can advocate for disadvantaged populations and the betterment of women."

bra Cronin is a graduate student in the Marriage and Family Therapy program. A graduate of the US Merchant Marine Academy, Debra was an active member of the school’s Society for Women Engineers. As a Senior year officer led the mentoring of underclassmen, especially those struggling academically. After a career in the engineering world, she became a yoga instructor and returned to college for her Master’s. She has been a Girl Scout troop leader since 2009 and developed a Mindfulness training program for 4th graders in East Hartford. On campus she is a charter member of our chapter of Delta Upsilon International Marriage and Family Therapy Honor Society. In her essay she reflects "My career aspirations are to teach elementary school children how to engage in mindful self-leadership so they are able to choose their thoughts and feelings mindfully connecting with their inner calm, confidence, urgency, clarity, curiosity, compassion, and creativity. I would like to lead middle and high school students in channelling their anger into creativity. ...I would like to end violence in our society by creating cops who lead their own self-awareness in body and mind."

Women’s History Month Subcommittee:

uggestion to reinstall the Women’s History Month subcommittee.

Work-Life Balance Subcommittee

ona Pearson and Christina Barmon attended the College and University Work-Life Association’s (CUWLA) Annual Meeting in Atlanta, March 13-15. They along with Lesh Glaser are in the process of developing a report containing a proposed strategy of action to share with Provost Dauwalder in late April, early May. They will share this report with CCW members as well.

he CCSU-AAUP Executive Committee recently voted to support the attached "Resolution for Affordable, accessible, and High Quality Comprehensive Child Care at CCSU." CCSU-AAUP will share the resolution with the CCSU-AAUP’s Council for a vote. We encourage other union members to share this resolution with your leaders, asking them to consider supporting the resolution via vote. The subcommittee plans to meet on Wednesday April 25th in the SSH Poli Sci/Soc Conference Room.
LALCC Mission Statement

The Latin American, Latino, and Caribbean Center, in keeping with the distinctive mission, values, and traditions at Central Connecticut State University, promotes the understanding and the appreciation of the historical, social, and cultural life of Latin American and Caribbean societies and of Latinos in the United States 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 United States, the Center plays an important role in providing educational opportunities to Latino students, promoting Latino culture, and on maintaining a harmonious relationship with non-Latino cultures. The Center's mission is consistent with the University's mission of fostering diversity and global awareness.

Overview

1. Update on LALCC affairs
2. Introduction of our new Director, Dr. Casas
3. Staff Responsibilities
4. Staff Conduct
5. Staff Accountability
6. Teams
7. Paperwork

Update on LALCC Affairs

- Dr. Toro supports the center and wants to see it grow
- Our event focus is going to be on immigration, like last year was the achievement gap
- Set up donations for hurricane relief
- New director, Dr. Casas

Introduction of our new director, Dr. Casas

Comments from Dr. Casas.

Staff Responsibilities

- See attached Policies and Procedures
- 2 students on at all times
- Neat and tidy and welcoming
- Everyone has to swipe when they come in
- Printing only 10 pages at a time
LALCC & LAACCSU
Meeting Agenda
October 19, 2017
3:00

I. Call to order and Welcome

II. Approval of minutes from September meeting

III. Open issues
   a) Request from members to change our meeting day
   **Suggested day: First Tuesday of every month at 3:00
   b) Comments about the Latino Week events (Carlos)
   c) Forthcoming Presentations (Heather)
      1) A Community Conversation on Puerto Rico, Thursday, October 26, 2017. 5:00-7:00 Connecticut Room, Memorial Hall
      2) Nov. 8th event (TBA)
      3) Ideas/ volunteers for next semester
   d) Puerto Rico Relief

IV. New business

V. Adjournment
LALCC-March 2018 Meeting

Tuesday, March 27, 2018
Latin America Latino and Caribbean Center

I. Welcoming

II. Announcements

III. Committee Membership

IV. LALCC: review current structure

V. Review of Committees

V. Other business

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Notes:

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Board Meeting Tuesday, March 27th 3:00pm

- Dr. Toro will be here for our May meeting
- Richard Bachoo will be here for our April 3rd meeting to discuss our new space.

Committees organized from the last meeting

- Organizational Structure
  - Lourdes Casas
  - Joanne Leone
- Recruiting Latinos (New Britain especially)
  - Silvia Corbera
  - Rosio Puentes
  - Awilda Reasco
- Retaining Latino Students
  - Awilda Reasco
  - Gladys Moreno-Puentes
  - Myrna Garcia-Bowen
- Host for Puerto Rican Studies Program
  - Heather Rodriguez
  - Katherine Sugg
  - Rosio Puentes
  - Jose Carlos del Arna
  - Antonio Garcia-Lozada
  - Lourdes Casas
- Newsletter/Magazine
  - Jose Carlos del Arna
  - Lourdes Casas

Making improvements to our structure in order to use our budget more efficiently
- Dr. Toro is receptive, but we must give her a detailed plan
  - Willing to set aside some money for a few people to work on this during the summer

Review of committees

- Look to past models that have worked at CCSU and see what we can model on these (ex. CONCAS)
  - Reference reports we've done (Dr. Recorber)
  - Faculty mentors
- Serena is looking to create a program for Latino students in the Hartford public schools this summer, where students here from Puerto Rico mentor the younger students from the area
  - Could the center be a part of this?
- Must be better on communicating issues

Committee responsibilities for the April 3rd and May 8th meetings
• Start having conversations about their topics to discuss at the April meeting
  o Select committees leader
• Each committee should at least have a rough idea of a plan to bring to the meeting in May
  o What we plan to do, what we’d like to do, what we’ve done in the past, etc.
    • Why we feel the actions we decide on will be worth it

Register for the Symposium April 12th (Questions directed to Heather Rodriguez)
• Registration link forthcoming

Looking forward
• Moving on with regular elections vs. continuing with an interim position until we are
  settled with the new plan and new space
• Review mission statement
• Downsizing the advisory board to those who actively involve themselves
  o Create a steering committee?
• Look into grant funding to help make the board activities easier
• Involving students in board activities (LASO, COLADA, CHANGE, Spanish Club, Caribbean Club, etc.)
• Organizing some social event for the board

Board Meeting October 19, 3pm

Official Start time 3:15

• Open Issues
  o Only 3 members in attendance; need to meet another day in order to get more attendance (Elena, Carlos, Awilda)
    • Tuesdays 3:00?
      o Carlos: No
      o Elena: Yes
    • Thursdays 3:00?
      o Carlos: Yes
      o Elena: Yes
    • Carlos proposes Friday’s 3:00, because those are usually less hectic
      • To be put out to the rest of the board
    • Thursday November 24th, Africana Center will be in attendance
      • Should pursue this date
  o Latin Week
    • Carlos: went well
    • Awilda suggests we have a feedback/input form where people can suggest what they’d like to see in the future
      • Carlos: hesitant because it should be up to the students to plan events they believe are best for students
      • Event attendees may not even show up to events in the future, or don’t necessarily know what is best/possible
      • Programs were student-driven, and it should come from them
        • Clarification from Awilda: ask the students who created the events themselves about what they wish could be
different/better next year
      • Can be challenging to get everyone into a room together, so it was not goal
        • Could do it electronically
        • Find something that exists already for feedback
          • Awilda will send materials to Carlos to modify for our purposes
  o Forthcoming presentations
    • Emphasize event Thursday October 26th
    • LALCC needs posters/flyers to hang
  o November 8th event (TBA)
    • Is this the conference we want to conduct? (Uncertain of what this refers to—to be clarified when Louardes arrives)
    • Ideas/Volunteers to continue series next semester
    • Can be handled via email
• New Business
  o $9,000 funding for students
- Able to designate more money for programming
- 112 Latino employees at the university (across all positions)
  - Awilda has the full list now
  - Wants to be able to invite everyone to Association meetings

Loardes arrived from meeting with Dr. Toro at 3:30
- Will send an email about meetings on Tuesdays
  - Skeptical of faculty coming in on Friday’s
- Victoria will create a survey to send out with available times Tuesday, Wednesday, Friday 3pm
- November 8th event is a presentation,
  - About Latino issues, but so focus yet
- CONFERENCE IS FOR THE SPRING
  - Move for funds for conference
  - Awilda has the room reserved (Constitution Room), and will update the program with the information
  - Use this to send out for funding requests
Faculty Senate Diversity Committee
Meeting Minutes
September 29, 2017

Meeting held in Kaiser 018 from 2 to 3pm

Members present: Bischof, Jan (Physical Education Human Performance), Fuentes, Rocío (Modern Languages), Gagnon, Amy (Physical Education Human Performance), French, James (Lit Ed Child Ed), Love, Kurt (Ed Lead Policy Inst Tech), York, Cassandra (Physical Education Human Performance), Rahman, Mohammad (MS/Const Mgt), Maroz, Dragana (CIR), Werblow, Jacob (Ed Lead Policy Inst Tech)

1. Introduced to each other

2. Officers:
   a. Jan Bischof nominated herself as Chair of the committee for 2017-18, and Amy Gagnon nominated as Vice Chair. This was confirmed and agreed upon by all members present today.
   b. Jan stated that we need to rewrite our bylaws in this committee so that going forward, officers are elected before the end of the Spring semester for the upcoming Fall semester.
   c. (at the end of the meeting, Cassandra agreed to hold the secretary position, unless it is already held by someone else who may not be at the meeting)

3. Minutes from last year’s last meeting were reviewed
   a. We looked at the AEBL workshops that were held and discussed topics and attendance.
      i. Will we hold these workshops again this year? What and when? General consensus that yes, we will continue them but want to focus on greater attendance.
   b. What is the function of the FSOC committee this year? Possible new directions for the FSOC in our final meeting in May, the FSOC members put forth recommendations for new leadership (to begin in Fall 2017) and discussed the following:
      • Expanding partnerships / providing service to local non-profits
      • Leading a micro-aggression campaign & workshops
      • Supporting the Gen Ed curriculum redesign (make it more flexible, more open, more inclusive of diversity) – Student said to President Toro on the Fall Latino Panel “White Privilege courses are Ged. Ed. requirements but courses dealing with diversity are electives”

4. CCSU Student Diversity survey
   a. Was reviewed. It is almost in launch phase and we discussed how to best get buy-in from other departments and committees to get it dispersed over campus as best as possible
      b. Jan will send out this survey to all committee members of FSOC to review
      c. Jan will also bring this up at the Faculty Senate to help with dissemination
   d. Need to check with Road’s office to see if she still supports
   e. Discussion of how to best analyze the results of the survey. Need to do it quickly, and hopefully with no cost
   f. Will discuss this with President Toro and invite her to a meeting.
   g. Once the results are gathered and analyzed we talked about running campus-wide workshops and focus groups to address the concerns and topics for students and faculty

5. D-designation of courses
   a. A student said to Dr. Toro that most required Gen Ed courses are white privilege courses (see above), where courses that involved diversity were not. This needs to change
   b. Are we still trying to push D-designation of courses in course curriculum?
   c. Joss has a course EDT that is on its last leg because it is no longer a requirement of his program and wants to do everything to save it. It is a great diversity course that many students would benefit from.

6. Website needs fixing
   a. Would like to put results of survey on the website
   b. Would like to have a library of practices for diversity on website (see https://www.amherstcollege.edu/what-we-do/initiatives for an example of what this looks like for education)

7. By-laws
   a. Need to be updated regarding officer elections as stated above
   b. Has not been updated years
   c. Who is on board to help with these revisions?

8. Develop subcommittees to work on projects: (next meeting discuss/sign-up)
   a. Survey
   b. Spring Workshops
   c. By-laws
   d. Website
   e. Resource repository: physical (library) and virtual (online resources)
   f. D-designation coursework
   g. Mini-lessons/webinars to post on website for use by Professors in classes or personal PD
   h. Celebration/Recognition of Individuals

Faculty Senate Diversity Committee  
Meeting Minutes  
October 13, 2017

Meeting held in Kaiser 01813 from 2:15 to 3:15pm.

Members Present:  
Amy Gagnon (Physical Education & Human Performance);  
Luz Amaya-Bower (Engineering);  
Cassandra York (Physical Education & Human Performance);  
Jan Bishop (Physical Education & Human Performance);  
Mohammad Rahman (MgCostMgt);  
Megan Mackey (Special Education & Interventions)  
Lindsay Kaseer (Math);

1. Introductions
2. Approval of Minutes
3. Megan Mackey was confirmed as the Secretary.
4. Jan provided a summary of her meeting with Glynis Fitzgerald.  
   - When planning our spring workshops, we will coordinate with the Center for  
   Teaching and Faculty Development (CTFD).  
   - If we are aware of events, such as workshops by CTFD, we could record them and  
   put them up on the website as a learning module.  
   - Jan will need to work with the Provost to get permission to deploy the survey to the  
   entire student body.
5. Jan has not met with President Toro yet as she wants to have a clear plan before sitting down  
   with her.  
   - Amy suggested that Jan send the survey to President Toro in advance of the meeting.
6. Survey  
   - Jan sent the link to all members prior to the meeting.  
   - Group revised survey questions in real time.
7. Committees  
   - Survey  
       - Mohammad and Jan  
   - Spring Workshops  
       - Cassandra and Luz  
   - Bylaws  
       - Megan  
   - Website  
       - Luz  
   - Resource Repository: Physical (library) and Virtual (online resources)  
       - Lindsay  
   - D-designation Coursework  
       - Amy and Joss  
   - Mini-Lessons / Webinars for use by Professors  
       - Cassandra  
   - Celebration / Recognition of Individuals  
   - *Non-attending members to identify committee(s) to work on.
8. Next Meeting: To Be Determined – Jan will send a Doodle poll.

Respectfully Submitted by Megan Mackey
Faculty Senate Diversity Committee
Meeting Minutes
February 1, 2018

Meeting held in Kaiser 01813 11:00 – 11:30am

Members Present:
Jan Bishop (Physical Education & Human Performance);
Lindsay Knaaz (Math);
Megan Mackey (Special Education & Interventions)

1. Survey Test
   - We did a trial run of the survey to make sure all settings worked appropriately.
   - The survey questions are ‘ready for launch.’
   - We changed dates on the first page of the survey to make them current.

2. Survey Next Steps
   - Jan will fill out and submit the Human Subjects Committee (HSC) form by February 9, 2018.
   - Once approved by HSC, the survey will need to be submitted to the Executive Committee for approval to deploy.

3. Bylaws
   - Have not had quorum to approve revamped bylaws, so Jan will call for a vote via email.

4. Faculty Senate Diversity Committee Membership
   - Concerns that people listed as members have not responded and/or attended meetings in quite some time.
     - Jan will follow-up with those members via email.

5. D Designation
   - Jan was contacted by a member of student government asking to meet to discuss D designations.
     - Jan will follow-up and report back to the committee.

6. Resources
   - No resources were sent to Lindsay after the last meeting.
   - Jan will send another email requesting members send Lindsay resources.
   - Lindsay’s Google doc link will be shared to gather new resources.

7. Faculty Senate Diversity Committee Website
   - URL: web.com.edu/facSenateDiversity
   - Lindsay will draft proposed changes to the website, send it to the rest of the Committee for approval, and then will complete the General Website Update online.

8. Lumina Foundation Grant
   - Materials were sent by the President’s Office.
   - Please be sure to review prior to lunch on February 9th.
   - Proposals are due by February 26, 2018.
     - Committee will revisit after the lunch prior to submission deadline.

