

Central Connecticut State University

Report Pursuant to Connecticut General Statutes Section 10a-55m

January 1, 2015 – December 31, 2015



Prepared by the Office of Diversity and Equity – September 2016

Table of Contents

- Narrative
- Sexual Violence Statistics and Data
- Policies
- Written Notification
- Resources
- Presentations
- Posters
- Campaign Photos

Narrative

Narrative

Introduction

Central Connecticut State University (CCSU) is a regional, comprehensive public university dedicated to learning in the liberal arts and sciences and to education for the professions. The University is located in New Britain, CT and has been an important part of that city's educational and cultural life since CCSU's founding. It is comprised of the following schools – Business, Education & Professional Studies, Graduate Studies, Science, Engineering & Technology, and the Carol Ammon College of Liberal Arts & Social Sciences.

CCSU is the largest of four comprehensive universities within the Connecticut State University System. It serves nearly 12,000 students (10,000 undergraduates and 2,000 graduate students). Female students account for 48 percent of the student population; males 52 percent. CCSU is richly diverse: nearly 30 percent of students are of traditional minority heritage; African American students comprise 11 percent, Latinos nearly 12 percent, and Asians almost 4 percent of the student body.

Prevention and Response Efforts

Throughout the last five years employees and students at CCSU have worked together to create a comprehensive network of prevention and awareness activities and to improve response efforts. Some highlights of the work accomplished in 2015 to ensure a safe and inclusive learning environment for all students include:

- A purposeful, multi-tiered education program for students as they progress through their educational career at CCSU. Before even arriving at CCSU students are provided an on-line training module on sexual assault and interpersonal violence. At Orientation they are required to attend comprehensive sexual assault prevention training. Throughout the academic year they are informed of programs and activities on a monthly, sometimes weekly, basis. Additionally, they may have a presentation from the CCSU Office of Victim Advocacy in one their classes or they may attend a session from the Ruth Boyea Women's Center in their Residence Hall. When students arrive at their senior year or in graduate school they are provided with an additional on-line training module.
- The on-going commitment of CCSU leadership to the Sexual Assault and Interpersonal Resource Team. This team meets regularly, provides oversight of policy changes and coordinates training for key campus officials.
- A new, permanent office was established – the CCSU Office of Victim Advocacy – and a full-time professional advocate and prevention specialist led a variety of efforts on campus.
- The university has invested in bringing major speakers such as Dr. Jackson Katz, Don McPherson and Dr. Lisa Fontes to speak to the student body and the public.
- The Department of Athletics has showed an on-going commitment to student training by collaborating on events, campaigns and educational trainings for student athletes.

- Faculty, staff and students collaborated on two major prevention and awareness campaigns, creating buy-in from the campus community and generating increased discussion of sexual and interpersonal violence.
- Faculty have shown strong support for campaigns and student training by welcoming presentations in the classrooms in a wide variety of disciplines.
- A comprehensive Student Campus Climate Survey that focused on sexual and intimate partner violence was administered on campus during the 2015/2016 academic year by the CCSU Office of Victim Advocacy.
- The development of multiple means of providing mandatory Title IX training to CCSU employees so as to meet the needs of a busy faculty and staff, and ensure that employees are aware of their responsibilities.

Reportable Data

CCSU has seen an increase in reports and disclosures of sexual assault, stalking and intimate partner violence during the 2015 calendar year. This is likely due to a variety of reasons:

- The hiring of a full-time victim advocate and prevention specialist gave the Office of Diversity and Equity the capacity to increase training opportunities for employees which lead to an increase in referrals to the victim advocate.
- An increase in presentations within classrooms from diverse disciplines provided an opportunity for students across campus to learn more about their options and rights under the sexual misconduct policy.

CCSU leadership is pleased that more victims/survivors are aware of resources on campus and are being provided services and assistance.

Students – Incidences of Sexual Violence

Disclosures

A total of thirty-seven (37) individuals disclosed experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. Disclosures indicate that the victim/survivor did not provide any identifying information regarding the person who harmed them and did not want to engage with a formal process at CCSU. Therefore there was no formal investigation from the university. However, these individuals were all offered advocacy services and support in making connections with a variety of campus and community resources.

Reports

Twenty-four (24) individuals reported experiencing sexual assault, intimate partner violence or stalking to a non-confidential employee at CCSU. A report indicates that a CCSU employee was informed of identifying information of an accused person and/or the reporting individual requested that the university take some action. Nine (9) of the reports resulted in disciplinary action by the

CCSU Office of Student Conduct. Fifteen (15) reports did not result in disciplinary action for reasons that are outlined below.

Sexual Assault Reports

A total of five (5) sexual assaults were reported to CCSU in 2015. One (1) report resulted in an expulsion of the accused person. Four (4) of the reports did not result in disciplinary action. No action was taken for the following reasons:

- In two (2) of these reports neither the reporting individual nor the investigators could determine the identity of the accused persons and so the investigation could not proceed.
- One (1) of these reports involved an accused person who was not a CCSU employee or student and so, was not under the jurisdiction of CCSU Student Conduct.
- One (1) report was investigated by the Office of Student Conduct who determined that the reported behavior did not constitute a violation of the Student Code due to insufficient information.

Intimate Partner Violence Reports

A total of thirteen (13) reports of intimate partner violence were made to CCSU in 2015. Four (4) of the reports resulted in disciplinary action for the accused persons. The disciplinary action resulted in the following sanctions: three (3) suspensions and one (1) deferred suspension. Nine (9) intimate partner violence reports did not result in disciplinary action for the following reasons:

- Three (3) reports involved an accused person who was not a member of the CCSU community (students/faculty/staff) and thus were not in the jurisdiction of CCSU Student Conduct.
- Six (6) reports were investigated by the Office of Student Conduct who determined that the reported behavior did not constitute a violation of the Student Code due to insufficient information.

Stalking - Reports

In total, six (6) individuals reported stalking to a CCSU employee. Four (4) of the reports involved the same accused person. That accused person was expelled from CCSU. Two (2) other reports of stalking did not result in disciplinary action because, after an investigation the Office of Student Conduct determined the reported behavior did not constitute a violation of the Student Code due to insufficient information.

Student Conduct Appeals

After being found responsible for breaking CCSU policy and sanctioned by the Office of Student Conduct, two (2) individuals appealed the outcome. Both appeals were from students who had been found responsible for intimate partner violence. The original outcome in both cases was upheld by the Associate Dean of Student Affairs.

Employees – Incidences of Sexual Violence

Throughout the 2015 calendar year there were no incidents of sexual assault, intimate partner violence or stalking that involved employees.

Total Anonymous and Confidential Reports and Disclosures

The University Police monitors an on-line form where individuals can report anonymous crimes, including those of sexual assault, intimate partner violence stalking. In 2015 there were zero (0) anonymous reports.

Licensed counselors in the CCSU Student Wellness Services are the only employees on campus who receive confidential reports or disclosures of sexual violence. They do not formally track these incidents but were able to provide an estimate of the number of disclosures their office received throughout 2015:

- Sexual assault: between thirty-eight and forty-five (38-45) confidential disclosures
- Intimate Partner Violence: Approximately seven (7) confidential disclosures
- Stalking: Approximately two (2) confidential disclosures

It is important to note that these confidential disclosures could potentially also be included in the Total Reported Incidents of Sexual Violence (see Sexual Violence Reportable Statistics and Data, Table III). Some students may disclose to a confidential counselor and also make a report or disclosure to a non-confidential employee at the university.

Additional Statistics

In addition to incidents of sexual assault, intimate partner violence and stalking, CCSU also provides advocacy and reporting options for other types of harassment and discrimination that is prohibited under Title IX. Throughout the 2015 calendar year CCSU received the following reports and disclosures:

- Sexual Harassment: Fifteen (15) reports and three (3) disclosures
- Sexual exploitation: One (1) report
- Discrimination based on sexual orientation: One (1) report
- Discrimination based on gender: Six (6) reports

CCSU offices, including the Office of Diversity and Equity, CCSU Office of Victim Advocacy and Office of Student Conduct provided services and response to these individuals, depending on the particular circumstances of each incident.

Sexual Violence Statistics and Data



SEXUAL VIOLENCE REPORTABLE STATISTICS AND DATA

CSCU INSTITUTION: Central Connecticut State University
REPORTING OFFICE: Office of Diversity and Equity (ODE)
INSTITUTION CONTACT: Rosa Rodriguez, Chief Diversity Officer/Title IX Coordinator
YEAR: 2015

I. SEXUAL VIOLENCE* PREVENTION, AWARENESS, AND RISK REDUCTION PROGRAMS:			
Program Category	Number of Programs:		
	Prevention:	Awareness:	Risk Reduction:
<i>Sexual Assault</i>	39	129	1
<i>Stalking</i>	16	115	
<i>Intimate Partner Violence</i>	16	113	
Program Types: (List and Describe Each Program Type)			
<u>PREVENTION</u> <i>Trainings</i> Sexual Violence Prevention Program (on-line) Type of program: Prevention (sexual assault, intimate partner violence, stalking) Number of sessions offered: On-Line Audience: Incoming and Transfer CCSU Students Number of participants: 1,090 Description: CCSU Office of Diversity and Equity (ODE) and Division of Student Affairs collaborate in requiring incoming students to complete an evidence-based, on-line training. This module provides information about campus policies, definitions, campus and community resources, scenarios to identify signs of abusive behaviors, information on bystander intervention, scenarios to build intervention skills and steps to support victims/survivors of sexual violence. Title IX Training for Graduate Students and “Senior” Undergraduate – On-Line Type of program: Awareness (sexual assault, intimate partner violence, stalking) Number of sessions: On-Line available to all graduate students and “senior” undergraduates Audience: CCSU Graduate students and “senior” undergraduates Number of participants: 491			

Description: All graduate students and “senior” undergraduate students were required to complete a 30 minute on-line training on the prevention of sexual harassment, sexual assault and interpersonal violence, as well as campus policies and procedures that relate to these issues.

Sexual Assault Prevention and Title IX Training for Resident Assistants

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

Number of sessions: Two (2)

Audience: Resident Assistants

Number of participants: 80

Description: All Resident Assistants (RA's) complete required training on an annual basis. Facilitated by staff from the CCSU Office of Victim Advocacy, new RA's receive training in consent, alcohol and sexual violence, dynamics of relationship violence, rape myths, and stalking behavior. Both new and returning residents then participate in a training on policies, protocols, response and their particular responsibilities as Resident Assistants. The prevention of sexual and interpersonal violence is also highlighted and discussed.

