

Report on Sexual Violence
Central Connecticut State University (CCSU)
Submitted: September 18, 2015

Prepared by the CCSU Office of Diversity and Equity

Enclosed Documents:

- **Sexual Violence Reportable Statistics and Data**
- **Addendum A:** Narrative
- **Addendum B:** BOR/CCSU Sexual Misconduct, Support Services and Processes Policy
- **Addendum C:** CCSU Nondiscrimination & Anti-Harassment Policies, Complaint Procedures and On-Campus and Community Resources
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CONNECTICUT STATE COLLEGES & UNIVERSITIES

BOARD OF REGENTS FOR HIGHER EDUCATION

PUBLIC ACT 14-11: REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Central Connecticut State University

REPORTING OFFICE/DEPARTMENT: Office of Diversity and Equity

INSTITUTION CONTACT: Rosa Rodriguez, Title IX Coordinator

YEAR: 2014

| I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS: | | | |
|---|---------------------------|-------------------|------------------------|
| Program Category | Number of Programs | | |
| | Prevention: | Awareness: | Risk Reduction: |
| <i>Sexual Assault</i> | 6 | 12 | 4 |
| <i>Stalking</i> | 2 | 6 | 2 |
| <i>Intimate Partner Violence</i> | 2 | 12 | 3 |
| Program Types: (List and Describe Each Program Type) | | | |
| <u>PREVENTION</u> | | | |
| 1. Sex Signals- | | | |
| Type of program: Prevention (sexual assault) | | | |
| Number of sessions offered: Two (2) | | | |
| Audience: Incoming CCSU undergraduate students | | | |
| Number of participants: Unknown. (<i>Approximately 1,294 students attended orientation</i>) | | | |
| Description: CCSU offers a comprehensive orientation for new students each summer. At Orientation 2014 students were strongly encouraged to attend "Sex Signals" a 90-minute, interactive program facilitated by two trained professionals that focuses on beliefs, attitudes and behaviors that can lead to sexual violence, the difference between seduction and coercion, consent, how to identify predatory behavior and how to intervene to support members in the CCSU community. | | | |
| 2. The Hook Up – | | | |
| Type of program: Prevention (sexual assault) | | | |
| Number of sessions offered: Two (2) | | | |
| Audience: Students, employees, public | | | |
| Number of participants: 80 (Fall 2014), 125 (Spring 2014) | | | |
| Description: As part of the Red Flag Campaign, CCSU offered this program in both the spring and fall of 2014. The Hook Up is an evidence-based program facilitated by professionals that focuses on the difference between a healthy sexual encounter, a regretted one and rape. It also empowers students to be change agents, intervene as bystanders and shift the culture to shut down sex offenders and hold them | | | |

accountable.

3. Haven (on-line training)

Type of program – Prevention (sexual assault, intimate partner violence and stalking)

Audience: Incoming CCSU Undergraduate students

Number of participants: 784

Description: All incoming CCSU undergraduate students are encouraged to complete an on-line training that covers healthy relationships, consent, definitions of sexual assault, relationship violence and stalking, risk reduction and awareness strategies, bystander intervention, social norms, campus policies and support resources.

4. Residence Hall Trainings

Type of program: Prevention (sexual assault)

Number of sessions offered: 8

Audience: CCSU students who live on-campus

Number of Participants: 87

Description:

Facilitated by professional staff from the CCSU Ruth Boyea Women's Center, these sessions focus on sexual assault prevention training.

5. On Being a Man

Type of program – Prevention (sexual assault, intimate partner violence and stalking)

Number of Sessions Offered: Approximately 40 sessions. Note: The program is delivered in two sessions lasting two hours each.

Number of Participants: Approximately 250-300

Audience: Male student athletes (approximately 200), male students living in the residence dormitories (Approximately 75)

Description: The workshop aims to implement a theory driven prevention paradigm to engage men in the process of evaluating whether rigid adherence to hyper-masculine gender expectations is likely to result in future happiness and health. Active learning principles, role plays, direct coaching strategies and vivid multi-media resources are utilized to facilitate the process by which men think critically about pressures placed upon them by society and whether following these expected standards truly exemplifies "being a real man." This program was developed, facilitated and evaluated by Dr. Jason Sikorski, Associate Professor of Psychology.

6. Zerlina Maxwell: Addressing Rape Culture

Type of program: Prevention (sexual assault)

Number of sessions offered: One (1)

Number of participants: 210

Audience: CCSU faculty, staff, students and the public

Description: As a part of Sexual Assault Awareness Month, the Women's Center welcomed political analyst

Zerlina Maxwell to campus. Addressing the crowd of students and faculty, Attorney Maxwell's lecture focuses on rape culture on college campuses and the need for global change on how women are treated.

AWARENESS

7. Sexual Assault and Interpersonal Violence Resource Team (SART) Meetings

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: Four (4)

Audience: SART Team members *Note: The SART Team is comprised of staff from the following divisions: Office of Equity and Diversity, Division of Student Affairs, campus safety, athletics, faculty from various departments and off-campus members from the New Britain YWCA and Prudence Crandall Center.*

Number of participants: Approximately 15 per session

Description:

The SART Team meets four teams per year as part of the University's commitment to minimize sexual violence on campus. Each meeting involves a training component to help members remain up to date in new policies and legislation as well as in best practices for assisting students and ending violence.

8. "How to Help" Manuals

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: N/A

Audience: CCSU employees, students

Number of participants: Approximately 10,000

Description: "How to Help" manuals include basic information on sexual assault, stalking and intimate partner violence, resources on and off campus, reporting options, victim rights and how students and how individuals can help prevent violence. Approximately 10,000 copies were distributed in 2014 at events, "tabling" in the student center, at new student and employee orientations, in the residence halls, in classroom presentations and in offices throughout the CCSU campus.

Note: All new students and employees received copies of the Policy and Procedure booklet, How to Help Booklet and an informational pamphlet that includes definitions and contact names for on- and off-campus resources.

9. "Pipeline" Announcement

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: N/A

Audience: CCSU employees, students

Number of participants: Unknown

Description: At the beginning of each semester, CCSU posts an announcement on the Central Pipeline (student, faculty and staff on-line portal) on student resources for sexual assault and interpersonal violence prevention and awareness and new policy changes.

10. Sexual Harassment Training

Type of program: Awareness and Prevention (sexual assault)

Number of sessions offered: two in- person, also available on-line

Audience: CCSU employees

Number of participants: in-person: 18; on-line: 496

Description: This training provides employees with an understanding of sexual harassment, their role in creating an environment free of sexual harassment and how to assist an employee who is experiencing this behavior.

11. Title IX Informational Sessions

Type of program: Awareness (sexual assault)

Number of sessions offered: Six (6)

Audience: CCSU Faculty Members

Number of participants: 55

Description: These meetings were conducted by the Title IX Coordinator as a part of faculty department meetings. The Title IX Coordinator provided updates on policy changes and reinforced faculty member's responsibility in regard to Title IX, Board of Regents police and state law.

12. Title IX Training (in-person)

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: Nine ()9

Audience: CCSU Employees including student employees

Number of Participants: 319

Description: All CCSU employees are required to attend annual Title IX training. This training is offered both in person and on-line. The in-person session is three hours long and covers policy and procedure, employee responsibilities, sexual assault, intimate partner violence and stalking. At these sessions, community partners CONNSACS and Prudence Crandall facilitated modules on sexual violence and intimate partner violence respectively.

13. Title IX Training (on-line)

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: offered to all employees on-line

Audience: CCSU Employees

Number of Participants: 271

Description: All CCSU employees are required to attend annual Title IX training. This training is offered both in person and on-line. The on-line sessions covers policy and procedure related to sexual misconduct, employee responsibilities, sexual assault, intimate partner violence and stalking.

14. Red Flag Campaign Posters

Type of program: Awareness, Risk Reduction (intimate partner violence)

Number of sessions offered: N/A

Audience: Employees, students

Number of participants: N/A

Description: In both the fall and spring of 2014 CCSU implemented the Red Flag Campaign, an evidence based program to address and prevent intimate partner violence. An extensive marketing campaign was used by placing several hundred red flags across campus and then posting over 150 posters in academic buildings, dining halls and resident halls. Posters contained information on behaviors that may indicate a "red flag" in a relationship and how to intervene in these situations.

15. Red Flag Campaign Presentations

Type of program: Awareness (intimate partner violence)

Number of sessions offered: 20

Audience: Students

Number of Participants: Approximately 670

Description: As part of the Fall 2014 Red Flag Campaign a twenty minute presentation facilitated by professionals from the Office of Diversity and Equity was offered. The twenty minute presentation provided information on identifying abusive behavior in intimate relationship and a discussion of how to intervene if a friend is in an abusive relationship. This presentation was implemented in classrooms, with an athletic team and a special presentation for international students.

16. Red Flag Student Leader Training

Type of program: Awareness (sexual assault, intimate partner violence)

Number of sessions offered: One (1)

Audience: Students in leadership roles

Number of participants: 30

Description: As part of the Fall 2014 Red Flag Campaign, student leaders were invited to attend a training on the Red Flag Campaign, sexual assault and intimate partner violence. Community partners Prudence Crandall and the New Britain YWCA facilitated the sections on their respective topic areas.

17. Red Flag Campaign "Tabling"

Type of program: Awareness (intimate partner violence)

Number of sessions offered: N/A

Audience: Students

Number of participants: Approximately 300 (Fall 2014) and Approximately 300 (Spring 2014)

Description: As part of the Red Flag Campaign, organizers had informational tables in the Student Center, at athletic games and at major CCSU events. The tables provided education on the topic of intimate partner violence.

18. Red Flag Campaign "Door Tags"

Type of program: Awareness (intimate partner violence)

Number of sessions offered: N/A

Audience: Students who live in the residence halls

Number of participants: Unknown. *Note: Approximately 1,000 tags were distributed*

Description: As part of the Red Flag Campaign tags were hung on every door of each residence hall room. The tags listed information on the Red Flag Campaign as well as campus and community partner's resources and services.