9. Luncheon with President Toro
   - Friday, February 9th

10. Next Meeting – Friday, February 16th @ 12:00pm in Kaiser 01813

Respectfully Submitted by Megan Mackey
Faculty Senate Diversity Committee 2017-18 Report

Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Department</th>
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<tr>
<td>Bishop, Jan</td>
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<td>Gagnon, Amy</td>
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<td>York, Cassandra</td>
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2017-2018 Review

The committee was restructured into six subcommittees in an effort to develop and take action on initiatives falling under a variety of areas. The year's actions are summarized under the headings for each subcommittee. As a whole, the committee also brainstormed ideas that could be initiatives for the President's Committee for Diversity that has been proposed and on which the FSOC will have representation. This year one member of the FSOC (Amaya-Bower) served on the Diversity Grant Committee established by President Toro for the 2017-18 year.

SUBCOMMITTEES

Survey Subcommittee: Bishop, Werblow, Mackey, Gagnon, Rahman, Clark
- The Diversity Survey is ready to deploy as soon as it has HSC approval. The Executive Committee has agreed to its dissemination. The Student Government Association (SGA), Committee on Women's Concerns, and the Women’s Center have reviewed and formally supported the survey. The results of the survey will help drive the initiatives and direction of the FSOC next year.
- The purpose of the survey is to examine the extent to which CSU students feel that diversity is adequately incorporated into their learning experience. The data collected will be available to both students and faculty through an annual report posted on the FSOC website and presented to the Faculty Senate and Student Government Association (SGA) in an effort to better understand how to help improve the educational quality at our institution.

Workshops Subcommittee: Love, Amaya-Bower, Fuentes
- A Social Justice & Sustainability Workshop was presented by Kurt Love in April, 2013. It was videotaped and the presentation will be posted on the FSOC website as soon as the final copy is ready.
- Additional ideas have been generated for workshops next fall and this committee plans to communicate over the summer so as to “hit the ground running” in the fall.

Webpage and Resources Subcommittee: Keazer, Thomas, Leong
- Substantive suggestions on how to improve the website have been presented to the full committee.
- Updates are now happening regularly to the website which had not been changed since 2015.
- Resources such as book titles, webpages etc. were collected from members of the full committee to post. If anyone wishes to provide suggestions, the following google doc link may be used for submission: https://docs.google.com/document/d/1S5OrxVesu7mM1j7oY5RdWmR4o1ITi53b513JEdwBkTP988YdMo9bItqFw-3

Media Resource Development Subcommittee: Maroz, Moreno-Fuentes, Werblow
- Several interview/panel discussions are in the design phase. Students will be invited to participate.
- When completed these will be posted on the FSOC website as resources for professional development, use in teaching etc.

Mentorship & Grants Subcommittee: Bishop, Amaya-Bower, Love, Gagnon, Leong
• President Toro met with the full committee and informed the committee that she wants to house the Diversity Grant money allocation under the administration of FSSC. The sub-committee is committed to writing up a procedure for handling this fund this summer.

• Discussion concerning the D-Designation was held including a meeting with the SGA President and 2 other SGA members, Chair of Curriculum, Beth Merenstein, and members of the sub-committee.

• Future goals: propose methods of increasing diversity in the curriculum and find funding for faculty mentorship.

Bylaws Subcommitte: Mackey, Keazer

• There have been no changes to the bylaws this year although a draft has been created and will be further refined in the fall particularly focusing on mission and election procedures.

In summary, the committee continues to struggle with attendance but by using the subcommittee structure, advances were made. Many of the initiatives started this year will be built upon next year and some will continue to be worked on this summer.

Respectfully Submitted,

Jan Bishop, Chair, Faculty Senate Diversity Committee
Dear CCSU Community:

Have you seen the red flags on campus? CCSU has launched the 2017 Red Flag Campaign – an annual project to address and prevent dating violence in our community. This campaign features a series of posters illustrating behaviors (red flags) that may be present in a relationship in which dating violence is occurring, 15 minute presentations facilitated by members of the Red Flag Campaign Committee and several programs. For information on dating violence and the Red Flag Campaign, please see [http://www.ccsu.edu/diversity/redflag/](http://www.ccsu.edu/diversity/redflag/).

There are many ways for you to be involved:

- **Encourage your classes to attend a featured presentation.** Scroll down to view the three different events that will take place during the campaign. If you would like to encourage your students to attend through providing extra credit or making one of the presentations an assignment please e-mail Nicholas D'Agostino, Associate in Diversity and Equity. Nick can assist you with tracking student attendance or any other needs.

- **Invite us to your classroom or student group.** E-mail Sarah Dodd to schedule a 15 minute presentation in any of your classes or groups. Sarah is CCSU's victim advocate and provides services and training to the CCSU community. The presentation will focus on identifying abusive behavior in dating relationships, signs of a healthy relationship and how to help a friend who may be experiencing abuse. This presentation would be appropriate for classes in any academic discipline.

- **Request a poster.** Additional Red Flag posters will be put up on campus Monday, September 25th. If you would like a poster for your office or department, please contact Nicholas D'Agostino.

Thank you for your continued support of violence prevention initiatives on our campus.

Best wishes,

Rosa

Rosa Rodríguez  
Chief Diversity Officer and Title IX Coordinator  
Office of Diversity and Equity, Davidson Hall 102  
Central Connecticut State University  
1615 Stanley Street  
New Britain, CT 06050  
860-832-0178

**Red Flag Campaign Events:**

1. **Recognizing Stalking and Intimate Partner Violence on Campus - A Facilitated Discussion with Daniel Cargill**  
   **Date:** Monday, September 25, 2017  
   **Time:** 12:15 to 1:30 PM  
   **Location:** Memorial Hall, Constitution Room  
   Cargill is the Director of Law Enforcement Services for the Connecticut Coalition Against Domestic Violence (CCADV). Prior to coming to work at CCADV, Cargill spent twenty years working for the Connecticut State Police, where he spent several years as an Adjunct Professor and P.O.S.T. certified instructor training law enforcement in various topics including Law Enforcements Response to Domestic Violence.
2. Red Flag Campaign – Scavenger Hunt  
   Date: Tuesday, September 26, 2017  
   Time: 11:00 AM to 1 PM  
   Location: Sprague/Carlton Room, Student Center  
   To register a team please email Sarah McMahon  
   
   This is a fun way for our students to get to know more about the resources we have on campus. The Scavenger Hunt will start at 11 AM in the Sprague/Carlton Room (Student Center). Gather your friends and organize a team. Prizes for the winning team. FREE FOOD at the end of the scavenger hunt.

3. Why We SAY SOMETHING - A Conversation with Everyday CCSU Activists Working to End Relationship Violence  
   Date: Wednesday, September 27, 2017 at 4:30 PM  
   Location: Alumni Hall, Student Center  
   
   We will be hosting Why We SAY SOMETHING - A Conversation with Everyday CCSU Activists Working to End Relationship Violence (A Real Conversations Forum). We have an amazing panel who will discuss their stories of standing up to end domestic and intimate partner violence. The employee and student panel will be moderated by Sarah Dodd will showcase how all of us can challenge violence against others regardless of our role on campus. Join us in this lively discussion and learn ways to intervene (SAY SOMETHING) when we see relationship RED FLAGS.

Special Thanks: The Red Flag Campaign Committee, Office of Diversity and Equity, Office of Victim Advocacy, Office of Student Affairs, The Women’s Center, University Police, Residence Life, Administrative Affairs, Department of Athletics, Department of Criminology and Criminal Justice, Department of Psychology, Office of Student Conduct and Student Activities and Leadership Development.
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.vashredflagcampaign.org

Have you seen red flags on campus?

The Red Flag Campaign is designed to address dating violence and promote the prevention of dating violence on college campuses.

Prevalence of Dating Violence

Dating Violence occurs in 1 out of every 5 college relationship.


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?

Red Flags for Dating Violence
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 partner "pay" for spending time with other people
  - Persuades his/her partner to give up activities he/she enjoys

Red Flags for Dating Violence
When a person...

- Coercion
  - Ignores his/her partner's 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
If you observed a red flag in a friend's relationship...

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

Scenario 1

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?

Scenario 2

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?

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

Resources

On-Campus

CCSU Office of Victim Advocacy
860-832-7975
Cowell Hall, A18

Women's Center
Women's Center Coordinator
860-832-9063
Student Center Room 215

Residence Life
860-832-9100
Mid Campus Hall
Student Wellness Services (Confidential)
Health Services: 860-832-9325
Counseling Services: 860-832-9143

Off-Campus - Confidential

YWCA Sexual Assault Crisis Service
24 Hour Hotline: 860-231-1787
24 Hour Spanish Hotline: 888-568-8332
Prevention: Grandville Center for Domestic Violence
24 Hour Hotline: 888-771-5900

Suicide Prevention LifeLine
24 Hour Hotline: 800-273-8255
Hospital of Central Connecticut
100 Grand Street
New Britain, CT 06050
860-214-3811
Reporting

Office of Diversity and Equity
Title IX Compliance Officer
Rosa Rodriguez
860-832-1643
Cavanaugh Hall, Room 102
Office of Student Conduct
Christopher Dukes
860-832-1663
Walter Hall, Room 107
University Police
Emergency Police, Fire, Medical 报警
Routine Police Service Requests Dispatch
860-832-1413

Detailed information on resources and reporting can be found in your packets.

Questions or comments?

• Kathy Butts, Red Flag Campaign Co-Chair
  bantleyk@ccsu.edu
  860-832-1342

• Nick D'Agostino, Red Flag Campaign Co-Chair
  nicholas.dagostino@ccsu.edu
  860-832-1453

Please e-mail Kathy or Nick if you are interested in getting involved in the campaign. We have many volunteer opportunities!
STAND UP CCSU
CCSU Students Stand Against Sexual Violence

Who are we?

- Members of a cross-campus committee focused on violence prevention
- Professionals and students with experience in prevention and advocacy work
- Individuals who deeply care about student safety and well-being here at CCSU

It happens here:
Sexual Assault at CCSU

- Approximately 11% of female undergraduate students experience completed or attempted sexual assault while attending college.
- Approximately 3% of male undergraduate students at CCSU experience completed or attempted sexual assault while attending college.
The majority of survivors knew the person that assaulted them.

Approximately 3% of survivors notified law enforcement.

Survivors were most likely to turn to a close friend or roommate for support.

The majority of us are survivors, and we forget the trauma too often.

The majority of us are survivors, and we forget the trauma too often.

CCSU students in support of Stand Up
CCSU – March 2017

Kitty Genovese

The scream no one answered

A gala at Shabbing of Queens Women’s Weekly Inspector

For more information see Finishing Project.
Discussion:

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

Why do people choose to intervene in a given situation?
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

Thank You.
Really, we appreciate this time in class.

Sarah Dodd
Office of Victim Advocacy
Carroll Hall 248, Room 860 -
632-3795
sarahdodd@ccsu.edu
STAND UP CCSU
CCSU Students Stand Against Sexual Violence

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Office of Victim Advocacy
You can contact us here.
For more information see StandUPCCSU

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For more information see StandUPCCSU
The majority of survivors knew the person that assaulted them.

Approximately 3% of survivors notified law enforcement.

Survivors were most likely to turn to a close friend or roommate for support.

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

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

Kitty Genovese

The scream no one answered

Apathy at Stabbing of Queens Woman

Shake Researcher

For more information see Handout/Handout
Discussion:

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

Why do people choose to intervene in a given situation?
Tips for Intervening

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- Do not be antagonistic
- Do not use violence
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- Keep yourself safe
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Thank You.
Really, we appreciate this time in class.

Sarah Dodd
Office of Victim Advocacy
Carroll Hall 240; 850 - 832: 0705
sarah.dodd@ccsu.edu
Let us know.
people with disabilities,
the full participation of
a barrier that prevents
our offices, if you observe
disabilities in visible
accessible to people with
services and activities are
ensure all our programs,
we need your help to

では

Breaking

American

The

Barriers

down

Act

Disabilities

with

Americans

Act

Disabilities

with

Americans
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 advance 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
800-832-1692

Human Resources
(Complaints against employees)
Davidson Hall, Rm. 101
800-832-1760

Office of Student Conduct
(Complaints against students)
Willard Hall, Rm. 107
800-832-1667

Office of Victim Advocacy
Email: sanahoddle@ccsu.edu
800-832-3795

For more information:
www.ccsu.edu/diversity

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. www.ccsu.edu/diversity

Equal Opportunity Employer/Educator
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Incidents may be reported to:
Office of Diversity and Equity
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 Victim Advocacy
email sarahdodd@ccsu.edu
860-832-3795

For more information:
www.ccsu.edu/diversity

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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, you should ultimately need to, you should contact EEOC promptly when discrimination is suspected. EEOC's Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY 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 sections. 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 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 Medial 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 for which a campaign badge has been authorized), 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, 1-800-397-0151 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Fbacr@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.

EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Subelement
Resources and Options
For survivors of sexual assault, intimate partner violence and stalking.

Office of Victim Advocacy
you are not alone

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.

CCSU’s Office of Victim Advocacy
860-832-3795

Carroll Hall, Room 248
M-F, 9 AM – 5 PM from mid-August thru mid-June
We are here to assist and support you.

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.

CCSU is an Equal Opportunity Educator and Employer
Filing a Report - It’s up to you.

It is important to note that the Office of Diversity and Equity and Office of Student Conduct processes are separate from police processes. 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.

<table>
<thead>
<tr>
<th>All Complaints</th>
<th>Complaints against Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of Diversity and Equity (ODE)</td>
<td>Office of Student Conduct (OSC)</td>
</tr>
<tr>
<td>Rosa Rodriguez, Title IX Officer</td>
<td>Director</td>
</tr>
<tr>
<td>860-832-1652</td>
<td>860-832-1667</td>
</tr>
<tr>
<td><a href="mailto:TitleIXReport@ccsu.edu">TitleIXReport@ccsu.edu</a></td>
<td>Carroll Hall, Room 202</td>
</tr>
<tr>
<td>Davidson Hall, Room 102</td>
<td></td>
</tr>
</tbody>
</table>

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.

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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.

<table>
<thead>
<tr>
<th>Office of Victim Advocacy</th>
<th>Women’s Center</th>
<th>LGBT’ Center</th>
<th>Residence Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>860-832-3795</td>
<td>860-832-1655</td>
<td>860-832-2090</td>
<td>860-832-1660</td>
</tr>
</tbody>
</table>

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

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you are not alone.
There are people available to help.
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. CHRO approved the 2016 Plan based on CHRO Reviewer Neva Vigea’s recommendation with no weaknesses noted.

