**Committee on the Concerns of Women**

**April 15, 2013**

**12:15pm-1:30pm**

**Student Center, Room 1849**

**Committee Meeting Minutes**

**Present:** Carolyn Fallahi, Ellen Retelle, Emily Chasse, Jacqueline Cobbina-Boivin, Joanne DiPlacido, Susan Gilmore, Jaclyn Hennessey, Kathy Hermes, Heidi Huguley, Kristine Larsen, Meg Levvis, Sandra Matthews, Kathy Poirier, Eva Vrdoljak, Kim Szews

**Absent/Excused:** Marisol Aponte, Candace Barrington, Kim DeMichele, Myrna Garcia-Bowen, Leah Glaser, Bobbie Koplowitz, Kate McGrath, Carol Morano, Sam Ozzone, Fiona Pearson, Rebecca Pickering, Kristin Pitt, Heather Prescott, Karen Ritzenhoff**,** Rosa Rodriguez, Susan Slaga, Jason Sikorski, Laura Tordenti

1.     Attendance and Welcome

2.     Approval of Minutes from March 2013 meeting

* Kathy Poirier was present
* Take back the night- April 16 not 14
* Minutes approved

3.     Budget Report

* $800 left- save money for Take Daughters and Sons to work day (split cost $250)
* Suggested that the committee uses some money for refreshments for last meeting
* Left over money moved over to 30 account for use in fall
* Ellen will update the budget and send it out to the committee to review

4.     Old Business: Update on the CCW purpose and bylaws committee. The CCW Purpose & Goals subcommittee met on April 8th; we reviewed descriptions and goals of various university's "The commission on the status of women", "Women's Centers", and Women Studies Programs. We will meet before the May meeting to decide on the language for CCW's purpose and goals; we will make recommendations at the May meeting.

New Business: Nomination for the co-chair for 2013-14 year.

No nominations yet.

5. Events at CCSU – Please submit to Carolyn for website

6.     Sub-Committee Reports

1. Budget Committee (Ellen)

Located in Budget Report section.

1. Job Place Bullying and Harassment (Kathy Hermes)

On the agenda is the following Bullying proposal that we hope to have a vote on Monday.  The sub-committee met today and wanted to keep with the recommendations for a short policy that covered people who were not covered by other policies (e.g., protected class).  The reporting form was cut drastically to keep it short, but we can always work to get that in at a later time.

Proposed Policy Regarding Abusive Conduct in the Workplace  Central Connecticut State University is committed to having a positive working environment for its faculty, administrators and staff. All individuals have the right to enjoy an environment free from forms of conduct that can be considered abusive. In addition, academic freedom can exist only when every person is free to pursue ideas in a non-threatening atmosphere of mutual respect. CCSU is committed to protecting the academic freedom and freedom of expression of all members of the school community and this policy against abusive conduct will be applied in a manner that protects those freedoms.   Abusive conduct is intentional conduct by a state employee in the workplace that is unrelated to the state’s legitimate interest and that a reasonable person would find hostile or offensive considering the severity, nature and frequency of the conduct. Abusive conduct includes, but is not limited to, (A) repeated infliction of verbal abuse such as the use of derogatory remarks, insult and epithets; (B) verbal or physical conduct that is threatening, intimidating or humiliating; or (C) the sabotaging or undermining of a person’s work performance; (D) behavior that exploits an employee’s known psychological or physical vulnerability. For purposes of this policy, “state employee” means all state agency personnel, but does not include contractors, subcontractors, vendors of the state, or food service employees. Abusive conduct in the workplace is distinct from harassment or discrimination based on protected classes as defined by the Connecticut Human Rights and Opportunities Commission.  If an employee comes forward with a complaint, retaliatory actions against the employee are prohibited.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Proposed reporting language

If you think you have been the target of abusive conduct you may report it to Human Resources, the Office of Diversity, or the Ombudsperson, as well as to your union.

Committee Discussion on the policy:

* The policy was too complicated so the sub-committee took out “students and student workers.” Now it only applies to union faculty.
* The policy is defining everything. Studies show bullying is more common in higher education. Policies lower incidences of bullying in the workplace.
* The policy allows documentation now. There is a sense of freedom with the policy.
* There are concerns about culture perceptions with regards to the policy. Can the policy include false accusations?
* Micro aggression- statements or behaviors made to an individual that seems non-threatening but based on past behavior is threatening. Subtly makes an individual not want to engage with those individuals. (like passive aggression)
* Women center’s perspective- want to submit examples
* This policy is what the national Bullying committee recommends.
* Concerns about what training each office has and how they deal with the response.
* Should a supplement be included in the policy? Might be a solution to the response process and definitions
* Perfect moment for a conference on workplace bullying
* Recommended a committee that listens to the cases and makes decisions.
* Motion to put policy forward. With guidelines and supplements. Recommendations about the process.
* Passes
* Recommend cultural centers as a place to report.