Sex Signals

Type of program: Prevention (sexual assault)

Number of sessions offered: Two (2)

Audience: Incoming CCSU undergraduate students

Number of participants: 1,000 (approximate)

Description: CCSU offers a comprehensive orientation for new students each summer. At Orientation 2015 students were required to attend “Sex Signals” a 90-minute, interactive program facilitated by two trained professionals. The program focuses on beliefs, attitudes and behavior that can lead to sexual violence, the difference between seduction and coercion, consent, how to identify predatory behavior and how to intervene to support members of the CCSU community.

Stand Up CCSU – Classroom Presentations

Type of program: Prevention (sexual assault)

Number of sessions offered: Twenty (20)

Audience: Students

Number of participants: 800

Description: Staff from the Stand Up CCSU Campaign committee facilitated 20 minute presentations to students that focused on the reality of sexual assault in college communities, bystander intervention and resources for students both on and off campus.

On Being a Man – Developed and Facilitated by Dr. Jason Sikorski

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

Number of Sessions Offered: Approximately 6 sessions. The program is delivered in two sessions lasting two hours each.

Number of Participants: Approximately 40

Audience: Male student athletes (approximately 15), male students living in the residence dormitories (Approximately 15), Fraternity members (Approximately 10)

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 at CCSU.

Association of Title IX Administrators (ATIXA) 2-day Civil Rights Investigator (Level 2) certification course

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

Number of sessions offered: One (1) two day training

Number of participants: 85

Audience: Professionals from various CSCU institutions, local law firms, and a collection of regional private institutions of higher education.

Description: Level two investigator training is an intermediate level of training that builds on your skill set with more nuanced questioning techniques, a strong focus on questioning, record keeping and note-taking, managing complex investigations, and a topical exploration that broadens beyond the sexual misconduct focus of level one. This training builds strong skills with frequent exercises and case studies that allow for high levels of interaction, analysis and the application of various civil rights investigation techniques.

Programs

Jackson Katz: A Lecture on American Manhood and Violence against Women

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

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff ** Student Athletes were required to attend

Number of participants: 600

Description: Dr. Jackson Katz provided a keynote address to kick-off the Stand Up CCSU campaign. In his two hour lecture he illustrated how the sports culture, comedy, advertising, and other media depictions of men, women, sex, and violence contribute to pandemic levels of gender violence.

The Bro Code: Masculinity and the Courage to Change

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

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 100

Description: Dr. Tom Keith, a filmmaker, anti-sexist activist, author and lecturer provided a lecture and discussion that looked at the forces in popular culture that condition boys and men to dehumanize and disrespect women and provided an in depth analysis of the BRO Code.

TedxCCSUSalon: The Man Box: Discussing Gender, Masculinity, and Male Privilege

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

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 55

Description: Facilitator and counselor William Fothergill facilitated a discussion on gender and male privilege that focused on a popular TED Talk.

You Throw Like a Girl; Language Masculinity and Violence against Women

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

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff **Student Athletes were required to attend

Number of participants: 500

Description: Don McPherson, former NFL player, College Football Hall of Famer, activist, educator, feminist and entrepreneur lead a session that focused on nurturing positive language and understanding of masculine identity.

Student Government Association Public Forum on Sexual Assault

Type of program: Prevention (sexual assault)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: Fifteen (15)

Description: Leadership from the CCSU Student Government Association coordinated a public forum that featured a panel to discuss affirmative consent and board policies on sexual misconduct.

AWARENESS

Trainings

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

Number of Participants: 20 (approx.) per session

Description: The CCSU SART Team is a group of faculty, staff and students who meet regularly throughout the academic year to provide leadership to the campus community regarding the prevention and response to sexual assault and interpersonal violence. The team receives regular training. In 2015 training included a lecture on coercive control in intimate partner violence by Dr. Lisa Fontes, a training on offender risk factors by Dr. Randy Wallace, an update on new state and federal legislation from CONNSACS and an update on changes to sexual assault policies and procedures by CCSU Student Conduct.

Red Flag – Classroom Presentations

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

Number of sessions offered: 27

Audience: Students

Number of participants: 840

Description: Staff from the CCSU Office of Victim Advocacy and faculty from the Department of Criminology and Criminal Justice facilitated 20 minute classroom presentations that focused on aspects of healthy relationships, signs of abusive relationships and how to help a friend who is in an abusive relationship. Resources for students both on and off campus were also discussed. Presentations reached students in a variety of different disciplines across campus.

Sexual Assault Awareness Residence Hall Training

Type of program: Awareness (sexual Assault)

Number of sessions offered: Fifteen (15)

Audience: Students living in the CCSU Residence Halls

Number of Participants: 275

Description: Throughout the beginning of the fall and spring semesters staff from the Ruth Boyea Women's Center, in coordination with Residence Life, facilitated sexual assault awareness programs in each of the Residence Halls. The one hour training focused on the definition of sexual assault and resources for students both on and off campus.

Initial Title IX Training for CCSU Employees

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

Number of sessions offered: Eighteen (18)

Audience: CCSU Employees

Number of participants: 134

Description: This three hour sessions is offered regularly to all CCSU employees. Facilitated by staff from the CCSU Office of Victim Advocacy, the workshop focuses on understanding CCSU's policy and protocol as it pertains to Title IX and sexual misconduct, CCSU employee responsibilities under these policies and under state and federal law and how to assist colleagues and students who may have experienced sexual misconduct. An in-depth lecture and discussion regarding the reality of sexual assault, intimate partner violence and stalking on campus is conducted. Participants are also provided information on resources and referrals both on and off campus.

Initial Title IX Training for CCSU Employees – On-Line

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

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

Audience: CCSU Employees

Number of participants: 529

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

Title IX Refresher Training for CCSU Employees

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

Number of sessions offered: Eight (8)

Audience: CCSU Employees who have already completed an initial Title IX Training

Number of participants: 353

Description: This 45 minute training, facilitated by staff from the CCSU Office of Victim Advocacy, is required on an annual basis for all employees who have previously completed a three-hour initial training or the on-line training. The training focuses on updates to policy, protocol and relevant legislation. Participants also review their responsibilities as CCSU employees and discuss a case study. Resources from both on and off campus are also discussed.

Dare to be a Blue Devil

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

Number of sessions offered: Two (2)

Audience: Incoming CCSU students (freshman and transfer)

Number of participants: 1,000 (approx.)

Description: This 90 minute training is a required component of orientation for new students. Facilitated by the Director of Student Conduct, the Coordinator of Wellness Education and the CCSU Victim Advocacy and Violence Prevention Specialist, participants receive information on their responsibilities under the Student Code of Conduct. Definitions related to the sexual misconduct policy are also explained. Resource both on and off campus are provided.

Programs

Take Back the Night

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

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 150

Description: At this annual event hosted by the Ruth Boyea Women's Center, the campus community comes together to support survivors of sexual assault, intimate partner violence and stalking. There is an opportunity for victims, survivors and supporters to share their experience and/or message in a variety of different formats.

Invisible Chains: Coercive Control in Intimate Relationships. A Facilitated Discussion with Dr. Lisa Fontes.

Type of program: Awareness (intimate partner violence)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 50

Description: Author and researcher, Dr. Lisa Fontes, facilitated an interactive presentation which described how coercive control shows up in the lives of real people – and what we can do about it.

The Legal Consequences of Domestic/Interpersonal Violence. A Panel Discussion.

Type of program: Awareness (intimate partner violence)

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 82

Description: The goal of this panel was to raise awareness of the interpersonal violence epidemic and present on Connecticut's approach to victim treatment and abuser accountability. Bringing together a variety of expertise, attendees learned about the history and progression of interpersonal violence laws in general and in Connecticut, current criminal justice procedures at the state level to reduce incidences of interpersonal violence, working with interpersonal violence offenders and the impact of interpersonal violence on victims and their families.

No Witness – Theatrical Production

Type of program: Awareness (sexual assault)

Number of sessions offered: One (1)

Audience: Students, faculty and staff

Number of participants: 25 (approx.)

Description: Hosted by the CCSU Theatre Department, CCSU theatre students performed the play "No Witness" which focuses on the court hearing of a sexual assault case. Audience members were then selected to serve as a jury and discussed the guilt or innocence of the alleged perpetrator in a room with a live feed directed back to the rest of the audience. The performance was followed by a panel discussion with experts from across campus and the community.

Walk of No Shame

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

Number of sessions offered: One (1)

Audience: Students, faculty and staff

Number of participants: 50 (approx...)

Description: This event, organized by students from the Ruth Boyea Women's Center, focused on ending victim blame and provided a platform for students to share their own experiences with street harassment and sexual misconduct.

Vagina Monologues

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

Number of sessions offered: One (1)

Audience: Students, Faculty and Staff

Number of participants: 100 (approx.)

Description: CCSU students, faculty and staff performed the award winning play Vagina Monologues. The performance was organized by the Ruth Boyea Women's Center.

Other Awareness Initiatives

Campus Climate Survey – Data Collection

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

Number of sessions offered: Fifty (50)

Audience: Students

Number of participants: 750 (approx.) An additional 250 surveys were collected in the spring of 2016.

Description: Throughout the fall of 2015 data was collected on the prevalence of sexual assault and intimate partner violence at CCSU. Researchers from the CCSU Office of Victim Advocacy visited 50 randomly selected

classes and students had the option of completing the survey. All participants were also provided information on resources on campus and in the community.

How to Help Booklets

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 individuals can help prevent violence. Approximately 10,000 copies were distributed in 2015 at events, "tabling" in the student center, at new student and employee orientations, in the residence halls, in classroom presentations and in offices throughout the CCSU campus. Note: All new students and employees received copies of the policy and procedure booklet, *How to Help* booklet and an informational pamphlet that includes definitions and contact names for on- and off-campus resources.

"Pipeline" Announcement

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

Number of sessions offered : N/ A

Audience: CCSU employees, students

Number of participants: Unknown

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

Risk Reduction

An Introduction to Self Defense

Type of program: Risk Reduction (sexual assault)

Number of sessions offered: One (1)

Audience: Students in Barrows Hall

Number of participants: 10

Description: A certified Self Defense Instructor from the Office of Victim Advocacy provided a one hour discussion on safety and basic self-defense.

Campus "Blue Lights"

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

Number of sessions offered: N/A

Audience: CCSU employees and students

Number of participants: N/A

Description: The University has installed approximately 100 well-paced emergency telephones on campus that automatically dial into the police dispatch center on campus.