CCSU Full-time Workforce Statistics Table

<table>
<thead>
<tr>
<th>CATEGORY OR CLASS</th>
<th>TOTAL MALE</th>
<th>TOTAL FEMALE</th>
<th>WHITE MALE</th>
<th>WHITE FEMALE</th>
<th>BLACK MALE</th>
<th>BLACK FEMALE</th>
<th>HISPANIC MALE</th>
<th>HISPANIC FEMALE</th>
<th>AA/ANHPI* MALE</th>
<th>AA/ANHPI* FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Management</td>
<td>33</td>
<td>19</td>
<td>13</td>
<td>10</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>57.6%</td>
<td>42.4%</td>
<td>39.4%</td>
<td>30.3%</td>
<td>15.2%</td>
<td>3.0%</td>
<td>3.0%</td>
<td>9.1%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Faculty</td>
<td>443</td>
<td>258</td>
<td>154</td>
<td>145</td>
<td>16</td>
<td>13</td>
<td>12</td>
<td>9</td>
<td>36</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>58.2%</td>
<td>41.8%</td>
<td>43.8%</td>
<td>32.7%</td>
<td>3.9%</td>
<td>2.7%</td>
<td>2.7%</td>
<td>8.1%</td>
<td>4.1%</td>
<td></td>
</tr>
<tr>
<td>Professional Non-Faculty</td>
<td>225</td>
<td>92</td>
<td>74</td>
<td>100</td>
<td>7</td>
<td>14</td>
<td>2</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>40.9%</td>
<td>59.1%</td>
<td>32.9%</td>
<td>44.4%</td>
<td>3.1%</td>
<td>6.7%</td>
<td>6.0%</td>
<td>6.2%</td>
<td>0.9%</td>
<td>1.8%</td>
</tr>
<tr>
<td>Clerical Secretarial</td>
<td>99</td>
<td>9</td>
<td>3</td>
<td>60</td>
<td>2</td>
<td>14</td>
<td>3</td>
<td>9</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td></td>
<td>9.8%</td>
<td>90.2%</td>
<td>3.3%</td>
<td>64.1%</td>
<td>2.2%</td>
<td>15.2%</td>
<td>3.3%</td>
<td>9.8%</td>
<td>1.1%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Technical Paraprofessional</td>
<td>17</td>
<td>7</td>
<td>1</td>
<td>11</td>
<td>2</td>
<td>14</td>
<td>3</td>
<td>9</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>41.2%</td>
<td>58.8%</td>
<td>25.5%</td>
<td>20.4%</td>
<td>0.0%</td>
<td>11.8%</td>
<td>17.6%</td>
<td>5.9%</td>
<td>0.0%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Skilled Crafts</td>
<td>12</td>
<td>11</td>
<td>1</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>91.7%</td>
<td>8.3%</td>
<td>91.7%</td>
<td>8.9%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Service Maintenance</td>
<td>67</td>
<td>56</td>
<td>44</td>
<td>7</td>
<td>4</td>
<td>0</td>
<td>8</td>
<td>4</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td></td>
<td>83.6%</td>
<td>16.4%</td>
<td>65.7%</td>
<td>10.4%</td>
<td>6.0%</td>
<td>0.0%</td>
<td>11.9%</td>
<td>6.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Protective Services</td>
<td>18</td>
<td>16</td>
<td>2</td>
<td>7</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>5</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td></td>
<td>88.9%</td>
<td>11.1%</td>
<td>38.9%</td>
<td>5.6%</td>
<td>22.2%</td>
<td>5.6%</td>
<td>27.8%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

TOTALS 908
488 489
325 350 329 38 46 41 40 39 25

100.0 %
51.5% 48.5% 38.5% 36.2% 4.2% 5.1% 4.5% 4.4% 4.3% 2.8%
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.

Workforce by Race and Gender Chart

ANALYSIS OF GOALS FOR 2016-2017

Hiring Goals

For this reporting period, CCSU established seventy (70) hiring goals and experienced thirty-two (32) hires. Hiring occurred in the occupational categories of Executive Administrative, Associate Professor, Assistant Professor, Coaching, Professional Non-Faculty, Clerical All Titles, Service Maintenance All Titles (excluding custodians), and Custodians.

Since goal achievement cannot take place in categories where hiring did not occur, sixteen (16) goals attributable to the categories of Professor (one (1) goal), Secretary 2 (two (2) goals), Technical Paraprofessional (five (5) goals), Protective Service (six (6) goals), and Skilled Crafts (two (2) goals) could not be achieved.

Therefore, only fifty-four (54) of the seventy (70) established goals were identified as achievable goals. Of the thirty-one (31) hires that occurred during this reporting period, eleven (11) or thirty-six percent (36%) of all hires, met established reachable hiring goals.

Hires Table

This table includes only categories where hiring occurred; excludes Professor, Secretary all titles, Technical Paraprofessional, Protective Services, and Skilled Crafts.

<table>
<thead>
<tr>
<th>EEO Category</th>
<th>Hires</th>
<th>Goals</th>
<th>Goals Achieved</th>
<th>Percent of Goal Achievement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Administrative</td>
<td>2</td>
<td>5</td>
<td>1</td>
<td>50%</td>
</tr>
<tr>
<td>Faculty</td>
<td>9</td>
<td>14</td>
<td>4</td>
<td>44%</td>
</tr>
<tr>
<td>Coaching</td>
<td>1</td>
<td>5</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Professional Non-Faculty</td>
<td>16</td>
<td>12</td>
<td>5</td>
<td>31%</td>
</tr>
<tr>
<td>Other Staff (Classified)</td>
<td>3</td>
<td>18</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>31</td>
<td>54</td>
<td>11</td>
<td><strong>34%</strong></td>
</tr>
</tbody>
</table>

Additionally, in its commitment to diversity the University hired sixteen (16) members of underrepresented groups* that did not meet established goals:

- One (1) diverse hire in the Executive Administrator category: One (1) Hispanic female.
- One (1) diverse hire in the Associate Professor category: One (1) White female.
- Three (3) hires in the Assistant Professor category: Two (2) White females and One (1) AAIAHNHNP male.
- Eleven (11) diverse hires in the Professional/Non-faculty category: Nine (9) White females; One (1) Black female; and, One (1) Hispanic female.

*White Female hires in the categories of Clerical, all titles; and Secretary 2 were not identified as diverse candidates as they are overly represented in these categories.

In all, twenty-seven (27) out of the thirty-one (31), or eighty-seven percent (87%), 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.

<table>
<thead>
<tr>
<th>EEO Category</th>
<th>White Male</th>
<th>White Female</th>
<th>Black Male</th>
<th>Black Female</th>
<th>Hispanic Male</th>
<th>Hispanic Female</th>
<th>AAIAHNHNP Male</th>
<th>AAIAHNHNP Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Coaching</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Prof. Non-faculty</td>
<td>3</td>
<td>9</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>Secretarial All</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Service Maintenance</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Custodians</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>9</td>
<td>18</td>
<td>5</td>
<td>12</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>34</td>
<td>34</td>
</tr>
</tbody>
</table>

Percentage: 29% 42% 0% 16% 0% 7% 3% 3%
Promotional Goals

For this reporting period, CCSU established twenty-six (26) promotion goals and experienced thirty-two (32) promotions. Promotions occurred in the occupational categories of Executive Administrative, Professor, Associate Professor, Professional Non-Faculty, Clerical All Titles, Secretary 2, and Service Maintenance All Titles (excluding custodians). Of the thirty-two (32) promotions that occurred during this reporting period, eleven (11) or thirty-three percent (33%) of all hires, met established reachable promotion goals.

Promotions Table

This table includes only categories where promotions occurred; excludes Assistant Professor, Coaching, Technical Paraprofessional, Protective Services, Custodians and Skilled Crafts.

<table>
<thead>
<tr>
<th>EEO Category</th>
<th>Promotions</th>
<th>Goals</th>
<th>Goals Achieved</th>
<th>Percent of Goal Achievement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Administrative</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Faculty</td>
<td>22</td>
<td>23</td>
<td>7</td>
<td>32%</td>
</tr>
<tr>
<td>Professional Non-Faculty</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Other Staff (Classified)</td>
<td>8</td>
<td>3</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>32</td>
<td>23</td>
<td>7</td>
<td>22%</td>
</tr>
</tbody>
</table>

Additionally, in its commitment to diversify the University promoted seventeen (17) members of underrepresented groups* that did not meet established goals:

- Five (5) diverse promotions in the Associate Professor category: Five (5) White females
- One (1) diverse promotion in the Professional/Non-faculty category: One (1) Black female
- Two (2) diverse promotions in the Secretary 2 category: Two (2) Hispanic females
- One (1) diverse promotion in the Service Maintenance All Titles category: One (1) Hispanic female

*White Female hires in the categories of Clerical, all titles and Secretary 2 were not identified as diverse candidates as they are overly represented in these categories.

In all, twenty (20) out of the thirty-two (32), or sixty-three (63%), 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 promotions by race and gender.

Promotions Summary Chart

Promotions to Professor

There were fourteen (14) faculty members who applied for promotions to Professor: Seven (7) White males; Six (6) White females; and, One (1) AA/INHPI male.

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 and Six (6) White females. Of the Eleven (11) promotions that occurred in this category, the University achieved six (6) White female established promotional goals.

- Two (2) White male non-goal candidates, and One (1) AA/INHPI male goal candidate, were denied promotion because they failed to meet the criteria set forth in Article 4.11.9.1.4.11.9.5 of the Collective Bargaining Agreement.
Thus, out of the seven (7) applicants who were goal candidates, the University achieved six (6) goals: Six (6) White females.

Of the eleven (11) promotions that occurred in the professor category, the university achieved six (6) established goals or fifty-five percent (55%).

Promotions to Associate Professors

There were fourteen (14) faculty members who applied for promotions to Associate Professor: Six (6) White males; Five (5) White females; One (1) AAIAHNPI male; and Two (2) AAIAHNPI female. Eleven (11) applicants were recommended for promotions to Associate Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: Five (5) White males; Five (5) White females; and One (1) AAIAHNPI female. Of the Eleven (11) promotions that occurred in this category, the University achieved one (1) AAIAHNPI female established promotional goals.

- One (1) White male non-goal candidates, One (1) AAIAHNPI male non-goal candidate, and One (1) AAIAHNPI female goal candidate 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 one (1) applicant who was a goal candidate, the University achieved one (1) goal: One (1) AAIAHNPI female.

Of the eleven (11) promotions that occurred in the associate professor category, the university achieved one (1) established goal or nine percent (9%). Of these promotions, six (6) or fifty-five (55%) were either goal or diverse candidates.

Hiring and Promotional Goals for 2016-17

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.

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**

- 3 White Females
- 1 Black Female
- 1 AAIAHNPI Male
- 1 AAIAHNPI Female

**ASSOCIATE PROFESSOR**

**Hiring**

- 2 Black Males
- 3 Black Females
- 1 Hispanic Male
- 3 Hispanic Females
- 1 AAIAHNPI Female

**ASSISTANT PROFESSOR**

**Hiring**

- 1 White Male
- 4 White Females
- 2 Hispanic Males
- 1 AAIAHNPI Female

**COACHING**

**Hiring**

- 2 Black Males
- 1 Black Female
- 1 Hispanic Male
- 1 AAIAHNPI Male
- 1 AAIAHNPI Female

**PROFESSIONAL/NON-FACULTY**

**Hiring**

- 1 Black Male
- 4 AAIAHNPI Males
- 5 AAIAHNPI Females

**SECRETARIAL CLERICAL (Excluding SECRETARY 2)**

**Hiring**

- 4 White Males
- 2 Hispanic Females
- 1 AAIAHNPI Female
SECRETARIAL CLERICAL/SECRETARY 2
Hiring
1 White Male
1 Black Female

TECHNICAL/PARAPROFESSIONAL
Hiring
3 White Females
1 Black Male
1 Hispanic Female

PROTECTIVE SERVICES
Hiring
4 White Males
1 White Female
1 Hispanic Female

SKILLED CRAFTS
Hiring
1 Black Male
2 Hispanic Males

SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)
Hiring
1 White Female
1 Black Male
1 Hispanic Male
1 AA/IN/NI Male

SERVICE MAINTENANCE/CUSTODIANS
Hiring
2 Black Males
2 Black Females
1 Hispanic Male
1 AA/IN/NI Male

*AA/IN/NI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

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, it 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 2017-2018, 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
   a. Internal SUOAF Search Process
      • The recommendations of the Employee Advisory Committee's Internal Search Process Subcommittee will be forwarded to the Office of Human Resources for consideration. We are seeking to document the internal search process in the hiring manual.
   Completion Date: July 2018
   Responsible Person(s): Chief Diversity Officer and Chief Human Resources Officer

2. Promotion of Equal Opportunity and Harassment-free Workplace
   a. Training
      • ODE will continue to conduct training sessions specifically targeting hiring managers and search committee chairs and members. This training will focus on such topics as implicit bias, role of hiring managers and search committee members, or equitable hiring/recruitment standards.
      • ODE will continue to provide structured training programs for the members of the newly established employee advisory committee and other training opportunities for the entire EAC membership.
      • ODE will also provide specialized training programs based on needs identified in departments, from internal complaints/investigations or as requested by university faculty, staff or students.
      • ODE will provide new online Title IX training.
   Completion Date: July 2018
b. Employee Climate Survey
   • CCSU will administer the staff/faculty employment survey on gender-based discrimination during the fall 2017 semester. Once completed, the results will be analyzed and provided in report form to university leadership. Additionally, the results of the gender-based discrimination (including sexual harassment) will be available to the university community e.g., department and university-wide presentations, e-mail, and the website. 
   Completion Date: July 2018
   Responsible Person(s): Chief Diversity Officer; CCSU Victim Advocate; Associate in Diversity and Equity

3. Foster a Safe and Inclusive Work Climate
   a. Campus-wide and community events to honor the contributions of our faculty and staff from underrepresented groups.
      • Organize two campus events to celebrate the contributions of our LGBTQ and African American communities, Rainbow Breakfast and Recognition Ceremony and MLK Breakfast Celebration. External community members will also be invited to increase internship opportunities for students and to recruit part-time faculty members. 
      Completion Date: October 2017 and February 2018
      Responsible Person(s): Chief Diversity Officer; Chief Human Resources Officer; Associate in Diversity and Equity; Institutional Advancement and the Vice President of Student Affairs

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.
Central Connecticut State University
Title IX Refresher Training Program
November 17, 2017; 3:00 pm – 3:45 pm
Philbrick Room, Student Center

- Introduction
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist

- Board of Regents Policies and University Procedures
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy

- 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:
- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- CONNSACS 2015 Connecticut Legislative Sessions Update
- Business cards (Title IX Officer & On- and Off-Campus Resources)
Central Connecticut State University
Title IX Training Program
November 21, 2017; 9:00 am – 12:00 pm
Blue and White Room, Student Center

- Introduction
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
- Board of Regents Policies and University Procedures
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy
- 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:
- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- CONNSACS 2015 Connecticut Legislative Sessions Update
- Business cards (Title IX Officer & On- and Off-Campus Resources)
Central Connecticut State University
Title IX Refresher Training Program
December 6, 2017, 3:00 pm – 3:45 pm
Philbrick Room, Student Center

- Introduction
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
- Board of Regents Policies and University Procedures
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy
- 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:
- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- CONNSACS 2015 Connecticut Legislative Sessions Update
- Business cards (Title IX Officer & On- and Off-Campus Resources)
Central Connecticut State University
Title IX Refresher Training Program
February 13, 2018; 1:00 pm – 1:45 pm
Sprague Carlton Room, Student Center

- Introduction
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist

- Board of Regents Policies and University Procedures
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy

- 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:
- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- CONNSACS 2015 Connecticut Legislative Sessions Update
- Business cards (Title IX Officer & On- and Off-Campus Resources)
Central Connecticut State University
Title IX Training Program
March 27, 2018, 1:00 pm – 4:00 pm
Philbrick Room, Student Center

- Introduction
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
- Board of Regents Policies and University Procedures
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy
- Sexual Assault, Intimate Partner Violence & Stalking Awareness and Prevention
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy
  All

Material Provided:
- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- CONNSACS 2015 Connecticut Legislative Sessions Update
- Business cards (Title IX Officer & On- and Off-Campus Resources)

Equal Opportunity Employer and Educator
Central Connecticut State University

Diversity Training Program
April 16, 2018; 9:00 am – 12:00 pm
Sprague Carlton – Student Center

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. LGBTQ Community
   Robin McHaelen, Adjunct Faculty and Executive Director for True Colors, Inc.