19. Resident Assistant Training: Domestic Violence

Type of program: Awareness (intimate partner violence)

Number of sessions offered: One (1)

Audience: Resident Assistants

Number of participants: 28

Description: As part of the comprehensive training for Resident Assistants local domestic violence agency Prudence Crandall facilitated a session on the warning signs and appropriate actions for addressing intimate partner violence, different types of intimate partner violence and resources on and off campus for students in unhealthy relationships.

(Of note: Resident Assistants also received comprehensive in-person Title IX training, documented above.)

20. Take Back the Night

Type of program: Awareness (sexual assault, intimate partner violence, stalking)

Number of sessions offered: One (1)

Audience: Students, employees and the public

Number of Participants: approximately 200

Description: The CCSU Ruth Boyea Women's Center coordinated the annual Take Back the Night rally. At this event, information and resources are provided and participants can share their experiences of sexual assault, intimate partner violence and/or stalking. Approximately ten university and off-campus resources sponsor tables at the event and provide additional information, support and education to participants.

21. Walk of No Shame

Type of program: Awareness (sexual assault)

Number of sessions offered: One (1)

Audience: Employees, students, the public

Number of participants: 75

Description: This event featured speaker Emily May, founder of Hollaback!, focused on ending victim blame in cases of sexual violence and provided a platform for students to share their own experience.

22. Enough! 5K Race to End Violence

Type of program: Awareness (sexual assault)

Number of sessions offered: One (1)

Audience: Employees, students, the public

Number of participants: approximately 400 (248 runners)

Description: CCSU collaborated with the New Britain YWCA Sexual Assault Crisis Services (SACS) to offer a

5-K race on the CCSU campus. Proceeds went to the YWCA SACS program. Awareness information was present.

RISK REDUCTION

23. Empowered Blue Devil Bystander Committee

Type of program: Risk Reduction (sexual assault)

Number of sessions offered: This information was not accessible.

Audience: CCSU administrators, student leaders and AmeriCorps Volunteers

Number of Participants: This information was not accessible.

Description: This training module empowers individuals to act appropriately and effectively when faced with an interpersonal conflict or problem. It is a comprehensive bystander intervention program that focuses on the reasons we act or don't act to intervene in situations where help is needed. Sections include factors that affect helping, strategies for effective helping, warning signs, action steps and resources. This program was coordinated out of the CCSU Counseling and Wellness Services.

24. Krav Maga Self Defense Class

Type of program: Risk reduction, Awareness (sexual assault)

Number of sessions offered: One (1)

Audience: CCSU Students

Number of participants: 5

The CCSU Ruth Boyea Women's Center organized a one-time self-defense class taught by Krav Maga.

25. Campus "Blue Lights"

Type of program: Risk Reduction (sexual assault, stalking, intimate partner violence)

Number of sessions offered: N/A

Audience: CCSU employees, students and the public.

Number of participants: N/A

Description: The University has installed approximately 100 well-placed emergency telephones on campus that automatically dial into the police dispatch center on campus. Please note – the number of blue light phones has decreased slightly due to new residence hall construction.

26. Police Safety Escort Service

Type of program: Risk Reduction (sexual assault, stalking, intimate partner violence)

Number of sessions offered: N/A

Audience: CCSU employees, students

Number of participants: N/A

Description: Concerned students or employees at CCSU can call the CCSU Police and will be escorted to their destination (within the campus). Escorts include police student workers, public safety assistants and police officers.

| II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS: | | |
|---|---------------------|------------|
| Program Category | Number of Campaigns | |
| | Prevention: | Awareness: |
| <i>Sexual Assault</i> | | 2 |
| <i>Stalking</i> | | |
| <i>Intimate Partner Violence</i> | | 2 |

| III. TOTAL REPORTED INCIDENTS OF SEXUAL VIOLENCE: | | |
|---|----------------------|------------------------|
| Program Category | Number of Incidents: | Number of Disclosures: |
| <i>Sexual Assault</i> | 11 | 9 |
| <i>Stalking</i> | 2 | 1 |
| <i>Intimate Partner Violence</i> | 9 | 4 |

| IV. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS): | | | | | | | | |
|---|------------------------|---------------|------------|-------------|------------|--------------------------|--|---|
| Program Category | Total Number of Cases: | Final Outcome | | | | | | |
| | | Warning: | Probation: | Suspension: | Expulsion: | Persona Non Grata (PNG): | Sanctions/ Sexual Violence Remediation: | Other: |
| <i>Sexual Assault</i> | 0 | | | | | | | |
| <i>Stalking</i> | 1 | | 1 | | | | | Required module on personal decision making, required student reflection inventory |
| <i>Intimate Partner Violence</i> | 4 | | | 4 | | | | Required modules in Anger Management, healthy relationships, personal decision making, self-reflection inventory (2). Required assessment (2) |

| IVa. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (STUDENTS): | | | |
|--|------------------------|-----------------------------|--------------------|
| Program Category | Total Number of Cases: | Outcome of Appeal Decision: | |
| | | <i>Upheld:</i> | <i>Overturned:</i> |
| <i>Sexual Assault</i> | | | |
| <i>Stalking</i> | | | |
| <i>Intimate Partner Violence</i> | 1 | 1 | |

| V. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES): | | | | | | |
|---|------------------------|-------------------|-----------------------------|------------------------------|---------------------|--------------------------------|
| Program Category | Total Number of Cases: | Final Outcome | | | | |
| | | <i>Reprimand:</i> | <i>Education/ Training:</i> | <i>Administrative Leave:</i> | <i>Termination:</i> | <i>Other:</i> |
| <i>Sexual Assault</i> | 1 | | | | | Resigned, Not in Good Standing |
| <i>Stalking</i> | | | | | | |
| <i>Intimate Partner Violence</i> | | | | | | |

| Va. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES): | | |
|--|-----------------------------|--------------------|
| Type | Outcome of Appeal Decision: | |
| | <i>Upheld:</i> | <i>Overturned:</i> |
| <i>Sexual Assault</i> | | |
| <i>Stalking</i> | | |
| <i>Intimate Partner Violence</i> | | |

| VI. TOTAL ANONYMOUS AND CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION: | | |
|---|--------------------|------------------------|
| Program Category | Number of Reports: | Number of Disclosures: |
| <i>Sexual Assault</i> | | Approximately 8 - 10 |
| <i>Stalking</i> | | Approximately 3 - 5 |
| <i>Intimate Partner Violence</i> | | Approximately 3 - 5 |

**Sexual Violence* was used aggregately to encompass sexual assault, stalking, and intimate partner violence, as defined by C.G.S. The full text of each of the above reportables is as follows:

I. The number of sexual assault, stalking and intimate partner violence prevention, awareness and risk reduction programs at the institution.

II. The type of sexual assault, stalking and intimate partner violence prevention and awareness campaigns held by the institution.

III. The number of incidences of sexual assault, stalking and intimate partner violence reported to such institution.

IV. The number of reports or disclosures to the institution related to sexual assault, stalking and intimate partner violence.

V. The number of disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence.

VI. The final outcome of all disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence, including, but not limited to, the outcomes of any appeals of such final outcome, to the extent reporting on such outcomes does not conflict with federal law.

STATUTORY REFERENCES AND DEFINITIONS

SEXUAL ASSAULT

Sec. 53a-70. *Sexual assault in the first degree: Class B or A felony.* (a) A person is guilty of sexual assault in the first degree when such person (1) compels another person to engage in sexual intercourse by the use of force against such other person or a third person, or by the threat of use of force against such other person or against a third person which reasonably causes such person to fear physical injury to such person or a third person, or (2) engages in sexual intercourse with another person and such other person is under thirteen years of age and the actor is more than two years older than such person, or (3) commits sexual assault in the second degree as provided in section 53a-71 and in the commission of such offense is aided by two or more other persons actually present, or (4) engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to such sexual intercourse.

(b) (1) Except as provided in subdivision (2) of this subsection, sexual assault in the first degree is a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court or, if the victim of the offense is under ten years of age, for which ten years of the sentence imposed may not be suspended or reduced by the court.

(2) Sexual assault in the first degree is a class A felony if the offense is a violation of subdivision (1) of subsection (a) of this section and the victim of the offense is under sixteen years of age or the offense is a violation of subdivision (2) of subsection (a) of this section. Any person found guilty under said subdivision (1) or (2) shall be sentenced to a term of imprisonment of which ten years of the sentence imposed may not be suspended or reduced by the court if the victim is under ten years of age or of which five years of the sentence imposed may not be suspended or reduced by the court if the victim is under sixteen years of age.

(3) Any person found guilty under this section shall be sentenced to a term of imprisonment and a period of special parole pursuant to subsection (b) of section 53a-28 which together constitute a sentence of at least ten years.

Sec. 53a-71. *Sexual assault in the second degree: Class C or B felony.* (a) A person is guilty of sexual assault in the second degree when such person engages in sexual intercourse with another person and: (1) Such other person is thirteen years of age or older but under sixteen years of age and the actor is more than three years older than such other person; or (2) such other person is impaired because of mental disability or disease to the extent that such other person is unable to consent to such sexual intercourse; or (3) such other person is physically helpless; or (4) such other person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare; or (5) such other person is in custody of law or detained in a hospital or other institution and the actor has supervisory or disciplinary authority over such other person; or (6) the actor is a psychotherapist and such other person is (A) a patient of the actor and the sexual intercourse occurs during the psychotherapy session, (B) a patient or former patient of the actor and such patient or former patient is emotionally dependent upon the actor, or (C) a patient or former patient of the actor and the sexual intercourse occurs by means of therapeutic deception; or (7) the actor accomplishes the sexual intercourse by means of false representation that the sexual intercourse is for a bona fide medical purpose by a health care professional; or (8) the actor is a school employee and such

other person is a student enrolled in a school in which the actor works or a school under the jurisdiction of the local or regional board of education which employs the actor; or (9) the actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and (A) is a secondary school student and receives such coaching or instruction in a secondary school setting, or (B) is under eighteen years of age; or (10) the actor is twenty years of age or older and stands in a position of power, authority or supervision over such other person by virtue of the actor's professional, legal, occupational or volunteer status and such other person's participation in a program or activity, and such other person is under eighteen years of age; or (11) such other person is placed or receiving services under the direction of the Commissioner of Developmental Services in any public or private facility or program and the actor has supervisory or disciplinary authority over such other person.