Police Safety Escort Service

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

Number of sessions offered: N/A

Audience: CCSU employees and students

Number of participants: N/A

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

II. SEXUAL VIOLENCE PREVENTION AND AWARENESS CAMPAIGNS:

Campaign Category	Number of Campaigns:	
	<i>Prevention:</i>	<i>Awareness:</i>
<i>Sexual Assault</i>	2	2
<i>Stalking</i>	2	2
<i>Intimate Partner Violence</i>	2	2

Campaign Types: (List and Describe Each Campaign Type)

Campaign 1 of 2

Stand Up CCSU – Spring Semester 2015

Type of Campaign: Prevention and Awareness (sexual assault, intimate partner violence, stalking)

Description:

Stand Up CCSU is a bystander awareness campaign developed by a group of Central Connecticut State University students, faculty and staff who are committed to the prevention of sexual and interpersonal violence on our campus. An essential part of Stand Up CCSU is encouraging men to stand and take action against violence. The campaign goal is to engage the campus community in a dialogue on how each of us can actively plan a part in creating an environment free of sexual and relationship violence.

Stand Up CCSU Committee:

A campus wide committee worked together to develop and implement the campaign. Chaired by Nick D'Agostino (Office of Diversity and Equity) and Sarah Dodd (Office of Victim Advocacy) the committee was comprised of students, faculty and staff from Administrative Affairs, Athletics, Center for Public Policy and Social Research, Criminal Justice and Criminology Department, Counseling Wellness, Healthy Men's Initiative, Health Services, Inter Residence Council, Marketing and Communications, Residence Life, Ruth Boyea Women's Center, Student Activities and Leadership Development, Student Conduct and University Relations.

Initiatives

Posters

Approximately 150 posters from the "Where Do You Stand?" campaign, developed by the non-profit Men Can Stop Rape, were hung in academic and administrative buildings as well as residence halls. The posters promote bystander intervention, particularly to college men.

Classroom Presentations

Members of the committee facilitated trainings on bystander intervention in twenty classrooms to approximately 800 students.

Major Speakers

Jackson Katz: A Lecture on American Manhood and Violence against Women, 600 students, faculty and staff attended. Program was required for all NCAA student athletes.

Tom Keith: The Bro Code: Masculinity and the Courage to Change, 100 (approx.) students in attendance

TedxCCSUSalon: The Man Box: Discussing Gender, Masculinity, and Male Privilege, 55 students in attendance

Outreach

- Stand Up CCSU committee members were interviewed about the campaign for the campus radio station and newspaper.
- Every room door in the Residence Halls had a Stand Up CCSU doorknocker on it when students returned from spring break. The doorknockers provided information on bystander intervention and campus and community resources.
- Stand Up CCSU committee members provided information on the campaign and bystander intervention through tabling at three basketball games, the Dean's Cup and on seven days at the Student Center
- At the hashtag #StandUPccsu dozens of CCSU faculty, staff and students had their pictures posted to twitter with messaging about how and why they take a stand
- The Student Center had a campaign banner in the Devil's Den and bystander information on computer screens.

Outcomes

- Directly reached approximately 1,550 students with presentations and trainings on sexual assault and relationship violence prevention.
- Information on bystander intervention and resources for those impacted by violence was widely distributed, in many different formats, across the CCSU campus.
- CCSU community members were provided an avenue to become involved in campus sexual assault and intimate partner violence prevention.

Campaign 2 of 2

The Red Flag Campaign – Fall Semester 2015

Type of Campaign: Prevention and Awareness (sexual assault, intimate partner violence, stalking)

Description: The Red Flag Campaign (RFC) uses an evidence-based, bystander intervention strategy to address sexual assault, dating violence and stalking on college campuses. At CCSU the campaign includes the distribution of red flags on campus, a poster series, classroom presentations and several key note speakers.

Red Flag Committee

A campus wide committee worked together to implement the campaign. Chaired by Sarah Dodd (Office of Victim Advocacy) and Kathy Bantley (Criminology and Criminal Justice) the committee was comprised of students, faculty and staff from Student Government, Residence Life, Health Services, the Ruth Boyea Women's Center, University Police, Office of Diversity and Equity, Center for International Education, Psychological Sciences, Criminology and Criminal Justice and the YWCA of New Britain. Additional support was provided by the Department of Athletics and Student Affairs.

Initiatives

Posters

Approximately 150 Red Flag Campaign posters were distributed throughout campus, in academic buildings, dining halls and residence halls. Posters contained information on behaviors that may indicate a “red flag” in a relationship and how to intervene in these situations.

Classroom Presentations

- Committee members facilitated presentations in 27 classrooms across various disciplines including construction management, criminology, computer science, history, management, management information systems, psychology, statistics and nursing.
- Approximately 841 students participated (25% increase from 2014).

Major Speakers

Don McPherson, “You Throw like a Girl,” 500 (approx.) students in attendance including all NCAA athletes

Dr. Lisa Fontes presented on “Coercive Control,” facilitated workshops for the SART Team, two classrooms and an open sessions with 50 people in attendance.

Criminal Justice Panel presented on “Legal Consequence of Domestic Violence” with 82 people in attendance.

Outreach

- Students and staff “tabled” at two football games (approximately 300 students received educational information)
- Student Center
 - Committee members “tabled” on multiple dates (approximately 100 students received educational information)
 - The statue of Kaiser in the Devil’s Den was dressed a Red Flag Campaign t-shirt to draw attention to the posters
 - A campaign banner was held in Devil’s Den and information about dating violence was on television and computer screens
- Door tags in Residence Halls – 1,000 (tags) on student doors with information on the Red Flag Campaign as well as campus and community partner’s resources and services.
- Two e-mails were sent to the campus community from Rosa Rodríguez, Title IX Coordinator
- There was promotion of the campaign at three Title IX Trainings

Total Direct Contact (Training/Events): 1,523 (66% increase from 2014)

Overall Outcomes

- Increased student contact. The RFC 2015 expanded education efforts and directly reached more students with educational content than past campaigns
- Events lead to learning. Students report learning about bystander intervention, social norm change and different aspects of abusive behavior through educational events
- New faculty allies. Faculty from atypical disciplines such as computer science and geography engaged in the campaign, allowing RFC to reach students who might not otherwise focus in the classroom on issues like interpersonal violence.

III. TOTAL REPORTED INCIDENTS OF SEXUAL VIOLENCE:		
Incident Category	Number of Incidents Reported:	Number of Incidents Disclosed:
<i>Sexual Assault</i>	5	17
<i>Stalking</i>	6	2
<i>Intimate Partner Violence</i>	13	18

IV.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):								
Case Category	Total Number of Cases:	Final Outcome:						
		Warning:	Probation:	Suspension:	Expulsion:	Persona Non Grata (PNG):	Sanctions/ Sexual Violence Remediation:	Other:
<i>Sexual Assault</i>	1				1	1		
<i>Stalking</i>	1				1	1		
<i>Intimate Partner Violence</i>	4			3		3		Deferred Suspension (1), Residence Hall Separation (3), On-Line Anger Management module (3), Alcohol EDU (1), On-Line Civility and Respect Module (1), On-Line Choosing Options Module (1), On-Line Personal Decision Making Module (2)

IV.b. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (STUDENTS):			
Appeal Category	Total Number of Cases:	Outcome of Appeal Decision:	
		<i>Upheld:</i>	<i>Overturned:</i>
<i>Sexual Assault</i>	0		
<i>Stalking</i>	0		
<i>Intimate Partner Violence</i>	2	2	

V.a. DISCIPLINARY CASES AND FINAL OUTCOMES OF DISCIPLINARY CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES):						
Case 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>	0					
<i>Stalking</i>	0					
<i>Intimate Partner Violence</i>	0					

V.b. FINAL OUTCOMES OF APPEALS OF ORIGINAL OUTCOMES OF CASES RELATING TO SEXUAL VIOLENCE (EMPLOYEES):		
Appeal Category	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 OR CONFIDENTIAL SEXUAL VIOLENCE REPORTS OR DISCLOSURES TO THE INSTITUTION:				
Category	Number of Reports:		Number of Disclosures:	
	<i>Anonymous:</i>	<i>Confidential:</i>	<i>Anonymous:</i>	<i>Confidential:</i>
<i>Sexual Assault</i>	0	0	0	38-45
<i>Stalking</i>	0	0	0	2
<i>Intimate Partner Violence</i>	0	0	0	7

*"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. A copy of its most recent policies regarding sexual assault, stalking and intimate partner violence;
- II. A copy of its most recent concise written notification of the rights and options of a student or employee who reports or discloses an alleged violation of its sexual assault, stalking and intimate partner violence policy or policies;
- III. The number and type of sexual assault, stalking and intimate partner violence prevention, awareness and risk reduction programs at the institution;
- IV. The type of sexual assault, stalking and intimate partner violence prevention and awareness campaigns held by the institution;
- V. The number of incidences of sexual assault, stalking and intimate partner violence reported or disclosed to such institution;
- VI. The number of confidential or anonymous reports or disclosures to the institution of sexual assault, stalking and intimate partner violence;
- VII. The number of disciplinary cases at the institution related to sexual assault, stalking and intimate partner violence; and
- VIII. 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 outcome 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 of at least ten years, a portion of which may be suspended, except as provided in subdivisions (1) and (2) of this subsection, or 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. Notwithstanding the provisions of subsection (a) of section 53a-29 and except as otherwise provided in this subsection, a court may suspend a portion of a sentence imposed under this subsection and impose a period of supervised probation pursuant to subsection (f) of section 53a-29.

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) (1) “*Affirmative Consent*” means an active, clear and voluntary agreement by a person to engage in sexual activity with another person.

Sec. 10a-55m. (a) (5) “*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) (2) "*Awareness programming*" means institutional action designed to inform the campus community of the affirmative consent standard used pursuant to subdivision (1) of subsection (b) of this section, and 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 or disclosed to 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) (6) "*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.

All inquiries concerning this handbook may be directed to Gregory F. Daniels, Assistant Counsel, Connecticut State Colleges and Universities, at 860-723-0018 or DanielsG@ct.edu.

Policies



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



June 2016

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 cursive script that reads "Jack W. Miller".