4. Wrap up and Evaluation
   All

Material Provided:
- Presentations
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- BOR/CSCU 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

Title IX Training Program
June 15, 2018, 1:00 pm – 2:30 pm
Clock Tower Room, Student Center

- Introduction
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist

- Board of Regents Policies and University Procedures
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy

- Sexual Assault, Intimate Partner Violence & Stalking Awareness and Prevention
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy
  All

Material Provided:
- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- Business cards (Title IX Officer & Diversity Associate)
Central Connecticut State University
Title IX Training Program
June 15, 2018, 1:00 pm – 2:30 pm
Clock Tower Room, Student Center

- Introduction
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
- Board of Regents Policies and University Procedures
  Sarah Dodd, Sexual Assault and Violence Prevention Specialist
  Office of Victim Advocacy
- 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:
- Office of Victim Advocacy Presentation
- CCSU How to Help Booklet
- CCSU ODE Booklet
- OVA Resources and Options Sheet
- Business cards (Title IX Officer & Diversity Associate)
Proposed Agenda
Student Center Student Employee Training
Wednesday, August 17, 2017
Alumni Hall

Trainers: Nicholas D’Agostino & Charisse Levchak

1. Introduction of trainers & Ground rules (5 minutes)

2. Icebreaker – Stand Ups (15 minutes)
   Facilitators read statements and if they apply to the student they will stand/or raise their hand. It’s an activity to discuss similarities and differences in our lived experiences, an opportunity to discuss how it felt if you were standing with a larger group or a smaller group, and to introduce topics of bullying, prejudice and discrimination.

3. ODE polices/procedures (15 minutes)
   Managing our professional responsibilities with our personal views and values

4. I hear you - Force choice activity (20 minutes)
   Students are required to pick a side on a topic, then discuss the topic with someone across from them and listen/hear their perspective. This is about engaging in tough conversations in a non-confrontational manner.

5. Close/Feedback
Central Connecticut State University

Diversity & Title IX Training Program
August 23, 2017; 9:00 am – 2:00 pm
Memorial Hall – Connecticut Room

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. LGBTQ Community
   Robin McHaelen, Adjunct Faculty and Executive Director for True Colors Inc.

4. Lunch
   11:15 to 11:45 AM

5. Title IX Sexual and Interpersonal Violence (sexual harassment) Prevention and Awareness
   Sarah Dodd, CCSU Victim Advocate and Violence Prevention Specialist

6. Break
   1:15 to 1:25 PM

7. Student Disability Services
   Dr. Carolyn Fallahi, Professor and Faculty Liaison to Student Disability Services

Material Provided:
- Presentations
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- BOR/CSCU 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
CCSU Police Department
January 11, 2018; 10:00 am – Noon
Vance 105

1. Welcome & Introductions
   Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator

2. CCSU/BOR Policies and Procedures
   Nicholas D’Agostino, Associate in Diversity and Equity

3. Title IX Sexual and Interpersonal Violence (sexual harassment) Prevention and Awareness
   Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator
   Nicholas D’Agostino, Associate in Diversity and Equity

4. LGBTQ Community
   Robin McHae1en, Adjunct Faculty and Executive Director for True Colors Inc.

5. Wrap up and Evaluations
   All

Material Provided:
- Presentations
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- BOR/CSCU 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 Training Program
April 16, 2018; 9:00 am – 12:00 pm
Sprague Carlton – Student Center

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. LGBTQ Community                 Robin McHaele, Adjunct Faculty and Executive Director for True Colors, Inc.
4. Wrap up and Evaluation          All

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

Equal Opportunity Employer and Educator
TITLE IX TRAINING

OFFICE OF DIVERSITY AND EQUITY - DAVIDSON HALL 101

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 Basics
- Understanding Sexual Assault, Sexual Harassment, and Dating Violence
- What is a Title IX Coordinator?
- What is Sexual Assault?
- Sexual Harassment, Sexual Assault, and Title IX
- Three Key Questions
- Supporting Students

HIGHER EDUCATION AND SEXUAL MISCONDUCT

THE CONTEXT
MANDATORY REPORTING – BOR POLICY

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 administrative, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

MANDATORY REPORTING – BOR POLICY

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
lenczewski@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 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 does not delay any meeting related to this complaint 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.

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:

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

RESOURCES

ON-CAMPUS RESOURCES TO REPORT AN INCIDENT:
- Office of Diversity and Equity
  - Title IX Officer
  - Christopher Dubois
  - 609-432-1555

- Office of Student Conduct
  - Christopher Dubois
  - 609-432-1555

- CCSU Police
  - Emergency: 911
  - Police Dispatch: 609-432-3275
  - Any administrator

ON-CAMPUS RESOURCES SOMEONE TO TALK TO:
- CCSU Office of Victim Advocacy
  - Sarah Daily
  - 609-432-3275

- Health Services
  - 609-432-1532

- Counseling Services
  - 609-432-1941

- Office of Student Affairs
  - 609-432-1532

- Residence Life
  - 609-432-1532

- Title IX Officer
  - 609-432-1555

*This office is the only office of CCSU staffed with confidential resources.
OFF-CAMPUS CONFIDENTIAL RESOURCES

- YWCA Sexual Assault Crisis Service
  24 Hour Hotline: 860-523-1797
  24 Hour Spanish Hotline: 860-183-8312
- Prendice Crandall Center for Domestic Violence
  24 Hour Hotline: 860-774-1900
- Suicide Prevention Lifeline
  24 Hour Hotline: 800-273-8255
- Hospital of Central Connecticut
  100 Great Dixi
  New Britain, CT 06051
  860-224-2422

SEXUAL MISCONDUCT
SEXUAL HARASSMENT AND SEXUAL EXPLOITATION

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"

- Subjected to unwelcome requests for sexual favors or conduct
- Submission to the conduct is a condition of employment, education, benefit, etc.
- 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
  - A single incident can be an issue

FORMS OF HARASSMENT

- Language/posters with 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 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.

PREVALENCE AT CCSU

- Approximately 15% of undergraduate men experienced attempted or completed sexual assault.
- Approximately 2% of undergraduate men experienced attempted sexual assault.
- Approximately 4% of graduate student women and 2% of graduate student men experienced attempted or completed sexual assault.

The majority of incidents occurred off-campus

- 90% of victims/survivors knew the person that harmed them
- Approximately 1% of victims/survivors notified law enforcement
- 40% of victims/survivors told a close friend

Sexual Harassment: The Ultimate Taboo

- Sexual Harassment is a form of sexual discrimination
- It occurs when someone uses words or behavior to sexually harass another person
- The person being harassed must feel threatened or intimidated
- The behavior must be unwelcome
- The harasser must know that the behavior is unwelcome
- The behavior must create a hostile work environment

Situations When Sexual Harassment Is Common

- Sales and Customer Service
- College Campus
- Workplace
- Sports and Physical Education

Preventing Sexual Harassment

- Be aware of your behavior
- Avoid using offensive language
- Do not make unwelcome advances
- Report any incidents

Sexual Assault

Sexual assault includes any sexual activity without the consent of the other person. It can be physical, verbal, or non-verbal.
FILM CLIP AND DISCUSSION

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?

INTIMATE PARTNER VIOLENCE

INTIMATE PARTNER VIOLENCE, DOMESTIC VIOLENCE AND/OR DATING 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
CYCLE OF VIOLENCE

What are some reasons that people choose to stay in abusive relationships?

STALKING

Definition:
Repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person or the contact causes the other person to reasonably apprehend imminent physical harm or that the contact causes substantial interference with the other person's ability to perform the activities of daily life.

INDIVIDUAL RESPONSE

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 at 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.
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, 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/companion who has approached you? (Is what you're saying 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 this raise for you?

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

<table>
<thead>
<tr>
<th>Confidential</th>
</tr>
</thead>
<tbody>
<tr>
<td>YWCA</td>
</tr>
<tr>
<td>Victim Services</td>
</tr>
<tr>
<td>Gender Services</td>
</tr>
<tr>
<td>NOT Confidential</td>
</tr>
<tr>
<td>Office of Victim Services</td>
</tr>
<tr>
<td>Women's Center</td>
</tr>
<tr>
<td>Residence Life</td>
</tr>
</tbody>
</table>

Refr.: Refer.

Report.

Follow-Up (if appropriate)

YOU HAVE SUPPORT.

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

THANK YOU.

Sarah Dodd
Victim Advocacy and Violence Prevention Specialist
sarahdodd@ccsu.edu
860-832-2795
Carnell Hall 348

Would you like a presentation to your class or organization? Please contact directly to coordinate.
Central Connecticut State University

Diversity Training
Office of Diversity and Equity

Rosa Rodriguez
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:

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

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 or of creating a hostile work or educational environment
  - A single incident can be seen as severe

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:
- 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?

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

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

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 allegations harassment, differential treatment, or 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 timely notice the case outcome
  - Rights to appeal or file externally (as applicable)

What you can do

If you are the target of unwanted 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

* GSE procedures and timelines included in packet
**The 180 calendar day filing deadline is extended to 300 calendar days if a state or local agency refers a case that prohibits employment discrimination on the most basic EEOC.gov

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**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

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

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

- Any administrator

---

**On-campus Resources**

**Someone to talk to:**

- **CSU Victim Services**
  - Sarah Dodd
  - 860-832-2795
  - Office 207

- **Women's Center**
  - Jacqueline Cobbina-Boym
  - 860-832-1655
  - Student Center, Room 215

- **Residence Life**
  - 860-832-1660
  - Barrows Hall, Room 120

- **Student Wellness Services**
  - (Confidential)
  - Health Services:
    - 860-832-1295
  - Counseling Services:
    - 860-832-1945
  - Office of Student Affairs
    - 860-832-1601
  - Davidson Hall, Room 103

*This office is the only office at CSU staffed with confidential counselors.

---

**Off-campus Confidential Resources**

- **YWCA Sexual Assault Crisis Service**
  - 24 Hour Hotline: 800-225-1787
  - 24 Hour Spanish Hotline: 800-561-3132

- **Prudence Crandall Center for Domestic Violence**
  - 24 Hour Hotline: 800-373-9355

- **Suicide Prevention Lifeline**
  - 24 Hour Hotline: 800-273-8255

- **Hospital of Central Connecticut**
  - 100 Grand Street
  - New Britain, CT 06050
  - 860-224-0211
Bringing in the Bystander®

A Social and Relationship Violence Prevention Workshop for Establishing a Community of Responsibility

Brainstorm on Bystander Responsibility

- What is a bystander?
- Are our ideas of bystanders positive or negative?
- Why?

Definitions

- Bystanders are individuals who witness emergencies, events or situations that could lead to harm to another person and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.
- In the context of this program, prosocial bystanders are individuals whose behaviors intervene in ways that impact the outcome positively.

Stoke Hall Gang Rape 1987

- Three men gang raped a woman in 1987 in Stoke Hall, a residence hall at UNH.
- The victim transferred to another University.
- Two of the three offenders plead guilty to misdemeanor sexual assault, for which they would each spend 2 months in prison.

Where Were the Bystanders?

Stoke Hall Gang Rape 1987

- Witnesses had opportunities to intervene at every stage but did not do so until after 2 female witnesses learned that the victim was a friend, not a stranger.
- A Resident Assistant warned the perpetrators to get "the girl" out of their room. No one went to the victim's assistance or helped her to Health Services or to the police.¹

Yeardley Love: 1988-2010

In February 2012, George Huguely was convicted of Second degree murder of his former girlfriend, Yeardley Love.

They were students at the University of Virginia when he killed her.
Where were the bystanders?

Where Did the Study Of Bystanders Begin?

The Case of Kitty Genovese

- Kitty Genovese was stabbed and stabbed outside her apartment in Queens, NY in 1964.
- Despite the fact that there were many individuals who either saw or heard the attack, little was done in assisting her. She died as a result.
- This became a national story and prompted social scientists to start researching the bystander phenomenon.

Bystander Research Confirms

RECOGNIZE SITUATION

- You must be aware of the problem and recognize the negative impact on the victim.

BEING ASKED

- Those who are asked and agree to help, are far more likely to intervene than those who are not asked.

ROLE MODEL

- People who witness prosocial interventions are more likely to effectively intervene in the future.

GROUP SIZE

- The more people are present, the lesser the likelihood of a bystander effectively intervening.

Bystander Action: In Person

Samaritan Disrupt Alleged Rape in Progress

- In a recent incident, a man was骚扰ing a woman in the middle of a busy street. A person nearby intervened and stopped the man.

Bystander Action: On Phone

- In New York City, a 911 dispatcher used social media to engage bystanders to call police.

Bystander Action: Social Media

Alexandria Goddard:
The Steubenville Rape Case Blogger

Samantha Stendal:
A Needed Response

https://www.youtube.com/watch?v=2zXZqV5EWhM
Scope of Sexual & Relationship Violence

What are examples of behaviors that are: unreciprocated, unwanted, or coercive?
What are elements of environments that are intimidating, hostile, or discriminatory?

<table>
<thead>
<tr>
<th>Level of Recognition</th>
<th>Frequency</th>
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<td>High</td>
<td>Low</td>
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Rape Culture

- Bystanders
- Facilitators
- Core Sex Offenders
- Hyper-masculinity
- Denigration of women
- Causation sexual attitudes

Just the Facts: Swartout et al.

- More recent research from Swartout et al. (2015) provides more information on single-act rapists.
- Rapists who perpetrated before college, often did not perpetrate when they got to college.
- Rapists who perpetrated in college, often had not perpetrated previously.
- This potentially points to the influence of the campus environment on perpetrator behavior.

Facts about Sexual Violence

- Rape is an act of violence, sex is the weapon.
- Sexual violence affects everyone.
- Rape can happen to anyone, anywhere at any time.
- Most men don't rape, but the few that do, commit multiple rapes as well as other assaults.
- Majority of perpetrators remain undetected in our community - they are not caught.
- Most (73%) of sexual assaults are perpetrated by a non-stranger.
- Most people tell the truth about rape. Only 2-10% are false reports. The higher range of this statistic also encompasses cases in which a victim recanted.

Facts about Relationship Violence

- 1 in 4 women will be a victim of relationship abuse.
- 85% of victims of physical relationship abuse are women.
- Women ages 20-24 are at the greatest risk of nonfatal relationship abuse.
- 20-30% of college dating couples experience at least one act of physical aggression.
- 70-90% of college dating couples experience psychological aggression.
Consequences of Sexual & Relationship Violence

- Many victims develop post-traumatic stress disorder (PTSD).
- Other consequences include fear, suicidal feelings, interference with school and job, disrupted relationships, helplessness, shock and disbelief, guilt, humiliation, self-blame, flashbacks, depression, nightmares, insomnia, impaired memory, drug and alcohol abuse.

THE FOUR THINGS EXERCISE

Decision Making Process

Intervene

- "Throughout history it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that had made it possible for evil to triumph."
  - Haile Selassie

- "The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it."
  - Albert Einstein

References

Orientation and Gender

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

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
› 3x5 card during 1st class
› Others?

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.