(b) Sexual assault in the second degree is a class C felony or, if the victim of the offense is under sixteen years of age, a class B felony, and any person found guilty under this section shall be sentenced to a term of imprisonment of which nine months of the sentence imposed may not be suspended or reduced by the court.

Sec. 53a-72a. *Sexual assault in the third degree: Class D or C felony.* (a) A person is guilty of sexual assault in the third degree when such person (1) compels another person to submit to sexual contact (A) by the use of force against such other person or a third person, or (B) by the threat of use of force against such other person or against a third person, which reasonably causes such other person to fear physical injury to himself or herself or a third person, or (2) engages in sexual intercourse with another person whom the actor knows to be related to him or her within any of the degrees of kindred specified in section 46b-21.

(b) Sexual assault in the third degree is a class D felony or, if the victim of the offense is under sixteen years of age, a class C felony.

SEXUAL ASSAULT/INTIMATE PARTNER VIOLENCE

Sec. 10a-55m. a (4) *“Intimate partner violence”* means any physical or sexual harm against an individual by a current or former spouse of or person in a dating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a, stalking under section 53a-181c, 53a-181d or 53a-181e, or family violence as designated under section 46b-38h.

Sec. 53a-70b. *Sexual assault in spousal or cohabiting relationship: Class B felony.* (a) For the purposes of this section:

(1) “Sexual intercourse” means vaginal intercourse, anal intercourse, fellatio or cunnilingus between persons regardless of sex. Penetration, however slight, is sufficient to complete vaginal intercourse, anal intercourse or fellatio and does not require emission of semen. Penetration may be committed by an object manipulated by the actor into the genital or anal opening of the victim's body; and

(2) “Use of force” means: (A) Use of a dangerous instrument; or (B) use of actual physical force or violence or superior physical strength against the victim.

(b) No spouse or cohabitor shall compel the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor, or by the threat of the use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

(c) Any person who violates any provision of this section shall be guilty of a class B felony for which two years of the sentence imposed may not be suspended or reduced by the court.

STALKING

Sec. 53a-181c. *Stalking in the first degree: Class D felony.* (a) A person is guilty of stalking in the first degree when such person commits stalking in the second degree as provided in section 53a-181d and (1) such person has previously been convicted of a violation of section 53a-181d, or (2) such conduct violates a court order in effect at the time of the offense, or (3) the other person is under sixteen years of age.

(b) Stalking in the first degree is a class D felony.

Sec. 53a-181d. *Stalking in the second degree: Class A misdemeanor.* (a) For the purposes of this section, “course of conduct” means two or more acts, including, but not limited to, acts in which a person directly, indirectly or through a third party, by any action, method, device or means, (1) follows, lies in wait for, monitors, observes, surveils, threatens, harasses, communicates with or sends unwanted gifts to, a person, or (2) interferes with a person’s property.

(b) A person is guilty of stalking in the second degree when:

(1) Such person knowingly engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for such person’s physical safety or the physical safety of a third person; or

(2) Such person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person that would cause a reasonable person to fear that such person’s employment, business or career is threatened, where (A) such conduct consists of the actor telephoning to, appearing at or initiating communication or contact at such other person’s place of employment or business, provided the actor was previously and clearly informed to cease such conduct, and (B) such conduct does not consist of constitutionally protected activity.

(c) Stalking in the second degree is a class A misdemeanor.

Sec. 53a-181e. *Stalking in the third degree: Class B misdemeanor.* (a) A person is guilty of stalking in the third degree when he recklessly causes another person to reasonably fear for his physical safety by wilfully and repeatedly following or lying in wait for such other person.

(b) Stalking in the third degree is a class B misdemeanor.

PROGRAMMING:

Sec. 10a-55m. a (1) “*Awareness programming*” means institutional action designed to communicate the prevalence of sexual assaults, stalking and intimate partner violence, including the nature and number of cases of sexual assault, stalking and intimate partner violence reported at each institution of higher education in the preceding three calendar years, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions;

Sec. 10a-55m. a (5) “*Primary prevention programming*” means institutional action and strategies intended to prevent sexual assault, stalking and intimate partner violence before it occurs by means of changing social norms and other approaches, including, but not limited to, poster and flyer campaigns, electronic communications, films, guest speakers, symposia, conferences, seminars or panel discussions;

“Risk Reduction”

“*Risk Reduction*” is not statutorily defined. However, the Federal regulations for the Violence Against Women Act amendments to the Clery Act (VAWA), provides the following definition:

- Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

While VAWA’s definition is criticized as implying that victims can prevent sexual violence by participating in risk reduction programs, it is still helpful in categorizing institution’s sexual violence programs and initiatives for reporting purposes. Examples of risk reduction programs related to sexual violence include, but are not limited to: blue safety lights on campus, self-defense classes, safety tips, bystander intervention techniques, the buddy system, rape whistles, and related educational programming.

CONCERNING "REPORTS" vs "DISCLOSURES" IN PART IV OF THE AFOREMENTIONED:

A *disclosure* is a communication of an incident of sexual violence not accompanied with a request for an investigation or adjudication, although there may be a request for accommodations and referral to services.

A *report* is a disclosure accompanied by an immediate request for an investigation and adjudication.

Addendum A: Narrative

Central Connecticut State University
Addendum A: Narrative

A. Narrative to Section I. Sexual Violence Prevention, Awareness, and Risk Reduction Programs

CCSU takes the prevention of sexual violence, intimate partner violence and stalking very seriously. In addition to the offices of Diversity and Equity (ODE) and Student Affairs, many departments and faculty are committed to creating a safe campus culture. In 2010, CCSU established the Sexual Assault Resource Team (SART) representing a cross section of CCSU departments and community partners (See report for additional information)

In 2014, ODE conducted a nation-wide search for a full-time Sexual Assault Prevention Specialist primarily dedicated to victim advocacy and coordinating prevention activities, including facilitating training and leading evaluation efforts. An experienced professional was hired last January. This hire gave CCSU the opportunity to double its training and education efforts resulting in increased reports and disclosures in 2015. While this hiring is not a prevention program, it is an important prevention initiative that will bolster the capacity of CCSU to provide prevention and awareness education, provide advocacy and referral services to victims/survivors and assist with Title IX compliance.

B. Narrative to Section II. Sexual Violence Prevention and Awareness Campaigns

During the 2014 calendar year, CCSU implemented the Red Flag Campaign which ran during the spring and fall semesters. This campaign was developed by sexual and domestic violence prevention experts, college students, advocates, and college personnel and is a product of the Virginia Sexual and Domestic Violence Action Alliance. To implement the campaign, CCSU created the Red Flag Campaign Committee representing a cross-functional group, (e.g., faculty, staff and students committed to ending interpersonal violence). The committee developed a strategy and plan for implementing the initiative effectively and features the following components:

- Evidence-based posters that identify potentially abusive behavior were displayed throughout campus
- Hundreds of red flags distributed across campus grounds increased visibility of the campaign
- Information tables at campus events (e.g., lectures, athletics events, and academic buildings) and in the CCSU Student Center
- Presentations to classes and student groups
- Messages from the CCSU President and the Title IX Coordinator reinforcing the importance of this campaign were sent out via email to faculty, staff and students and were posted on CCSU's Pipeline, the internal communications system. The Red Flag Campaign was covered extensively by the local media, including newspapers and television stations. This coverage brought additional visibility to the campaign message and, most importantly, to sexual violence prevention and awareness.

C. Narrative to Section IV. Disciplinary Cases and Final Outcomes of Disciplinary Cases Relating to Sexual Violence (Students):

While CCSU was informed of eleven (11) incidents of sexual assault in 2014, none were adjudicated through student conduct. Only two were official reports where complainants wanted the institution to take action; the other incidents were disclosures and no identifying information of the alleged offender was given. Of the two officially reported incidents, neither involved a CCSU student under the jurisdiction of CCSU's student conduct office; however, one of the incidents involved a CCSU employee and an investigation was conducted [see Section V. Disciplinary Cases and Final Outcomes of Disciplinary Cases Relating to Sexual Violence (employees)].

It is notable that in 2015, we are seeing a shift in reporting trends, specifically related to intimate partner violence and stalking. We are currently in the process of implementing a Campus Climate Study to better understand the experience of students who choose to report incidents of sexual violence, as well as barriers that they may encounter in that process.

D. Narrative to Section IV (a). Final Outcomes of Appeals of Original Outcomes of Cases Relating to Sexual Violence (Students):

The number of disciplinary cases relating to sexual violence (students) is higher than the number of final outcomes of appeals of original cases (students). This is due to the fact that the majority of respondents chose not to appeal their case and to accept the original outcome. In cases where appeals were filed, the original finding and sanctions were upheld.

E. Narrative to Section V (a). Final Outcomes of Appeals of Original Outcomes of Cases Relating to Sexual Violence (Employees):

The number of disciplinary cases relating to sexual violence (employees) is higher than the number of final outcomes of appeals of original cases (employees). The respondent did not appeal the decision.

F. Narrative to Section VI. Total Anonymous and Confidential Sexual Violence Reports or Disclosure to the Institution

The only confidential reporting on the CCSU Campus is to the Student Wellness Services (SWS) Counseling Center. Please note that these confidential reports could potentially also be included in Section III Total Reported Incidences of Sexual Violence. Some students may disclose to a confidential counselor and also report to the university.

Additionally, the SWS Counseling Center was only able to provide approximate numbers of disclosures to the licensed counselors in their office. Up to this point, they have not had a system in place to track these numbers. Counselors were asked to provide an approximate number for the 2014 calendar year.

Anonymous reports may be submitted on-line through the CCSU police website. This system is in place to collect anonymous reports of any type, including sexual assault, intimate partner violence and stalking. Because this process was not instituted until late in 2014, there were no anonymous reports.