Dr. Jack W. Miller
CCSU President

Contents

President’s Message..... 1

Office of Diversity and Equity (ODE)..... 5

 Mission Statement 5

 ADA Accommodations..... 6

Ruthe Boyea Women’s Center..... 6

Office of Victim Advocacy 7

ODE Staff Responsibilities..... 8

Other University Cultural Programs and Services 10

 Center for Africana Studies 10

 East Asian Center..... 10

 Latin American, Latino and Caribbean Center 11

 Lesbian, Gay, Bisexual, Transgender Center (LGBT)..... 12

 MOSAIC Center..... 13

Student Clubs and Organizations 14

 Africana Students Organization (ASO)..... 14

 The Chinese Students Association..... 14

 Hillel Jewish Student Organization 14

 Latin American Student Organization (LASO)..... 14

 Muslim Student Association..... 14

 NAACP..... 15

 PRIDE 15

 South Asian Students Association (SASA)..... 15

 United Caribbean Club 15

Nondiscrimination in Education and Employment Policy 16

Definitions	17
Responsibility	17
BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy.....	18
Statement of Policy.....	19
Terms and Usage	19
Confidentiality	25
Mandated Reporting by College and University Employees.....	25
Rights of Those Who Report.....	27
Options for Changing Academic, Housing, Transportation and Working Arrangements	27
Support Services Contact Information	28
Right to Notify Law Enforcement & Seek Protective and Other Orders.....	28
Employee Conduct Procedures	29
Student Conduct Procedures	29
To report an incident at Central Connecticut State University	32
If you want to speak with someone at CCSU.....	33
If you want to speak with a community partner	33
Procedures and Timetables for Processing of Complaints.....	34
Policy Regarding Reporting Suspected Abuse or Neglect of a Child .	40
Consensual Relationship Policy	42
Discrimination Complaint Agencies.....	45
Other Important Information and Resources	47
Notes	48

Office of Diversity and Equity (ODE)

Mission Statement

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

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

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

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

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

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

ADA Accommodations

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

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

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

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

Ruthe Boyea Women's Center

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

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

Contact Information: Jacqueline Cobbina-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 CCSU who have been impacted by sexual assault, relationship violence, and/or stalking.

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

Office Hours:

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

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



**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 • Leads awareness campaigns • Provides advocacy and referral services

ODE Staff	Responsibilities
<p>Sarah Dodd, Victim Advocacy and Violence Prevention Specialist Office of Victim Advocacy Carroll Hall, RM 248</p> <p>Mon. 9 AM-12:30 PM Tues. 9 AM – 5:00 PM Wed. 1 - 4:30 PM Fri. 9 AM – 5:00 PM Other times available upon request</p> <p>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-boivin@ccsu.edu</p>	<ul style="list-style-type: none"> • Offers services for and about women • Provides resources, to advocate, inform, and support personal development • Sponsors educational and cultural programs designed to promote gender equity, leadership, and independence • Provides advocacy and referral services

Did you know?

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

Other University Cultural Programs and Services

Center for Africana Studies

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

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

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

East Asian Center

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

The Center is located in Barnard Hall, RM 209.

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

Did you know?

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

Source: U.S. Census Bureau, 2010 Census

Latin American, Latino and Caribbean Center

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

The Center is located in Carroll Hall.

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

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

Did you know?

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

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 a weekly basis in the Student Center. All are welcome!

South Asian Students Association (SASA)

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

United Caribbean Club

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

For additional information on student organizations go to

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

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 appropriate

¹ CCSU Student Code of Conduct, Part B

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

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

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

Terms, Usage and Standards

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

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

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

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

Sexual misconduct includes engaging in any of the following behaviors:

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

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

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

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

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

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

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

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

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

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

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

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

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

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 (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from a student regardless of the age of the reported victim. All employees are also required to communicate to the institution's designated recipient (e.g., Title IX Coordinator) any disclosure or report of sexual misconduct received from an employee that impacts employment with the institution or is otherwise related to the business of the institution.

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

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

Rights of Those Who Report

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

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

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

Options for Changing Academic, Housing, Transportation and Working Arrangements

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

Support Services Contact Information

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

and, if requested, professional assistance in accessing and using any appropriate campus resources, or local advocacy, counseling, health, and mental health services. All 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 an investigation or disciplinary proceedings begin promptly; that such disciplinary proceedings shall be conducted by an official trained annually in issues relating to sexual misconduct and shall use the preponderance of the evidence (more likely than not) standard in making a determination concerning the alleged sexual misconduct.

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

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

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

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

Dissemination of this Policy

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

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

Did you know?

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

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

To report an incident at Central Connecticut State University

Office of Diversity and Equity (All complaints)

Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator
Central Connecticut State University

1615 Stanley St.

New Britain, CT 06053

Davidson Hall, Rm. 102

860-832-1653

rosa.rodriguez@ccsu.edu or

TitleIXReport@ccsu.edu

Office of Student Conduct (Complaints against students)

Christopher Dukes, Director

Carroll Hall, Rm. 202

860-832-1667

DukesC@ccsu.edu

University Police (All criminal complaints except sexual harassment)

860-832-2375

Human Resources (Complaints against employees)

Anna E. Suski-Lenczewski, Chief Human Resources Officer

Davidson Hall, Rm. 101

860-832-1756

lenczewskia@mail.ccsu.edu

Office of Student Affairs (Complaints against students)

Dr. Laura Tordenti, Vice President for Student Affairs

Davidson Hall, Rm. 103

860-832-1605

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

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

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

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

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

4. Process for filing complaints

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

No Basis to Proceed.

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

Investigatory Process

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

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

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

The complainant and the respondent (person accused) will be allowed to have a non-participating support person present for interviews. Represented employees: See Right to Union Representation section.

Timeline

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

Right to Union Representation

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

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

Determination

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

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

his or her findings and recommendations to the appropriate administrator.

5. Disciplinary Action

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

B. Process for Filing an Appeal

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

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

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

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

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

Appeal Process for AAUP Members

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

C. Records Maintenance

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

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

Related policies and procedures:

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

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

Did you know?

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

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	All Suspected Incidents of Sexual Abuse
Anna Suski-Lenczewski Chief Human Resources Officer Davidson Hall, RM 101 New Britain, CT 06050-4010 860-832-1751 lenczewskia@mail.ccsu.edu	Rosa Rodríguez, Chief Diversity Officer and Title IX Coordinator Davidson Hall, RM 102 New Britain, CT 06053 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](tel:860-832-0031)

Did You Know?

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

Source: Clery Center

Discrimination Complaint Agencies

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

The Connecticut Commission on Human Rights & Opportunities:

<u>Capitol Region</u> 999 Asylum Ave. Hartford, CT 06105 Tel: (860) 566-7710	<u>Eastern Region</u> 100 Broadway Norwich, CT 06360 Tel: (860) 886-5703
<u>Southwest Region</u> 1057 Broad Street Bridgeport, CT 06604 Tel: (203) 579-6246	<u>West Central Region</u> 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 CCSU website: <http://www.ccsu.edu/diversity/resources/affirmativeAction.html>

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

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

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

Did you know?

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

Notes



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

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

Take a Stand.

Say Something!

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

June/2016

Office of Diversity & Equity

This publication is available in alternative formats.

Written Notification



Office of Victim Advocacy

you are not alone

Resources and Options

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

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

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

Sarah Dodd – CCSU's Office of Victim Advocacy

860-832-3795

sarahdodd@ccsu.edu

DiLoreto Hall, Room 207*

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

Sarah is here to assist and support you.

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

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

Medical and Emotional Care

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

SWS, Counseling Services

CCSU

Marcus White Hall, Room 205

860-832-1945

Free. Confidential.

YWCA

Sexual Assault Crisis Services

22 Glen St. New Britain CT

860-223-1787 (24/7)

ywcanewbritain.org/sacs/

Free. Confidential.

Prudence Crandall Center (for Domestic Violence)

888-774-2900 (24/7)

prudencecrandall.org/

Free. Confidential.



Filing a Report - It's up to you.

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

All Complaints

Office of Diversity and Equity (ODE)

Rosa Rodriguez, Title IX Officer
860-832-1652

TitleIXReport@ccsu.edu
Davidson Hall, Room 102

Complaints against Students

Office of Student Conduct (OSC)

Christopher Dukes, Director
860-832-1667

DukesC@ccsu.edu
Willard Hall, Room 107

Filing a Criminal Complaint and Orders for Protection

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

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

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

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

Office of Victim Advocacy
860-832-3795

Women's Center
860-832-1655

LGBT Center
860-832-2090

Residence Life
860-832-1660

Other Helpful Information

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

you are not alone.

There are people available to help.

Resources



you are
not alone

How to Help

in case of sexual or
interpersonal violence

Central Connecticut State University

Definitions 4

Reporting an incident

Office of Diversity & Equity/Title IX Officer 11
860 832 1652

Office of Student Conduct 12
860 832 1667

CCSU Police 13
860 832 2375

Medical attention

SWS, Medical Services (Confidential) 16
860 832 1925

Hospital of Central Connecticut* 17
860 224 5011

Someone to talk to

Office of Victim Advocacy 19
860 832 3795

Women's Center 20
860 832 1655

LGBT Center 21
860 832 2091

Residence Life 22
860 832 1660

SWS, Counseling Services (Confidential) 23
860 832 1945

**Sexual Assault & Domestic Violence
Crisis Services*** 24

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

Helpful Tips

How Can I Help Stop Violence? 28

Student Rights 29

Your Rights 31

**Off-campus and confidential services*

#STANDUPCCSU

*"I always
wondered why
somebody didn't
do something
about that. Then
I realized I am
somebody."
— Aijah*



**Stand Up CCSU
Community
Organizers**

What is Sexual Assault?

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

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

What is Consent?

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

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

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

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

— 6 —

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

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

Intimate partner, domestic and/or dating violence

includes acts of violence or threats of violence that occur between individuals who are family or household members, or persons in a current or former dating or cohabitating relationship.

Intimate partner violence may include physical abuse, emotional abuse and threats of abuse.

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

7 —

What is Stalking?

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

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

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

#STANDUPCCSU



Stand Up CCSU
**Community
Organizers**

To report an incident

Office of Diversity & Equity (Title IX Officer)

All complaints
860 832 1652

Office of Student Conduct

Complaints against students
860 832 1667

CCSU Police

All criminal complaints
860 832 2375

Emergency Medical Attention

911 for immediate assistance

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

Office of Diversity & Equity (ODE)

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

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

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

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

Office of Student Conduct (OSC)

The OSC promotes social responsibility and resolves discipline cases on campus in a sound and fair manner.