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

Gender Exists on a Continuum

Gender Identity: Who you know yourself to be
Gender Expression: what the world sees
Sex: Assigned at birth

Orientation exists on a continuum

No desire ——> Same Gender
or
Attraction ——> Other Genders
Views, Values & Responsibilities

Your Family of Origin's Views (past)
1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

Views and values within your Community of Faith (past)
1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

Your personal views (currently)
1. Positive
2. Mostly Positive
3. Mostly Negative
4. Negative

College/University Stressors
- Developmental Tasks of Young Adulthood
- Anti-LGBT Sentiments and Harassment
- Residences, Roommates, Rejection oh my

Prevention & Best Practices
- Academic Life:
  - Inclusive Curriculum
  - Classroom Environment
  - Inclusive Policies
  - Institutional Commitment
  - Counseling and Health
  - Student Life
  - Campus Safety
  - LGBT recruitment and retention
True Colors, Inc

True Colors works to create a world where youth of all sexual orientations and gender identities are valued and respected. We provide support, education, and resources through innovative programs and services. Our mission is to promote understanding and acceptance of diversity and to support the well-being of all youth.

Our Programs Include:

1. Safe Space: Provides a welcoming and inclusive environment for youth of all sexual orientations and gender identities.
2. Youth Mentoring: Offers support and guidance to youth through one-on-one mentoring relationships.
3. Education and Training: Provides workshops and training to increase awareness and understanding of sexual orientations and gender identities.
4. Community Events: Hosts events and gatherings to celebrate diversity and promote inclusion.

We can be reached at 800-965-0821 or visit our website at www.truecolorsinc.org.
Student Disability Services at Central Connecticut State University

CAROLYN R. FALLAH, PH. D.
FACULTY LIASION 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.

IDEA 2004

• 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.

American Disabilities Act (ADA) of 1990

• 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."

The Rehabilitation Act of 1973

• 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

- 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?

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

College vs. High School Difficulties

- 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"

- 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

- Once the student has sufficiently documented a disability:
  - We must provide reasonable accommodations or modifications.
  - They should not be 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?

- 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.

### What can I do?

- 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.

### Contact us.

Carolyn R. Fallahi, Ph. D.
Faculty Liaison: Student Disability Services
fallahi@cesu.edu
860-832-3114
Impact of Silence

- 3 most important people or relationships in your life
- 3 places that have special meaning or significance for you
- 3 things you talk to friends about
- 3 things you do for fun

Risk Factors

- Social isolation
- Truancy, School Harassment, Violence
- Secrecy, concealment strategies can lead to unending stress
- Depression, anxiety, suicidality & other mental health risks
- Substance abuse and cigarette smoking
- Higher STI & HIV/AIDS transmission
- Homelessness
  - Arrest due to factors related to homelessness

Some Statistics

- 20% of youth in Juvenile Justice are LGBTQ
  - 14% of boys
  - 40% of girls
  - 85% are Youth of Color
- 25 Transgender People were murdered in 2017
Department of Justice


Identity Exists on a Continuum

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<td>Intersex</td>
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<td>Men</td>
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<td>Women</td>
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So What's an Officer to do?

- Respect each citizen's gender identity using their preferred pronouns and names
  - How would you ask?
- Understand and implement your department's policies on pat downs

Gender Bread Person

- Gender Identity: How you feel inside
- Sexual Orientation: Your romantic & erotic attractions
  - Sex Your Internal and External body parts
Impact of Silence

- 3 most important people or relationships in your life
- 3 places that have special meaning or significance for you
- 3 things you talk to friends about
- 3 things you do for fun

Risk Factors

- Social Isolation
- Truancy, School Harassment, Violence
- Secretly concealing a sexual orientation can lead to self-hatred
- Depression, anxiety, suicide & other mental health risks
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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, and direct services to youth and their families responsible for their well-being.

Our Programs Include:

- Annual LGBTQ and Ally Youth Social Conference: We produce the largest and most comprehensive LGBTQ and ally conference in the country bringing thousands of youth and youth serving professionals from across the country together for two days of networking, training, entertainment, and activities. True Colors' 20th Annual LGBTQ and Ally Youth Social Conference is the nation's largest conference for youth.
- Youth Leadership Development Program: This program includes 5 high schools and 5 job training programs. It is the only program in the nation specifically designed for youth who are dealing with homelessness.
- True Colors' Mental Health Program: True Colors' Mental Health Program is a national program that provides mental health services to youth dealing with homelessness.
- Project: A new mental health program for sexual and gender minority youth with mental illness or mental health problems.
- Educational Consultations and Training: True Colors provides educational consultation and training for youth and young adults as part of their life transitions.
- Foster Parent Recruitment (partially funded by the federal government).
- The Safe Space Project: A national LGBTQ and mental health program based on the principles of the LGBTQ bully prevention model.
  - Foster youth recruitment (partially funded by the federal government).
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Workshop Goals

- Increase comfort level regarding the LGBTQ community
- Increase or strengthen participant skills in interacting with the LGBTQ community

When Pink and Blue are Not Enough: Working with the LGBTQ community on campus

860-222-0030 www.ourtruecolors.org
Department of Justice


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- Respect each citizen's gender identity using their preferred pronouns and names
  - How would you ask?
- Understand and implement your department's policies on pat downs

Gender Bread Person

- Gender identity: How you feel inside
- Sexual Orientation: Your romantic & erotic attractions
- Sex: Your internal and external body parts
Discussing Diversity in the Workplace

Presented by:
Mr. Nicholas D'Agostino, Associate in ODE
Dr. Charisse LeVochak, Assistant Professor
Office of Diversity & Equity

Objectives
- 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 perpetuating and/or ending racism, and sexism in their workplace
- Learn strategies to engage in dialoguing and challenging conversations around race, racism, sexism, and privilege
- Learn about the roles and responsibilities as a CCSU employee

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

Stand Ups
An icebreaker to help us get to know one another and to reflect on the experiences we've had that are similar and different. This will also give us an opportunity to explore the roles we may have played in perpetuating or ending prejudice.

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

Responsibilities, Views, and Values
CCSU Nondiscrimination Policy

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<td>Race</td>
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<tr>
<td>Criminal Record (or employees)</td>
</tr>
<tr>
<td>Religious Creed</td>
</tr>
<tr>
<td>Disability, Individually, Learning, Mental and Physical Disability</td>
</tr>
<tr>
<td>Sex, pregnancy and related medical conditions</td>
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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
  A one-time incident can be seen as severe.

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.

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

Differential/Disparate Treatment

- Treating 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

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.
Courageous Conversations

Forced choice & I hear you Activity

Bootstrap Philosophy

Even when people work hard enough, anyone, regardless of race, gender or other identity CAN Achieve their goals (academic, professional, and personal)

Middle Eastern Refugees

The USA should continue to accept and receive refugees from war-torn countries in the Middle East.

The USA should stop accepting and receiving refugees from war-torn countries in the Middle East.

Affirmative Action

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

Affirmative action is an outdated program that allows unqualified individuals to take jobs from qualified individuals.

Undocumented students receiving federal financial aid

Undocumented students should be eligible to receive federal financial assistance to attend college.

Undocumented students should NOT be eligible to receive federal financial assistance to attend college.

If I had to stand with one of the below options, I'd stand with:

#BlackLivesMatter — #AllLivesMatter
Helpful Tips for Cross-cultural Dialogues

1. Practice the real work
2. Recognize that you will likely make mistakes
   - 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
6. Name it
   - the way you feel
   - the way you’re perceiving them to be feeling

Maintaining your Bottom Line

What impact do racial and gender biases have on you, CCSU and/or the organizations with which you participate?
- How about on productivity and delivery of services?
What do you do when you see these things happening in your work place, classroom or campus? What is your role in these instances?
- Whose responsibility is it to address bias in the workplace, classroom or campus?

Conclusion

- Parking lot review
- Questions?

Thank you.

CCSU is an equal opportunity employer and educator.

Helpful Tips for Cross-cultural Dialogues

7. Ask the right questions
   - How can I be more helpful?
   - 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 devaling
Central Connecticut State University

Employee Transitioning Training Program
Monday, September 18, 2017; 10:00 am – Noon
Memorial Hall – President’s Dining Room

Agenda

Present:

1. Welcome & Introductions
   Rosa Rodríguez, Diversity and Equity

2. CHRO – Employer Legal Requirements
   Michael Roberts, Human Rights Attorney

3. Best Practices
   Robin McHaelen, Executive Director of True Colors

4. Question and follow-up
   All

Equal Opportunity Employer and Educator
Gender Identity and Expression Terminology

**Gender identity or expression** — Connecticut General Statutes § 46a-51 defines "gender identity or expression" as a person's gender-related identity, appearance, or behavior, whether or not that identity, appearance, or behavior differs from that traditionally associated with the person's physiology or sex assigned at birth. Someone's gender identity may be expressed or shown in many ways, including, but not limited to:
- Medical history, care, or treatment;
- Consistent and uniform assertion; or
- Any other evidence that the gender identity is sincerely held and part of a person's core identity.

**Sex Assigned at birth** — Sex assigned at birth refers to the sex designation recorded on an individual's birth certificate at birth based on biological characteristics.

**Transgender** — Transgender is a broad term to describe people whose gender identity, expression or behavior is different from those typically associated with their sex assigned at birth.

**Cisgender** — Cisgender refers to individuals whose gender identity, expression, or behavior conforms with those typically associated with their sex assigned at birth.

**Gender Fluid** — Gender fluid may be a form of both gender identity and gender expression. It generally describes individuals who may not identify as the same gender all the time, and whose gender expression may change accordingly.

**Gender Minority** — An umbrella term referring to individuals not identifying as cisgender.

**Gender Transition** — Gender transition refers to the process in which transgender individuals begin asserting the gender that corresponds to their gender identity instead of the sex they were assigned at birth. During gender transition, individuals begin to live and identify as the sex corresponding to their gender identity and may dress differently, adopt a new name, and use pronouns consistent with their gender identity. Transitioning may or may not also include medical and legal aspects, including taking hormones, having surgery, or changing identity documents (e.g. driver's license, Social Security record) to reflect one's gender identity.

**Gender Dysphoria** — Gender dysphoria may be used either as a general term referring to an individual's distress with their assigned gender or as a specific medical diagnosis referring to an internal conflict between a person's assigned sex and the gender with which they identify. Gender dysphoria is not the same as gender nonconformity, which refers to behaviors not matching common gender norms or stereotypes.
Discriminatory Employment Practices
Related to Gender Identity and Expression

Under Connecticut law, it may be a discriminatory practice for any of the following actions to be taken on the basis of a protected class, including gender identity or expression:

- For an employer to refuse to hire or employ an individual, to bar or to discharge them from employment, or to discriminate against such individual in compensation, or in terms, conditions or privileges of employment.

- For any person or employer to discharge, expel or otherwise discriminate against any person because such person has opposed any discriminatory employment practice or because such person has filed a complaint or testified or assisted in a CHRO proceeding.

- For any person, whether an employer or an employee or not, to aid, abet, incite, compel or coerce the doing of any act declared to be a discriminatory employment practice or to attempt to do so.

- For any person or employer to advertise employment opportunities in such a manner as to restrict such employment so as to discriminate.

- For an employer, by the employer or the employer's agent, to harass any employee or person seeking employment on the basis of sex or gender identity or expression.
  - Harassment includes conduct which has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

- For an employer to request or require information from an employee or person seeking employment relating to the function of the individual's reproductive system, unless such information is directly related to a bona fide occupational qualification or need.

- For an employer to request or require genetic information from an employee or person seeking employment, or to discharge, expel or otherwise discriminate against any person on the basis of genetic information.

- For any person to subject, or cause to be subjected, any other person to the deprivation of any rights, privileges or immunities, secured or protected by the Constitution or laws of this state or of the United States.

Note: This is not an exhaustive list of all possible discriminatory employment practices.