Addendum B:
BOR/CCSU Sexual Misconduct, Support Services and Processes Policy

BOR\CSCU Sexual Misconduct Reporting, Support Services and Processes Policy

Central Connecticut State University Statement

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

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

Individuals and Entities Affected by this Policy

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

- Students: "Off-campus misconduct may be subject to the jurisdiction of the University and addressed through its disciplinary procedures if one of the following conditions is met: (i) a student engages in prohibited conduct at an official University event, at a University-sanctioned event, or at an event sponsored by a recognized student organization; or (ii) a student engages in prohibited conduct under such circumstances that reasonable grounds exist for believing that the accused student poses a threat to the life, health or safety of any member of the University community or to the property of the University. "¹
- Employees: The decision of whether to investigate and discipline employees for off-campus misconduct will be made by the appropriate university administrator on a case-by-case basis in accordance with collective bargaining agreements, CSU/university policies, and state regulations.

Statement of Policy

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

The BOR strongly encourages victims to report any instance of sexual misconduct, including sexual harassment, sexual assault, sexual exploitation, stalking and intimate partner violence, as an effective means of taking action by reporting such acts to the appropriate officials and pursuing criminal or disciplinary remedies, or both. The only way that action can be taken against anyone

¹ CCSU Student Code of Conduct, Part B

who violates another in such a manner is through reporting. Each and every BOR governed college and university shall provide those who report sexual misconduct with many supportive options, including referral to agencies that provide medical attention, counseling, legal services, advocacy, referrals and general information regarding sexual misconduct. Each and every BOR governed college and university will preserve the confidentiality of those who report sexual misconduct to the fullest extent possible and allowed by law. All BOR and CSCU employees, victim support persons and community victim advocates being consulted will make any limits of confidentiality clear before any disclosure of facts takes place. Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all BOR and CSCU employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct regardless of the age of the reported victim.

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff, faculty and students are discouraged pursuant to BOR policy.

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

Terms and Usage

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent cannot 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 consented to any such activity which occurs after that consent is withdrawn. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.”

Sexual misconduct includes engaging in any of the following behaviors:

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

- Sexual flirtation, touching, advances or propositions
- Verbal abuse of a sexual nature
- Pressure to engage in sexual activity
- Graphic or suggestive comments about an individual's dress or appearance

- Use of sexually degrading words to describe an individual
- Display of sexually suggestive objects, pictures or photographs
- Sexual jokes
- Stereotypic comments based upon gender
- Threats, demands or suggestions that retention of one's educational status is contingent upon toleration of or acquiescence in sexual advances.

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

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

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

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

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

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

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

in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as “domestic violence” are against family or household members or persons in dating or cohabiting 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, threatening to hurt one’s family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a “dating relationship” existed is to be based upon the following factors: the reporting victim’s statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

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

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

Confidentiality

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

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

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

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

Mandated Reporting by College and University Employees

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct regardless of the age of the reported victim. A disclosure is the receipt of any communication of an incident of sexual misconduct not accompanied by a request for an investigation or adjudication by the institution. A report of sexual misconduct, on the other hand, is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution. Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic and other accommodations and to provide a referral for support and other services.

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

Rights of Those Who Report

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

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus's Title IX Coordinator.
- Those who have been the victim of sexual misconduct have the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence – all of whom are

bound by state statutes and professional ethics to maintain confidentiality without written releases.

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

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

Employee Conduct Procedures

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

Student Conduct Procedures

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

The Title IX Coordinator can assist in explaining the student conduct process. The Student Code of Conduct provides an equal, fair, and timely process (informal administrative resolution or a formal adjudication) for reported victims and accused students.

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

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

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

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

Dissemination of this Policy

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

12/5/2014 – BOR Academic & Student Affairs Committee

1/15/2015 – Board of Regents

To report an incident at Central Connecticut State University

Office of Diversity and Equity (All complaints)

Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator
Central Connecticut State University
1615 Stanley St.
New Britain, CT 06053
Davidson Hall, Rm. 104
860-832-1653
rosa.rodriguez@CCSU.edu

Office of Student Conduct (Complaints against students)

Christopher Dukes,
Willard Hall, Rm. 107
860-832-1667

University Police (All criminal complaints except sexual harassment)

860-832-2375

Human Resources (Complaints against employees)

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

Office of Student Affairs (Complaints against students)

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

If you want to speak with someone at CCSU

Office of Victim Advocacy and Violence Prevention

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

Women's Center

Jacqueline Cobbina-Boivin, Coordinator
860-832-1655
cobbina-boivin@mail.ccsu.edu

Counseling and Wellness Center (Confidential)

860-832-1945

If you want to speak with a Community Partner

Sexual Assault Crisis Services (confidential)

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

Prudence Crandall Center for Domestic Violence (confidential)

888-774-2900 (24-hour hotline)

To report an incident to an Outside Agency

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously avail himself or herself of the University's Internal Discrimination Grievance Procedure.

1. The Connecticut Commission on Human Rights & Opportunities (All)

Capitol Region
999 Asylum Avenue
Hartford, CT 06105
Tel: (860) 566-7710

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

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

West Central Region
Rowland State Government Center
55 West Main Street, Suite 210
Waterbury, CT 06702-2004
(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.

2. The Equal Employment Opportunities Commission (Employees)

John F. Kennedy Federal Office Building
Government Center, Room 475
Boston, MA 02203
Tel: 1-800-669-4000

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

3. State of Connecticut: Employee Grievance Procedure

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

4. U.S. Department of Education, Office for Civil Rights (Students)

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

Addendum C:
**CCSU Nondiscrimination & Anti-Harassment Policies, Complaint Procedures
and On-Campus and Community Resources**



Central Connecticut State University

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

Office of Diversity and Equity

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

Important Phone Numbers

Reporting an Incident

University Police (Criminal Complaints)

860-832-2375

Office of Diversity & Equity (Title IX Officer) All complaints

860-832-1652

Office of Student Conduct (OSC) Complaints against students

860-832-1667

Medical Attention

Student Wellness Services, Health (Confidential)

860-832-1925

Hospital of Central Connecticut*(HCC)

860-224-5011

Emergencies

911

Someone to talk to

Office of Victim Advocacy

860-832-3795

Women's Center

860-832-1655

Student Wellness Services, Counseling (Confidential)

860-832-1945

Sexual Assault & Crisis Services*(Confidential)

860-225-4681; *English Hotline* 1-860-223-1787

Prudence Crandall Center for Domestic Violence* (Confidential)

888-774-2900 (24-hour hotline)

**Off-Campus*

President's Message



February 2015

Dear University Community Members:

This University strives to provide a campus that is welcoming to all and a learning environment that is open, supportive, and safe. As a community, we will not tolerate acts of discrimination, harassment or violence. A key component in our efforts is to provide policies that clearly spell out our response to reported incidents affecting our students, faculty, staff, and visitors.

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

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

Sincerely,

A handwritten signature in black ink that reads "Jack W. Miller".

Dr. Jack W. Miller
CCSU President

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Office of Diversity and Equity (ODE)

Mission Statement

- Provide leadership for the University in its commitment to a campus environment that fosters respect for the dignity, rights and aspirations of each member of the University community.
- Coordinate the University's efforts to promote, develop and support a culturally diverse community.
- Guide the University community in the implementation of Affirmative Action and diversity strategies.
- Conduct training on Title IX including the prevention of sexual harassment for staff and students and Diversity.
- Investigate complaints of discrimination and sexual misconduct.

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 Policy
 - Americans with Disabilities Act
 - Title IX

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

3. Investigation of internally filed complaints
4. Monitoring of the employment process (including recruitment, hiring, promotion and training)
5. Development and implementation of the annual Affirmative Action Plan
6. Provision of the ADA reasonable accommodations for employees

7. Coordination of 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 860-832-1652 or at rosa.rodriguez@ccsu.edu

Students: Requests for reasonable accommodations from students are handled by the Office of Student Disability Services. The office is located in Willard Hall, RM 101-04.

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-Boivin, Women Center Coordinator at 860-832-1655 or cobbina-boivin@ccsu.edu.

Office of Victim Advocacy

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

The office is located in DiLoreto Hall, RM 207. The office is staffed by a professional staff member from Mid-August to Mid-June. Office Hours: Mon-Fri at 9 AM-5 PM

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



**We're working
together to change
this statistic.**

ODE Staff Responsibilities

| ODE Staff | Responsibilities |
|--|--|
| <p>Rosa Rodríguez Office of Diversity and Equity Chief Diversity Officer (CDO) & Title IX Officer Davidson Hall, RM 102 860-832-0178 rosa.rodriguez@ccsu.edu</p> | <ul style="list-style-type: none"> Leads/manages CCSU’s programs that promote equity, diversity and equal opportunity including oversight of the affirmative action and non-discrimination policies and procedures and Title IX Develops and coordinate training programs as they related to nondiscrimination, diversity, equity including Title IX Oversees the hiring process Investigates complaints Serves as the ADA coordinator Develops and coordinates cultural and educational programming activities Provides advocacy and referral services |
| <p>Nicholas D’Agostino ODE Associate to CDO Davidson Hall, RM 102 860-832-1653 nicholas.dagostino@ccsu.edu</p> | <ul style="list-style-type: none"> Investigates complaints Assists with the development and implementation of the AA plan Serves as the lead person in the data collections as it relates to the affirmative action Conducts training on issues related to diversity and Title IX Oversees the classified search process Provides advocacy and referrals |
| <p>Pamela Soucy ODE University Assistant Davidson Hall, RM 102 860-832-1652 soucyp@ccsu.edu</p> | <ul style="list-style-type: none"> Manages the calendar for the office including the scheduling of search charge meetings Monitors the office budget and AA goals Maintains office files |

| ODE Staff | Responsibilities |
|---|---|
| <p>Sarah Dodd, Victim Advocacy and Violence Prevention Specialist Office of Victim Advocacy DiLoreto Hall, RM 207 Mon-Fri 9 AM-5 PM (Mid-August to Mid-June) 860-832-3795 sarahdodd@ccsu.edu</p> | <ul style="list-style-type: none"> • Provides professional advocacy services for students, faculty and staff who have been impacted by sexual assault, relationship violence, and/or stalking • Provides information on different options available to address safety and other concerns and assist in the navigation of different reporting systems • Provides referrals to campus or community entities depending on individual needs • Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact |
| <p>Jacqueline Cobbina-Boivin Women Center Coordinator Student Center, RM 215 (Mid-August to Mid-June) 860-832-1655 cobbina-boivinj@ccsu.edu</p> | <ul style="list-style-type: none"> • Offers services for and about women • Provides resources, to advocate, inform, and support personal development • Sponsors educational and cultural programs designed to promote gender equity, leadership, and independence • Provides crisis intervention, advocacy and referral services to victims/survivors of sexual assault |

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

Other University Cultural Programs and Services

Center for Africana Studies

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

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

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

East Asian Center

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

The Center is located in Barnard Hall, RM 209.