The staff are available to answer any questions or concerns about University behavioral standards and the CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

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

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

CCSU Police

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

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

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

On-campus
Dispatch Center, 24-hours:
860 832 2375
Detective Division
MON-FRI, 9:00AM-5:00PM
860 832 2383
www.ccsu.edu/police



Options for Medical Attention

15 —

911 Emergency

For immediate assistance

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

On-campus evaluation or advice

860 832 1925

Hospital of Central Connecticut

Off-campus evaluation or advice when SWS is closed and for the collection of medical evidence

860 224 5011 / 860 225 6244

SWS, Medical Services*

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

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

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

***Confidential**

Hospital of Central Connecticut (HCC)

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

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

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

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

If you want to speak with someone

Office of Victim Advocacy

On-campus services and support

Women's Center

On-campus support and referral

LGBT Center

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

Residence Life

On-campus referral for resident students

SWS, Counseling Services*

On-campus crisis intervention and counseling services

Sexual Assault Crisis Services*

Prudence Crandall Center for Domestic Violence*

***Confidential**

Office of Victim Advocacy

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

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

On-campus

Carroll Hall, Rm. 248

MON, 9:00AM–12:30PM

TUES, 9:00AM–5:00PM

WED, 1:00–4:30PM

FRI, 9:00AM–5:00PM

860 832 3795

sarahdodd@ccsu.edu

Additional times available upon request

Women's Center

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

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

On-campus

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

LGBT Center

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

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

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

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

On-campus

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

Residence Life

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

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

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

On-campus
Mid-Campus, Rm. 118
MON–FRI, 8:30AM–5:00PM
860 832 1660
fax: 860 832 1659
www.ccsu.edu/reslife

SWS, Counseling Services*

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

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

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

***Confidential**

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

Off-campus Services*

Sexual Assault Crisis Services (SACS)

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

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

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

***Confidential**

Off-campus Services*

Prudence Crandall Center

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

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

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

***Confidential**

*"I stand up by speaking
up for those without a
voice. My voice is your
voice and my strength is
your strength."*

—Jonathan



Stand Up CCSU
**Community
Organizers**

Helpful Tips

If you are the victim of sexual or interpersonal violence:

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

How Can I Help Stop Sexual Assault/Violence?

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

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

Student Rights

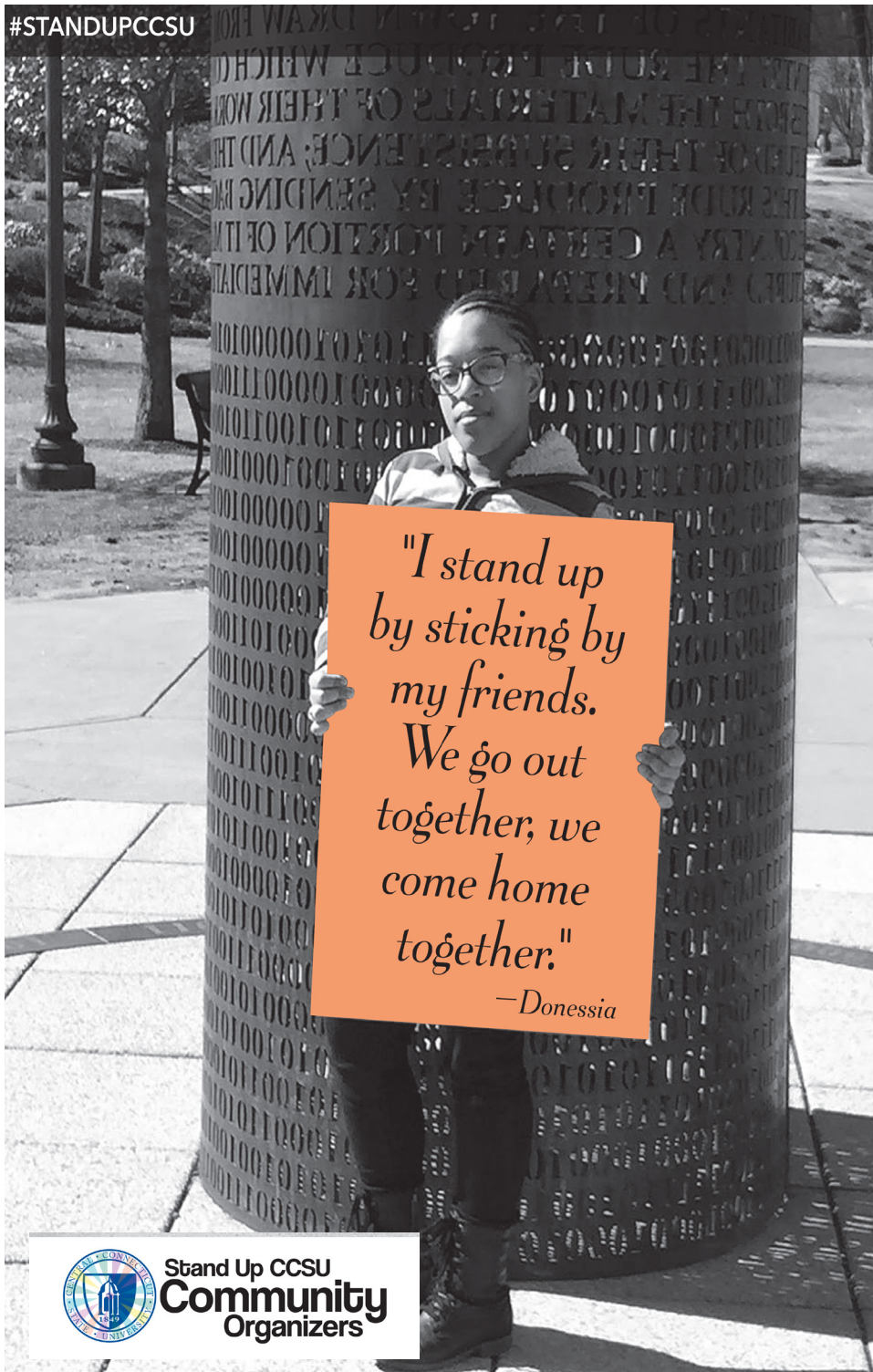
CCSU has protocols and procedures in place to respond to reports of sexual violence. When a report involves students (as the accuser or the accused), all involved have equal rights throughout the disciplinary process, including the right to:

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

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

Info on the rights of accused students contact:
Chris Gutiérrez
Veterans Affairs Coordinator and
Student Conduct Support Advisor
gutierrezc@ccsu.edu
860 832 2838
Carroll Hall, Rm. 0350000

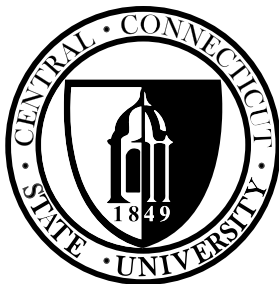
Info on the rights of students who file a report:
Sarah Dodd
Victim Advocacy & Violence
Prevention Specialist
sarahdodd@ccsu.edu
860 832 3795
Carroll Hall, Rm. 248



Your Rights

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





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

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

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

May 2016

What is Sexual Assault?

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

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

What is Consent?

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

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

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

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

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

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

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

What is Stalking?

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

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

Rights of Victims/Survivors

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

How Can We Help Stop Violence?

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

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

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

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

You Have Options: The Choice is Yours.

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

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

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

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

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

Equal Opportunity Employer and Educator

CCSU Resources

Available 24 hours/7 days a week

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

Monday - Friday, 8 AM - 5 PM

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

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

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

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

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

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

Residence Life
860-832-1660

LGBT Center
860-832-2091

Off-Campus Confidential Resources

Available 24 hours/7 days a week

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

Hospital of Central Connecticut
860-224-5671

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

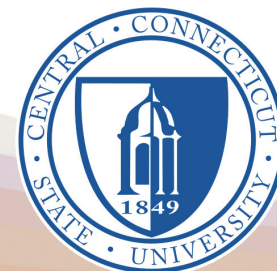
Suicide Prevention Lifeline
1-888-273-8255

***To report an incident at CCSU**



**you are
not alone**

Information and Resources on Sexual Assault & Interpersonal Violence



Presentations

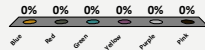






WHAT IS YOUR FAVORITE COLOR?

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





OFFICE OF DIVERSITY AND EQUITY DAVIDSON HALL 102

Responsibilities

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

TITLE IX IS A...

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

TITLE IX TRAINING AGENDA

CCSU Nondiscrimination Policy

CCSU Sexual Misconduct Policy

Definitions

Mandated Reporting

Complaint Procedure

On and Off Campus Resources

Understanding Sexual Assault, Intimate Partner Violence and Stalking

Quiz

THE CONTEXT

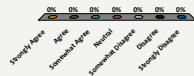
HIGHER EDUCATION AND SEXUAL MISCONDUCT





**I FEEL VERY COMFORTABLE DISCUSSING
TOPICS RELATED TO SEXUAL
MISCONDUCT**

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



**CCSU POLICIES AND
PROTOCOL**

CCSU NONDISCRIMINATION POLICY

Harassment and discrimination are prohibited based on:

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

DISCRIMINATION DIFFERENTIAL/DISPARATE TREATMENT

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

WORKPLACE/EDUCATIONAL ENVIRONMENT INCLUDES:

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

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

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

REPORTING DISCRIMINATION & HARASSMENT

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

MANDATORY REPORTING – BOR SEXUAL MISCONDUCT POLICY

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

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

MANDATORY REPORTING – BOR POLICY REPORTING SUSPECTED ABUSE OR NEGLECT OF A CHILD

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

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

MANDATORY REPORTING

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

For more information on this policy contact:

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

RIGHTS OF THOSE WHO REPORT

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

RIGHTS OF ALLEGED VICTIM & ACCUSED:

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

RIGHTS OF THOSE WHO REPORT

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

COMPLAINT PROCEDURES AND OPTIONS

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

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

INVESTIGATION STANDARDS

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

RETALIATION

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

UNIVERSITY PERSPECTIVE HARASSMENT & DISCRIMINATION

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

RESOURCES

ON-CAMPUS RESOURCES TO REPORT AN INCIDENT:

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

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

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

Any administrator

ON-CAMPUS RESOURCES SOMEONE TO TALK TO:

CCSU Office of Victim Advocacy
Sarah Dodd
860-832-3795
DiLoreto 207

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

Residence Life
860-832-1660
Mid Campus 118

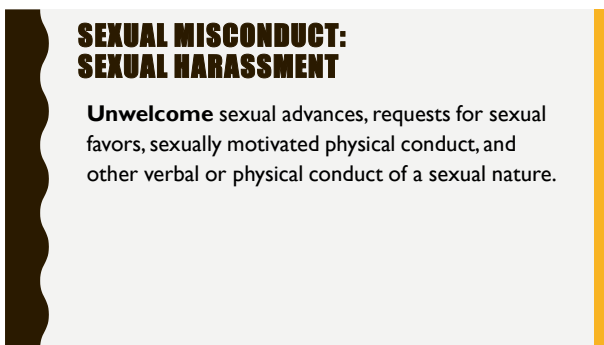
Student Wellness Services*
(Confidential)
Health Services:
860-832-1925
Counseling Services:
860-832-1945
Office of Student Affairs
860-832-1601
Davidson Hall, Room 103

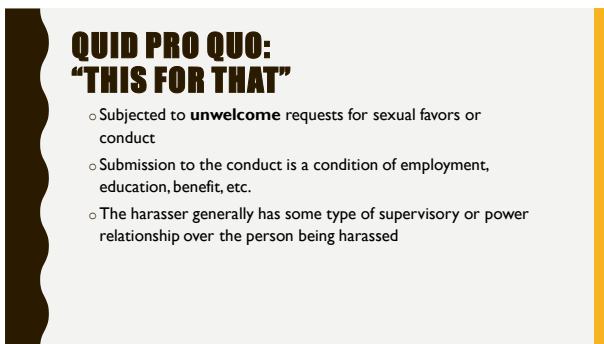
*This office is the only office at CCSU staffed with confidential counselors.