Other areas of note:  
Sex & Pregnancy  
Disability & Accommodations  
Requirements for State Institutions
<table>
<thead>
<tr>
<th>Date</th>
<th>Department</th>
<th>Type</th>
<th>Name of Event</th>
<th>Description of Event</th>
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</thead>
<tbody>
<tr>
<td>9/12/2017</td>
<td>The Student Union Board of Governors' Moodle Committee</td>
<td>Reception</td>
<td>Wishing You A Sweet New Year</td>
<td>The CCSU Hillel Chapter invites new student members and leaders to celebrate the upcoming Jewish New Year.</td>
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<tr>
<td>9/14/2017</td>
<td>Carrying Humanity as New Generations Emerge (CHANGE)</td>
<td>Rally</td>
<td>C.H.A.N.G.E. Immigration Rally</td>
<td>CHANGE invites the CCSU and surrounding communities to participate in a rally in support of the immigrant population and their families at the university and around the country.</td>
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<tr>
<td>9/27/2017</td>
<td>The Office of Diversity &amp; Equity/ Division of Student Affairs/ Sociology Department/ Women's Center/ Residence Life/ Victim Advocacy/ Student Wellness Services/ Administrative Affairs/ Athletics/ Department of Psychological Sciences/ Criminology Department</td>
<td>Panel Discussion</td>
<td>Real Conversations: Why We Say Something</td>
<td>A conversation with CCSU activists working to end relationship violence.</td>
</tr>
<tr>
<td>10/10/2017</td>
<td>Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau</td>
<td>Group Activity</td>
<td>LATIN WEEK: Coming To America</td>
<td>A game that shows you the decisions an immigrant family must take.</td>
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<tr>
<td>10/11/2017</td>
<td>Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau</td>
<td>Carnival</td>
<td>LATIN WEEK: C.O.L.A.D.A.'s Cultural Carnival</td>
<td>This carnival features music, activities, giveaways and performances.</td>
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<tr>
<td>10/12/2017</td>
<td>Latin American, Latino and Caribbean Center/ Latin American Student Association/ COLADA/ CHANGE/ Lambda Alpha Tau</td>
<td>Book Opening Event</td>
<td>LATIN WEEK: &quot;Who Are You? I Am Soy&quot;</td>
<td>Featuring Adeline Ylanes in collaboration with street artists Mercury and BAMN.</td>
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<tr>
<td>Date</td>
<td>Organizing Groups</td>
<td>Event Type</td>
<td>Event Description</td>
<td>Keynote Speaker/ Organization/ Notes</td>
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<tr>
<td>10/13/2017</td>
<td>The Office of Diversity &amp; Equity/ Division of Student Affairs/The Office of Institutional Advancement/ The LGDT Center</td>
<td>Lecture</td>
<td>Creating An Inclusive Community: Rainbow Breakfast</td>
<td>Keynote Speaker: Richard S. Spada, B.S.Ed., MA</td>
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<tr>
<td>10/17/2017</td>
<td>The Women's Center</td>
<td>Luncheon</td>
<td>Our Voices in Social Change, Nuestras Voces en Cambios Sociales</td>
<td>CCSU Women of Color Luncheon with Lorella Praeli</td>
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<tr>
<td>10/18/2017</td>
<td>Diversity and Equity/ The Latin American, Latino, and Caribbean Center/ Student Affairs/ Administrative Affairs/ The Gov. William O'Neill Endowed Chair/ CCSU Confucius Institute</td>
<td>Lecture</td>
<td>Living Her Dream</td>
<td>A conversation with Lorella Praeli a dreamer, activist and national advocate for immigrants' rights.</td>
</tr>
<tr>
<td>10/24/2017</td>
<td>CCSU Student Union Board of Governors Mosaic Committee</td>
<td>Lecture</td>
<td>Stay Woke: To Bear Arms! &quot;A right or a responsibility?&quot;</td>
<td>Moderated by Dr. Matthew Warshauer.</td>
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<tr>
<td>10/24/2017</td>
<td>Student Government Organization/ The Women's Center</td>
<td>Celebration</td>
<td>Women's Friendship Celebration</td>
<td>Celebrate the power of friendship! Bring your best friend for an evening of fun and appreciation.</td>
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<tr>
<td>10/26/2017</td>
<td>The Women's Center</td>
<td>Lecture</td>
<td>Telling Her Story</td>
<td>Dr. Heather Rodriguez tells her story about her academic journey</td>
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<tr>
<td>11/1/2017</td>
<td>The Women's Center</td>
<td>Lecture</td>
<td>Addressing the Needs of Latinos: Media's Representation or The Lack of Representation of the Latino Community</td>
<td>100 Most Influential Hispanics in The U.S.: Diane Alverio. Ms. Alverio has published articles in local and national publications and has been quoted as an analyst on media issues in such newspapers as the New York Times, Washington Post and USA Today.</td>
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<tr>
<td>11/8/2017</td>
<td>CCSU History Department/ Latino and Puerto Rican Studies</td>
<td>Lecture</td>
<td>Puerto Rico: An Interdisciplinary Discussion about the Past and Future of this American Territory</td>
<td>Join the Organization of American Historians' Distinguished Historian Dr. Lorrin Thomas (Rutger's University) to learn about Puerto Rico's long history as part of the United States and join in an interdisciplinary conversation with CCSU faculty about the island's future.</td>
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<td>Date</td>
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<tr>
<td>11/10/2017</td>
<td>The Women's Center</td>
<td>Salary Negotiation Workshop</td>
<td>Workshop in which students are able to identify steps to increase their pay, learn what skills employers are willing to pay for, and learn how to request/negotiate for extra benefits.</td>
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<tr>
<td>11/16/2017</td>
<td>HEALTHYfellows/ Man Enough Initiative and the Center for Africana Studies</td>
<td>Lecture</td>
<td>Men of Color and Incarceration: School to Prison Pipeline</td>
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<tr>
<td>11/17/2017</td>
<td>The Veteran's History Project/ O'Neill Endowed Chair/ The Burritt Library</td>
<td>Exhibit and Lecture</td>
<td>International Men's Day and CCSU Men's Week Event</td>
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<td>11/20/2017</td>
<td>Man Enough Support Initiative/ Student Wellness Services</td>
<td>Lecture</td>
<td>Cross-Cultural Courage: Connecticut’s Response to WWI</td>
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<tr>
<td>11/27/2017-</td>
<td>The Women's Center</td>
<td>Clothing Drive</td>
<td>Join us for a candid discussion about the mental health of college men. This presentation was created for men and those who care about them.</td>
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<td>12/1/2017</td>
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<td>Sweatpants Drive</td>
<td>Presenter: Jonathan Pohl, Student Wellness Services, Coordinator of Wellness Education</td>
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<td>11/30/2017</td>
<td>The Women's Center</td>
<td>Lecture</td>
<td>Dr. Charisse Levchak shares her story about her academic journey.</td>
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<tr>
<td>Spring 2018</td>
<td>The Women's Center</td>
<td>Campaign</td>
<td>This campaign works in promoting self-love and acceptance of who we are as individuals.</td>
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<tr>
<td>1/19/2018</td>
<td>The Office of Diversity &amp; Equity</td>
<td>Campaign</td>
<td>Keynote Speakers: Bishop John L. Selders, Jr. CLS, D.D. and Rev. Dr. Shelley D. Best</td>
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<tr>
<td>1/31/2018</td>
<td>Administrative Affairs/ Office of Diversity &amp; Equity/ Modern Languages Department/ Confucius Center/ CCSU EOP Program/ Center for Africana Studies/ Latin American, Latino, and Caribbean Center/ Center for Public Policy &amp; Social Research</td>
<td>Lecture</td>
<td>Meet Cuban Literacy Teacher - Griselda Aguillera Cabrera, The 7 yr. old teacher in Cuba's 1961 Revolutionary Literacy Campaign</td>
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<td>Date</td>
<td>Location</td>
<td>Event Type</td>
<td>Description</td>
<td>Organizer/Event Details</td>
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<tr>
<td>2/12/2018</td>
<td>CCSU Confucius Center</td>
<td>Celebration</td>
<td>Chinese New Year Celebration</td>
<td>Chinese New Year: year of the dog. Join us and enjoy a Chinese New Year dinner and performances.</td>
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<tr>
<td>2/22/2018</td>
<td>The Women's Center</td>
<td>Lecture</td>
<td>Telling Her Story</td>
<td>Featuring, CCSU Professor of English, Aimee Pozorski</td>
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<tr>
<td>2/22/2018</td>
<td>The Women's Center</td>
<td>Recreational</td>
<td>Women's Night In</td>
<td>A night full of dancing, confidence, empowerment and excitement.</td>
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<tr>
<td>2/23/2018</td>
<td>The Women's Center</td>
<td>Workshop</td>
<td>Elect Her</td>
<td>A workshop that motivates and equips women on campus to run for office.</td>
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<td>2/27/2018</td>
<td>Center for Africana Studies</td>
<td>Lecture</td>
<td>15th annual Amistad Lecture &quot;The Interconnections between the Amistad and Creole Revolts&quot;</td>
<td>Lecture by Jeffery R. Kerr-Ritchie</td>
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<tr>
<td>3/1/2018</td>
<td>The Women's Center</td>
<td>Theatrical</td>
<td>The Vagina Monologues</td>
<td>In recognition of V-Day. V-Day is a global activist movement to stop violence against women and girls.</td>
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<tr>
<td>3/1/2018</td>
<td>Office of Administrative Affairs/ School of Engineering, Science, and Technology/ Office of Diversity &amp; Equity/ Center for Public Policy and Social Research/ Office of the Provost/ Academic Affairs/ College of Liberal Arts and Social Sciences/ Department of Modern Languages/ Department of Anthropology/ Department of Mathematical Sciences/ Benjamin Banneker Association/ Center for Africana Studies/ ALAADS Archaeology Laboratory</td>
<td>Conference</td>
<td>Twenty-fourth Annual Center for Africana Studies Conference- Trauma and Healing of African Peoples: Moving Forward in the Twenty-first Century</td>
<td>Keynote Speakers: Dr. Felton Best, Dr. Souleymane Coulibaly, Dr. Lou Matthews. Lives Experiences of Trauma: David Reyes, Carlos Stakemann, Henry Brown, Dr. Fvardne Ngazimbi</td>
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<td>4/10/2018</td>
<td>The Women's Center</td>
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<td>Take Back the Night: Keynote Speaker Donna Palomba</td>
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<td>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.</td>
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<tr>
<td>4/12/2018</td>
<td>The Office of the President</td>
<td>Symposium</td>
<td>A Symposium For: The Center for Africana Studies, The Center for International Education, Latino and Puerto Rican Studies, The Latin American, Latino and Caribbean Center (LALCC), Latin American Studies, Department of Modern Languages</td>
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<td>With your attendance and participation we hope to gather information that will be useful in developing a strategic mission, and constructing programming that will increase community engagement, international education opportunities, and cross-curricular collaborations.</td>
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<tr>
<td>4/12/2018 and 4/29/2018</td>
<td>Central Connecticut State University</td>
<td>Community Engagement</td>
<td>Preserving Local Latino History</td>
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<td>A history harvest is a community's opportunity to define and preserve its own history.</td>
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<tr>
<td>4/13/2018</td>
<td>The Women's Center</td>
<td>Workshop</td>
<td>Salary Negotiation Workshop</td>
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<td>Learn how to request/negotiate benefits, ask for a raise, what skills are willing to pay for, and identity steps to increase your pay.</td>
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<tr>
<td>4/19/2018</td>
<td>The Women's Center</td>
<td>Lecture</td>
<td>Telling Her Story</td>
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<td>Keynote Speaker: Dr. Beth Merenstein, Professor of Sociology at CCSU.</td>
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<tr>
<td>4/24/2018</td>
<td>The Women's Center</td>
<td>Public Health event</td>
<td>Free HIV &amp; Hepatitis C Testing</td>
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</table>
For Immigrants

CHANGE invites the CCSU and surrounding community to participate in rallies in support of the immigrant population and their families at this university and around the country.

Event held at Central Connecticut State University at the Student Center Circle on Thursday, September 14th at 4 pm.

For more information, contact victor.constanza@yale.edu

CENTRAL CONNECTICUT STATE UNIVERSITY PRESENTS

REAL STORIES CONVERSATIONS TRUTH

Why We Say Something
A Conversation with CCSU Activists Working to End Relationship Violence

Wednesday, September 27, 2017
Alumni Hall • 4:30 to 6:00 pm • Reception to Follow

Wishing You A Sweet New Year

The Student Union Board of Governors Mosaic Committee invites the

CCSU Jewish Community and friends
to a reception in advance of the upcoming Jewish New Year!

Please stop by for a tasting of apples, honey, and challah.

The CCSU Hillel Chapter invites new student members and leaders.

Tuesday September 12th In the Student Center TCC lounge
on the 2nd floor from 5-6:30 p.m.

*This event is free and open to the CCSU Community*

CCSU is an equal opportunity employer educator

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Latin Week

Monday 10/9

Tuesday 10/10

Wednesday 10/11

Thursday 10/12

Friday 10/13

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Are you Latino Enough?

A panel discussion on the issues of identity in the Latinx community.

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Office of Diversity & Inclusion

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WELCOME TO
I AM SOY
The Book Opening Event
OCTOBER 12
5:00PM - 7:00PM
Davidson Hall - Founders
Central CT State University

Featuring: Adeline Yllanes
Author of "I Am Soy: My Journey from Connecticut to Peru"

In collaboration with street artists

Mercury & BAMN

Book Signing and I Am Soy Wear for Purchase (Cash only event)

Quarters Penguin Quarters. We will be gathering a donation (quarterly) to send to displaced Hurricane Maria & Irma Relief Funds.

Special Appearances by various spoken word artists and musical guests

CCSU Women Of Color Luncheon

Our Voices in Social Chang

Nuestras Voces en Cambios Sociales

LGBTQ PRIDE AT CCSU
Creating An Inclusive Community

RAINBOW BREAKFAST

Friday, October 13, 2017
9:30-11:00 AM
Alumni Hall, Student Center
RSVP Required Small Ichiki D'Ors in advance at nicholas.dagostino@ctstate.edu

Sponsored by:
- Diversity and Equity
- Student Affairs
- Institutional Advancement
- LGBTQ Center

living her dream

a conversation with lorella praeli a dreamer, activist and national advocate for immigrants' rights.

Presented by... Central Connecticut State University

When... Wednesday, October 18, 2017 @ 10:50 am

Where... CCSU Memorial Hall - Constitution Room

Sponsors... The Latin American, Latino, and Caribbean Center; Student Affairs; Diversity and Equity; Administrative Affairs; The Gov. William O'Neill Endowed Chair; CCSU Confucius Institute
Central Connecticut State University Presents

**Lorella Praeli**

**ACU DIRECTOR OF IMMIGRATION POLICY AND CAMPAIGNS**

**Living her DREAM**

A Conversation with Lorella Praeli
A Dreamer, Activist, and National Advocate for Immigrants' Rights

Wednesday, October 18, 2017
10:50 am - Noon
Reception to Follow
Constitution Room, Memorial Hall

This keynote address is sponsored by: The Office of Diversity and Equity, the Latin American, Latino and Caribbean Center, and the William O'Neill Endowed Chair & the CSCU Diversity Institute.

CCSU is an Equal Opportunity Educator and Employer

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**STAY WOKE**

**TO BEAR ARMS!**

"A RIGHT OR A RESPONSIBILITY?"

October 18th, 2017 - 7:00 PM
Northwest Study Center, William Hall

Hosted by the Northwest Study Center

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**THE RUTHE BOYEA WOMEN'S CENTER**

**AND THE CCSU STUDENT GOVERNMENT PRESENTS:**

**Women's FRIENDSHIP CELEBRATION**

October 19, 2017
5:00 - 9:00 pm
Alumni Hall in the Student Center

Celebrate the Power of friendship!

Bring your Best Girlfriend for an evening of fun and appreciation.

For more info please contact
Jared or Sowera at 860-932-1655

There will be caricature artists, pottery painting, music, photo booths, and more!
100 MOST INFLUENTIAL HISPANICS IN THE U.S.
Diane Alverio

Addressing the Needs of Latinos: Media’s Representation or The Lack of Representation of the Latinx Community

WEDNESDAY
November 1, 2017
2:00 PM - 6:00 PM
SPRINGBROOK ROOM
STUDENT CENTER
Sponsored by the Latino Student Union and the Department of Mass Communication

Diane Alverio is an extremely busy media professional. She has published articles about and cultural publications and has
been featured in several media outlets in the New York Times, Washington Post, and USA Today. Her writing has focused on the history of Latinxs in American society. She has also been involved in cultural events such as the National Hispanic Media Coalition Conference. This event is co-sponsored by the Department of Mass Communication.

Men of Color and Incarceration: School to Prison Pipeline Discussion

November 16
5:30 pm - 7:30 pm
Marcus White, Room 008

International Men's Day and CCSU Men's Week Event

Sponsored by the HEALTH/Yellows / Men Enough Support Initiative and the Center for Africana Studies

Contact person: Nate Pendergrass, 860-832-2916
Event Open to the public, Refreshments will be served.

For more information contact: Jacqueline Cristebe-Ritchey, jacqueline.cristebe@uconn.edu, Office of Black Student Life Student Programs Office, or Andrea Black Student Life, andrea.black@ccsu.edu, (860) 831-6135, Black Student Life, 206.

Men of Color and Incarceration: School to Prison Pipeline Discussion

November 16
5:30 pm - 7:30 pm
Marcus White, Room 008

International Men's Day and CCSU Men's Week Event

Sponsored by the HEALTH/Yellows / Men Enough Support Initiative and the Center for Africana Studies

Contact person: Nate Pendergrass, 860-832-2916
Event Open to the public, Refreshments will be served.

For more information contact: Jacqueline Cristebe-Ritchey, jacqueline.cristebe@uconn.edu, Office of Black Student Life Student Programs Office, or Andrea Black Student Life, andrea.black@ccsu.edu, (860) 831-6135, Black Student Life, 206.
Burrill Library Blog

CROSS-CULTURE COURAGE: CONNETICUT’S RESPONSE TO WW I
NOVEMBER 2, 2017 | RENATA

Please join us for presentations and opening reception

World War I Exhibit
Friday, November 17, 2017
From 4:30 – 6:30 pm
In the Eliza Burrill Library, 1st floor

PRESENTATIONS AND TOPICS

"To Fight for Italy, to Fight for America: For Italians In Connecticut, It was a Fight for Liberty."
Presenters: Dr. Carl Antonucci & Kenneth DeMaggio

"Polish Americans In Connecticut In World War I" 
Dr. M.B. Biskupski & Renata Vickey

"Connecticut In World War I"
Christine Pilsley, Project Director

The Mental Health of College Men

November 20
5:00 pm
Campus Tour Center, Memorial Hall

Men Enough Support Initiative and Student Wellness Services will host an event dedicated to men’s health on Monday, November 20 at 5pm in the Campus Tour Center (formerly the Nutmeg Room, Memorial Hall).