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

Did you know?

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

Source: U.S. Census Bureau, 2010 Census

Latin American, Latino and Caribbean Center

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

The Center is located on the main floor of the Elihu Burritt Library.

Contact Information: Luis Recoder-Núñez, PH.D., Director at 860-832-3108 or recoderl@ccsu.edu.

Did you know?

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

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

Lesbian, Gay, Bisexual, Transgender Center (LGBT)

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

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

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

Did you know?

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

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

MOSAIC Center

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

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

Contact Information: 860-832-1892

Did you know?

Three Largest Connecticut Race/Ethnic Groups

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

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

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 Wednesdays at 7:15 p.m. in the 1849 Room of the Student Center. All are welcome!

South Asian Students Association (SASA)

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

United Caribbean Club

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

For additional information on student organizations go to

<https://ccsu.collegiatelink.net/Organizations>.

Nondiscrimination in Education and Employment Policy

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

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

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

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

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

Definitions

Discrimination

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

Discriminatory Harassment

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

Retaliation

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

Responsibility

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

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

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

Central Connecticut State University Statement

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

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

Individuals and Entities Affected by this Policy

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

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

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

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

Did you know?

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

Statement of Policy

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

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

¹ CCSU Student Code of Conduct, Part B

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

Sexual intimacy is permissible only if it is agreed to by all participants and all activity is affirmatively consensual at all times. Sexual misconduct, as defined herein, is a violation of BOR policies and, in addition, may subject an accused student or employee to criminal penalties. The BOR and each of its governed colleges and universities are committed to providing an environment free of personal offenses. Sexual relationships of any kind between staff, faculty and students are discouraged pursuant to BOR policy.

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

Terms and Usage

Consent is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement. Consent is an affirmative, conscious decision – indicated clearly by words or actions – to engage in mutually accepted sexual contact. Consent cannot 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 consented to any such activity which occurs after that consent is withdrawn. A lack of consent may result from mental incapacity (e.g., ingestion of alcohol or drugs which significantly impair awareness or judgment) or physical incapacity (e.g., the person is unconscious or otherwise unable to communicate consent). The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.”

Sexual misconduct includes engaging in any of the following behaviors:

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

- Sexual flirtation, touching, advances or propositions
- Verbal abuse of a sexual nature

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

Retaliation is prohibited and occurs when a person is subjected to an adverse employment or educational action because he or she made a complaint under this policy or assisted or participated in any manner in an investigation.

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

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

(c) **Sexual exploitation** occurs when a person takes nonconsensual 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 includes:

- 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 of or person in a dating or cohabitating relationship with such individual that results from any action by such spouse or such person that may be classified as a sexual assault under section 53a-70, 53a-70a, 53a-70b, 53a-71, 53a-72a, 53a-72b or 53a-73a of the general statutes, stalking under section 53a-181c, 53a-181d or 53a-181e of the general statutes, or domestic or family violence as designated under section 46b-38h of the general statutes. This includes any physical or sexual harm against an individual by a current or former spouse or by a partner in a dating relationship that results from (1) sexual assault

(2) sexual assault in a spousal or cohabiting relationship; (3) domestic violence; (4) sexual harassment (5) sexual exploitation, as such terms are defined in this policy.

Offenses that are designated as “domestic violence” are against family or household members or persons in dating or cohabiting 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, threatening to hurt one’s family members or pets and humiliating another person.
- Cohabitation occurs when two individuals dwell together in the same place as if married.
- The determination of whether a “dating relationship” existed is to be based upon the following factors: the reporting victim’s statement as to whether such a relationship existed, the length of the relationship, the type of the relationship and the frequency of the interaction between the persons reported to be involved in the relationship.

(e) ***Stalking***, which is defined as repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the

contact causes substantial impairment of the other person's ability to perform the activities of daily life.

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

Confidentiality

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

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

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

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

Mandated Reporting by College and University Employees

Other than confidential resources as defined above, in addition to employees who qualify as Campus Security Authorities under the Jeanne Clery Act, all employees are required to immediately communicate to the institution's designated recipient any disclosure or report of sexual misconduct regardless of the age of the reported victim. A disclosure is the receipt of any communication of an incident of sexual misconduct not accompanied by a request for an investigation or adjudication by the institution. A report of sexual misconduct, on the other hand, is the receipt of a communication of an incident of sexual misconduct accompanied by a request for an investigation or adjudication by the institution. Upon receiving a disclosure or a report of sexual misconduct, employees are expected to supportively, compassionately and professionally offer academic

and other accommodations and to provide a referral for support and other services.

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

Rights of Those Who Report

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

- All reports of sexual misconduct will be treated seriously and with dignity by the institution.
- Referrals to off-campus counseling and medical services that are available immediately and confidential, whether or not those who report feel ready to make any decisions about reporting to police, a college or university employee or the campus's Title IX Coordinator.
- Those who have been the victim of sexual misconduct have the right to take both criminal and civil legal action against the individual allegedly responsible.
- Those who seek confidentiality may contact a clergy member(s), a University counseling center psychologist, a

University health center care provider, the Sexual Assault Crisis Center of Connecticut and/or the Connecticut Coalition Against Domestic Violence – all of whom are bound by state statutes and professional ethics to maintain confidentiality without written releases.

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

It is BOR policy that whenever a college or university Title IX Coordinator or other employee receives a report that a student, faculty or staff member has been subjected to sexual misconduct, the Title IX Coordinator or other employee shall immediately provide the student, faculty or staff member with contact information for and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All CSCU campuses shall develop and distribute contact information for this purpose as well as provide such information on-line.

Right to Notify Law Enforcement & Seek Protective and Other Orders

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

(1) Notify law enforcement and receive assistance from campus authorities in making the notification; and,

(2) obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order. Such orders include:

- standing criminal protective orders;
- protective orders issued in cases of stalking, harassment, sexual assault, or risk of injury to or impairing the morals of a child;
- temporary restraining orders or protective orders prohibiting the harassment of a witness;
- family violence protective orders.

Employee Conduct Procedures

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

Student Conduct Procedures

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

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

or a formal adjudication) for reported victims and accused students.

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

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

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

victim is granted, among the other actions that may be taken, the sanction of the disciplinary proceeding may also be increased. The reported victim and the accused student are entitled to be simultaneously provided written notice of any change in the results of any disciplinary proceeding prior to the time when the results become final as well as to be notified when such results become final.

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

Dissemination of this Policy

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

12/5/2014 – BOR Academic & Student Affairs Committee; 1/15/2015 – BOR

Did you know?

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

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

To report an incident at Central Connecticut State University

Office of Diversity and Equity (All complaints)

Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator
Central Connecticut State University
1615 Stanley St.
New Britain, CT 06053
Davidson Hall, Rm. 104
860-832-1653
rosa.rodriguez@ccsu.edu

Office of Student Conduct (Complaints against students)

Christopher Dukes, Director
Willard Hall, Rm. 107
860-832-1667
DukesC@ccsu.edu

University Police (All criminal complaints except sexual harassment)

860-832-2375

Human Resources (Complaints against employees)

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

Office of Student Affairs (Complaints against students)

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

If you want to speak with someone at CCSU

Office of Victim Advocacy

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

Women's Center

Jacqueline Cobbina-Boivin
860-832-1655
cobbina-boivinJ@ccsu.edu

Counseling and Wellness Center (Confidential)

860-832-1945

If you want to speak with a Community Partner

Sexual Assault Crisis Services (Confidential)

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

Prudence Crandall Center for Domestic Violence (Confidential)

888-774-2900 (24-hour hotline)

Did you know?

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

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

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

Procedures and Timetables for Processing of Complaints

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

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

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

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

1. Who may file:

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

2. When to file:

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

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

3. Where to File:

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

All Complaints

Rosa Rodriguez
Chief Diversity Officer and
Title IX Officer
Office of Diversity and Equity
Davidson Hall
860-832-0178

Complaints against Students

Christopher Dukes
Director
Office of Student Conduct
Willard Hall
860-832-1667

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

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

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

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

4. Process for filing complaints

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

No Basis to Proceed.

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

Investigatory Process

The Office of Diversity and Equity shall provide the respondent with a written summary of the complaint, including a description of the alleged discriminatory acts, within five 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 a non-participating support person present for interviews.

Timeline

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

Right to Union Representation

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

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

Determination

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

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

his or her findings and recommendations to the appropriate administrator.

5. Disciplinary Action

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

B. Process for Filing an Appeal

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

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

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

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

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

Appeal Process for AAUP Members

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

C. Records Maintenance

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

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

Related policies and procedures:

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

Revised October 25, 2011; Revised June 6, 2014

Did you know?

The counselors in the Student Well Center are considered confidential employees and cannot release any information without your authorization.

Policy Regarding Reporting Suspected Abuse or Neglect of a Child

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

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

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

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

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

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

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

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

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

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

To file a report or for additional information contact:

All Abuse and Neglect Incidents

Anna Suski-Lenczewski
Chief Human Resources Officer

Davidson Hall, RM 101
1615 Stanley Street
New Britain, CT 06050-4010
860-832-1751
lenczewskia@mail.ccsu.edu

All Suspected Incidents of Sexual Abuse

Rosa Rodríguez, Chief Diversity Officer and
Title IX Coordinator

Davidson Hall, RM 102
New Britain, CT 06053
Davidson Hall, Rm. 104
860-832-1653
rosa.rodriguez@ccsu.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 begin and remain consensual, they may easily be later characterized as non-consensual given the inherent power differential between the parties, and such relationships could potentially lead to sexual harassment charges.