OFF-CAMPUS **CONFIDENTIAL** RESOURCES

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







HOSTILE ENVIRONMENT

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

FORMS OF HARASSMENT

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

SEXUAL MISCONDUCT: SEXUAL EXPLOITATION

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

SEXUAL ASSAULT

SEXUAL MISCONDUCT: SEXUAL ASSAULT

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

THE MYTHOLOGY

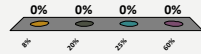
What other myths
are there about
sexual violence?

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

Lisak, David, (2008) *Understanding the Predatory Nature of Sexual Violence*. UMASS, Boston

WHAT PERCENTAGE OF COLLEGE WOMEN EXPERIENCE ATTEMPTED OR COMPLETED SEXUAL ASSAULT WHILE IN COLLEGE?

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



STATISTICS

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

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

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

CONSENT (AND TEA)



How might this experience be different then an assault involving a stranger?

- 9 in 10 offenders were known to the victim
- The majority of sexual victimization occurred in living quarters
- Off-campus victimization is more common
- Fewer than 5% of incidents were reported to the police

Fischer et al. *The Sexual Victimization of College Women*. National Institute of Justice. December, 2000.

RAPE TRAUMA SYNDROME

- Acute Phase
Expressed, controlled, shocked
- Reorganization Phase
Minimization, Dramatization, Suppression, Explanation, Flight
- Resolution Phase

FILM CLIP AND DISCUSSION

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

This film contains content about sexual assault that may be triggering to some people.

Please take care of yourself, even if it means exiting the screening.

DISCUSSION QUESTIONS

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



INTIMATE PARTNER VIOLENCE

INTIMATE PARTNER VIOLENCE

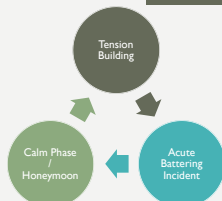
A pattern of abusive behavior in any relationship that is used by one partner to **gain or maintain power and control** over another intimate partner. It may be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

POWER AND CONTROL

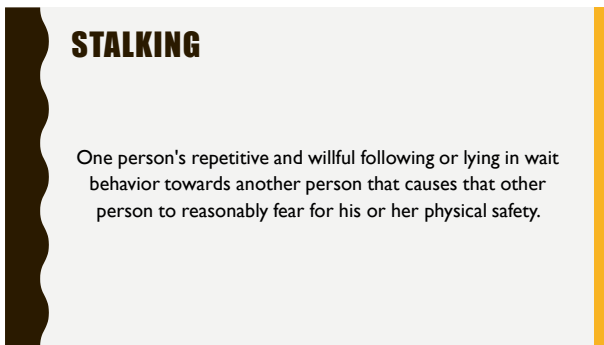


CYCLE OF VIOLENCE

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

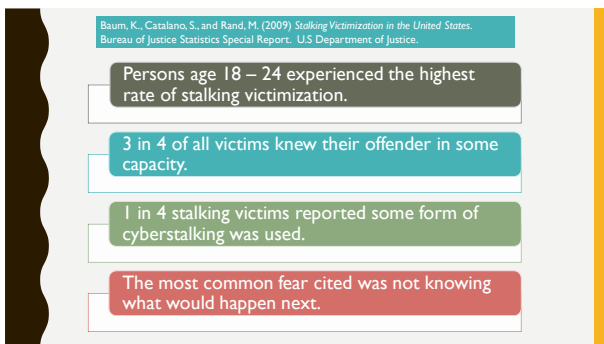






STALKING

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



Baum, K., Catalano, S., and Rand, M. (2009) *Stalking Victimization in the United States*. Bureau of Justice Statistics Special Report. U.S. Department of Justice.

Persons age 18 – 24 experienced the highest rate of stalking victimization.

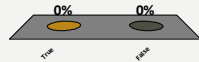
3 in 4 of all victims knew their offender in some capacity.

1 in 4 stalking victims reported some form of cyberstalking was used.

The most common fear cited was not knowing what would happen next.

MOST STALKERS TARGET CELEBRITIES.

- A. True
B. False



ALL STALKERS HAVE MENTAL HEALTH ISSUES.

- A. True
B. False



IF A PERSON IGNORES STALKING BEHAVIOR IT WILL GO AWAY.

- A. True
B. False



BEHAVIOR OF STALKERS

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

INDIVIDUAL RESPONSE

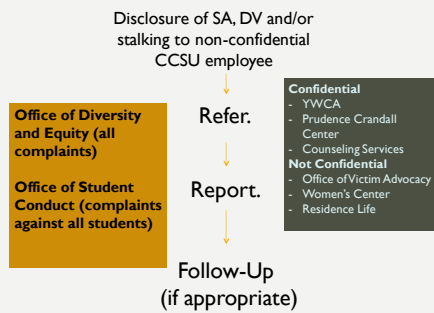
WHY DO STUDENTS DISCLOSE TO FACULTY/STAFF?

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

CASE STUDY ACTIVITY

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

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



YOU HAVE SUPPORT.



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





WHAT IS PREVENTION?

• **Primary Prevention:**
Focus is on stopping violence before it occurs.

- Social norm change
- Bystander intervention

• **Risk Reduction:**
Focus is on the potential victim. It typically focuses on "in the moment" strategies:

- Self Defense
- Blue Lights



NORMS THAT SHAPE ENVIRONMENT

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

(National Sexual Violence Resource Center, Sexual Violence and the Spectrum of Prevention, 2006)

KITTY GENOVES*



DISCUSSION:

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

Why do people choose **to** intervene in a given situation?

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

BYSTANDER INTERVENTION SCENARIO

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

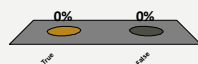
Questions:

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

TITLE IX QUIZ

TITLE IX PROHIBITS DISCRIMINATION AGAINST ONLY WOMEN ON COLLEGE CAMPUSES?

- A. True
B. False

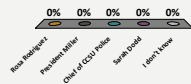


TITLE IX IS A__

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

WHO IS THE TITLE IX COORDINATOR?

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



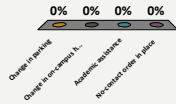
TITLE IX COORDINATOR – ROSA RODRIGUEZ



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

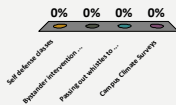
POSSIBLE ACCOMMODATIONS FOR A PERSON WHO REPORTS THAT THEY EXPERIENCED SEXUAL MISCONDUCT ARE (CLICK ALL THAT APPLY):

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



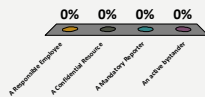
EXAMPLES OF SEXUAL ASSAULT PREVENTION ACTIVITIES ARE:

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



AT CCSU YOU ARE A/AN: (MARK ALL THAT APPLY)

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



THANK YOU.

Sarah Dodd
Victim Advocacy and Violence Prevention Specialist
sarahdodd@ccsu.edu
860-832-3795
Diloreto 207
9:00 am – 5:00 pm, M-F



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



Central Connecticut State University

Office of Diversity and Equity

Rosa Rodríguez

Chief Diversity Officer and Title IX Coordinator

Sarah Dodd

CCSU Victim Advocacy and Violence Prevention Specialist

Davidson Hall, 102

860-832-1652

<http://web.ccsu.edu/diversity/>



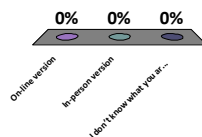
CCSU Title IX Training - Refresher

- CCSU Employee Responsibilities
- Resources and referrals
- Quiz
- Case study



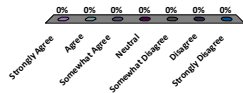
How did you complete your Initial Title IX Training?

- A. On-line version
- B. In-person version
- C. I don't know what you are talking about



I feel comfortable talking about issues related to sexual violence.

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



ODE Responsibilities

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

CCSU Nondiscrimination Policy

Harassment and discrimination are prohibited based on:

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




Workplace/Educational Environment Includes:

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

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

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



Federal, State, Board of Regents and Campus Policy Requirements

CCSU EMPLOYEE RESPONSIBILITIES



Mandatory Reporting – BOR Sexual Misconduct Policy

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

*Title IX Officer - Rosa Rodríguez

rosa.rodriquez@ccsu.edu

860-832-0178.



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

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

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

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



Mandatory Reporting

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

For more information on this policy contact:

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



RESOURCES AND REFERRALS



On-campus Resources To report an incident:

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

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

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



On Campus Resources Someone to talk to:

CCSU Victim Services Sarah Dodd 860-832-3795 DiLoreto 207	Student Wellness Services (Confidential) Health Services: 860-832-1925 Counseling Services: 860-832-1945
CCSU Women's Center Jacqueline Cobbina-Boivin 860-832-1655 Student Center, Room 215	Office of Student Affairs 860-832-1601 Davidson Hall, Room 103
Residence Life 860-832-1660 Barrows Hall, Room 120	Any university administrator



Off-campus Confidential Resources

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

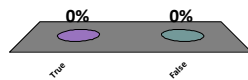


TITLE IX REFRESHER QUIZ



Title IX prohibits discrimination against women on college campuses?

- A. True
- B. False

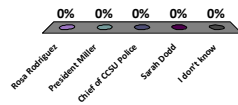


Title IX is a...

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

Who is the Title IX Coordinator?

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



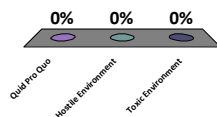
Title IX Coordinator – Rosa Rodriguez



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

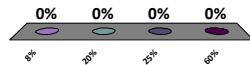
What are the different types of sexual harassment (mark all that apply)?

- A. Quid Pro Quo
- B. Hostile Environment
- C. Toxic Environment



What percentage of women college students experience attempted or completed sexual assault while at college?

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



Statistics

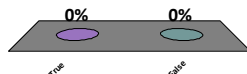
Sexual Assault: sexual contact or behavior that occurs without explicit consent from the victim.

- Approximately **20% of college women** will experience some form of sexual violence while attending college.
- Approximately **6% of college men** will experience some form of sexual violence while attending college.