Guest speaker Dr. Jonathan Polk, Student Wellness Services, Wellness Education Coordinator.

For more information see flyer and contact William Fehlig.

Telling HerStory

Thursday
November 29, 2017
12:30 pm – 1:30 pm
Alpha Kappa Women’s Center Lounge, Student Center Room 207

Dr. Charisse LeVechak

Dr. Charisse LeVechak is an Assistant Professor of Sociology at Central Connecticut State University. She is an interdisciplinary scholar with a Ph.D. in Sociology. She is also a licensed master of Social Work with a focus on Integrated social work, cultural competence, and diversity. Her research focuses on race based microaggressions and macroaggressions. She primarily teaches social justice related courses such as Oppression & Liberation and Social Movements & Social Action.

MLK Breakfast

Justice denied anywhere diminishes justice everywhere...
—Dr. Martin Luther King, Jr.

Friday, January 19, 2018 – 9:00 am
CCSU Student Center, Alumni Hall

Featured guests

Rev. Dr. John S. Salley, Jr., ClS, D.D.
CUBA'S International Literacy Campaign For Human Liberation

Meet Cuban Literacy Teacher Griselda Aguilara Cabrera
The 7-year-old teacher in Cuba's 1961 Revolutionary Literacy Campaign
Wednesday, January 31st, 12:15-2:15 Memorial Hall Constitution Room (2nd Floor)

Most of the literacy teachers in Cuba in 1961 were young women, and they were transformed by
their experience. Featured in the renowned documentary "Misiony,
Griselda Aguilara Cabrera was the youngest of those teachers.

"I taught literacy to a 5th grade student, Carlos Perez Felix, who was a street cleaner and totally
illiterate. This experience was turned into use with such force that it defined my future. From that
moment, I decided to dedicate my life to teaching."

Now retired from her career as an educator, Griselda works with the Cuban Psychology Society's
Working Group on Identity and Diversity, in addition to conducting workshops, racial
discrimination, prejudice against people with HIV/AIDS, and violence against women and girls.

Sponsored by
CSU Administrative Affairs Office
CSU Office of Diversity and Equity
CSU Modern Language Department
CSU Confucius Center

--

WOMEN'S NIGHT IN
THURSDAY
February 22, 2018
STUDENT CENTER
BELLIN & B 7-10PM

BELLY DANCING
9PM-10PM

DANCING
8PM-9PM

Ladies, you don't want
to miss this event!
This will be a night
to remember!
YOGA 7PM-8PM

Telling HerStory
Thursday
February 22, 2018
12:15 PM - 1:15 PM
Robie Bayron Women's Center Lounge
Student Center Room 317

Aimee Pozorski

Aimee Pozorski is Professor of English and Director of
English Graduate Studies at CCSU, where she teaches
contemporary American literature and trauma theory.
She is author of Roth and Trauma: The Problem of
History in the Later Works (Continuum 2010); Falling
After 9/11: Crisis in American Art and Literature
(Bloomsbury 2014); and has edited or co-edited five
volumes of scholarship dedicated to the work of Philip
Roth. She is currently completing a manuscript
titled AIDS-Trauma and Politics, a book project
under contract with Lexington Press.

CSU presents
CHINESE
NEW YEAR CELEBRATION
2018 庆新春活动
MONDAY
FEB. 12, 2018

YEAR OF THE DOG
狗年大吉

PERFORMANCES FREE & OPEN TO PUBLIC
CHINESE NEW YEAR DINNER 6:30 - 8:00 PM HILLTOP CAFE
CHINESE NEW YEAR PERFORMANCES
6:30 - 9:00 PM TOP THEATRE, HARRISON HALL
THE RUTHE BOYEA WOMEN’S CENTER PRESENTS

THE VAGINA MONOLOGUES

THURSDAY, March 1, 2018
CENTRAL CONNECTICUT STATE UNIVERSITY
7:00 PM DAVIDSON HALL, TORP THEATRE

*NO TICKETS NEEDED* Monetary donations will be accepted to support Vagina Monologues’ global mission.

LATINA TALKS

ENCUENTRO DE MUJERES, ENTRE NOSOTRAS

AN EVENT BY THE LATINA LEADERSHIP AND PERSONAL DEVELOPMENT GROUP

FEATURING: DR. LESLIE TORRES-RODRIGUEZ

HARTFORD'S LATINA SUPERINTENDENT OF SCHOOLS

DATE: WEDNESDAY, MARCH 7, 2018
TIME: 3:00 PM
PLACE: SPRAGUE ROOM, CCSU STUDENT CENTER
Preserving Local Latino History
(CCSU)
Thursday April 12, 2018
SSH 201
5:00 - 6:30pm

Help us preserve your history!
Do you have an item that tells your story?
A journal, a picture, heirloom or anything of
importance to you or your family/your community?

During this time, Professor Glazer’s HIST 405: Local History and Community
Development class will be hosting a "day of" our "Latino History Harvest"
(which will be on April 29 at St. Mary’s Church in New Britain). A history harvest
is a community’s opportunity to define and preserve its own history.

We invite CCSU students, staff and faculty members to bring us their items
for digitization you will get them back! Please have patience with us while
we practice preserving your history before bringing the harvest to the larger
New Britain community.

Find out what a harvest is all about and help us spread the word!!!

SYMPOSIUM SCHEDULE
11:30-11:50 Welcome and Lunch
12:30-2:15 Keynote Speech
2:15-2:50 Breakout Sessions
2:50-4:10 Presentations
4:10-4:30 Conclusion
4:30 Adjourn

Please confirm your attendance by registering at link below.

Central Connecticut State University
We invite all CCSU Faculty, Staff, Students, and
Community Members to participate in:

A SYMPOSIUM FOR
The Center for Africana Studies
The Center for International Education
Latino and Puerto Rican Studies
The Latin American, Latino, and Caribbean
Centers (LALCC)
Latin American Studies
Department of Modern Languages

Thursday, April 12, 12-3pm
Bellin A and B, Student Center
CCSU, New Britain, CT

With your attendance and participation
we hope to gather information that will
be useful in developing a strategic
mission, and constructing programming that will increase
community engagement, international
education opportunities, and cross-
curricular collaborations.

Registered:
http://www.ccsu.edu/informational/about/bellin/2018

For additional information
please contact Dr. Stanley R.
Rodriguez, Dept. of Sociology
hrodigue1@ccsu.edu
860-832-9918
Latina Leadership & Personal Development Group

Wednesdays 3:00-4:30 PM
Student Center Room 215

The Latina Women's Leadership and personal Development group goals are to empower and support participants to successfully adjust to college life and effectively use their college experience to achieve their educational and career goals. The group process is designed to help participants develop leadership and life skills for life after graduation. Getting together as Latina women is an ideal way for group members to help one another to address the unique challenges faced while completing a higher education. The group will be a safe space for women to bring their concerns and gain leadership skills in a supportive and caring environment.

For more information contact
Jeniffer Galván-Rodriguez
Domenic Vigliotti
Guido Urdiales-Castanos
Tel: 860-831-9185
Email: jgalvan@ccsu.edu
guidou@ccsu.edu

UNIVERSITY OF CONNECTICUT

CENTRAL CONNECTICUT STATE UNIVERSITY

Beyond the Rainbow...

QTPOCC
"Queer and Trans People of Color Caucus"

Monday's @ 3:15 pm
@ the CCSU LGBT Center
3rd fl of CCSU Student Center

Community & Conversation for Queer and Trans Students of Color and their Allies

For more information contact cctu@ccsu.edu

The Ruth Boyea Women's Center exists to provide resources, to advocate, to inform, and to support personal development. The Center offers a variety of services for and about women. We pursue educational and cultural programs designed to promote gender equality, knowledge of women's rights issues, leadership, and independence. We encourage understanding and compassion among women of various socio-economic groups, cultures, ethnic backgrounds, races and sexual orientations. We welcome all women and men who enter our doors.

Ruthe Boyea
Women's Center
Student Center, 2nd Fl
RALLY PREPARES CENTRAL STUDENTS TO COMBAT DISCRIMINATION

CINDY PEÑA
The Recorder

The student organization, Central Connecticut State University (CCSU) United, held a rally Thursday to educate the public about the importance of the undocumented community at Central Connecticut State University (CCSU) in New Britain, and to raise awareness around the United States. The rally was held in response to the recent actions taken by the Trump Administration to end the Deferred Action for Childhood Arrivals (DACA) program, which gives individuals who arrived in the United States as children a chance to live and work here legally. CCSU United is a student organization at CCSU that advocates for the rights of undocumented students and their families. The rally was attended by students, faculty, and community members who spoke out against the Trump Administration's decision to end DACA and called for its re-establishment. The rally included speeches, music, and a stage where attendees could share their stories and experiences. CCSU United plans to continue its efforts to support undocumented students and their families and to raise awareness about the importance of the undocumented community.
CENTRAL WELCOMES RED FLAG CAMPAIGN

ANGELA FORTUNATO

Central Connecticut State University has joined the campus-wide movement known as the Red Flag campaign to decrease the number of serious assaults on campus.

The Red Flag Campaign is a nationwide movement that aims to combat relationship violence on college campuses. The campaign encourages friends and family members of individuals in abusive relationships to report concerns to campus authorities.

In Central Connecticut State University, the Office of Diversity and Equity has partnered with the Office of Victim Advocacy to implement the Red Flag Campaign. The Office of Diversity and Equity has created a website where students can report concerns about relationship violence.

The importance of these collaborations cannot be overstated, as they work together to address and prevent relationship violence on campus. The Office of Victim Advocacy provides support and resources to individuals affected by relationship violence, while the Office of Diversity and Equity works to create a safe and inclusive environment for all students.

The Red Flag Campaign is a critical step in the fight against relationship violence on college campuses. By empowering friends and family members to take action, we can create a safer and more supportive community for all students.
RED FLAG CAMPAIGN PANEL DISCUSSES WARNING SIGNS FOR DOMESTIC VIOLENCE

SHANIA BLAKESLEY

The Central Connecticut State University chapter of the Red Flag Campaign hosted a panel with faculty and student advocates to educate people about the warning signs for domestic violence and harmful relationships.

The event was held in Alumni Hall on Sept. 27 at 4:30 p.m. In 2017, the Knowledge Network conducted a survey called the College Dating Violence and Abuse Poll, whose research revealed that one in five, or 20 percent, of college students experience dating violence.

The focus of the event was on humanity. This year’s event featured a panel of guest speakers, who encouraged attendees to be active in identifying, stopping, preventing, and bringing awareness to domestic violence, sexual assault and abusive relationships.

Dr. Levenskiel, a licensed professional counselor and who worked over 30 years as a professional mental health provider, founded the CCSU Healthy Relationships Campaign and the Men’s Alliance.

There is a stigma associated with domestic violence, regarding sexual or physical abuse.

“Each time we have a domestic violence situation that takes place on campus, it is an opportunity to talk about preventing harm, protecting people and supporting survivors,” Levenskiel said.

SCSU HOSTS FIRST ANNUAL RAINBOW BREAKFAST

SHANIA BLAKESLEY

The month of October was celebrated with a First Annual Rainbow Breakfast, which honored the LGBTQ+ student community.

The event took place at the Student Center East on Oct. 5, with over 70 students and faculty members in attendance. The breakfast was organized by the LGBTQ+ student organization and the LGBTQ+ Student Alliance.

A special thanks to CCSU’s LGBTQ+ Student Alliance and the student executive board for their hard work and dedication to making the event a success.

Athletes here at CCSU, however, are not content with what they do on the field, as they are also making changes for the betterment of the school.

Spada believes that people must be educated and made aware of the issues and how they can help make a difference. She encourages others to speak out against violence and discrimination, and to support those who are affected by it. She also encourages others to make a difference in their own communities by supporting LGBTQ+ organizations and initiatives.

“Events like the Rainbow Breakfast are a way to bring people together and raise awareness,” Spada said. “It’s important to have these events so that people can come together and support each other.”
STAND AGAINST RACISM

Thursday, April 26, 2018
Central Connecticut State University, Founder's Hall
1615 Stanley Street, New Britain, CT

Join YWCA New Britain and CCSU as we take a Stand Against Racism. This FREE event features two morning presentations, and an afternoon student panel discussion. Please see the schedule below. Space is limited for this event, registration at https://ywca2018.eventbrite.com is required to attend. To find out more in depth information on the speakers, please visit www.ywca2018.org

10:00 a.m. -10:15 a.m.
Check in

10:15 a.m. -10:30 a.m.
Welcome & introductions

10:30 a.m. -10:55 a.m.
20th century Urban Renewal in New Britain, CT presentation with CCSU's professor of Anthropology, Dr. Sylvia Jaffa Gutierrez

11:00 a.m. -12:00 p.m.
Presentation on the intersection between trauma and urban development by professor of clinical psychology and public health at Columbia University, Dr. Mindy Fullilove. Dr. Fullilove is a research psychiatrist at New York State Psychiatric Institute and a professor of clinical psychiatry and public health at Columbia University. She has focused her research on health problems caused by inequity and has published several books on the topic.

-Break-

2:00 p.m. -2:45 p.m.
CCSU student panel: Millennial Perspectives on Urban Renewal

Proudly sponsored by the Community Foundation of Greater New Britain.
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
860-832-1657
Medical Attention
Student Wellness Services, Health (Confidential)
860-832-1925
Hospital of Central Connecticut (HCC)
860-234-5011
Emergencies
911
Someone to talk to
Office of Victim Advocacy
860-832-3735
Women’s Center
860-832-1655
Student Wellness Services, Counseling (Confidential)
860-832-1945
Sexual Assault & Crisis Services (Confidential)
860-234-6681, English Hotline 1-860-223-5787
Prudence Crandall Center for Domestic Violence (Confidential)
888-774-2900 (24-hour hotline)
*Off-Campus

President's Message

Dear University Community:

Acts of harassment, discrimination, and violence threaten personal safety and violate the conduct standards expected of our community members. Central Connecticut State University (CCSU) has zero tolerance for any form of these behaviors and will pursue all criminal and administrative remedies in alignment with University policy and state law.

This booklet contains information about CCSU’s policies, procedures, and resources for those whose rights have been violated and for those who wish to become better informed about these topics and issues.

In addition to learning about the offices, organizations, and professionals educated and prepared to assist victims and concerned colleagues, you will read about CCSU’s response procedures to reports of incidents affecting our students, faculty, staff, and visitors.

As Central's president, be assured that I am fully committed to ensuring our campus is a safe, supportive, and welcoming environment for all.

Sincerely,

Zulma R. Toro
President

1 | Page
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
   - Non-discrimination 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
3. Investigation of internally filed complaints
4. Monitoring 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

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 860-832-1552 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-Bojivin, Women Center Coordinator at 860-832-1655 or cobbina-bojivin@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:
Monday-Friday, 9AM to 5PM (other times available by appointment)

Contact Information: Victim Advocacy and Violence Prevention Specialist at 860-832-3795.

WOMEN IN COLLEGE will be sexually assaulted.
The Campus Sexual Assault Study, Feminist Institute of Justice 2000.

We’re working together to change this statistic.