Prohibited

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

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

Between employee and employee:

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

In the event of a Sexual Harassment Charge

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

Employees could be held personally liable in a criminal or civil lawsuit.

Sanctions

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

Policy approved April 2012

To file a report contact or for additional information contact:

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

Did You Know?

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

Source: Cleary Center

Discrimination Complaint Agencies

An individual has the right to file his or her complaint of discrimination with any or all of the relevant agencies listed below. The individual can also simultaneously avail himself or herself of the University's Internal Discrimination Grievance Procedure.

The Connecticut Commission on Human Rights & Opportunities:

Capitol Region

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

Eastern Region

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

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

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

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

The Equal Employment Opportunities Commission

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

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

Alternatively:

Connecticut Permanent Commission on the Status of Women

18-20 Trinity Street

Hartford, CT 06106

Tel: (860) 240-8300

State of Connecticut: Employee Grievance Procedure

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

Regulation of Wages Division, Connecticut Labor Department

200 Folly Brook Boulevard

Wethersfield, CT 06109

Tel: (860) 263-6000

Wage and Hour and Public Contracts Division

United States Labor Department

135 High Street

Hartford, CT 06103

Tel: (860) 240-4277

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

33 Arch Street

Ninth Floor

Boston, MA 02110

Tel: (617) 289-0111

Fax: (617) 289-0150

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

 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 University's web site-- <http://www.ccsu.edu/page.cfm?p=6815>

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://www.ccsu.edu/page.cfm?p=4152>

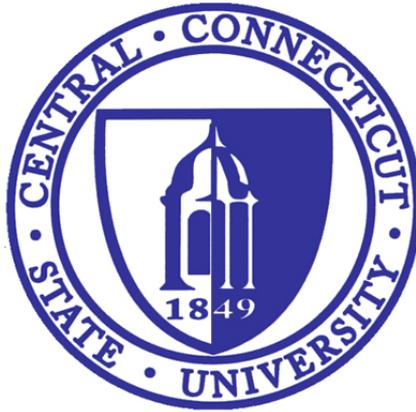
Crime Report: In compliance with the **Clery Act** (Campus Crime Statistics Act), all employees of the University (excluding "Privileged Contacts") notified of a sexual assault are required to inform the CCSU Police of non-personally identifiable information for inclusion in campus crime statistics unless the matter has already been reported to the police. To access the report go to: <http://www.ccsu.edu/page.cfm?p=4376>

Helping Victims/Survivors of Sexual Misconduct Protocol: A copy of the protocol is available at www.ccsu.edu/smp

Did you know?

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

Notes



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

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

Take a Stand.
Say Something!

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

June/2015

Office of Diversity & Equity

This publication is available in alternative formats.

Addendum D:
Current written notification of victim's rights and options



Office of Victim Advocacy

you are not alone

Resources and Options

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

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

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

Sarah Dodd – CCSU’s Office of Victim Advocacy

860-832-3795

sarahdodd@ccsu.edu

DiLoreto Hall, Room 207

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

Sarah is here to assist and support you.

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

Medical and Emotional Care

- You may need to receive basic medical treatment for current injuries or those injuries that you are not aware 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, CT 06050 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 many options for confidential counseling both on- and off-campus.

SWS, Counseling Services

CCSU

Marcus White Hall, Room 205

860-832-1945

Free. Confidential.

YWCA

Sexual Assault Crisis Services

22 Glen St. New Britain CT

860-223-1787 (24/7)

ywcanewbritain.org/sacs/

Free. Confidential.

Prudence Crandall Center

(for Domestic Violence)

888-774-2900 (24/7)

prudencecrandall.org/

Free. Confidential.



Filing a Report - It's up to you.

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

All Complaints

Office of Diversity and Equity
Rosa Rodriguez, Title IX Officer
860-832-1652
Davidson Hall, Room 102

Complaints against Students

Office of Student Conduct
Christopher Dukes, Director
860-832-1667
Willard Hall, Room 107

Filing a Criminal Complaint

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

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

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

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

Office of Victim Advocacy
860-832-3795

Women's Center
860-832-1655

LGBT Center
860-832-2090

Residence Life
860-832-1660

Other Helpful Information

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

you are not alone.

There are people available to help.

Addendum E:
Additional resources and information provided to victim/survivors



you are
not alone

How to Help

in case of sexual or
interpersonal violence

Central Connecticut State University

What is Sexual Assault? 3

Reporting an incident

Office of Diversity & Equity/Title IX Officer 6
860 832 1652

Office of Student Conduct 7
860 832 1667

University Police 8
860 832 2375

Medical attention

SWS, Medical Services (Confidential) 10
860 832 1925

Hospital of Central Connecticut* 11
860 224 5011

Someone to talk to

Office of Victim Advocacy 13
860 832 3795

Women's Center 14
860 832 1655

LGBT Center 15
860 832 2090

Residence Life 16
860 832 1660

SWS; Counseling Services (Confidential) 17
860 832 1945

**Sexual Assault & Domestic Violence
Crisis Services*** 18

YWCA (SACS) - 860 225 4681/860 223 1787 (Hotline)
Prudence Crandall - 888 774 2900

Helpful Tips

How Can I Help Stop Violence? 21

Student Rights 22

Your Rights 23

*Off-campus and confidential services.

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.*

If someone tells you about a sexual assault...

Remember

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

To report an incident

Office of Diversity & Equity (Title IX Officer)

All complaints
860 832 1652

Office of Student Conduct

Complaints against students
860 832 1667

University Police

All criminal complaints
860 832 2375

Emergency Medical Attention

911 for immediate assistance

Any **University faculty, staff member, or administrator** who is made aware of a sexual assault involving a member of the CCSU community is required to report the sexual assault to the Title IX officer at 860-832-0178.

Office of Diversity & Equity (ODE)

If you believe you or someone you know has been sexually assaulted, you can contact the ODE, which will investigate complaints of discrimination and sexual harassment including sexual violence. Complaints against students are handled by the Office of Student Conduct. (See page 7)

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

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

Rosa Rodriguez
Chief Diversity Officer/Title IX Officer

On-campus

Davidson Hall, Rm. 102

MON-FRI, 8 AM - 5 PM*

860 832 1652

www.ccsu.edu/affaction

*other times available by appointment

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

Christopher Dukes
Director

On-campus

Willard Hall, Rm. 107

MON-FRI, 8 AM - 5 PM

860 832 1667

www.ccsu.edu/studentconduct

University Police

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

The CCSU Police Department will:

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

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

On-campus
Dispatch Center, 24-hours:
860 832 2375
Detective Division
MON–FRI, 9 AM – 5 PM
860 832 2383
www.ccsu.edu/police

Options for Medical Attention

911 Emergency

For immediate assistance

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

On-campus evaluation or advice
860 832 1925

Hospital of Central Connecticut

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

SWS, Medical Services*

The SWS staff are trained in caring for victims of sexual assault. The office is staffed by 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 provide:

- » 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 AM – 5 PM
860 832 1925
fax: 860 832 2579
www.ccsu.edu/health

***Confidential**

Hospital of Central Connecticut (HCC)

Part of the Gail Burns-Smith Sexual Assault Forensic Examiner (SAFE) program, HCC has specially trained 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

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

If you want to speak with someone

Office of Victim Advocacy

On-campus services and support

Women's Center

On-campus crisis intervention and referral

LGBT Center

*Resources for lesbian, gay, bisexual, transgender,
and gender non-conforming population*

Residence Life

On-campus referral for resident students

SWS, Counseling Services*

On-campus crisis intervention and counseling services

Sexual Assault Crisis Services*

Prudence Crandall Center for Domestic Violence*

***Confidential**

Office of Victim Advocacy

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

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

On-campus
DiLoreto Hall, Rm. 207
MON-FRI, 9 AM – 5 PM
(MID AUGUST - MID JUNE)
860 832 3795
sarahdodd@ccsu.edu

Women's Center

The Women's Center Coordinator is available to listen, provide crisis intervention, support, guidance, and referrals for victims, survivors, family members, friends, and partners of those who have been affected by violence. She 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 and peer support groups
- » Provides referrals to on- and off-campus resources
- » Conducts training on the prevention of sexual assault

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

LGBT Center

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

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

- » A safe place to report an incident of sexual violence
- » Referrals to on- and off-campus LGBT-friendly victim support services
- » Access to information and resources regarding sexual assault, harassment, or interpersonal violence within LGBT communities and relationships

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

On-campus
Student Center, Rm. 304-305
MON-FRI, 8 AM – 4 PM
WED, 9 AM – noon**
860 832 2090
www.ccsu.edu/lgbtcenter

Residence Life

Residence Life staff are often the first line of contact for resident students and they are a good connection during times of crisis because 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
- » Conducts training on violence prevention

Residence Life On-campus
Barrows Hall, Rm. 120
MON-FRI, 8 AM – 5 PM
860 832 1660
fax: 860 832 1659
www.ccsu.edu/reslife

SWS, Counseling Services*

The SWS offers crisis counseling to students when needed, 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 he/she will be seen immediately.

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

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

***Confidential**

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

Off-campus Services*

Sexual Assault Crisis Services (SACS)

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

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

Off-campus
YWCA (SACS)
22 Glen St.
New Britain, CT
24-hour Hotlines (24/7)
English - 860 223 1787
Español - 888 568 8332
www.ymcanewbritain.org

***Confidential**

Off-campus Services*

Prudence Crandall Center

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

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

Off-campus
Prudence Crandall
P.O. Box 895
New Britain, CT 06050
860 225 6357 (Hotline)
888 774 2900 (Toll Free)
prudencecrandall.org

***Confidential**

Helpful Tips

If you are the victim of sexual or interpersonal violence:

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

How Can I Help Stop Sexual Assault/Violence?

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

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

Student Rights

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

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

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

Info on the rights of accused students contact:

Chris Gutierrez

Veterans Affairs Coordinator and
Student Conduct Support Advisor

gutierrezc@ccsu.edu

860 832 2838

Willard Hall, Rm 102

Info on the rights of students who file a report:

Sarah Dodd

Victim Advocacy & Violence
Prevention Specialist

sarahdodd@ccsu.edu

860 832 3795

DiLoreto Hall, Rm 207

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 confidential 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, color, age, class, religion, disability status, national origin, 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.