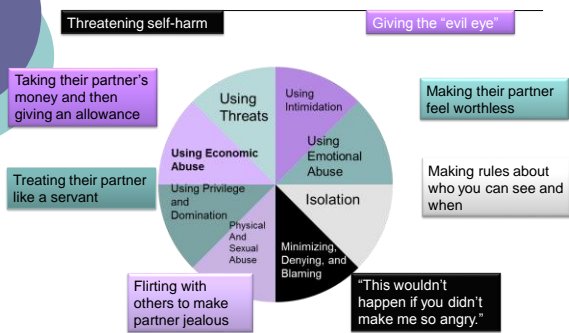
Christopher P. Krebs et. al. The Campus Sexual Assault Study: Final Report xiii., National Criminal Justice Reference Service, October 2007

Intimate Partner Violence may include physical, sexual or psychological harm.

- A. True
- B. False

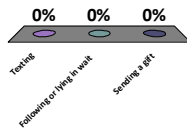


Power and Control



Examples of stalking behavior include (click all that apply):

- A. Texting
- B. Following or lying in wait
- C. Sending a gift

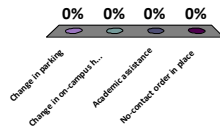


Behavior of Stalkers

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

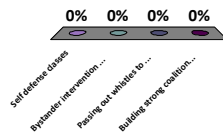
Possible accommodations for a student who reports that they experienced interpersonal violence are (click all that apply):

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



Examples of Sexual Assault Prevention activities are:

- A. Self defense classes
- B. Bystander intervention programming
- C. Passing out whistles to students
- D. Building strong coalitions of community and campus partners



CASE STUDY

Case Study

- A professor is leading a one week study abroad trip to France. There are 20 students in the class. Halfway through the trip one of the students confides in the faculty member that she woke up with another student groping her the night before. The student wants you to make sure that she does not have to sit next to the accused person on the plane ride home.

Questions to discuss:

1. What are your primary concerns?
2. What is the professor's responsibility as an employee?
3. How would you respond to the student in this situation?
4. What are your next steps?

Have you seen red flags on campus?



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





Upcoming Red Flag Events

- ❖ “You Throw Like a Girl: Language, Masculinity and Violence against Women” featuring Don McPherson
 - ❖ September 27th, 7:00 pm, Alumni Hall
- ❖ **Invisible Chains – Coercive Control in Intimate Relationships** featuring Dr. Lisa Fontes
 - ❖ **October 1st, 3:15, Connecticut Room (Memorial Hall)**
- ❖ The Legal Consequences of Interpersonal Violence – a panel featuring experts in criminal justice
 - ❖ October 9th, 12:15, Vance 105



Thank You.

Feedback request:
On the index card on your desk
please describe this training in one
word.
Thank you!

Sarah Dodd
Victim Advocacy and Violence Prevention
Specialist
sarahdodd@ccsu.edu
860-832-3795
Diloreto 207
9:00 am – 5:00 pm, M-F



Take a Stand. Say Something!

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



STAND UP CCSU:

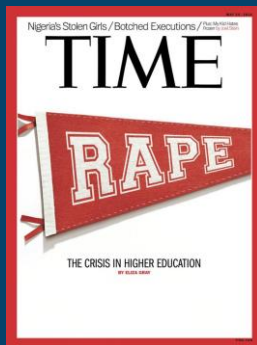
Together we can
prevent sexual and
relationship violence

WHO ARE WE?

Members of a cross- campus committee
focused on violence prevention

Professionals and students with experience
in prevention and advocacy work

Individuals who deeply care about student
safety and well-being





KITTY GENOVESE - 1964



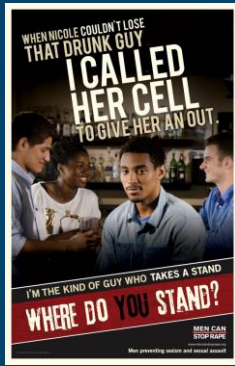
DISCUSSION:

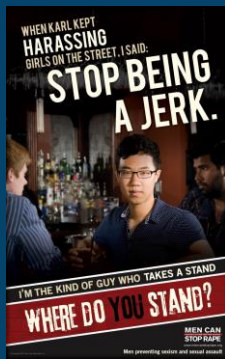
Why do people choose to intervene in a given situation?

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

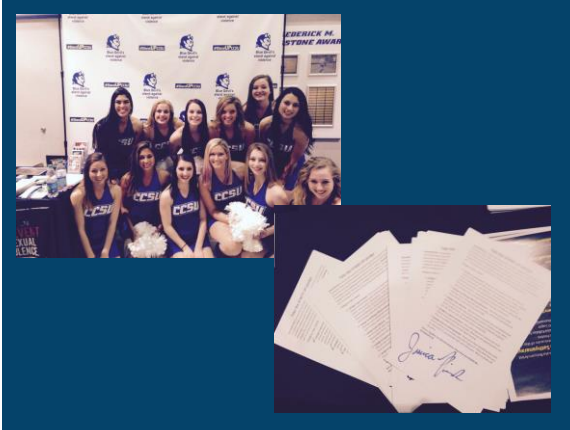
STAND UP CCSU

The Campaign









#STANDUPCCSU



START WITH YOU

• **Get involved.** There are many opportunities right here on campus to think deeper about violence prevention in our society. Attend events. Read posters. Ask questions. Know more.

• **Be reflective.** Take the time to consider your own relationships and how you can take steps to be a better partner, brother, uncle, father, spouse and/or friend



START WITH YOUR FRIENDS



• **Support survivors.** Those who experience violence are most likely to reach out to family or friend(s). Believing and supporting them can have an incredible impact on their future healing.

• **Challenge others.** People we love and respect can sometimes make statements that are sexist, homophobic, or racist. Learn about diverse groups to help the people in your life connect with all members of our community.



START WITH YOUR COMMUNITY

• **Share and follow.** Social media is a powerful community. Do your part by being a positive role model to friends and followers – bring awareness to issues of violence when you can and challenge myths and misconceptions that you come across.

• **Be an active bystander.** If you see or hear something that could lead to violence or to a hostile culture don't ignore it. Think about how you can intervene in a way that feels right and safe to you. When in doubt call the police.



TIPS FOR INTERVENING

Approach everyone as a friend

Do not be antagonistic

Avoid using violence

Be honest and direct when possible

Recruit help if necessary

Keep yourself safe

If things get out of hand or become too serious, contact the police

JACKSON KATZ

More Than a Few Good Men:
A Lecture on American
Manhood and Violence
Against Women

Alumni Hall
March 11th
5:30 PM

You are invited!



THANK YOU.

Sarah Dodd
Victim Advocacy and Violence
Prevention Specialist
sarahdodd@ccsu.edu
860-832-3795
Diloreto 207
9:00 am – 5:00 pm, M-F

Jacqueline Cobbina - Boivin
Coordinator, Women's Center
cobbina.boivin@ccsu.edu
860 – 832 – 1656
Student Center 215
9:00 am – 5:00 pm, M - F

Presented by:
Sarah Dodd, CCSU Victim Advocate

Red Flag Campaign

Content from this presentation comes from the Red Flag Campaign, a project of the Virginia Sexual and Domestic Violence Action Alliance (Action Alliance)
www.theredflagcampaign.org

Have you seen red flags on campus?



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

Prevalence of Dating Violence

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



C. Sellers and M. Bromley, "Violent Behavior in College Student Dating Relationships," Journal of Contemporary Criminal Justice (1996).

Dating violence is a pattern of abusive behavior in a relationship that is used by one partner to gain or maintain power and control over another. It may be physical, emotional, sexual, psychological, or economic.

What are some examples of **Red Flags** that might indicate an abusive relationship?

Red Flags for Dating Violence

When a person....

- * **Jealousy:**
 - * Gets angry when his/her partner spends time with other people
 - * Calls his/her partner over and over
- * **Emotional abuse and victim blame**
 - * Uses derogatory language to describe partner
 - * Constantly finds fault with his/her partner
 - * Makes partner feel bad about himself/herself
- * **Isolation**
 - * Makes all the decisions in the relationship
 - * Makes her/his partner "pay" for spending time with other people
 - * Persuades his/her partner to give up activities he/she enjoys

Red Flags for Dating Violence

When a person....

- * **Coercion**
 - * Ignores her/his partners wishes or needs
 - * Manipulates or forces partner to do something against his/her will
- * **Physical and sexual abuse**
 - * Grabs or pushes partner
 - * Throws or breaks objects
 - * Forces his/her partner to have sex or do sexual things
- * **Stalking**
 - * Harasses someone to the point of fear
 - * Repeatedly follows someone
 - * Sends frequent unwanted messages to someone directly or through friends

If you observed a red flag in a friend's relationship....

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

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

Scenario 1

You're sitting in the Student Center with Joe and Emily who have been dating on and off for about a year. Joe excuses himself to get some coffee. You then notice Emily open Joe's backpack and take out his phone. She tells you that she has to check his texts, emails and social media to make sure he's not cheating on her. She admits to doing this often because she's worried about Joe talking with other girls. She then asks that you don't tell Joe.

* What could you do if Joe was your friend?

* What could you do if Emily was your friend?

Scenario 2

You're walking back from class with your friend Kayla whose cell phone is incessantly ringing. You ask her if everything is alright and she states that her ex-boyfriend John has been texting and calling her all day. Her phone continues to go off and she appears to be frustrated. Kayla tells you that John needs to know everything she's doing all the time and it's getting annoying especially since she ended the relationship three weeks ago. She also tells you that he comes to campus every day and begs her to talk things but she refuses.

How do you respond to Kayla's concerns about Joe's behavior?

What are some important components of healthy relationships?

Signs of a healthy relationship

When each person...

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

Resources

On-Campus

CCSU Office of Victim Advocacy
860-832-3795
Diloreto 207

Women's Center
Women's Center Coordinator
860-832-1655
Student Center Room 215

Residence Life
860-832-1660

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

Off-Campus - Confidential

YWCA Sexual Assault Crisis Service
24 Hour Hotline: 860-223-1787
24 Hour Spanish Hotline: 888-568-8332

Prudence Crandall Center for Domestic Violence
24 Hour Hotline: 888-774-2900

Suicide Prevention Lifeline
24 Hour Hotline: 860-273-8255

Hospital of Central Connecticut
100 Grand Street
New Britain, CT 06050
860-224-5011

Reporting

Office of Diversity and Equity

Title IX Compliance Officer
Rosa Rodriguez
860-832-1652
Davidson Hall, Room 102

Office of Student Conduct

Christopher Dukes
860-832-1667
Willard Hall, Room 107

University Police

Emergency (Police, Fire, Medical): 911
Routine Police Service Requests Dispatch
860-832-2375

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



Upcoming Red Flag Events

- ❖ “You Throw Like a Girl: Language, Masculinity and Violence against Women” featuring Don McPherson
 - ❖ September 27th, 7:00 pm, Alumni Hall
- ❖ Invisible Chains – Coercive Control in Intimate Relationships featuring Dr. Lisa Fontes
 - ❖ October 1st, 3:15, Connecticut Room (Memorial Hall)
- ❖ The Legal Consequences of Interpersonal Violence – a panel featuring experts in criminal justice
 - ❖ October 9th, 12:15, Vance 105

Questions or comments?