1. Women of Color Support and Concerns: (Rosa Rodriquez)
2. Work Life Family Balance (Fiona Pearson & Leah Glaser)
3. Scholarship (Emily Chasse):

Will submit the official report in May.

The scholarship winners are: Imani Heron and Sharon (Shae) M. Sau

e. Sexual and Relationship Violence Prevention (Joanne DiPlacido)

Motion to move forward with this.

Approved.

Draft of the Stalking Policy:

**Central Connecticut State University**

**Stalking Policy**

**Statement of Purpose**

Central Connecticut State University is determined to provide a learning atmosphere, which is free of harassment, interference or violence, for all members and visitors of the campus community, such that they are privy to an atmosphere that enhances academic learning and considers the welfare of the community with the highest regard. For this reason, Central Connecticut State University does not tolerate stalking, and will hold the perpetrators accountable when found in violation of this policy. Such conduct has the purpose or effect of unreasonably interfering with an individual’s academic or work performance or creating an intimidating, hostile or offensive learning and work environment. Central Connecticut State University is also committed to supporting victims of stalking through the appropriate provision of safety and support services. This policy applies to all students, faculty, staff, and visitors of Central Connecticut State University. Stalking incidents are occurring at an alarming rate on the nation’s college campuses. It is a crime that happens to men and women of all races/ethnicities, religions, ages, abilities, sexual orientations, and gender identities. It is a crime that can affect every aspect of a victim’s life. Stalking often begins with phone calls, emails, social networking posts and/or letters, and can sometimes escalate to violence.

There are strong connections between stalking and sexual violence. Some sex offenders monitor or follow their victims prior to an assault, and others repeatedly contact their victims after an assault has taken place.

• **3.4 million Americans are stalked each year.**

• Approximately 1 in 4 stalking victims report some form of cyber stalking such as being harassed through email (83%) or instant messaging (35%).

• 66% of stalking victims receive unwanted phone calls and messages from their stalkers.

• 7.8% of stalking victims experience electronic monitoring. Stalkers use technology such as computer spyware, video/digital cameras, listening devices, and GPS to stalk their victims.

• Nearly one-third (30.4%) of victims fear being physically harmed, but others fear that their stalker will harm or kidnap their child (12.9%), another family member (12.2%), or their current partner (6.0%). 6.3% of victims worry that the stalking will cause them to lose their job.

(Above statistics from *Stalking Victimization in the United States,* National Crime Victimization Survey, Bureau of Justice Statistics, January, 2009)

* In an anonymous online survey sent to all Central Connecticut State University students, 5.5% of students reported being followed or spied on by an intimate partner, 10.1% reported receiving unwanted phone calls by an intimate partner, and 6.9% reported that an intimate partner showed up uninvited at their home, at school or at other places where they had no business being (DiPlacido & Rich, 2012).

Stalking is a crime in Connecticut (*Public Act Number 12-114*) and is subject to criminal prosecution. Students, faculty, staff and visitors to CCSU perpetrating such acts of violence will be subject to disciplinary action. This can include expulsion or termination from Central Connecticut State University and/or criminal prosecution simultaneously.

**Policy Jurisdiction**

Students, faculty, and staff or visitors to campus will be held accountable for policy violations that take place between the time they first arrive on campus to begin their CCSU program or employment, or CCSU’s confirmation of their graduation, resignation, termination, or expulsion.

Conduct that takes place on or near CCSU premises or property; occurs at or in connection with a CCSU-related event; or occurs off-campus but may represent a threat to the safety of the CCSU community or its members, the pursuit of its objectives, and/or the educational environment of others, may be subject to CCSU’s disciplinary process.

**Definition of Stalking**

Stalking is defined as repeatedly contacting another person when:

a. The contacting person knows or should know that the contact is unwanted by the other person; and

b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person’s ability to perform the activities of daily life.

As used in this definition, the term “contacting” includes, but is not limited to, communicating with (including internet communication via email, instant message, online communication or any other internet communication) or remaining in the physical presence of the other person.

**Stalking Behaviors**

Stalking includes any behaviors or activities occurring on more than one occasion that collectively instill fear in a victim, and/or threaten her or his safety, mental health, or physical health. Such behaviors and activities may include, but are not limited to, the following:

• Non-consensual communication, including face-to-face communication, telephone calls, voice

messages, e-mails, written letters, gifts, or any other communications that are undesired and place another person in fear.