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

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

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

June 2015

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

Options: The Choice is Yours.

- Go to a safe place.
- Call someone you trust or the local sexual assault crisis service.
- Seek medical care and/or counseling on-campus or through the local resources.
- Preserve evidence.
- **Call CCSU Police at 860-832-2375 or dial 911 (24 hours/7 days).**
- **Call the YWCA Sexual Assault Crisis Service Statewide 24 hour toll-free hotline:**
860-223-1787 English
888-568-8332 Español

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 they be reported to CCSU officials and treated seriously, consistent with campus policies and procedures, and State laws. We believe that everyone has the right to an environment free of violence and fear.

CCSU, in cooperation with local advocacy and support organizations, works to ensure an effective, consistent, and comprehensive response that prioritizes the needs of victims and survivors. 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.

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

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

Equal Opportunity Employer and Educator

CCSU Resources

Available 24 hours/7 days a week

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

Monday - Friday, 8 AM - 5 PM

***Office of Diversity and Equity**
860-832-1652

***Office of Student Conduct**
860-832-1667

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

Office of Victim Advocacy
860-832-3795

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

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

Residence Life
860-832-1660

LGBT Center
860-832-2091

Off-Campus Confidential Resources

Available 24 hours/7 days a week

YWCA Sexual Assault Crisis Service
1-860-223-1787 English
1-888-568-8332 Español

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**

May 2015



Sexual Assault and Interpersonal Violence

What You Need to Know



What is Sexual Assault?

Sexual Assault is a crime and will not be tolerated at CCSU. Sexual Assault is compelling by force, or threat of force: 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. It is also intentionally subjecting another to such contact without consent. Any person can be a victim or a perpetrator. Examples: **rape, attempted rape, and/or intentional touching without consent of a person's body for sexual gratification.**

What is Consent?

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

- Consent is not valid if forced, threatened, intimidated or coerced.
- Agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- Consent is not valid when judgment is impaired by the use of alcohol/drugs or if the person not initiating is sleeping or unconscious. State law is clear that having sexual intercourse with someone who cannot consent is RAPE.

What is Interpersonal Violence?

It is the use of physical force involving relations between persons, stalking, and communications between persons if those communications are obscene, defamatory, intended to incite immediate physical violence or seriously threaten physical violence. Examples: **rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, and online communications that contain serious threats of physical violence.**

Examples of Sexual Assault/ Interpersonal Violence

- Stalking
- Rape
- Obscene Texting
- Inappropriate Touching

As a victim/survivor, some individuals may feel some of the following:

- | | |
|--------------|-------------------|
| • Anger | • Emotional Shock |
| • Denial | • Isolation |
| • Shame | • Fear |
| • Disbelief | • Guilt |
| • Confusion | • Loss of control |
| • Depression | • Embarrassment |
| • Self-Blame | • Powerlessness |

These feelings are completely natural and every victim/survivor responds differently.

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

Rights of Victims/Survivors

- Be treated with respect and dignity.
- Privacy. This means you can refuse to answer any questions about the sexual assault, your sexual orientation, sexual history, medical history (including HIV status), and mental health history.
- Have confidential conversations with a CCSU licensed counselor in 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 an advocate accompany you to medical, law enforcement and legal proceedings.
- Request that someone you are comfortable with stay with you in the examination room.
- Ask questions and get answers regarding any tests, exams, medications, treatments or police reports.
- Be considered a victim/survivor regardless of the offender's relationship to you.

How Can We Help Stop Violence at CCSU?

Sexual assault, interpersonal violence and stalking are complex and real issues on college campuses today. In order to address this reality, all members of the campus community and outside agencies must work together. Public safety is everyone's responsibility. By increasing our knowledge and acknowledging our ability to make a difference at CCSU, we can begin to reduce the risk. Consider the following ways you can work to stop violence:

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

Addendum F:
Materials related to the CCSU Red Flag Campaign

NEWS

CAMPAIGN RAISES MORE RED FLAGS

The Recorder
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ACADIA OTLOWSKI
Editor-in-Chief

When last year's annual Red Flag campaign began, the little red flags that were used to symbolize the campaign could not be pushed into the ground because it had frozen solid weeks prior.

Campaign Organizer Rosa Rodriguez said that when it came time to put the little flags into the ground last winter, it took no small amount of effort.

"They would tease me because I would go around trying to pull the flags from the snow," chuckled Rodriguez. "I couldn't, they were frozen."

This fall marks the fourth annual Red Flag campaign, but it is the first time that the campaign will be held in the fall as opposed to the spring.

"We want to make that impact immediately when our students come on to campus," said Rodriguez, who has been at the university since the time the campaign began. Rodriguez said that the campaign has grown at a tremendous rate in the past two years.

At first, the campaign was run by the Women's Center, but it is now supported by a multitude of other departments including: athletics, residence life, and counseling and wellness, to name a few.

"The campaign was really overseen by one office that

is also the chief diversity officer on campus.

She noted that expanding the number of programs behind the campaign was positive in letting those in the group bounce new ideas off others.

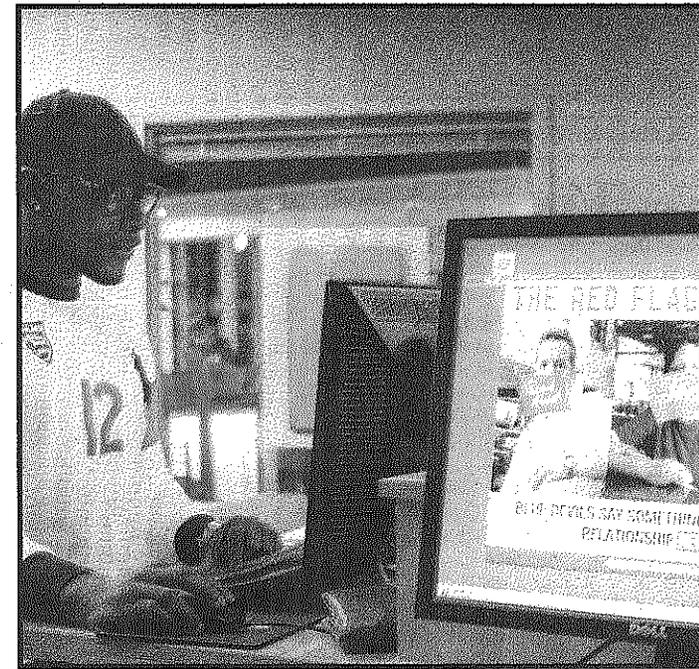
"All those little ideas," said Rodriguez, "We wouldn't have made those changes without the people from those offices... Those people really created the ideas and we implemented them."

Despite the Red Flag campaign being bigger than ever this year, it didn't employ lots of new ideas that required large amounts of money. Many of the additions, including using the campaign as a background on university computers, cost the campaign very little.

Members of the campaign have also reached out to students in psychology classes, presenting to them the topics of sexual assault and violence. Rodriguez estimates that some of these classes have over 200 students in them, giving these presentations a wide reach.

"That's a whole other market that I think we can expand upon next year. Each year we keep developing more and more ideas to reach a larger audience," said Nicholas D'Agostino, an associate in the office Diversity & Equity on campus.

Although the group didn't need money for promotions like screen-savers, it did need it



DEVIN LEITH-YESSIAN | THE RECORDER

on campus Oct. 29.

"Some offices supported us with financial resources," said Rodriguez. "The Student Government has really stepped up and has funded the hook up event and are supporting us with other future events, which will really bring sexual violence, interpersonal violence to the forefront."

The campaign hopes to expand its programming to include other causes in the upcoming semester.

to move more to the bystander aspect of the awareness," said Rodriguez. "We are going to focus from the men's perspective, that they can stop violence."

Rodriguez said the group is piggybacking off a similar national campaign, which has been used by many colleges and universities.

"It's a different approach, but we need to remember that [while] the majority of victims are still women; men also are victimized. We want to have

Message from President Miller on the Red Flag Campaign to Stop Interpersonal Violence on Campus

McLaughlin, Mark (InstiAdv) <McLaughlinM@mail.ccsu.edu>

Thu 10/16/2014 10:43 AM

To: studentsa-b@mail.ccsu.edu <studentsa-b@mail.ccsu.edu>; studentsc-d@mail.ccsu.edu <studentsc-d@mail.ccsu.edu>; studentse-h@mail.ccsu.edu <studentse-h@mail.ccsu.edu>;

Dear Students,

All across our campus you will find clusters of small, red flags which are symbolic to CCSU's 2014 Red Flag Campaign aimed at stopping dating and interpersonal violence on our campus. This Campaign helps students identify "red flags" for dating violence in their friends' relationships and encourages them to intervene. College students are at extremely high risk of either acting as perpetrator or being a victim of dating, physical or sexual violence during their college years. Who is likely to witness this type of abuse? The answer is your own friends.

The Red Flag Campaign features a series of eight posters that illustrate "red flags" that might be present in a relationship in which dating violence is occurring. There are many red flags that indicate dating violence is occurring in relationships. Name-calling, excessive jealousy, blaming, isolation, stalking, and physical and/or sexual abuse are all indicators of violence. Many times these behaviors are subtle and/or kept hidden away from friends or family. But over time, these behaviors become increasingly dangerous and noticeable. The purpose is to encourage students to speak up when they see red flags for dating violence in their friends' relationships.

For more information on or to get involved with this campaign or others similar to it please visit www.CCSU.edu/redflag.