ODE Staff Responsibilities

<table>
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<tr>
<th>ODE Staff</th>
<th>Responsibilities</th>
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<tbody>
<tr>
<td>Sharon Gaddy</td>
<td>Assists with the development of the AA Plan</td>
</tr>
<tr>
<td>Associate</td>
<td>Assists with investigations</td>
</tr>
<tr>
<td>Davidson Hall, RM 102</td>
<td></td>
</tr>
<tr>
<td>860-832-1652</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:andyasha@ccsu.edu">andyasha@ccsu.edu</a></td>
<td></td>
</tr>
<tr>
<td>Works Thursday only</td>
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| Victim Advocacy and Violence Prevention Specialist | Provides professional advocacy services for students, faculty and staff who have been impacted by sexual assault, relationship violence, and/or stalking |
| Office of the Violence Prevention Specialist | Provides information on different options available to address safety and other concerns and assist in the navigation of different reporting systems |
| Office of the Violence Prevention Specialist | Provides referrals to campus or community entities depending on individual needs |
| Office of the Violence Prevention Specialist | Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to reduce the impact |
| Jacqueline Cobbina-Bolvin | Offers services for and about women |
| Coordinator | Provides resources, to advocate, inform, and support personal development |
| Women’s Center | Sponsors educational and cultural programs designed to promote gender equity, leadership, and independence |
| Student Center, RM 215 | Provides advocacy and referral services |
| (Mid-August to Mid-June) | 860-832-1665 |
| cobbina-bolvin@ccsu.edu | |

ODE Staff | ODE Staff Responsibilities |
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<tr>
<td>Rosa Rodriguez</td>
<td>Leads/manages CCSU’s programs that promote equity, diversity, and equal opportunity including oversight of the affirmative action (AA) and non-discrimination policies and procedures and Title IX</td>
</tr>
<tr>
<td>Chief Diversity Officer</td>
<td>Develops and coordinate training programs as they relate to non-discrimination, diversity, equity including Title IX</td>
</tr>
<tr>
<td>(CDO) &amp; Title IX Officer</td>
<td>Oversees the hiring process</td>
</tr>
<tr>
<td>Davidson Hall, RM 102</td>
<td>Investigates complaints</td>
</tr>
<tr>
<td>860-832-3178</td>
<td>Serves as the ADA coordinator</td>
</tr>
<tr>
<td><a href="mailto:rossa.rodriguez@ccsu.edu">rossa.rodriguez@ccsu.edu</a></td>
<td>Develops and coordinates cultural and educational programming activities</td>
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<td>Provides advocacy and referral services</td>
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ODE Staff | ODE Staff Responsibilities |
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<tr>
<td>Sarah Dodd</td>
<td>Investigates complaints</td>
</tr>
<tr>
<td>Associate to CDO</td>
<td>Assists with the development and implementation of the AA plan</td>
</tr>
<tr>
<td>Davidson Hall, RM 102</td>
<td>Serves as the lead person in the data collections as it relates to the AA</td>
</tr>
<tr>
<td>860-832-1653</td>
<td>Conducts training on issues related to diversity and Title IX</td>
</tr>
<tr>
<td><a href="mailto:sarah.dodd@ccsu.edu">sarah.dodd@ccsu.edu</a></td>
<td>Oversees the classified search process</td>
</tr>
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<td>Provides advocacy and referrals</td>
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<td>Leads awareness campaigns</td>
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<td>Provides advocacy and referral services</td>
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ODE Staff | ODE Staff Responsibilities |
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<tr>
<td>Alberto Gifuentes, Jr.</td>
<td>Maintains ODE calendar and budget</td>
</tr>
<tr>
<td>University Assistant</td>
<td>Assists with investigations</td>
</tr>
<tr>
<td>Davidson Hall, RM 102</td>
<td>Oversees records retention and filing system</td>
</tr>
<tr>
<td>860-832-1652</td>
<td>860-832-1652</td>
</tr>
<tr>
<td><a href="mailto:alberto.gifuentes@ccsu.edu">alberto.gifuentes@ccsu.edu</a></td>
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Other University Cultural Programs and Services

Center for Africana Studies

The Center emphasizes the study and the cultures of African peoples in both 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 308.

Contact Information: D. Evelyn Phillips, Ph.D., Co-Director at PhillipsE@ccsu.edu or 860-832-2617, or Sherinatu Fahnwa-Ndibe, Co-Director at fahnwa@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/eaasiancenter

The Center is located in Barnard Hall, RM 209.

Contact Information: Dr. Helen Abadian, Director at 860-832-2180 or FAC@ccsu.edu. She’s 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 Seville. 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.eoc.gov/policy/docs/national-origin.htm

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 promote events, discussions, and forums for the year. The MOSAIC Center also participates in co-sponsorship with other clubs and activities 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: 860-832-2091

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 Scott Hasen, Director of Student Activities and Leadership Development at 860-832-1993 or hasensc@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.0ccu.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.collegatelenk.net/Organizations.

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; physica 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/CSCU 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 desirous of 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."

- 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 (CSU) is committed to ensuring that each member of every BOR governed college and university community has the opportunity to participate fully in the process of education and development. The BOR and CSU 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 CSU Student Code of Conduct, Part B

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 maintained 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 or rejection of 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
- 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 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 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-181s, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under sections 46a-38h and 46a-38i 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.

Confidentiality

When a BOR governed college or university receives a report of sexual misconduct all reasonable steps will be taken by the appropriate CSU 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.
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.

and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All CSGU 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 their 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.

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
To report an incident at Central Connecticut State University
Office of Diversity and Equity (All complaints)
Rosa Rodriguez, Chief Diversity Officer and Title IX Coordinator
Central Connecticut State University
1635 Stanley Street
New Britain, CT 06053
Davidson Hall, Rm. 102
860-832-1658
rosa.rodriguez@ccsu.edu or
TitleIXReport@ccsu.edu
Office of Student Conduct (Complaints against students)
Carroll Hall, Rm. 202
860-832-1667
University Police (All criminal complaints except sexual harassment)
860-832-2375
Human Resources (Complaints against employees)
Anna E. Sudek-Lanczewska, Chief Human Resources Officer
Davidson Hall, Rm. 101
860-832-1756
lanczewska@ccsu.edu
Office of Student Affairs (Complaints against students)
Vice President for Student Affairs
Davidson Hall, Rm. 103
860-832-1605

Did you know?
Harassment based on gender stereotypes is a form of sex discrimination and is unlawful.

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 the Nondiscrimination in Education and Employment and BOG/CCSU Sexual Misconduct Reporting, Support Services, and Processes policies 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, veteran status, 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:
To provide adequate opportunity for a prompt investigation, complainants are encouraged to file as soon as possible but, except in cases involving sexual misconduct, must file no later than ninety
(90) calendar days following the complainant's first knowledge of the alleged discriminatory act.

For cases involving allegations of sexual misconduct, there is no time limit for the filing of complaints. In extenuating circumstances, the Chief Diversity Officer has the discretion to waive the deadline for the filing of complaints involving matters other than sexual misconduct. Once filed, the internal complaint must be resolved within ninety (90) calendar days unless the complainant consents to extend this time period.

3. Where to File:
The Office of Diversity and Equity handles internal complaints alleging violations of the Nondiscrimination Opportunity in Education and Employment and/or the BOR/CCSU Sexual Misconduct Reporting, Support Services, and Processes 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 filed with the Office of Student Conduct. See CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

All Complaints
Rosa Rodriguez
Chief Diversity Officer and
Title IX Officer
Office of Diversity and Equity
Davidson Hall, Rm. 102
860-832-0178

Complaints Against Students
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 conduct, 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 CCSU Nondiscrimination in Education and Employment Policy and/or the BOR/CCSU Sexual Misconduct Reporting, Support Services, and Processes 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, BOR/CCSU Sexual Misconduct Reporting, Support Services and Processes 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. Unsustainable 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).

8. 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 such files shall be maintained indefinitely, unless otherwise required by applicable State and Federal statutes and collective bargaining agreements.

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 Reporting, Support Services, and Processes
- Consensual Relationship Policy
- Student Code of Conduct and Statement of Disciplinary Procedures

Revised October 26, 2021
Revised June 6, 2018—added BOR Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, and revised the following sections: Investigatory process; Reports against CDO

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, 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 reporter” 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 CSUU 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 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 CSUU campus’ 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 CSUU community and to assure that the appropriate disciplinary processes are implemented.

BOR approved 1/27/14 and revised 1/15/13. requires annual distribution to employees

To file a report or for additional information contact:

All Abuse and Neglect Incidents
Anna Susski-Lanczewski
Chief Human Resources Officer
Davidson Hall, 210
New Britain, CT 06050-4810
860-832-5751
lanchezewski@ncci.csu.edu

All Suspected Incidents of Sexual Abuse
Ross Rodrigues, Chief Diversity Officer and Title IX Coordinator
Davidson Hall, 210
New Britain, CT 06050-4810
860-832-1653
rrodrigues@csu.edu
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 be of consensual given the inherent power differential between the parties, 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 advisee, 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, the 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-LeCenkowski
Chief Human Resources Officer
Davidson Hall, RM 101
1615 Stanley Street
New Britain, CT 06050-4010
860-832-0031

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) 566-7110

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

Southwest Region
1057 Broad Street
Bridgeport, CT 06604 Tel: (203) 576-0246

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 where 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.

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
Alternatively:

Connecticut Permanent Commission on the Status of Women
18-20 Trinity Street
Hartford, CT 06106
Tel: (860) 447-8300

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) 253-6000

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. - 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/poice/cleryReport.html

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.

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.

May 2018
Office of Diversity & Equity
What is Sexual Assault?

Sexual assault is a crime and will not be tolerated at Central Connecticut State University (CCSU). Sexual assault is compelling by force, or by threat of force, the following: sexual penetration of the vagina or anus, including by an object; oral sex; or contact with a person’s genital area, groin, anus, inner thighs, buttocks or breasts for the purpose of sexual gratification of the actor or for the purpose of degrading or humiliating the victim.

Sexual assault is also intentionally subjecting another to such contact without consent. Any person can be a victim or a perpetrator.

Examples of sexual assault include: rape, attempted rape, intentional touching, without consent, of a person’s genital area, groin, anus, inner thighs, buttocks or breasts for sexual gratification or to degrade the victim.
To report an incident

University Police
All criminal complaints
860 832 2375

Office of Diversity & Equity
All complaints
860 832 3652

Office of Student Conduct
Complaints against students
860 832 5667

Emergency Medical Attention
911 for immediate assistance

Any University faculty, staff member, administrator or student who is made aware of a sexual assault involving a member of the CCSU community should report the sexual assault.

University Police
The CCSU Police Department will provide its full assistance in response to a report of sexual assault.

The CCSU Police Department will:
- Obtain medical assistance
- Conduct a criminal investigation
- Obtain court order to protect you
- Establish a safe plan
- Connect you 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.

Office of Diversity & Equity

If you believe you or someone you know has been sexually assaulted, you can contact the Office of Diversity & Equity (ODE), which will investigate complaints of discrimination and sexual harassment including sexual violence.

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

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.

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

Office of Diversity & Equity

Office of Student Conduct (OSC)
Options for Medical Attention

911 Emergency
For Immediate assistance

Student Wellness Services, (SWS) medical services
On-campus evaluation or advice
860 832 1925

Hospital of Central Connecticut
On-campus evaluation or advice when Student Wellness Services is closed
for the collection of medical evidence
860 224 5001 / 860 225 6244
For emergencies:

Student Wellness Services, medical services
The SWS staff are trained in caring for victims of sexual assault. The office is staffed by the University Physician (Medical Director), 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 provides:

- Medical evaluation and treatment
- Referral to medical specialists and counseling
- Coordination with 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 2179
www.ccsu.edu/health

Hospital of Central Connecticut (HCC)
Part of the Gall Burn-Smith Sexual Assault Forensic Examiner (SAFE) program, HCC has specially trained people (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

If you want to speak with someone

Women's Center
On-campus crisis intervention and referral
860 832 1655

Student Wellness Services, (SWS) counseling services
On-campus crisis intervention and counseling services
860 832 1945

Sexual Assault Crisis Services
Off-campus help hotlines
English - 1 860 223 3787
Spanish - 1 888 568 8332

Residence Life
On-Campus Referral for Resident Students
860 832 1600

Off-campus
New Britain General Campus
100 Grand St.
New Britain, CT 06050
24-hour rape program
860 224 5013
860 225 6244
860 224 5672 (For Emergencies)
Women’s Center
Not just for women, the Ruth E. Boyea Women’s Center coordinator is available to listen, provide crisis intervention, support, guidance, mentorship, and referrals for victims, survivors, family members, friends, and caring partners of those who have been affected by violence. They will explain your options ranging from reporting a sexual assault to seeking housing changes.

» Advocates for men and women of the campus community
» Provides crisis intervention, individual counseling and peer support groups
» Provides referrals to on- and off-campus resources
» Conducts training on the prevention of sexual assault

On-campus
Student Center, Room 215
Mon-Fri, 9:00am-5:00pm
908-823-1641
Fax: 908-832-1677
www.ccsu.edu/womenctr

Student Wellness Services, counseling services
The SWS offers crisis counseling to students when they need it, minimizing the waiting time as much as scheduling permits. To ensure swift admittance, when calling, be sure to indicate that it is a crisis situation, and they 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

On-campus
Marcus White Hall, Room 205
Mon-Fri, 8:00am-5:00pm
860-832-1945
www.ccsu.edu/counseling

Sexual Assault Crisis Services (SACS)
SACS covers a 43-town region offering assistance to survivors and their loved ones. These critical services help men and women regain feelings of independence, optimism and hope.

Hotlines are open 24/7 with immediate access to trained, certified counselors who maintain confidentiality.

Additionally, Spanish and sign language interpreters are available. SACS also offers accompaniment through medical, police, and court procedures.

» Short-term individual crisis counseling
» Support groups
» Campus advocacy
» Volunteer opportunities
» Information and referrals
» Education programs

On-campus
YWCA SACS
22 Glen St.
New Britain, CT
24-Hour Hotlines
English: 1-860-223-1787
Spanish: 1-888-568-8332

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 these individuals are trained to offer support and guidance 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.

Provide referrals to on- and off-campus resources.

On-campus
Barrows Hall, Room 120
Mon-Fri, 8:30am-5:00pm
860-832-1660
Fax: 860-832-1665
www.ccsu.edu/reslife
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 Women's Center Coordinator, your Hall Director, Resident Assistant, or a Victim's 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.
» Privacy. This means you can refuse to answer any questions about the sexual assault, your sexual orientation, your sexual, medical (including HIV status), and your mental health history.
» Have conversations with licensed counselors in CCSU's Student Wellness Services.
» Decide whether or not you want the police to investigate the assault.
» Not be judged based on your race, age, class, gender or sexual orientation.
» Have a counselor/advocate accompany you to medical 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, exams, medications, treatments or police reports.
» Be considered a victim/survivor of sexual assault, regardless of the offender's relationship to you.

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.

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 3557.

This information is provided by CCSU's Sexual Assault and Interpersonal Violence Resource Team.
4/2014
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 and Federal 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.

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 Ruth 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
**What is Stalking?**

**It is probably isn’t**

If it doesn’t feel right or safe,

Restating: Order issued by a court

Examples: Protection Order or restraining order, order of protection or protective order, domestic violence, stalking, domestic violence

**What is Consent?**

Consent is clear, it is free

Examples: Fear, intimidation, coercion,

Transportation, or being restricted to a place or person

Examine: if you have consented to sexual activity with

"absence of force, manipulation, or interference"

Sexual assault victim's rights

"specifically and, if applicable, consent"