• Use of online, electronic, or digital technologies, including:

-- Posting of pictures or information in chat rooms or on Web sites

-- Sending unwanted/unsolicited email or talk requests

-- Posting private or public messages on Internet sites, social networking sites, and/or school bulletin boards

-- Installing spyware on a victim’s computer

-- Using Global Positioning Systems (GPS) to monitor a victim

• Pursuing, lurking, following, waiting, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the victim

• Threatening or obscene gestures

• Surveillance or other types of observation, including staring or “peeping” or voyeurism

• Trespassing

• Vandalism

• Non-consensual touching

• Direct verbal or physical threats

• Gathering information about an individual from friends, family, and/or co-workers

• Threats to harm self or others

• Defamation – lying to others about the victim

• Using a third party or parties to accomplish any of the above

**Reporting Stalking**

Central Connecticut State University encourages reporting of all incidents of stalking to law enforcement authorities, and respects that whether or not to report to the police is a decision that the victim needs to make. It is important to document and/or log all incidents of stalking that occur even if you are not sure what you will do with the information. Be sure to write down each time the stalker contacts you. The log should include the time, date, location and the words and actions of the stalker. Be sure to save any and all texts, emails, unwanted gifts and other attempted contacts that the stalker makes.

Advocates (see list below) are available to inform victims of the reporting procedures and offer appropriate referrals. Victims of stalking choosing to pursue the reporting process have the right to assistance or consultation of an advocate .

Central Connecticut State University offers services to victims even if they choose not to report the incidents. The Office of Equity and Diversity, The Counseling and Wellness Center, and the Ruthe Boyea Women’s Center provides services, advocates, and information for victims in a safe, supportive, and confidential setting. In some circumstances, a victim may wish to seek an order of protection from a court of appropriate jurisdiction against the alleged perpetrator. Victims may also seek restriction of access to Central Connecticut State University by non-students or non-employees in certain circumstances.

**Penalties and/or Sanctions**

The university will not tolerate stalking behavior. The penalty for students, faculty, staff, or visitors found guilty of a stalking offense under this policy may range from disciplinary probation to dismissal from the university and termination, as well as other sanctions deemed appropriate by the Judicial Officer, the University Discipline Committee, Human Resources, and the Office of Diversity and Equity.

If you are engaged in stalking behavior, it is important to get help quickly. Stalking is a serious violation of the university policy and a criminal offense. In cases where a student, faculty, staff member, or visitor is found responsible for a policy violation while participating in any CCSU program or employment with the university, the finding of responsibility may also be referred to the appropriate authority.

**Responsibilities**

**CCSU Police** have a responsibility to uphold and enforce the law even if the victim does not want to make a complaint and/or participate in the process.  As a result, once a report is made to the police, they have a duty to investigate the matter to the extent possible.  This does not mean that a victim will be forced to participate in either a police investigation or a criminal prosecution.  In addition, the CCSU Police will notify appropriate campus officials such as Student Affairs, the Human Resources Department and the Office of Diversity and Equity.  The victim is encouraged to let the CCSU police know of any and all restraining or protective orders taken out in different towns or cities.

**Human Resources Department** is responsible for carrying out investigations regarding allegations of employee misconduct that violate University and/or State policy and make recommendations for appropriate administrative action.  If required, the accuser and the accused will be afforded due process rights.

**Office of Diversity and Equity** investigates complaints of discrimination and sexual misconduct when these complaints are brought to the attention of University officials.  The Chief Diversity Officer serves as the Title IX coordinator.  If the person accused is a student, the incident will be reported to the Office of Student Conduct that has the responsibility for administering the Student Code of Conduct.

**The Counseling and Wellness Center** supports the victim and facilitates referrals to appropriate agencies and/or offices on campus.

**The Ruthe Boyea Women’s Center** advocates for victims, supports personal development and facilitates referrals to appropriate agencies on and off campus.

**Residence Life** assists students with room accommodations.

**Student Affairs** is responsible for the administration of the non-academic misconduct portion of the Student Code of Conduct as detailed in the Student Handbook.  This responsibility includes the investigation of allegations of student misconduct that violates University policy, and taking appropriate administrative action.  If required, the accuser and the accused will be afforded due process rights.

In certain instances, Central Connecticut State University may need to report an incident to law enforcement authorities. Such circumstances include any incidents that warrant the undertaking of additional safety and security measures for the protection of the victim and the campus community or other situations in which there is clear and imminent danger, and when a weapon may be involved. However, it is crucial in these circumstances to consult with supervisory staff and/or the Office of Equity and Diversity, since reporting may compromise the safety of the victim.

*Portions of this policy were based on the following resources: The Stalking Resource Center, a program of the National Center for Victims of Crime, established in 2000, with support from the Office on Violence Against Women at the United State Department of Justice; Middlebury College, Salisbury College, and Nicholls State University.*