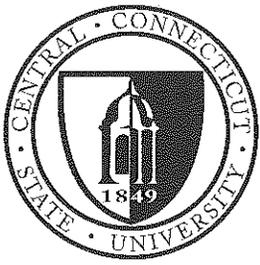
| | |
|---|--|
| <p>To report an incident:</p> <p>Office of Diversity and Equity Title IX Compliance Officer Rosa Rodriguez 860-832-1652 Davidson Hall, Room 102</p> <p>Office of Student Conduct Christopher Dukes 860-832-1667 Willard Hall, Room 107</p> <p>University Police</p> <p>Emergency (Police, Fire, Medical):911</p> | <p>Someone to talk to:</p> <p>CCSU Victim Services 860-832-3795</p> <p>Women's Center Women's Center Coordinator 860-832-1655 Student Center Room 215</p> <p>Residence Life 860-832-1660 Barrows Hall, Room 120</p> <p>Student Wellness Services (Confidential) Health Services: 860-832-1925 Counseling Services: 860-832-1945</p> |
|---|--|

Office of Student Affairs

860-832-1601

Davidson Hall, Room 103

Sent on behalf of President Miller
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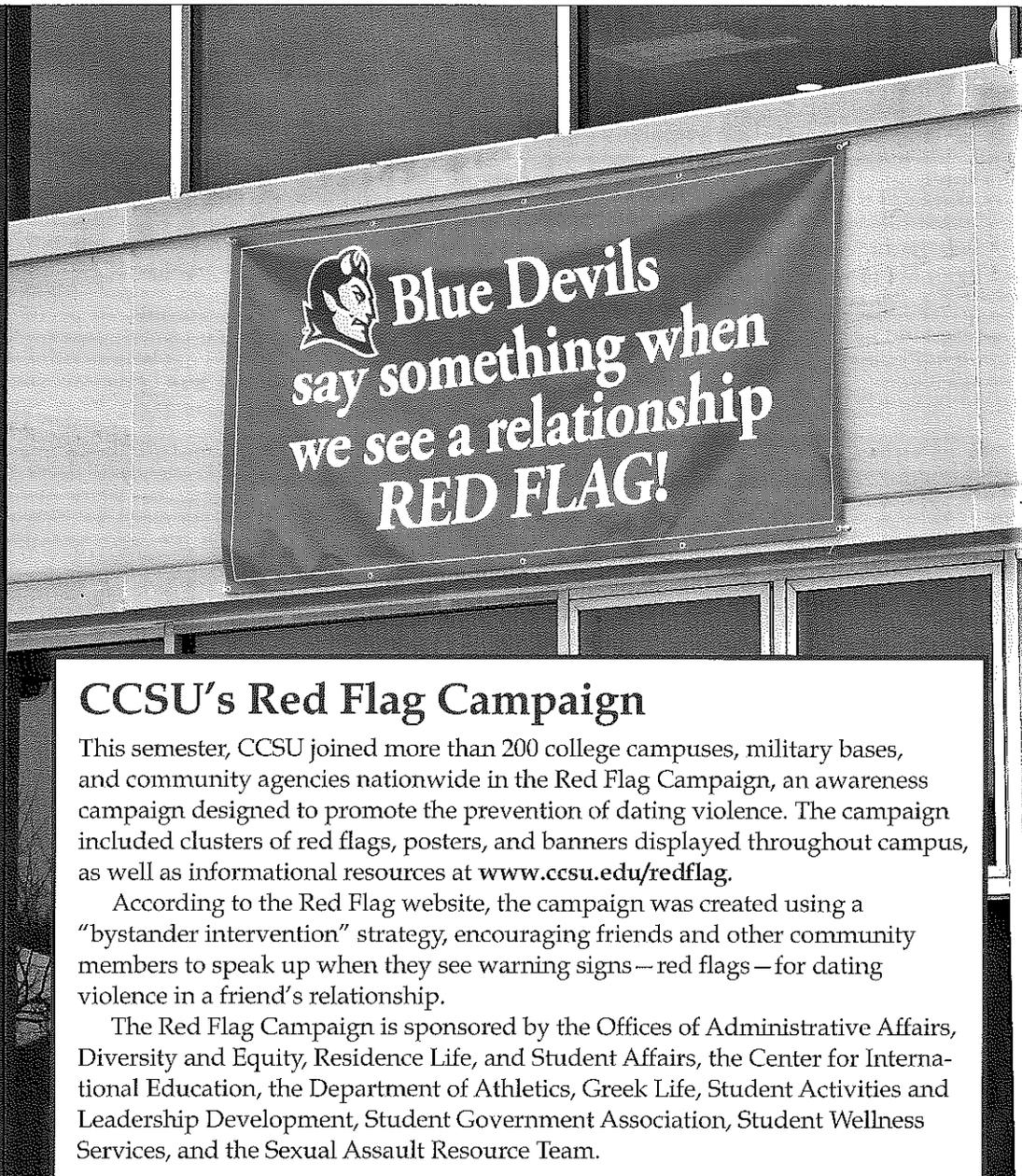
Return Service Requested

The CCSU Courier presents a variety of news stories of interest to faculty, staff, and friends of the University, leaders of Connecticut higher education, state school districts, and the University's other diverse constituencies.

Central Connecticut State University is an AA/EQ institution and a university in the ConnSCU System.

Address inquiries or changes of address to:
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Contributors: Janice Palmer, Geri Radacsi,
and CCSU students Kassondra Granata and
Erin O'Donnell
Photographs: Michael J. Fiedler, Mark Gaier



CCSU's Red Flag Campaign

This semester, CCSU joined more than 200 college campuses, military bases, and community agencies nationwide in the Red Flag Campaign, an awareness campaign designed to promote the prevention of dating violence. The campaign included clusters of red flags, posters, and banners displayed throughout campus, as well as informational resources at www.ccsu.edu/redflag.

According to the Red Flag website, the campaign was created using a "bystander intervention" strategy, encouraging friends and other community members to speak up when they see warning signs—red flags—for dating violence in a friend's relationship.

The Red Flag Campaign is sponsored by the Offices of Administrative Affairs, Diversity and Equity, Residence Life, and Student Affairs, the Center for International Education, the Department of Athletics, Greek Life, Student Activities and Leadership Development, Student Government Association, Student Wellness Services, and the Sexual Assault Resource Team.



The *Courier* is printed on FSC® certified paper. The Forest Stewardship Council™ (FSC) is an international, non-governmental, not-for-profit organization established to promote the responsible management of the world's forests.

Students express their opinions about gender and relationships at a conversation about gender and relationships.

CAMPUS RAISES RED FLAGS

BRAYDEN MALLEY
The Recorder

Dating violence occurs in one out of every five intimate relationships in college. Central Connecticut State University is taking steps to raise awareness and keep students safe through a program called the "Red Flag Campaign."

This nationwide campaign features a series of posters that address various themes such as coercion, victim blaming, isolation, stalking among other things. Each poster also provides an example of how fellow peers can help. In addition to the posters, roughly 200 small red flags can be seen around campus to advertise the campaign.

Rosa Rodriguez, the campus' Title IX coordinator, was influential in bringing the campaign back to campus this semester. When asked about the growth of the campaign she stated, "It was worth every penny. We need to make sure people are aware of the services available. We want people to say something if they see something."

Rodriguez said this is the campaign's fourth year at CCSU, but this year a cross-functional group was involved in the planning and caused the campaign to grow tremendously.

In the past five years there have been two major cases of sexual assault on campus. One ended in the dismissal of a professor from the psychological science department and the other ended with the arrest of a Wilton police officer. During a typical academic year, three to five assaults are reported, but many others remain unreported for multiple reasons including victim blaming and fear of repercussion to those affected by these crimes.

A residential student felt that "the policies at CCSU make it hard for students to speak out about their experience of sexual harassment and assault without being attacked with questioning by the school or police." She also noted that she knows many people who are victims of

sexual assault on campus.

"We had people every now and then jokingly quote some of the signs showing they were at least looking at the information we were giving out," said Spencer Perry who runs a group through the Women's Center.

Perry and her friend Barrington Hunter noticed that students were very receptive of the campaign at the tables and events.

Other students felt that the cat calling and stalking that occurs daily, coupled with the sexual assault and dating violence, "negate the purpose of attending university—to learn." They also noted that the problem comes from many places, and the only solution is for a mass of women and allies to demonstrate for their rights. The Red Flag Campaign is a meaningful first step in this demonstration.

In addition to the Red Flag Campaign, the women's center will be hosting a "Take Back The Night" event in April to create a shared dialogue on sexual assault in our community.

Youth for Socialist Action will be hosting a forum talk on Title IX featuring speakers from SCSU, Yale, and UConn, all schools with current Title IX sexual assault lawsuits. And finally, a civil liberties conference will be held featuring keynote speakers and a workshop focused on Title IX.

Services available to students are countless both on and off campus. On-campus resources include the Office of Diversity and Equity, the Office of Student Conduct, CCSU P.D., the Women's Center, Residential Life, Student Wellness Services and the Office of Student Affairs. Some off-campus resources include the YWCA Sexual Assault Crisis Service, Prudence Crandall Center, Suicide Prevention Lifeline and the Hospital of Central Connecticut. CCSU is committed to raising awareness and making the university a safe place for all.

February 24-28 Career Week

Workshops

Enhancing Your Resume Writing Skills

Monday, February 24th @ 10:00AM-11:30AM

STUDENT CENTER 1849 ROOM

Graduate School Information Session

Tuesday, February 25th @ 1:00PM-2:30PM

STUDENT CENTER-PHILBRICK CAMP ROOM

Interview Skills

Wednesday, February 26th @ 9:00AM-10:30AM

STUDENT CENTER 1849 ROOM

Career Fair Preparation

Thursday, February 27th @ 2:30PM-4:00PM

STUDENT CENTER CLOCKTOWER ROOM

Strategies to Find That First Job After College

Friday, February 28th @ 11:00 AM-12:30 PM

STUDENT CENTER 1849 ROOM

Resumania

Have your RESUME Reviewed by our Advising and Career Specialists

Monday, Wednesday, & Friday @ 1:00PM-4:00PM

Tuesday & Thursday @ 9:00AM-12:00PM

DROP INTO CACE WILLARD HALL SUITE 103

Liberal Arts Career Day

Topics include: How to Talk to Employers About Your Major, Creative Careers,

Human Services Careers, Business Careers for Non-Business Majors,

Government Careers, & Global Opportunities

Monday, March 3rd @ 9:00AM-2:40PM MARCUS WHITE LIVING ROOM

3:30PM-4:30PM STUDENT CENTER SPRAGUE/CARLETON ROOM

Register Today @ www.ccsu.edu/cace