* **Kathy Bantley, Red Flag Campaign Co-Chair**

bantleyk@ccsu.edu

860-832-3142

* **Sarah Dodd, Red Flag Campaign Co-Chair**

sarahdodd@ccsu.edu

860-832-3795

Please e-mail Kathy or Sarah if you are interested in getting involved in the campaign. We have many volunteer opportunities!

Posters

More Than a Few Good Men



Dr. Jackson Katz

Presents:

A Lecture on American Manhood and Violence Against Women

March 11, 2015

5:30 – 7:00 PM.

Student Center, Alumni Hall

- Illustrates how the sports culture, comedy, advertising, and other media depictions of men, women, sex and violence contribute to pandemic levels of gender violence
- Conveys a cutting edge analysis of masculinity and sexual politics
- Shows, with humor, how homophobia prevents many men, and women, from dealing honestly with sexism
- Draws connections between the campus culture of drinking and the incidence of sexual assault

More Than A Few Good Men

Featuring Dr. Jackson Katz

A Lecture on American Manhood and Violence Against Women

March 11, 2015, 5:30 – 7:00 PM.

Student Center, Alumni Hall

- Illustrates how the sports culture, comedy, advertising, and other media depictions of men, women, sex and violence contribute to pandemic levels of gender violence
- Conveys a cutting edge analysis of masculinity and sexual politics
- Shows, with humor, how homophobia prevents many men, and women, from dealing honestly with sexism
- Draws connections between the campus culture of drinking and the incidence of sexual assault

SPONSORING ORGANIZATIONS: Student Affairs, Diversity and Equity, Residence Life, Student Conduct, Student Wellness Services, Student Activities and Leadership Development, Office of Victim Advocacy and Violence Prevention, Women's Center, Center for Public Policy and Social Research, Veterans Affairs, Criminology Department, Psychology Department, Athletics, Administrative Affairs, Inter Residence Council (IRC), Marketing & Communications

CCSU IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER

StandUPCCSU



Blue Devils stand against violence

StandUPCCSU is a bystander awareness campaign organized by a group of Central Connecticut State University students, faculty and staff who are committed to the prevention of sexual and interpersonal violence on our campus. StandUPCCSU encourages men to stand up and take action against violence. Our goal is to engage the campus community in a dialogue on how each of us can actively play a part in creating an environment free of sexual and relationship violence.

StandUPCCSU

How You Can Take a Stand:

Start with YOU

- **Get involved.** There are many opportunities right here on campus to think deeper about violence prevention in our society. Attend events. Read posters. Ask questions. Know more.
- **Challenge offensive behaviors.** Speak up against sexist, homophobic and racist jokes, comments or actions.
- **Be reflective.** Take the time to consider your own relationships and how you can take steps to be a better partner, brother, uncle, father, spouse and/or friend.

Start with YOUR family and friends

- **Support survivors.** Those who experience violence are most likely to reach out to family or friend(s). Believing and supporting them can have an incredible impact on their future healing.
- **Challenge others.** People we love and respect can sometimes make statements that are sexist, homophobic, or racist. Learn about diverse groups to help the people in your life connect with all members of our community.

Start with YOUR community

- **Share and follow.** Social media is a powerful community. Do your part by being a positive role model to friends and followers – bring awareness to issues of violence when you can and challenge myths and misconceptions that you come across.
- **Be an active bystander.** If you see or hear something that could lead to violence or to a hostile culture don't ignore it. Think about how you can intervene in a way that feels right and safe to you. When in doubt call the police.

Join us. Together we will end violence.
Share how you **STAND UP** - #STANDUPCCSU

ON-CAMPUS RESOURCES

TO REPORT AN INCIDENT:

Office of Diversity and Equity

Title IX Compliance Officer

Rosa Rodriguez

860-832-1652

Davidson Hall, Room 102

Office of Student Conduct

Christopher Dukes

860-832-1667

Willard Hall, Room 107

University Police

Emergency: 911

Dispatch Center: 860-832-2375

SOMEONE TO TALK TO:

CCSU Victim Advocacy Services

860-832-3795

Ruthe Boyea Women's Center

Women's Center Coordinator

860-832-1655

Student Center Room 215

Residence Life

860-832-1660

Mildred Barrows Hall RM 120

Student Wellness Services*

Health: 860-832-1925

Counseling: 860-832-1945

Marcus White Annex

Office of Student Affairs

860-832-1601

Davidson Hall, Room 103

*Confidential

OFF-CAMPUS RESOURCES

YWCA Sexual Assault Crisis Service

24 Hour Hotline 860-223-1787

24 Hour Spanish Hotline

888-568-8332

Prudence Crandall Center

for Domestic Violence

24 Hour Hotline: 888-774-2900

Suicide Prevention Lifeline

24 Hour Hotline: 888-273-8255

Hospital of Central Connecticut

100 Grand Street

New Britain, CT 06050

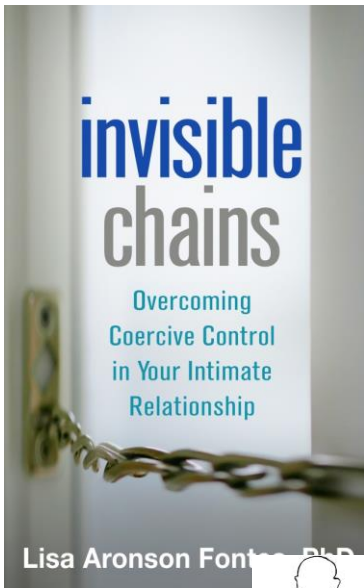
860-224-5011

SPONSORING ORGANIZATIONS: Student Affairs, Diversity and Equity, Residence Life, Student Conduct, Student Wellness Services, Student Activities and Leadership Development, Office of Victim Advocacy and Violence Prevention, Women's Center, Center for Public Policy and Social Research, Veterans Affairs, Criminology Department, Psychology Department, Athletics, Administrative Affairs, Inter Residence Council (IRC)

Invisible Chains

Overcoming Coercive Control in Intimate Relationships

Lisa Aronson Fontes, PhD



Do you know someone in a controlling relationship?
Want to help?

Attend this session and find out about coercive control & how to help someone get free from their partner's domination.

If you or someone you care about is caught in a partner's controlling web, this talk & this book provide answers, hope, and a way out. Original drawings by Liz Bannish



October 1, 2015

3:15 pm – 4:15 pm

Memorial Hall, Connecticut Room

Free and open to the public. Light refreshments provided.

Please RSVP to sarahdodd@ccsu.edu

This program is a part of the CCSU Red Flag Campaign.

CCSU is an equal opportunity employer / educator.

#redflagCCSU



**"We don't raise
boys to be men,
we raise them not
to be women."
— Don McPherson**



You Throw Like a Girl

Language, Masculinity and Violence Against Women

**Don McPherson, former NFL player,
College Football Hall of Famer, activist,
educator, feminist and entrepreneur
is coming to campus.**

Sunday, September 27

**7:00 pm – 8:00 pm
Student Center, Alumni Hall**

**Open to the public.
Free. All encouraged to attend.**



**Sponsors: The Red Flag Campaign Committee, Department of Athletics,
Student Government Association, Office of Diversity and Equity, Office of Victim Advocacy,
Women's Center, Office of Student Affairs, Administrative Affairs.**

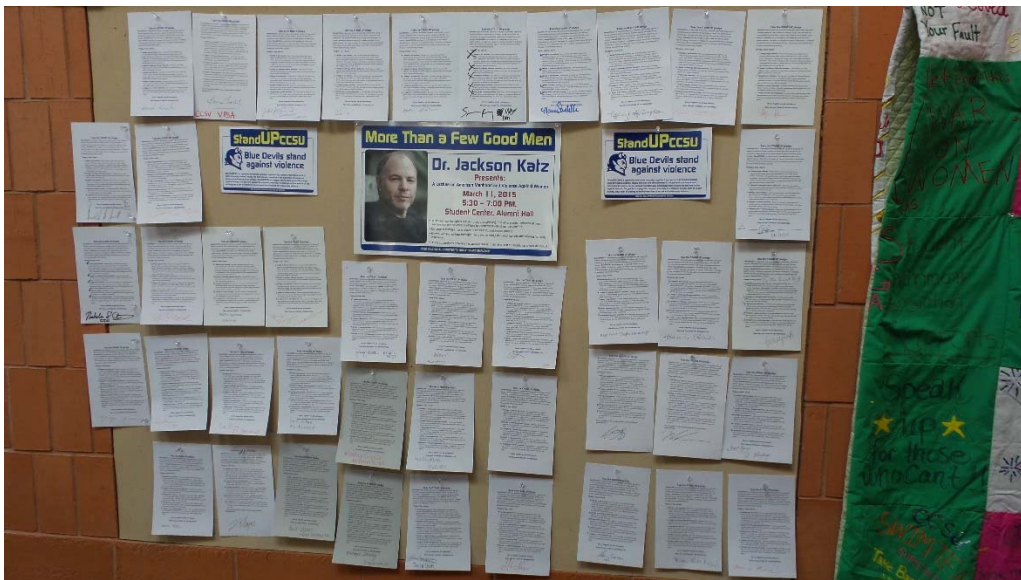
CCSU IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER

Campaign Photos

Photos – Stand Up CCSU Spring 2015



Materials for a Stand Up CCSU table in the student center. Committee members engaged students in conversation on bystander intervention and provided information on campus resources.



A bulletin board with signed pledges. Students pledged to stand up peacefully and safely for their others.



Posters from the “Where do you Stand?” poster campaign on a bulletin board in the student center.



A full house in Alumni Hall for Jackson Katz's Keynote address (March 11, 2015).



Dr. Jackson Katz presenting the keynote lecture for the Stand Up CCSU campaign (March 11, 2015)



Dr. Tom Keith presenting a lecture and discussion as part of the Stand Up CCSU Campaign (March 24, 2016).

Photos from the Stand Up CCSU Campaign – Spring 2015